

Women in Science: UK-Brazil Gender Equality Partnerships Call

Call for Applications

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1. Background

The British Council programme *Women in Science*, part of *Going Global Partnerships*, seeks to increase the presence of women¹ in STEM careers, taking a systemic change approach which also promotes gender and social inclusion within the higher education sector in Brazil.

It supports women researchers with trainings and mentorships, promotes networks and stronger links between UK and Brazilian women scientists and science institutions; and influences national policies in Brazil that promote access and diversity in Science, inspired by UK models. This will ultimately contribute to stronger, more inclusive and globally connected tertiary education systems, which support economic and social growth. The programme sits under the Americas Women and Girls in STEM programme.

The programme will address the following challenges in the science and diversity agenda, both in Brazil and as wider global challenges:

In the case of Brazil:

1. Career pathways for Women in STEM are very limited and they are not represented in strategic areas, particularly at leadership level.

¹Gender, Women and LGBTQIA+: When we use the use of gender sometimes we can directly connect to the binarism of thinking genders between the categories “woman/man”. The reality is that when we talk about gender equality we are dealing with a wide range of categories and population groups that are still seeking to be treated fairly and equally. The gender discussion should incorporate LGBTQIA+ individuals in its discussions too, besides the categories of women and girls.

2. There is a higher number of enrolled women in higher education, but there are not spaces for progress, especially in exact sciences and in positions of leadership in the academic field for women.
3. Opportunities to recognise and to promote the female role model in science are limited. Not enough role models to encourage women in STEM careers
4. Structures within STEM institutions are not supportive of gender equality.
5. Lack of professional skills and networks for women to climb the ladder towards leadership positions in STEM and research careers.

These issues were identified based on research carried out in the region and country (Technopolis 2020 / Cingulado, Genero e Numero 2018) and discussions with stakeholders in the HE / Science area. On Brazilian data, a survey conducted in the second half of 2017 for a report published in *Gênero e Número* [Gender and Number] journal showed that 1 in 4 of the CNPq's Senior category (level 1A) researchers are women. Level 1A is part of the "Productivity in Research" group, which is above doctorate level, resulting in over BRL 100M less investment in women compared to men. In terms of under and graduate students, women appear as a majority or at parity in practically all major fields of knowledge however there is a major difference when it comes to STEM. In Health, Humanities and Linguistics, Arts and Languages more than 60% are women while in STEM their proportion is around 30%. In addition to gender, race is another relevant dividing factor in Brazil's Higher Education sector where the percentage of white women finishing higher education is 2.3 times higher than that of black or brown women" according to the IBGE's "Gender Statistics" report. The operational and institutional policies are resulting in barriers for career progression that impede women to fully develop in STEM careers and the sector as a whole.

Expected results:

- Development of national and institutional policies on science and diversity, via the exchange of models and best practices between high-level institutions positively impacting the engagement of Women and Girls in STEM.
- Increased participation of women in STEM resulting in more diverse and representative research.
- Stronger links and partnerships between the UK and the Americas Science sector, supported by a diversity agenda.
- Improved career paths for women in STEM.
- Girls are inspired to engage in STEM careers.

See further information on <https://www.britishcouncil.org.br/mulheres-na-ciencia>

2. Purpose of the Grant

The British Council is pleased to announce a call for applications for a **Grant** to undertake institutional partnership projects as part of the British Council's *Women in Science / Going Global Partnerships* programme.

The Grant will fund **five** UK higher education, science and technology institutions which are recipients of the [Athena Swan](#) award, for them to develop institutional partnership projects with counterparts in Brazil, whereby these can benefit from the experience of UK institutions in their gender equality journey in STEM. It is expected that each successful UK applicant will engage with approximately **two** Brazilian higher education, scientific and technology institutions - enhancing their competencies with the ultimate goal of creating an enabling environment towards a new ecosystem that promotes greater participation of women in STEM careers.

