

**The Human Brain Project (HBP) FET Flagship
SGA2 Call for Expressions of Interest (CEoI)**

**“Best Concepts and Ideas for Diversity in Research and
Management”**

Guide for Applicants

Call publication date:	25 June 2019
Proposal Submission Deadline:	14 October 2019 at 17:00 CET
More information	Calls for Expression of Interest Diversity and Gender Equality Activities info@opencalls.humanbrainproject.eu
Proposal submission	HBP Open Call Platform

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1. The Human Brain Project

The Human Brain Project ([HBP](#)) is an ambitious 10-year research initiative that is part of the [EU's Future and Emerging Technologies Flagship programme](#). In line with the European Commission's [RRI guidelines](#) and the [gender agenda for Horizon 2020](#), the HBP aims to play a pioneering role in promoting awareness and advancing [gender equality in research teams and decision-making, as well as in research content and innovation](#).

This Call is open for members of all HBP Partner Institutions, especially scientists and managers of science at an early career stage.

2. Scope of the Call

Diversity and equality have been increasingly recognised as benefit for research and society. For complex tasks, a diverse team may achieve better outcomes than a homogenous group.

Gender and other diversity aspects are not only important for teamwork but can also be **important elements in scientific research projects** that might lead to additional insights and knowledge or far-reaching results. The importance of inclusion of diversity variables, like gender dimensions, in research projects, has been widely recognised, for example in the Horizon 2020 programme.

The HBP would like to increase the visibility of researchers at the beginning of their career, researchers who are interested in developing **concepts for improving gender equality, including diversity, creating role models and best practices** on improving equal opportunities.

This Call for Expression of Interest (CEoI) invites applications for the **following categories** in management and science:

- 1) **Best Ideas and Measures to improve equal opportunities** in scientific research teams or in the overall HBP

The HBP will honour the best ideas and measures that focus on improving equal opportunities in various settings; we strive to implement these best practices in the HBP.

- 2) **Best Scientific Research Project that integrates diversity** (sex, gender, further intersectional variables like age, specific diseases etc.)

The HBP will honour research projects for integrating sex, gender and further diversity dimensions in their research design (see also [H2020 Guidelines](#)).

Terminology:

- The term **gender** refers to the **social construction of women, men, and non-binary persons**: societies and cultures associate competences, behaviours and attitudes with a person's biological sex. Expectations and ascribed roles lead to further differences in persons' paths through life, for instance by influencing if and how occupational choices and achievements are recognised.
- **Sex** refers to the **biological differentiation** between "male" and "female", determined by chromosomes, genes, hormones, and anatomy. However, the idea of two discrete sexes is overly simplistic. The concept of "intersex" refers to a variety of conditions, in which the combination of sexual, anatomical, and physiological factors does not fit to the typical definition of male and female ([Ainsworth 2015](#), [ISNA 2015](#)).
- When referring specifically to sex as a biological characteristic, the terms "**female**" and "**male**" should be used. It is recommended to use the terms "women" and "men" when both biology and culture are concerned ([see European Commission 2013, p.50](#)).
- The term **diversity** comprises the manifold traits, characteristics and differences of human subjects based on various dimensions. Some of these traits are inherent (e.g. sex, ethnicity, sexual orientation, body composition, physiology, age), some are ascribed or acquired (e.g. gender, skills, knowledge, technological literacy) and others are context related (e.g. different mobility needs in private and working context, social and economic background, working and

living environment, lifestyle). The European Union acts to prevent discrimination on grounds of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation (see also [EU Charter of Fundamental Rights](#)).

3. CEol Submission and Evaluation Process

Submit your application until **14 October 2019** at 17:00 Brussels time (CET) at the [HBP Open Call Platform](#)

An internal evaluation committee will select the most outstanding and promising concepts, which will be presented at the HBP Summit to a large scientific audience and representatives of the European Commission. **Registration and travel expenses of award winners will be covered.** The results of the call and winning projects will be presented on the [HBP Gender Website](#).

More information, including the Proposal Submission Template and the Guide for applicants, can be found at the [HBP Open Call Platform](#)

If you have further questions, please contact us at: info@opencalls.humanbrainproject.eu

4. Requirements for Submitting a Proposal

- Measures must be dedicated to improving equal opportunities within a team, community or the HBP overall (examples are guidelines or processes, workshops focusing on work distribution and collaboration, buddy systems or peer groups for specific topics, promotion systems).
- Submissions of early career stage engineers, researchers or science managers will be evaluated beneficially.
- Authors of the research project, best practice paper, etc. must be affiliated to an HBP Partner Institution.
- Submission must be completed before the assigned deadline.

5. Proposal Submission

The proposal must be submitted via the [HBP Open Call Platform](#).

The applicants are required to register a profile, enter the proposal information and partner data, and submit the proposal document and CV. The applicants can edit the proposal before the deadline, only the last version will be considered for evaluation.

