





**Six Gender Equality Plans in Six Research Institutions**



***Challenging and transforming gender roles and identities linked to professional careers, to create real institutional change.***



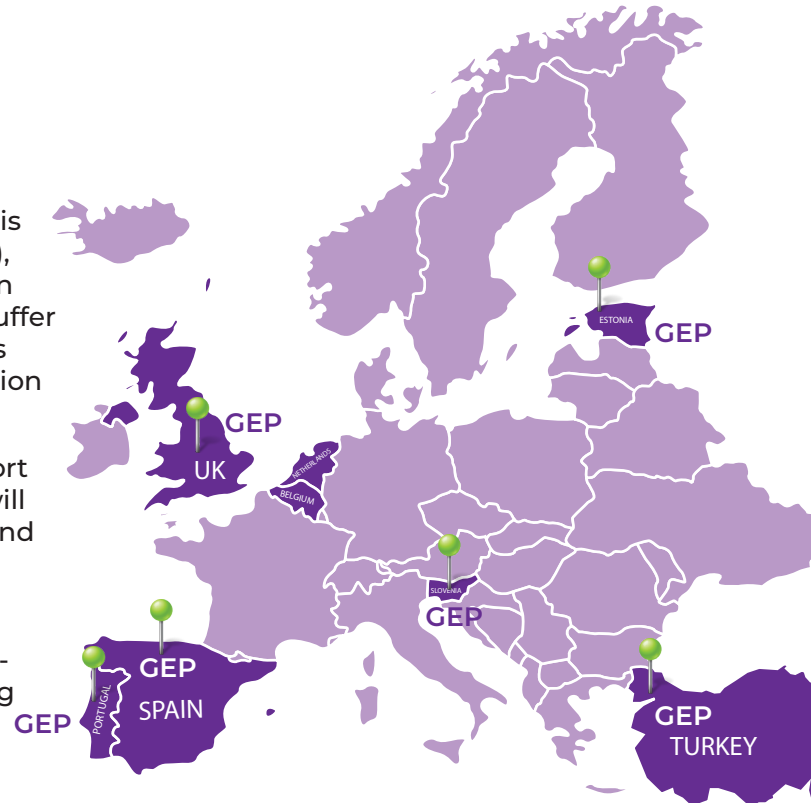
The GEARING-Roles project, is an EU funded project under the European Union's H2020 research and innovation programme, grant agreement No. 824536.



# INTRODUCTION

Gender Equality is a fundamental human right and it is included in the Sustainable Development Goals (SDG), both as a stand-alone goal (SDG5) and included within other SDGs. Despite this, women across Europe still suffer from a lack of equality and gender based violence has become widespread. Academia, research and innovation is no exception to this.

GEARING-Roles is a four-year Coordination and Support Action project (January 2019 – December 2022) that will bring 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 (GEP) in six organisations (five Universities and one Research Funding Organization) applying the standards and suggestions as integrated in the GEAR-tool, developed by the European Institute for Gender Equality and the European Commission.



GEP COUNTRIES - UK, Portugal, Spain, Slovenia, Turkey, Estonia

## ASSOCIATED PARTNERS

Leadership Foundation - UK, AESIS - The Netherlands, GARAGE ERASMUS - Italy, AERNOVA - Spain, IFEES - USA, GEDC - USA, CIG- Portugal, VITA ACTIVA - Slovenia, EDIW - Italy, EMAKUNDE - Spain, UNIBASQ - Spain, Estonian Ministry Education and Research - Estonia, VELATIA - Spain, Mujeres por Africa - Spain, Dutch Network of Women Professors - The Netherlands, Unidad de mujer y Ciencia -Spain, UNICA - Belgium, SCIENCE Business - Belgium, SANTANDER - Spain, GEDII, GENERA, SAGE, PLOTINA

# PROJECT OBJECTIVES

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Women Career Progression: To remove barriers to women recruitment and devise Personal Career Development Plans

Education and Research: to provide alternative references in areas traditionally dominated by masculine culture (Science, Technology, Engineering and Maths-STEM) and in those where women are a majority (Health & Care, Humanities, Law, Social Sciences) by strengthening the gender dimension in research programs and methodologies, fostering gender-knowledge and scientific production in relation to gender and feminist studies, and by strengthening and reinforcing women's careers



Leadership and Decision Making: To address gender imbalances and the underrepresentation of women in leadership positions in research institutions and organisations

