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GEDII

Improving Research and Innovation through Gender Diversity

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GEnder-**DI**versity-**I**mpact (GEDII) develops new methods and concepts for assessing the impact of gender diversity on research productivity, quality and innovation. Across most disciplines, scientific activity has moved away from the single researcher towards collaborative efforts. Important societal challenges demand the integration of expertise spread out over ever-expanding sub-divisions and specialized knowledge fields in sciences. GEDII explores how gender diversity affects these collaborative efforts among scientists specifically on the team level, since research teams provide the structural unit through which many joint efforts happen.

So far, the impact of gender diversity on research productivity, quality and innovation is very unevenly evidenced. Incremental insights from gender studies, team science and research evaluation exercises do not transcend these separate areas and are therefore of restricted analytical value. Integrating these disparate contributions, GEDII strives to provide a clear and comprehensive framework how gendered hierarchies, leadership styles or gendered communication patterns among other factors affect research teams.

The objectives of GEDII are ...

First, **to develop a reliable gender diversity measure** that is sensitive to power, status and information sharing differentials within research teams. This Gender-Diversity-Index (GDI) will establish a nuanced and realistic baseline on the level of gender diversity in teams beyond the simple proportion of women and men.

Second, **to elaborate and test sensor-based methods for detecting and measuring how gendered role expectations and behaviors shape team interaction and information sharing.** A sociometric approach delivers a more dynamic and thus fine-grained view on the subtle effects of gendered status expectations on team processes and outcomes.

Third, **to generate empirical evidence through a “five countries / two sector survey” on the multiple effects of gender diversity on research performance.** GEDII will primarily focus on teams working in the field of biomedical engineering and transport research – both areas that are a priority for European research funding and have high societal impact.

Finally, **to stimulate public awareness and support change-enabling engagement** in science, industry, policy and civil society through innovative societal dialogues about the evidence-based, comparable benefits of gender-diversity.

Are you interested in...

... the ways gender diversity affects research teams?

... new ways to assess the impact of research, especially from a gender perspective?

... sociometric methods and their potential for (gender) team research?

Please get in touch:

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