This process will be informed by the sharing of experiences and good practice; developing tailored trainings, mentorships, and overall proactive learning approaches, based on needs analysis; and facilitating thorough self-assessments in order to create SMART (specific, measurable, achievable, relevant and time-bound) action plans.

This initiative is part of a larger project, a pilot for Gender and Social Inclusion for Brazilian Higher Education Institutions. This pilot is comprised of the present call for partnership between UK and Brazilian institutions, as well as a separate tender for consultants that will support them.

The work to be done will examine the full life cycle in the profession of women in STEM at various levels in the Brazilian partner institutions, including:

- progression into academia and research
- preparation for future work
- employment opportunities, work environment and support systems
- building competencies for lifelong learning
- progression through career and professional opportunities
- carving pathways and laying milestones towards leadership roles

The UK institutions will also share their Athena SWAN applications and provide advice, support and feedback to Brazilian HEIs who may wish to prepare draft applications. Each Athena SWAN partner institution will provide an EDI lead and a senior leader contact for the partnering scheme.

Further, the partnerships will seek to develop and strengthen networks of women in higher education, science and technology in Brazil, with similar networks in the UK with the objective of connecting, collaborating and amplifying the desired impact of this project.

This initiative will also provide the basis to introduce to Brazilian institutions a *gender equality framework*, drawing upon the successful Athena Swan model in the UK, customised to the requirements of the Brazilian context, with a focus on bringing about **institutional change**. In future, it will enable accreditation and recognition of institutions through relevant national Certifications and Awards. The gender equality framework will be designed by an independent consultant, based on the experiences and results of the UK and Brazilian partnership projects developed through this call. The consultant will also be responsible for the monitoring and evaluation of the UK-Brazil Partnership projects, and the compilation of good practices arising from them.

This pilot project objectives, outcomes and outputs can be summarised as follows:

Objective: To support the development of institutional policies and practices that will enable progress towards achieving gender equality in science, technology, and higher education institutions in Brazil		
Responsible	Outcomes	Outputs
UK and Brazilian Higher Education, Science and Technology Institutions	1. Sustainable partnerships between Brazil and UK are developed, fostering gender equality in science, technology and higher education institutions in Brazil <i>(to be delivered via the call UK-Brazil Gender Equality Partnerships Call)</i>	1.1 Partnerships for training, mentoring and support are established between UK and Brazilian HE, science and technology institutions. 1.2 UK institutions provide capacity-building and support gender equality processes in Brazilian institutions. 1.3 Sustainable platforms and networks for sharing good practice and amplifying impact are developed and strengthened.
UK and Brazilian consultancy	2. Science, technology and higher education institutions in Brazil develop and practice gender inclusive processes and systems <i>(to be undertaken by in partnership with Brazilian consultancy to hired by the British Council in a parallel procurement process)</i>	2.1 A gender equality framework contextualised to the requirements of the Brazilian system has been developed. 2.2 Participating institutions have developed their own

		<p>policies and are able to apply to relevant national certifications and awards.</p> <p>2.3 UK and Brazilian consultancy to provide capacity-building and support gender equality processes in Brazilian institutions.</p>
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The deadline to submit your application is **3 October 2021(23:59 GMT)**.

Please submit your application through the link indicated on call website.

3. Eligibility guidelines and application process

Who may apply?

UK higher education, science and technology institutions which are recipients of the [Athena Swan](#) award. The Grant agreement will be signed with the institution and not with an individual.

What proposals are eligible?

1. The proposals must demonstrate clear evidence of knowledge and expertise from the UK institution (to be called the Lead Institution) on their previous work on gender equality in STEM.
2. Each of the five Lead Institutions will be expected to work with two Brazilian higher education and/or science and technology institutions, *to be clearly nominated in the application form*, for the purposes of capacity building and mentorships.
The Brazilian partner institutions must be clearly stated and acknowledge their willingness to engage in the project through an institutional letter of support, dully signed by a senior institution representative, such as: Chancellor or Pro-Vice Chancellors.

