

COST Action MITOEAGLE

**Implementation strategy:
plan towards inclusiveness
(geographical coverage, ECI, gender balance)**

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Core Group Meeting
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COST Excellence & Inclusiveness

1. geographical coverage
(Inclusiveness Target Countries - ITCs)
2. early career investigators
(ECIs)
3. gender balance



COST Excellence & Inclusiveness

- to identify and reinforce scientific excellence
- to support integration of scientific research communities
- to increase the participation of researchers from identified ITCs
- to encourage participation of young talents and next generation leaders in science and technology
- promote working opportunities for Early Career Investigators and gender balance

1. Geographical Coverage

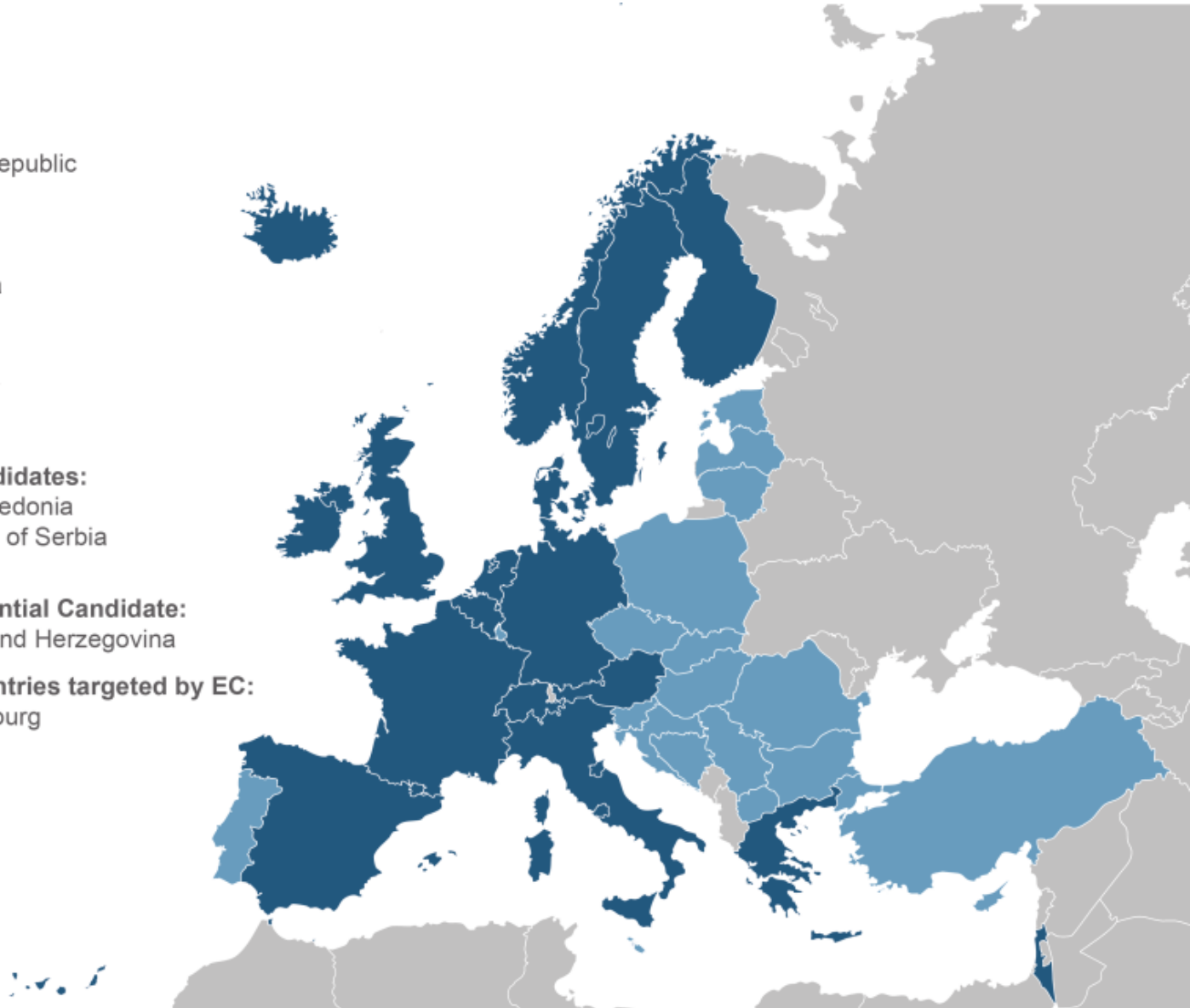
COST Inclusiveness Target Countries (ITCs)

