

First Progress Report from Action

Submitted on: 25-9-2023

This report was submitted by the Action Chair, on behalf of the Management Committee of the Action, in fulfilment of the requirements of the rules for COST Action Management, Monitoring and Final Assessment. The first Progress Review (PR1) enables the monitoring of the Action's implementation of the SC Recommendations from the proposal stage and the COST Excellence and Inclusiveness Policy.

In the tables below the acronyms "YRI" and "ITC" refer to Young Researchers and Innovators and Inclusiveness Target Countries, as defined in the "Annotated Rules for COST Actions".

At the proposal stage the Network of Proposers addressed the COST Excellence and Inclusiveness Policy as follows:

Proposal							
	Participating countries	Main Proposer			% in Network of Proposers		
	% ITC	ITC	ECI	Female	ITC	ECI	Female
Proposal OC-2021-1-25588	57%	NO	NO	YES	39%	24%	56%
For the statistics at the proposal stage the acronym "ECI" refers to Early Career Investigators and per COST implementation Rules in force before 1 November 2021.							
The COST Scientific Committee selected this COST Action for funding and recommended that:							
To comply with the COST Excellence and Inclusiveness Policy, in the implementation of the Action: - the level of involvement of Inclusiveness Target Countries (ITCs) should be maintained and the plans described in the proposal for ensuring ITC involvement should be implemented; - the level of involvement of Early Career Investigators (ECIs) should be increased and the plans described in the proposal for ensuring ECI involvement should be implemented; - the gender balance should be improved and the plans described in the proposal for ensuring gender balance should be implemented.							

After month 12 from the Action start date, the implementation of the COST Excellence and Inclusiveness is as follows (for the explanation of the calculation of statistics please see Annex):

Geographical Diversity: COST Inclusiveness Target Countries (ITCs)

COST Association AISBL

Avenue du Boulevard - Bolwerklaan 21, box 2 | 1210 Brussels, Belgium
T +32 (0)2 533 3800 | office@cost.eu | www.cost.eu

				roles(5)		
Action CA21167	64%	62%	57%	44%	71%	56%
All Actions(1)	57%	56%	50%	37%	42%	38%
Comment:						
At the proposal selection, the SC recommended that: "the level of involvement of Inclusiveness Target Countries (ITCs) should be maintained and the plans described in the proposal for ensuring ITC involvement should be implemented".						

Career Stage: Young Researcher and Innovators (YRIs)					
	% YRI MC Members(8)	% YRI WG Members(9)	% YRI in mandatory leadership roles(10)	% YRI in other leadership roles(11)	% YRI in all leadership roles(12)
Action CA21167	22%	41%	11%	43%	25%
All Actions(1)	19%	41%	21%	30%	24%
Comment:					
At the proposal selection, the SC recommended that: "the level of involvement of Early Career Investigators (ECIs) should be increased and the plans described in the proposal for ensuring ECI involvement should be implemented".					

Gender Balance(13)					
	Gender distribution MC Members (%F/%M)(14)	Gender distribution WG Members (%F/%M)(15)	Gender distribution in mandatory leadership roles (%F/%M)(16)	Gender distribution in other leadership roles (%F/%M)(17)	Gender distribution in all leadership roles (%F/%M)(18)
Action CA21167	74% / 26%	59% / 40%	67% / 33%	86% / 14%	75% / 25%
All Actions(1)	49% / 51%	50% / 49%	51% / 48%	55% / 45%	52% / 47%
Comment:					
At the proposal selection, the SC recommended that: "the gender balance should be improved and the plans described in the proposal for ensuring gender balance should be implemented".					

Action comment on its implementation (achievement and/or effort) of SC Recommendation(s) to date:
We believe that the above figures confirm that the action follows the SC recommendations. Additional facts are as follows: - The proposal says: "At least half of the events organized by the Action will take place in ITCs." This was the case in year 1 (1 event in France and 1 in Turkey). - The proposal also says: "The Action extends the COST notion of inclusiveness to cover a large range of low-resourced and endangered languages. (...) Some of those languages are

spoken in ITCs but there are also many others represented outside of the European continent (...) Instruments are envisaged within the Action to promote this largely understood inclusiveness: open calls for participation, remote training, etc." In year 1, we have taken steps towards remote training, since a webinar for newcomers to our foundational frameworks, took place June 2023. Its recording is available online. It will be used as a pre-requisite for further training planned for year 2. - YRI involvement, both in MC and in leadership roles is above the average. - We gave priority to ICIs in access to STSMs. - Some ICIs are leaders of ongoing tasks initiated in various WGs. - We included gender and age balance in the criteria for the selection of the reimbursed participants at the two on-site events. - The involvement of female participants in our action is very substantial.

Action description of plans to implement SC Recommendations and COST policy in the future:

In year 2, we have planned a less balanced distribution of venues: all 3 on-site events will take place in non-ITCs. This is partly due to the fact that the biggest of these events (the 5-days training school) was initially planned in Hungary, but had to be re-scheduled following recent COST recommendations. We plan to invert this tendency in year 3. We will continue accounting for age and ITC balance while selecting reimbursed participants in year 2 events. We will also continue favoring ECIs in STSMs. The training school planned for summer 2024 will mainly address ECIs.

Annex: Explanation of Calculations

1. All Actions: statistics for all running Actions started more than 182 days ago.
2. **% (number of ITC countries in the MC / Total number of COST F&C Members in the MC)**
3. **% (number of MC members from ITC / Total number of MC members)** ; In this calculation, the position of Chair is considered as part of the MC.
4. **% (number of WG members from ITC / Total number of WG members)**
5. **% (number of individuals from ITC holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Chair, Vice Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
6. **% (number of individuals from ITC holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
7. **% (number of individuals from ITC holding any leadership positions / Total number of individuals holding any leadership positions)**
8. **% (number of MC members that are YRI / Total number of MC members)** ; In this calculation, the position of Chair is considered as part of the MC.
9. **% (number of WG members that are YRI / Total number of WG members)**
10. **% (number of individuals that are YRI holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Chair, Vice Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
11. **% (number of individuals that are YRI holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
12. **% (number of individuals that are YRI holding any leadership positions / Total number of individuals holding any leadership positions)**
13. All MC/ WG members/holders of leadership positions are included in the calculation. The sum of female/male percentage may be below 100 as some participants may choose not to disclose their gender.
14. **%Females = % (number of MC members Female / Total number of MC members)** ; **%Males = % (number of MC members male / Total number of MC members)**
15. **%Females = % (number of WG members female / Total number of WG members)** ; **%Males = % (number of WG members male / Total number of WG members)**
16. **%Females = % (number of females holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; **%Males = % (number of males holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Chair, Vice Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
17. **%Females = % (number of females holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)** ; **%Males = % (number of males holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
18. **%Females = % (number of females holding any positions / Total number of individuals holding any positions)** ; **%Males = % (number of males holding any positions / Total number of individuals holding any positions)**