

GEARING Roles Task Forces

As part of the GEARING Roles Project Task Forces were appointed in June 2019 to oversee and advise on the design, implementation and evaluation of six Gender Equality Plans (GEPs) across six European research institutions. These Task Forces will support the incorporation of the gender dimension in both research and curriculum at all levels, as well as the development of the Participatory Gender Audits (PGAs).

More specifically, the Task Forces will:

- provide training and awareness-raising activities for academics, students and professional services staff
- organise events and workshops that highlight the relevance of embedding gender in research
- ensure that the gender issue is advocated and supported by senior managers
- identify, challenge and overcome any formal and informal resistances which may arise during implementation of the project objectives
- promote participation and engagement in an organisational auto-diagnostic gender audits and data analysis
- provide technical support and consultations for academic staff and grant applicants to include a gender perspective

These Task Forces will be acting as the driving change agents in each institution. They are typically composed of two different groups. The first group is the “core group of change agents” and includes the project team with direct involvement in the project as per the Grant Agreement, which can extend to other key resource persons in the organisation. The second group includes supporters and allies that can contribute to the outcomes of the project. This group is likely to increase over time, and its members are involved as and when required subject to their area of expertise or scope of influence. This group can help increase institutional coverage by providing an opportunity to involve individuals from other parts of the organisation or outside the institution. Therefore, the formal creation of these Task Forces should not be seen as an end in itself, but instead as the start of a process.



The work undertaken by the newly appointed Task Forces was showcased during the first GEARING-Roles Annual conference, held in Lisbon on 27 November 2019, and hosted by Instituto De Geografia E Ordenamento Do Território (IGOT) at the Universidade De Lisboa. Each research institutions implementing gender equality plans conducted an institutional assessment, with the support of their respective Task Forces, and presented their main findings during a conference panel.



About the project:

GEARING-Roles is a four-year Coordination and Support Action project that is bringing together a pan-European group of academics and industry professionals to collaborate and exchange knowledge, good practices, and lessons learned on designing, implementing, and evaluating **six Gender Equality Plans (GEPs)**. The project, therefore, has a firm objective of challenging and transforming **gender roles and identities linked to professional careers, and work towards real institutional change**. This multi-disciplinary, multi-national, and multi-sectorial collaboration will be supported by training in this space, mentoring activities, awareness-raising campaigns as well as bi-annual videos and podcasts and annual networking events.



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