- **EU 13:**
 - Bulgaria
 - Croatia
 - Cyprus
 - Czech Republic
 - Estonia
 - Hungary
 - Latvia
 - Lithuania
 - Malta
 - Poland
 - Romania
 - Slovakia
 - Slovenia

- EU Candidates:**
 - fYR Macedonia
 - Republic of Serbia
 - Turkey

- EU Potential Candidate:**
 - Bosnia and Herzegovina

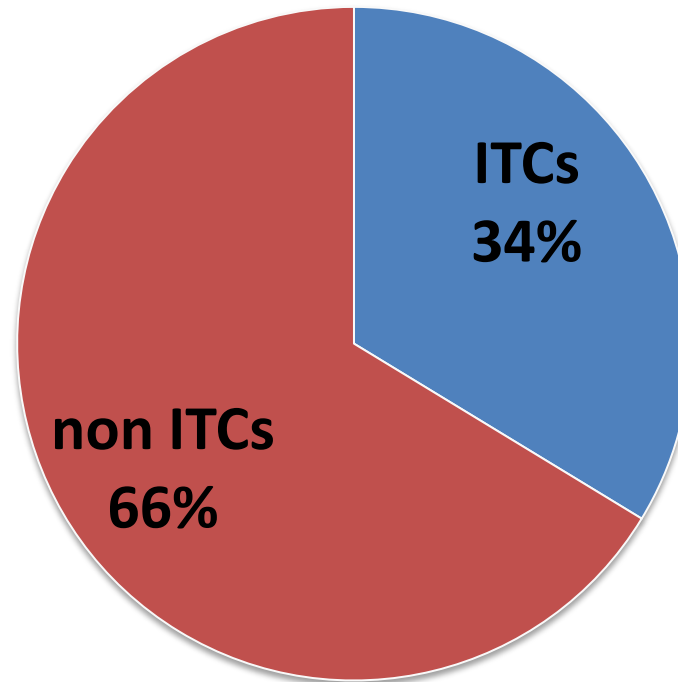
- EU Countries targeted by EC:**
 - Luxembourg
 - Portugal



1. Geographical Coverage

COST CA15203 MITOEAGLE

Management Committee
Inclusiveness Targeted Countries



6 ITCs not yet participated in MITOEAGLE:

Bosnia-Herzegovina, Bulgaria, Cyprus, Luxembourg, Montenegro, and the former Yugoslav Republic of Macedonia

1. Geographical Coverage

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Action Plan Proposals

1. to get involved 6 remaining ITCs
2. to organise COST events in ITCs to facilitate participation of ITC's researchers

Budget:

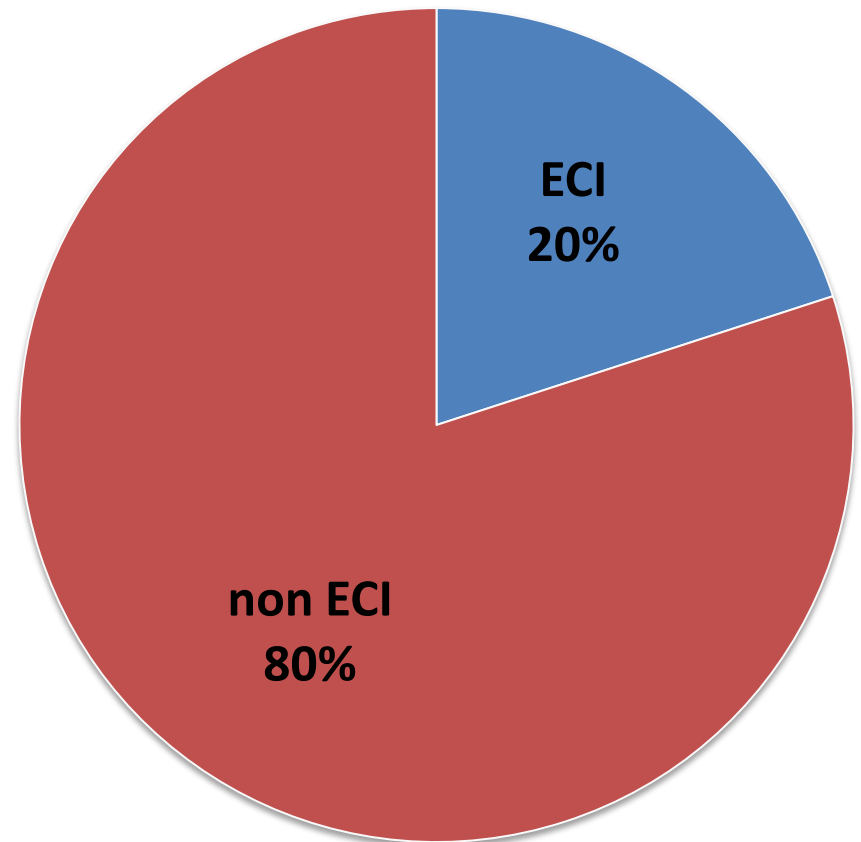
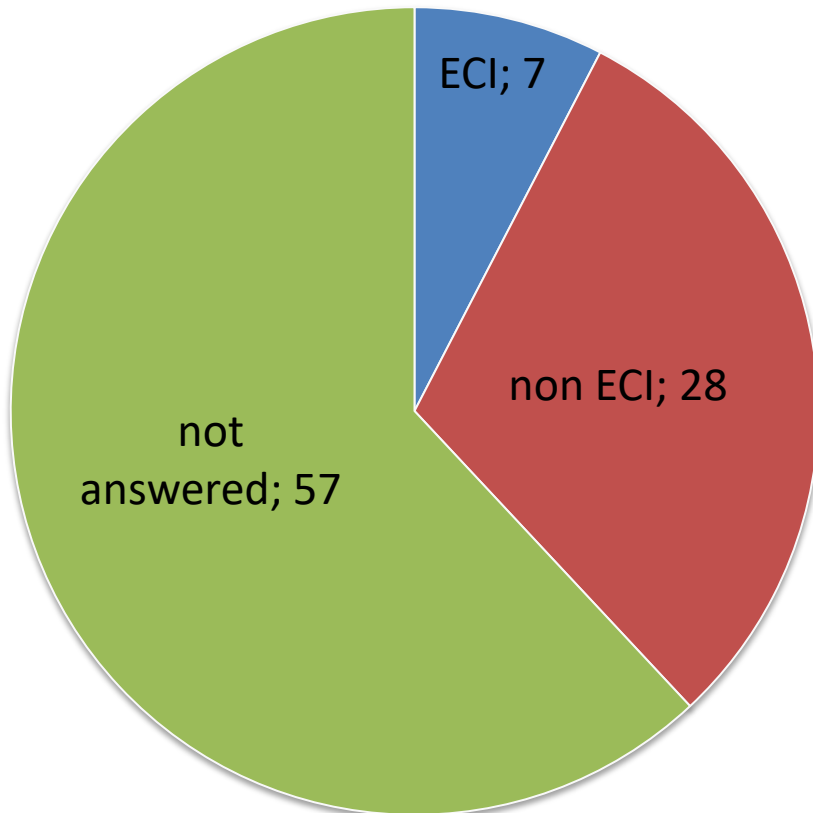
The COST Association has undertaken to dedicate **50%** of the COST Association overall budget to activities involving researchers from ITCs

3. to dedicate a minimum of **30%** of reimbursement of travel and accommodation expenses to participants from ITC's to **WG meetings**
4. to dedicate a minimum of **40%** of reimbursement of travel and accommodation expenses to participants from ITC's (preferentially ECIs) in other COST actions (training schools, long and short term scientific missions (STSMs), etc)

2. Early Career Investigators COST CA15203 MITOEAGLE

ECI = PhD + up to 8 years

Management Committee



2. Early Career Investigators

COST CA15203 MITOEAGLE

Action Plan Proposals

1. Leadership roles

- to encourage the COST National Coordinators (CNCs) of any new party (COST country) joining during the Action to consider Early Career Investigators and gender balance in their nominations as new Management Committee Members. (MC voted: YES)
- to encourage the COST National Coordinators of COST countries represented in the Action to support initiatives of established MC members to rotate in exchange of Early Career Investigators and to consider gender balance in replacement nominations. (MC voted: YES)