Amount of the Grant

A total of **GBP 30,000 will be awarded to each one of the five UK institutions.**

The agreement will be signed for a period of up to twelve months **from October 2021 to October 2022.**

The grant award will be paid upon completion of relevant checks and milestones within the agreement period, as indicated below:

GBP 15,000	Disbursed to each successful applicant within a maximum of 60 days after the grant agreement is signed.
GBP 10,000	Disbursed to each successful applicant upon completion of the deliverables expected by 20 December 2021.
GBP 5,000	Disbursed to each successful applicant upon submission and approval of project completion report.

Requested grants can be implemented in a period of up to twelve months, and cover costs such as:

- organising meetings, seminars, workshops, trainings, mentorships
- developing training materials
- activities to establish and strengthen collaborative links

- consultancy fees
- faculty mobility with the purpose of knowledge exchange (if conditions allow given the Covid-19 pandemic)
- travel and substance costs directly related to the operation of the project (if conditions allow given the Covid-19 pandemic)

Please note that no administration or operational costs will be funded. Budgets are subject to relevant adjustments before the signing of the agreement.

Once the application and selection process has been completed, the British Council will execute a grant agreement with the selected UK institutions. Additionally, the UK and the Brazilian institutions will provide an institutional letter of support to formalize the partnership.

All the materials developed during this partnership programme will only be disseminated internally within the participating organisations. External dissemination strategies must be aligned with the British Council in due course.

In the event of any underspend of the Grant, this may be used for further activities under the Project subject to the British Council's prior approval and in accordance with the Standard Terms of Grant Agreement (Annex 1).

Ineligibility

- The proposal must make clear what expenditure items the Grant will fund (details to be indicated in the Budget Form).
- The Grant will not fund items of equipment which institutions would normally be expected to possess (for example, computing equipment including laptops). Nor will it fund conference or seminar attendance to disseminate findings, unless specifically advised by the British Council.
- The Grant is not intended to fund the field work of PhD candidates or similar.

How to apply

The deadline to submit your application is **3 October 2021(23:59 GMT)**.

Please submit your application through the link indicated on call website.

In addition to filling in the Application Form, applicants must also upload the following documents on .pdf format:

1. CVs of the UK and the Brazil Lead Applicants
2. Institutional Letters of Support from each UK/Brazilian Institution which are part of this project -Please upload the letter of support from the UK and each Brazilian partner institution. Letters should be signed by senior institution representatives, such as: Head of International Office, Chancellor, Pro-Vice Chancellors etc.
3. Application Response Sheet
4. Activities and Budget Plan (.pdf format) - Detailed timetable. Please include activities, reporting requirements, relevant dates and costs in your project timetable.

Applicants are responsible for ensuring they complete the documentation fully and correctly. All necessary documentation to be uploaded is also referenced in the Application Form. Incomplete applications (e.g. missing documentation) will not be considered.

For information and reference:
Annex 1: Standard Terms of Grant Agreement

- Annex 2: Template for narrative report
- Annex 3: Template for financial report
- Annex 4: Potential partnerships plan based on a similar project undertaken in India

5. Selection Process

You will have your proposal evaluated as set out below:

Stage 1: A check will be made to ensure all required documents have been provided according to the specifications. Incomplete or incorrect submissions will be disqualified and not evaluated further.

Stage 2: The proposal will then be evaluated in accordance with the criteria and weightings set out below. If excluded at this point, it will not be evaluated further. A British Council panel will evaluate the proposals against the following criteria:

Criteria	Weight
Lead Institution's qualifications and competencies in relation to the promotion of gender equality	30%
How the proposed methodology engages multiple strands of activity to deliver on the expected outcomes of the project, while ensuring the scalability and continuity of the project beyond the partnership period	30%
The needs and interests from the two Brazilian partners are clearly explained, with an outline of how the proposal will address those, and indicators to measure results	20%
Value for money and clear calculation of required resources	10%
Ability and commitment to cascade the learnings to at least another higher education institution in Brazil (i.e. not the actual two Brazilian partners)	5%
Track record: proven interest in the America's region	5%

All decisions of the panel will be final and binding. No correspondence will be entered into with the unsuccessful applicants. We reserve the right to contact applicants to request or negotiate an amendment to any aspect of the proposal, including for example budget items or project timeline, to best meet the objectives of the scheme.

