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Welcome to our Newsletter!

Greetings! After 2020's 'summer of COVID-19', we're now moving into autumn. Those of us at academic institutions have a variety of new procedures, plans, and adjustments in place to welcome students – online or in socially-distanced classrooms. We hope you stay in good health as we continue to support gender equality and push for greater inclusion. This newsletter is an opportunity to reflect on what we've accomplished amid the changes and challenges of the last several months, and to what we're looking forward.

Project Activities

The first three of GEARING's six Gender Equality Plans (GEPs) have been approved. **Big congratulations** to [University of Deusto](#) (DEUSTO), the University of Ljubljana (UL), and the Estonian Research Council (ETAg)! Deusto's GEP was approved June 23 and ETAg's on Sept 15 – just in time for this newsletter!



ETAg's GEP is approved! From left: quality manager Heli Kari; head of department of research programmes Oskar Otsus; head of department of research funding Siret Rutiku; R&D Analyst/GEARING-Roles project coordinator Loone Vilumaa; head of department of science communication Annely Allik; executive director Karin Jaanson.

Impact Evaluations

As evaluating partner, Radboud University (WP9) delivered the first GEARING-Roles Annual Impact Evaluation Report in May. They continued conducting interviews with partners in July – and will conduct more in November – to assess the project's development and GEP approval with relevant institutional bodies in accordance with Deliverable 9.3: the GEARING Impact Roadmap.

FELISE

The [FELISE mentorship project began](#) this summer. FELISE is coordinated by Fundación Española para la Ciencia y la Tecnología (FECYT). 70 researchers total are participating – 35 mentors and 35 mentees from all six GEARING institutions.

The project includes a core mentoring scheme in which all mentees will be matched with a mentor within their institution to discuss self-awareness, gender equality in research, career barriers for women, ideas for how to foster gender equality in research and teaching, and how to navigate institutional cultures and practices. It also involves a complementary sponsoring scheme in which mentees will each be matched with a

mentor from another institution from a similar research field (if available) to discuss career development, strengthening professional networks and identifying advancement opportunities.



On July 14th 2020, Dr. Elena Dr. Gómez-Díaz from the Institute of Parasitology and Biomedicine “López-Neyra” (IPBLN-CSIC) delivered the keynote ([viewable here](#)) in which she discussed her experiences confronting gender inequalities while building communities of women researching parasitology. She also presented recommendations on avoiding unconscious biases, tools for publishing inclusive job advertisements, and expressed support for peer mentoring initiatives.

Webinars & Meetings

WP5 (led by University of Deusto) organised two webinars in which bias and resistances in leadership and decision-making processes were addressed. The first webinar ([viewable here](#)) was open to the general public and held 30th April. Maxime Forest and Lucy Ferguson (from Yellow Window) gave an introductory session about the importance of taking into consideration the role of gender bias in leadership and decision-making. In the second webinar, held 12th June, Lucy Ferguson discussed with senior managers of the GEP implementers the specific biases and resistances to gender equality in partner organizations.

GEARING hosted a [joint webinar with Gender Equality Academy \(viewable here\)](#) on April 30 titled “Bias and resistances: exploring challenges to gender equality in leadership and decision-making.” The webinar identified key issues with gender equality in research, higher education and innovation; explored EU policy frameworks to promote gender equality; and discussed how to implement institutional change concepts, intersectionality, and gender in the content of scientific research.

In the coming months, two more webinars will be developed using the same format: one open to the public in collaboration with GE-Academy, and another one for GEARING Roles partners.

Sabancı University (SU) organized an international webinar series held May - July on sexual harassment, gender based violence, diversity and inclusion. Recordings will be made available within the coming months on [SU Gender's YouTube account](#). The webinars were:

- **May 27:** Heikie Pantelmann, Free University of Berlin. "Sexual harassment and violence in academia: The German case."
- **June 10:** Elizabeth Armstrong, University of Michigan. "Sexual harassment and violence in U.S. higher education: Lots of harm, lots of process, little accountability."
- **June 24,** Relä Mazali, Israeli peace writer and activist. "Writing gender based violence into essay tales: Questions of entitlement and limited knowledge."
- **July 8:** Jessica Cabrera, University of California – Irvine. "The feminist playbook for winning back Title IX: A focus on Title IX anti-harrasment law in U.S. higher education."
- **July 22:** Ana Vidu, Deusto. "A Step forward on the reality of sexual harassment in universities: Sexual consent and second order of sexual harassment."