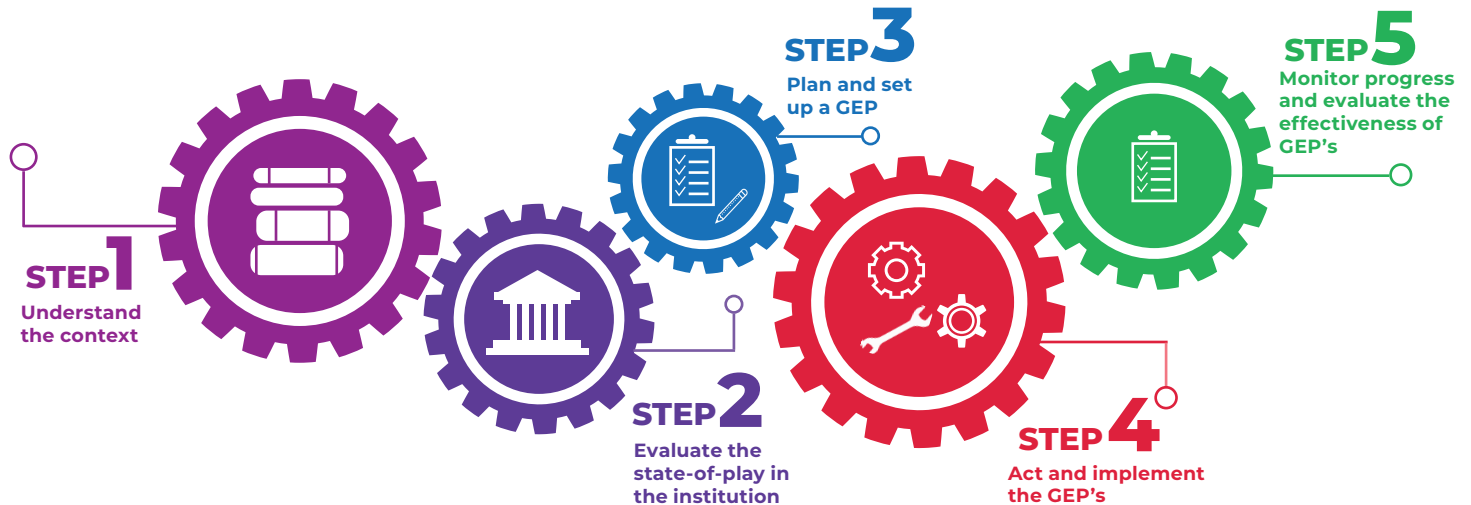


Promotion of Gender Equality in Research Organisations among key stakeholders for the reinforcement of European Research Area (ERA):

- disseminate the common framework and outputs for institutional gender assessment, planning, monitoring and evaluation to establish commitment to gender equality in major European stakeholder organisations
- build a sustainable long-term network of organisations advancing gender equality

# STEPS OF THE PROCESS

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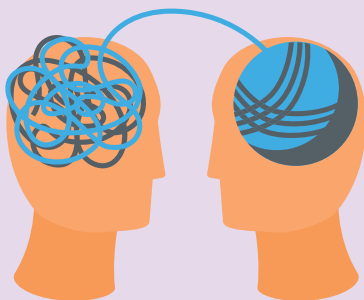


# PROJECT ACTIVITIES

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## TRAINING

- Train participating institutions on how to develop researcher career development strategies embedded in the general Gender Equality Plans
- Design general and topic-specific training programmes on gender equality, building capacities to address main GEPs' areas of action



## MENTORING

- Develop a pilot mentoring programme for post-doc women researchers to support them in their career progression

## PROMOTION OF GENDER EQUALITY

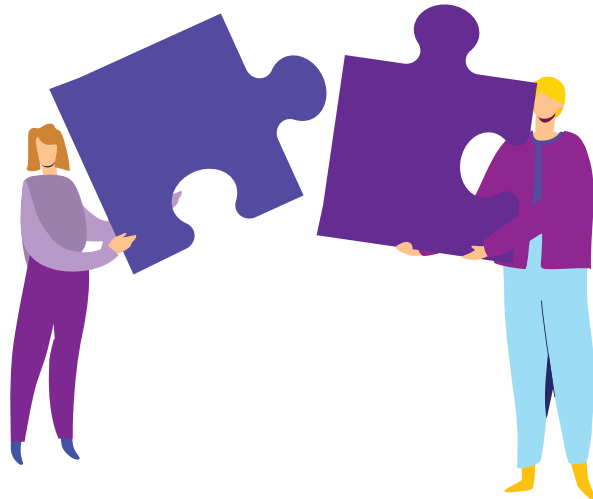
- Promote gender mainstreaming in research by including a gender perspective in research programmes and methodologies and by fostering scientific production in relation to gender and feminist studies.
- Support awareness raising and behavioural changes towards inclusive leadership.
- Promote community engagement to encourage diversity and inclusion outside the classroom and among different members on campus.
- Promote gender equality through dissemination and outreach activities such as campaigns, videos, blogs and podcasts.





## INNOVATIVE KNOWLEDGE SHARING STRATEGY:

- Implement a twofold knowledge sharing strategy to maximise the project's internal and external impact.
- Develop an online platform to encourage the active participation and engagement among all the consortium partners
- Undertake social network analysis to map out specific nodes (actors, events, gender groups) in the project's network that will greatly enhance its visibility and reach among actors working towards gender equality at institutional, regional, national and international level.









## INSTITUTIONAL PAIRING:

- “learn by doing”: share good practices and foster long-term relationships between partners and other EU key actors.
- Address both the opportunities and limitations of real life implementation and foster an open debate and knowledge exchange between GEP implementing institutions and relevant stakeholders to fight back against any resistances to gender equality initiatives and ensure their long term success.

## EVALUATION

- Evaluate the design of consortium partners' GEPs, defining and fine-tuning guidelines and KPIs for their evaluation in collaboration with consortium partners.
  - Analyse the overall impact of the implementation of GEPs in addressing gender inequality among participating consortium members based on indicators set with partners and general measures of gender equality.
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