2. To promote ECIs participation to WG meetings

- Early Career Investigator Travel Grant

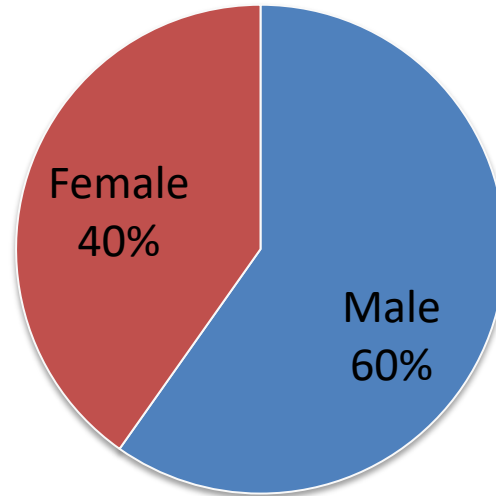
3. Action Think Tank for Early Career Investigators

- to facilitate networking of ECIs (to benefit from COST networking tools)
- to promote STSMs and other events of ECI's interest
- to organize dedicated ECI sessions in Actions events
- to directly involve ECIs in outreach activities or the scientific deliberations of WGs

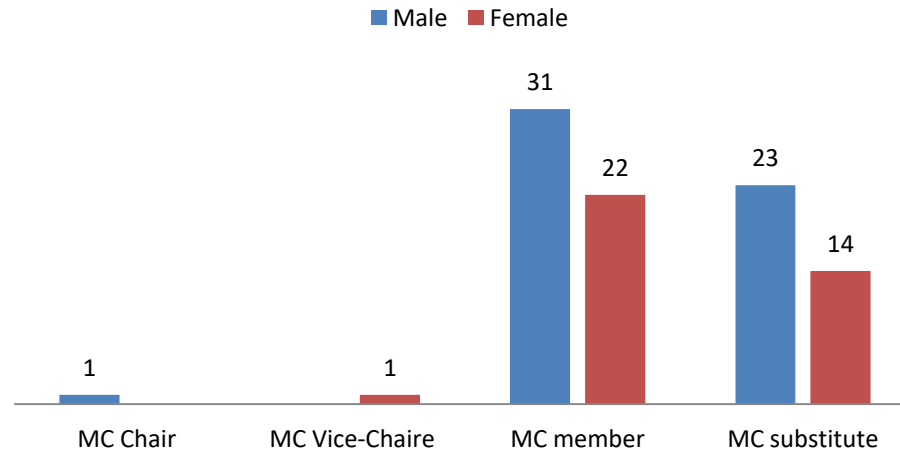
3. Gender Balance

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Management Committee



Management Committee



3. Gender Balance

COST CA15203 MITOEAGLE

Action Plan Proposals

1. to maintain gender balance in all MITOEAGLE events

2. to establish award

- “For women in MITOEAGLE” - suggested by MC members from Latvia

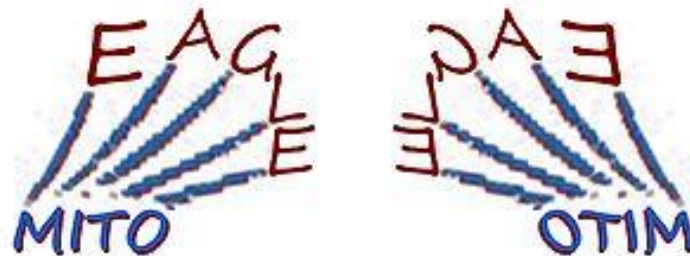
To gender balance:

- “For men in MITOEAGLE”

-per grant period or annually or at the end of the project.

Thank you for your attention!

- Suggestions
- Proposals
- New ideas
- ...



2016-10-18 Outcome e-VOTE 01

Comment of the Scientific Committee (MITOEAGLE COST-Evaluation 2016-02-12): „The proposed Action must develop and implement specific plans to increase the involvement of Early Career Investigators and for maintaining and monitoring gender balance.“

We suggest to implement the following strategies as part of the specific plans to increase the involvement of Early Career Investigators and for maintaining and monitoring gender balance:

- (a) Encourage the COST National Coordinators of any new party (COST country) joining during the Action to consider Early Career Investigators and gender balance in their nominations as new Management Committee Members.
- (b) Encourage the COST National Coordinators of COST countries represented in the Action to support initiatives of established MC members to rotate in exchange of Early Career Investigators and to consider gender balance in replacement nominations.

MC voted YES (agreed).