Sexual Harassment,

Gender Based Violence and Discrimination:

Research, Action, Narrativization

Cinsel Taciz,

Cinsiyete Dayalı Şiddet ve Ayrımcılık:

Araştırma, Eylem, Yazma Deneyimleri

For registration / Kayıt için: www.bit.ly/SUGender_Webinar5

July 22, Wednesday, 19.00 UTC +3

22 Temmuz Çarşamba, 19.00

Ana Vidu

"A Step Forward on the Reality of Sexual Harassment in Universities: Sexual Consent and Second Order of Sexual Harassment"

"Üniversitelerde Cinsel Taciz Gerçeğiyle Yüzleşmede Bir Adım Daha İlerlemek: Cinsellikle Rıza ve Taciz Karşıtlarına Yöneltilen Şiddeti Konuşmak"

* Bu etkinlikte İngilizce-Türkçe çeviri sağlanacaktır.

This project has received funding from the European Union's Horizon 2020 programme, under grant agreement no. 824536.

GEARING ROLES

Sabancı Üniversitesi 20 yıl

SU GENDER SABANCI UNIVERSITY GENDER AND WOMEN'S STUDIES CENTER OF EXCELLENCE

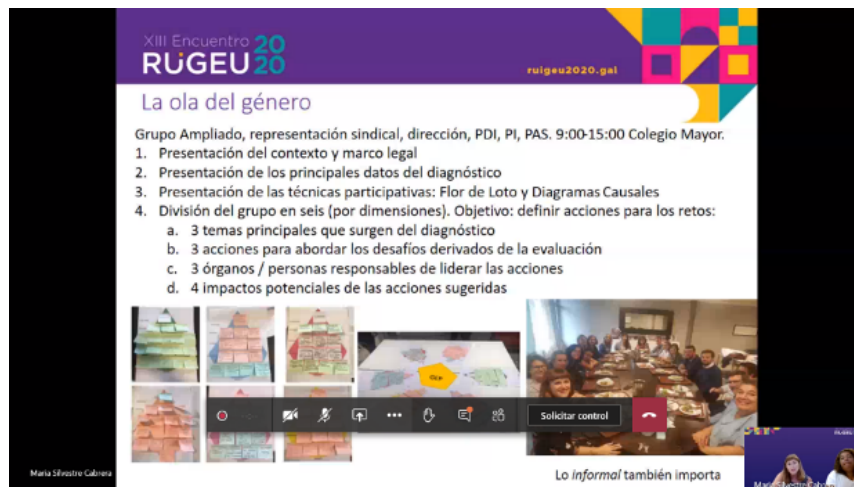
Anne Laure Humbert of Oxford Brookes University (OBU) gave several gender-relevant presentations:

- On April 22, she presented on 'critical gender considerations in composite indicators' for the UN Women/UNDP Expert Meeting on Rethinking the Gender Inequality Index (GII). She also contributed to the follow-up methodological meeting on 1 September.
- On 28 May, she presented on 'Gender Data Gaps in the context of COVID-19' to the European Parliament webinar on "Women and the COVID-19 crisis: The Need for Gender Data and a Gender Responsive Recovery" organized by Renew Europe (viewable [here](#)).
- On May 29, she gave a closing address – 'Whose work do we value and why? Gender and pay in the nursing profession' – with Rachael McIlroy at the Equality Trust online conference "50 years is long enough: gender inequality and the fight for equal pay".
- On 22 June, she presented on 'Gender Segregation in the Labour Market: Valuing work in women-dominated sectors or occupations' at the SAAGE network (Scientific Analysis and Advice on Gender Equality in the EU) at the European Commission.
- On 8 July, she was part of a working group and reviewer for UNWomen Virtual Cafe Women's Entrepreneurship, leading to the publication of an advocacy tool: *Empowering Women Entrepreneurs to Drive Economic Growth*.
- On 17 September, Humbert and Kate Clayton-Hathway ran a workshop with OBU students during induction week on unconscious gender biases in science and innovation.