Shortly after the submission of the proposal, an acknowledgement of receipt will be sent to the e-mail address of the proposal's main contact person, named in the submitted proposal. Sending of an acknowledgement of receipt does not imply that a proposal has been accepted as eligible for evaluation. For any given proposal, the proposal main contact person is acting as the main point of contact between the new Partner Organisations/ the proposal Partners and the HBP.

It is the responsibility of the applicants to ensure the timely submission and proposals submitted after the deadline will not be considered. Failure of the proposal to arrive in time for any reason, including communications delays, automatically leads to rejection of the submission. The time of receipt of the message as recorded by the submission system will be definitive.

Upon the call deadline, any incomplete proposal will not be considered for evaluation. The proposals have to strictly adhere to the template provided via the HBP open call platform, which defines sections and the overall length. Evaluators will be instructed not to consider extra material in the evaluation.

HBP offers an email-based helpdesk system for applicants at: info@opencalls.humanbrainproject.eu

6. Proposal Evaluation

An internal evaluation committee, setup by the Gender Advisory Committee, will, according to the outlined evaluation criteria, select the most outstanding and promising applications, which will be presented at the HBP Summit (to a large scientific audience and representatives of the European Commission). **Registration and travel expenses of award winners will be covered.** The results of the call and winning projects will be presented on the [HBP Gender Website](#).

Results will be announced about 4 weeks after the end of the call, in **November 2019**. Applicants will be directly informed via email.

The evaluation criteria for this call are given below.

7. Proposal Evaluation Criteria

7.1 Selection Criteria for Best Ideas and Measures to improve Equal Opportunities

I) TARGET GROUPS, IMPACT, SUSTAINABILITY OF THE IDEA / MEASURE (A+B=70%)

This category rates the ease of implementation and the replicability of the measure, as well as expected leverage effects for other teams, leaders or even the overall HBP. The equality measures should focus at least at gender whereas the intersectionality of gender with other variables such as ethnicity disciplinary background should be considered. Measures should be easy to implement.

A) TARGET GROUPS, EXPECTED IMPACT ON GENDER AND DIVERSITY (50%)

The importance and relevance of the idea for improving equal opportunities in the HBP and / or scientific community regarding gender and diversity.

- Outstanding: promising outstanding leverage effects for equal opportunities
- Excellent: important leverage effects to be expected
- Accomplished: measurable leverage effects to be expected
- Not applicable: no leverage effects probably difficult to be measurable

B) SUSTAINABILITY IN TERMS OF REPLICABILITY AND EXPECTED IMPLEMENTATION EFFORTS (20%)

Scope and expected resources needed to implement the measure

- Outstanding: Original and ground-breaking approach, certainly sustainable.
- Excellent: Important and novel approach, sustainable
- Accomplished: Approach with good considerations, not that easy to replicate or implement
- Not applicable: too complex, or too specific or just routine rather than novel.

II) PLAUSIBILITY, PROVE OF CONCEPT (30%)

Overall composition, clarity, consistency and coherency of the concept

- Outstanding: Excellent composition and plausibility of the concept
- Excellent: Good composition and plausibility of the concept
- Accomplished: Adequate composition and plausibility of the concept
- Not applicable: Poor or failed composition and plausibility of the concept

7.2 Selection Criteria for Best Scientific Research Project that integrates Diversity

I) DIVERSITY AND INTERDISCIPLINARITY (A+B=70%):

This category evaluates if the concept identifies gaps in current research and addresses them by differentiating variables related to sex, gender, age and further diversity traits and suggests an appropriate methodological approach.

In addition, the interdisciplinarity of the approach will be scored. Interdisciplinary research takes more time and effort, even though it is expected to lead to innovative results.

A) THEORETICAL AND METHODOLOGICAL FRAMEWORK FOR DIVERSITY IN RESEARCH (50%)

Diversity traits in the theoretical, methodical approach (the use of different diversity aspects as variables e.g. e.g. biological sex, gender, age, socio-economic factors, ...)

- Outstanding: Original and ground-breaking approach considering (multiple) variables
- Excellent: Important and novel approach to include diversity aspects
- Accomplished: Routine approach with good consideration of diversity
- Not applicable: Research that is based on routine rather than novelty. Scientific quality standards not fully complied

B) INTERDISCIPLINARY CHARACTER OF THE PROJECT, PROPOSED METHODS (20%)

Interdisciplinary research - Bridging function

- Outstanding: A significant breakthrough for interdisciplinary research
- Excellent: An important contribution for interdisciplinary research
- Accomplished: reflects a good interdisciplinary approach
- Not applicable: Interdisciplinary approaches not described adequately, or not recognisable

II) PLAUSIBILITY (30%)

Overall composition, clarity, consistency and coherency of the concept

- Outstanding: Excellent composition and plausibility of the project
- Excellent: Good composition and plausibility of the project
- Accomplished: Adequate composition and plausibility of the project
- Not applicable: Poor or failed composition and plausibility of the project