6. Timeframe of the Grant

Issuance of Call for Application	16 August 2021
Submission of clarification questions	By 17 September 2021
Proposal submission deadline	3 October 2021(23:59 GMT)
Evaluation process	4 to 8 October 2021
Communicating decision on the award	By 11 October 2021
Due diligence, contract finalisation and signing	11 to 22 October 2021
Project implementation	25 October 2021 to 31 October 2022

Clarification questions can be submitted to: raissa.daher@britishcouncil.org

Any entry received after the closing date will not be considered.

The British Council accepts no responsibility whatsoever for any technical failure or malfunction or any other problem with any system, server, provider or otherwise that may result in any entry being lost, delayed or not properly registered. In case of technical disruptions affecting the submission

platform, please reach out to contato@britishcouncil.org.br prior to the submission deadline (19 September 2021 – 23:59 GMT) so that we can take action accordingly.

The British Council is not obliged to enter into further discussions or offer advice on proposals. The decision of the British Council regarding the Grant is final.

The British Council accepts no responsibility for failure to notify successful applicants where such failure results from the provision of inaccurate contact details by the applicants or from the acts or omissions of any third party (including, without limitation, any internet or postal service provider) and shall have no liability to any applicant if it is prevented from or delayed in delivering any aspect of the opportunity by acts, events, omissions or accidents beyond its reasonable control.

7. Reporting requirements

Please see templates annexed to call website

Detailed partnership plan - to be submitted to the British Council and the M&E consultants by 6 December 2021 .

Progress report (with expenditure report) – to be submitted to the British Council and the M&E consultants by 1 March 2022 . To include a brief summary of concluded and ongoing activities, with relevant support documents such as training plan and materials developed; mentorship plan and profiles of mentees and mentors; mentorships sessions content and attendance lists; learnings and key achievements by trainings participants and mentees etc.

Final Report (with expenditure report) - to be submitted to the British Council and the M&E consultants towards the end of the contract period: by 31 October 2022 . This would include similar documentation as mentioned above, together with an overall analysis of the process and key results; measures for longer-term sustainability of the results and/or the partnerships; and references.

8. Project duration

The project must be undertaken from **25 October 2021** to **31 October 2022**.

Funding will be transferred to the successful Lead Institution within a maximum of 60 days once the grant agreement is counter-signed by the British Council, as per the agreed payment schedule.

Formal project start dates will be set in the grant agreement by the British Council.

Expenses incurred by the institutions prior to the effective start date, including any costs incurred in the production of the proposal, cannot be charged to the Grant.

9. Conditions of the award

- The intellectual property rights of this project will be in accordance with the agreement's Intellectual Property clauses.
- Successful institutions must satisfy the British Council that the expenditure has been incurred in accordance with the original proposal by providing a detailed expenditure report.
- Institutions must agree to the terms and conditions of the grant, which will be outlined in detail into the contract with successful applicants.
- Institutions must agree to the terms and conditions of the scheme, which will be outlined in detail in the contract with successful applicants. Please be advised that Annex 1: Standard Terms of the Grant Agreement is not final and will be finalised with the winning institutions.

Benefits of the award to the successful institutions

- Financial support which enables the project to take place.
- Engagement with appropriate government partners and higher education, science and technology institutions overseas, as agreed on a case-by-case basis.
- Engaging with key organisations from the sector in Brazil in driving a gender and diversity agenda in STEM, sharing best practice across strategic stakeholders for mutual learning.
- Developing models in Brazil inspired by the UK and via participation of key UK stakeholders.
- Promotion of the project results through British Council internal and external networks.