On 23 April, **Mieke Verloo of Radboud University** delivered a webinar keynote with Q&A entitled "Picking your battles, picking your rides: how to choose wisely between opportunities and threats in changing your university towards gender+ equality." The webinar was organized by GE Academy. This talk was also part of a Distributed Open Collaborative Course (DOCC) that was open June/July 2020. On 25 Aug, she participated in an online roundtable at the ECPR General Conference on Critical Voices, about the Gendered Impact of the COVID-19 Crisis on Policies, Politics, and Lives. The discussion was organised by Maria Bustelo of Complutense University Madrid.

In June, WP8 held a meeting with meeting the Research Centre of Slovenian Academy of Sciences and Arts on the topic of resistances in their institution in the GEP implementing phase.

On Sept 3, the Estonian Research Council held its annual training for the expert panels who make funding decisions. Currently, the share of women applicants and grantees are around 30%. In some grant types, however, similar numbers of men and women apply but men's success rates are higher. For the first time, as part of the GEP, the training included discussions of gender imbalance among applicants and grantees to encourage experts to pay more attention to the issue, notice possible biases and judge applications more fairly.



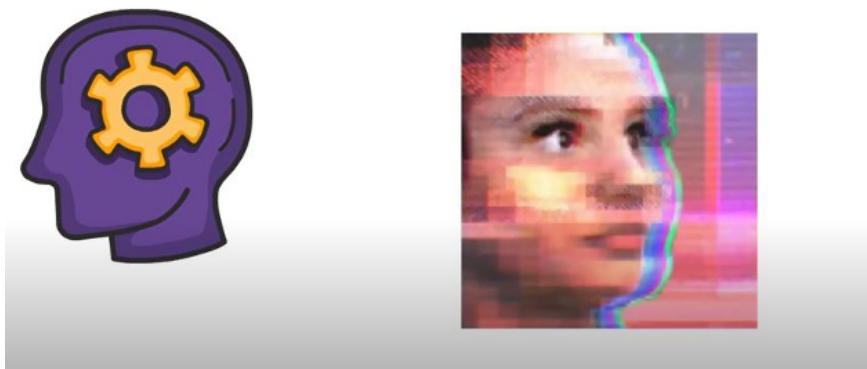
María López Belloso and María Silvestre of Deusto further presented GEARING Roles 16 September at a [virtual meeting](#) of RUGEU (Spanish Network of Gender Equality Units for University Excellence).

Communication and Dissemination

On 18 May, GEARING shared [a podcast](#) as part of the leadership campaign discussed below, featuring two interviews with GEARING partners. The first is with Xavier Ronald Eekhout Chicharro, who discusses FECYT's project role and how they are encouraging women's leadership and career progression through mentoring activities. The second interview is with Zehra Sayers, a Turkish structural biologist and founding faculty member of Sabanci University, who discusses lessons learned from her career and leadership.

On 1 June, GEARING shared [long](#) and [short](#) video introductions to the project. On June 29, we shared a [short video on Gender and Artificial Intelligence \(AI\)](#) that looks at gender bias in word associations, machine learning, AI embodiment, and AI-based decision-making.

Should Machine Learning be Supervised or Unsupervised?



