GEDII

September 2018

Gender Diversity Impact. Improving Research and
Innovation through Gender Diversity.

Policy Brief 6/6   **http://www.gedii.eu**

Gender Diversity – How inclusive is your team?

The Gender Diversity Index

Teamwork is the number one global workforce trend according to the Deloitte "Global Human Capital Trends 2016". So far, research on the link between gender diversity and effective teamwork is inconclusive, because gender diversity is limited to 'counting heads', that is the proportion of women and men. The Gender Diversity Index is a newly developed tool for monitoring the outcomes of gendered team processes in a more elaborated way. Seven grounds of diversity are included: age, educational level, care responsibilities, marital status, type of contract, seniority and team tenure (years of experience in the team).

The Gender Diversity Index is a composite indicator which combines data on those seven grounds into one figure. It is bound between 0 and 1, and measures both parity in representation in the most desirable categories (e.g. senior roles) or more inclusive categories (e.g. care responsibilities), as well as equal chances for women and men to access these categories (attrition) for each of the seven grounds. In other words, women and men should be equally represented in the more desirable or inclusive categories, and the 'pipeline' there should not be leaking.

The seven pillars of the Gender Diversity Index

Pillar	Representation (α)	Attrition (δ)
Age	Are women and men equally represented in the group above team average age?	Is representation at least as equal in the group above team average age compared to the group below team average age?
Education	Are women and men equally represented in the group who hold a doctorate?	Is representation at least as equal in the group with a doctorate compared to the group without?
Care responsibilities	Are women and men equally represented in the group who have current care responsibilities?	Is representation at least as equal in the group with current care responsibilities compared to the group without?
Marital Status	Are women and men equally represented in the group who are either married or cohabitating with their significant other?	Is representation at least as equal in the group that are married/cohabiting compared to the group that are not?
Type of contract	Are women and men equally represented in the group who have a permanent or tenured contract?	Is representation at least as equal in the group that holds permanent/tenured contracts compared to the group that do not?
Seniority	Are women and men equally represented in the group who hold a senior position?	Is representation at least as equal in the group that are in senior positions compared to the group that are not?
Team tenure	Are women and men equally represented in the group above the average team tenure (years of experience in the team)?	Is representation at least as equal in the group that have experience above average team tenure compared to the group that do not?

How to work with the Gender Diversity Index

These indicators are combined to calculate the Gender Diversity Index (online calculation tool is available at https://www.gedii.eu/self-assessment-tool/). The scores of the Gender Diversity Index capture how inclusive the team is. A score close to 1 reflects an inclusive team, but lower scores reflect issues that need further attention in one or more of the pillars. Both the overall score of the Gender Diversity Index and the different pillar should be examined separately to detect areas where improvements could be made. The following questions can be useful when it comes to developing actions based on the Gender Diversity Index: (1) in which areas is it necessary to improve representation and/or retention of team members; and (2) what would happen if another member joined or if a specific team member left the team?

The following table illustrates how the results of the Gender Diversity Index can be interpreted. The team consists of seven individuals and with four men and three women is near parity. However, it achieves a score on the Gender Diversity Index of just 0.36, illustrating the need for a more sophisticated measure than simply the proportion of women or men. Looking at the indicators, it is clear that this is because women and men do not have equal outcomes when it comes to education, team tenure, contractual terms or level of seniority.

Metrics	Gender Diversity Index			Variables	Women	Men
Age δ	0.67	0.77		Below team average age	2	2
Age α	0.89			Above team average age	1	2
Education δ	0	0		No doctorate	2	4
Education α	0			Doctorate	1	0
Care δ	1	1		No current care responsibilities	2	3
Care α	1		0.36	Current care responsibilities	1	1
Marital status δ	0.80	0.86		Not married or cohabiting	1	1
Marital status α	0.96			Married or cohabiting	2	3
Contract δ	0	0		Temporary / casual	2	4
Contract α	0			Permanent / tenured	1	0
Seniority δ	0	0		Junior researcher/Other	1	2
Seniority α	0			Senior researcher/Team leader	1	0
Tenure δ	0	0		Below average team tenure	2	4
Tenure α	0			Above average team tenure	1	0

Table 1: α: representation; δ: attrition. n = 7 for all indicators, with the exception of 'seniority' where n = 5 due to missing data.

To know more

The full reports are found at https://www.gedii.eu/about/publications/. To learn more about the Gender Diversity Index or how to apply it to your own field, please contact Dr. Anne Laure Humbert (a.humbert@brookes.ac.uk) and Dr. Elisabeth Anna Guenther (contact@elisabeth-anna-guenther.eu)