Equality, diversity and inclusion

Applicants are encouraged to ensure equal opportunities in the teams implementing their proposed activity. For the British Council's approach, see our EDI Policy at:

https://www.britishcouncil.org/sites/default/files/equality_policy_1.doc

Applicant screening

In order to comply with UK government legislation, the British Council may at any point during the application process carry out searches of relevant third-party screening databases to ensure that neither the applicant institutions nor any of the applicants' employees, partners, directors or shareholders are listed:

- as an individual or entity with whom national or supranational bodies have decreed organisations should not have financial dealings;
- as being wanted by Interpol or any national law enforcement body in connection with crime;
- as being subject to regulatory action by a national or international enforcement body;
- as being subject to export, trade or procurement controls or (in the case of an individual) as being disqualified from being a company director;
- as being a heightened risk individual or organisation, or (in the case of an individual) a politically exposed person.

If the applicant or any other party is listed in a Screening Database for any of the reasons set out above, the British Council will assess the applicant as ineligible to apply for this grant call. The applicant must provide all information reasonably requested by the British Council to complete the screening searches.

Personal data

The British Council is the data controller of the information that you provide as part of your participation in the partnership programme. This means that the British Council is responsible for determining how your information is collected and used. The legal basis for collecting your data is:

- that the processing is necessary for the performance of a contract.
- that processing is necessary for the legitimate interests of the British Council.
- to achieve the outcomes and outputs of the partnership programme.

By submitting your application, you understand that your information will be shared with our partners, for the following purposes:

- your data will be shared with institutions participating in this initiative.

- your data will be shared with a third-party consultancy commissioned by the British Council to conduct monitoring and evaluation and to develop a gender equality charter and framework, i.e. activities that complement this partnership programme.

Other than for the purposes mentioned herein, your personal data will not be shared outside the British Council without your explicit permission.

The British Council complies with data protection law in the UK and laws in other countries that meet internationally accepted standards. You have the right to ask for a copy of the information we hold on you, and the right to ask us to correct any inaccuracies in that information.

In some situations, you have the right to require us to restrict the processing of your personal information. You can require us to restrict processing in the following circumstances:

1. We are processing your personal data unlawfully and you do not want us to delete the information but restrict it instead.
2. You are concerned that the information we hold about you is inaccurate. You can ask us to restrict the information until we are able to determine whether the information is accurate or inaccurate.
3. We no longer need the information for the purposes for which we collected it, but they are needed by you for the establishment, exercise or defence of legal claims.
4. You have objected to the processing (see below) and we need to decide whether the legitimate interests under which we have to process the information override your fundamental rights.
5. You think we are processing your personal information unlawfully, but do not want the information deleted.

You have the right to object to our processing your personal information for the following purposes:

- processing for the purposes of direct marketing.
- processing for the purposes of automated decision making and/or individual profiling.

In certain circumstances you have the right to require that British Council securely deletes or destroys your personal information (the 'right to be forgotten'). In certain circumstances you also have the right to data portability, that is the right to request and receive a copy of your information in a structured, commonly-used and machine-readable format, along with the right to ask us to send that information to another organisation.

In order to exercise any of your rights under the Data Protection Act 2018 / GDPR, please contact us at IGDisclosures@britishcouncil.org .

If you have concerns about how we have used your personal information, you also have the right to complain to a privacy regulator. Complaints about how we process your personal information can be considered by the UK data protection regulator, the Information Commissioner's Office (ICO). The ICO can be contacted using the following details:

Information Commissioner's Office

Wycliffe House
 Water Lane
 Wilmslow
 Cheshire
 SK9 5AF
 UNITED KINGDOM
 Website: www.ico.org.uk
 Email: casework@ico.org.uk

If you live in a country or territory located in the European Union (EU) or European Economic Area (EEA), and you think that some, or all, of the issues you are concerned about have taken place in your country of residence, you can complain to your national data protection regulator. For contact details of national data protection regulators in the EU and EEA, please refer to the European Data Protection Board website.

For further detailed information on how we process personal information, please refer to the privacy section of our website, www.BritishCouncil.org/privacy-cookies/data-protection or contact your local British Council office.

We will keep your information for a period of three years from the date of your last activity in the partnership programme.