From May 2020 through Mid-September, GEARING published the following blogs:

13 May: [Bringing women scientists to the fore](#)

Loone Vilumaa, Estonian Research Council

- 27 May: [Where is Gender in Teaching Online: Some Reflections at a First Glance](#)
Sabancı University
- 11 June: [Role models](#)
Ornela Bardhi, CATCH ITN project
- 19 June: [Equal opportunities, prevention of violence against women and empowerment](#)
Margotu Association
- 26 June: [Gender Roles in Academic disciplines](#)
- 16 July: [Sharing caregiving responsibilities: a personal reflection on gender roles](#)
Inge Bleijenbergh, Radboud
- 29 July: [The perception of undertaking a Gender perspective among university students](#)
Marta Urizar Fernández, DEUSTO
- 12 Aug: [FELISE \(Feminist Leadership in Science\) mentoring begins!](#)
Xavier Chicharro, FECYT
- 1 Sept: [Reflections on 'Balancing Work, Homeschooling, and Parenting' during COVID-19](#)
Franz Buhr, IGOT, University of Lisbon
- 7 Sept: [Women, Peace and Security in the time of COVID-19](#)
Olivia Ianelli, Trilateral
- 11 Sept: [Weaving institutional change: feminist networking to achieve gender equality in academia](#)
María López Belloso, DEUSTO (joint post with GenderED, University of Edinburgh)

In June, Trilateral welcomed a new dissemination lead: Matt Voigts, a recent anthropology PhD graduate of the University of Nottingham with a background in journalism and marketing writing. Get in touch with him at matthew.voigts@trilateralresearch.com for Dissemination & Communication matters including blogs, the GEARING social media accounts, this newsletter, and any other information to be shared with the GEARING community and wider public. We thank Olivia Ianelli for her prior work in the role, and send our best regards!

Podcast

This is the list of the published podcast during these months.

- [GEARING Role's first podcast episode - María López Belloso \(Deusto University\) and Maxime Forest \(Yellow Window\)](#)
- [GEARING Role's second podcast episode – Concha Monje Micharet and Ana Freire. Ada Byron Award 2019](#)
- [Gender Roles in Academic disciplines. Gender Roles in Maths](#)

Videos

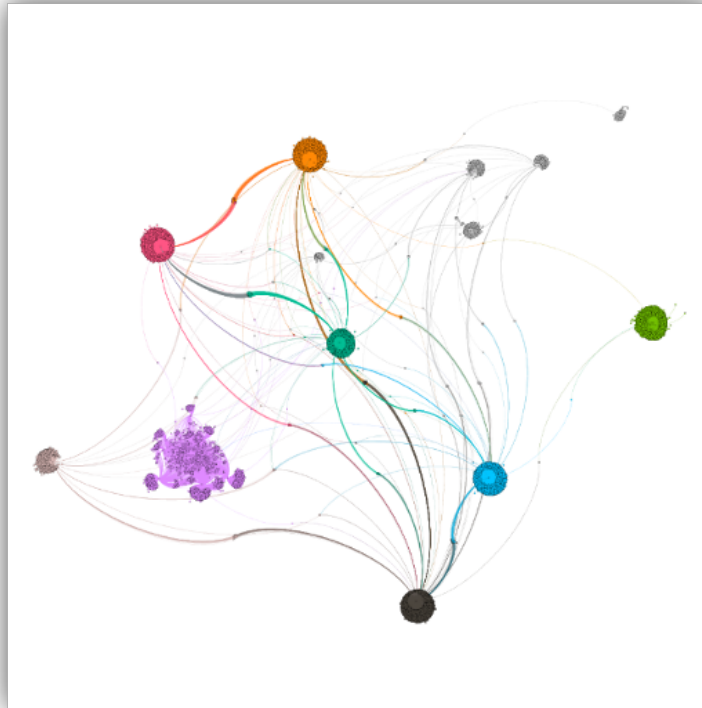
This is the list of the published videos during these months.

- [Bias and resistances: exploring challenges to gender equality in leadership and decision-making](#)
- [An introduction to the GEARING ROLES Project](#)
- [An introduction to the GEARING ROLES Project \(short version\)](#)
- [Gearing Roles Project in CEG \(IGOT-ULisboa\)](#)
- [Gender and AI](#)

Partner Publication Highlights

Jeff Hearn, Sofia Strid, Anne Laure Humbert, Dag Balkmar, Marine Delaunay, From Gender Regimes to Violence Regimes: Re-thinking the Position of Violence, *Social Politics: International Studies in Gender, State & Society*, jxaa022, <https://doi.org/10.1093/sp/jxaa022>

Leadership Campaign

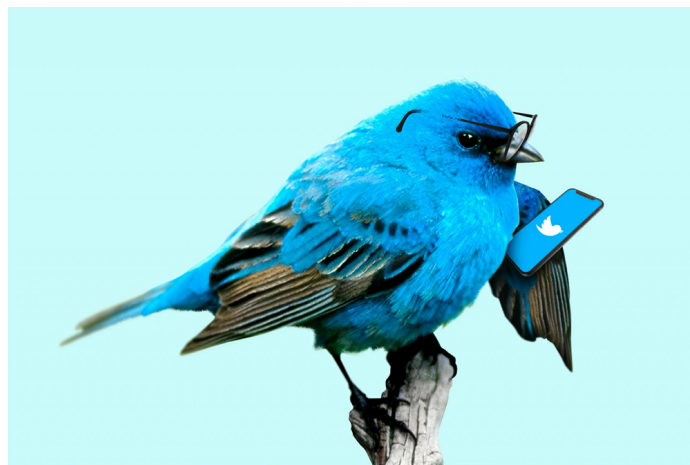


GEARING launched its first dissemination campaign in May, which aimed to raise awareness about the lack of female leaders in Higher Education and Research institutions and on the need of fostering their access to top management positions. It included compiling a data set about women in leadership positions, engaging with sister projects, producing [a podcast](#) (mentioned above) and [a Cordis press release](#) also on [GEARING's website](#).

The campaign utilized an algorithm developed by project members primarily based at the University of Deusto and Deusto Foundation. It identifies Twitter accounts interested in the same topics and the nodes of relationships among them, as shown in the visualisation to the right. The algorithm was fed a list of 129 gender-relevant Twitter accounts. It identified over 40,000 similar accounts. 202 high-impact accounts were then contacted. 17 participated, along with 8 GEARING sister projects. GEARING asked these accounts to Tweet an answer to the question *What does leadership mean to you?* and tag it with the [#GEARINGLeaders](#) hashtag. The campaign was active for a week, during which participants shared 54 tweets with an average mean of 899 impressions.

Upcoming

Join our R&I Days Twitter Campaign!



On September 22 at 5 pm (CEST), GENDERACTION and GEARING are launching a joint Twitter campaign to raise awareness about the importance of Gender Equality Plans (GEPs). At the same time, the European Research and Innovation Days we will hold workshop “Get ready: A new ERA for Equality is calling” with Marcela Linková presence will be happening (check out HUB 4 on the [program](#)). You can find further

details on the [website](#).

[European Research and Innovation Days](#) is Sept 22 -24! On Sept 22, 5:00 (CEST), GENDERACTION and GEARING are jointly hosting a [Twitter campaign](#) to coincide with the workshop “Get ready: A new ERA for Equality is calling.” To participate, templates and hashtags [can be found here](#).

On Sept 30, GEARING and GE Academy are jointly [hosting a webinar](#), “[Challenges for feminist leadership in HEIs](#)”. The featured speaker is Prof. Fiona Mackay (University of Edinburgh), a Scottish feminist political scientist whose work examines how gender inequality is reinforced through political, legal and social institutions.

María López Belloso and María Silvestre Cabrera (Deusto) have issued a [Call for Papers](#) for a special issue of the Revista de Investigaciones Feministas about gender equality plans (deadline for submissions November 1).

Beginning November 2020, WP5 is developing a three-month online training program for women in leadership roles or who aspire to lead.

GEARING's second annual conference will be held online the second week of November 2020, organised by Sabancı University in Istanbul, Turkey. Planned activities include: a keynote address; a roundtable discussion where leaders at different institutions on feminist perspectives; a Wikipedia Edit-a-thon for students; and a community engagement panel where different civil society leaders in Turkey will discuss gender equality in their fields. At the closing roundtable, sister project representatives in Turkey will discuss their experiences implementing GEPs



Watch out!

We will be publishing videos and podcasts very soon on our [website](#) and social media pages!



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