



Welcome to our second Newsletter!

GEARING-Roles is a four-year (January 2019 – December 2022) Coordination and Support Action project that will design, implement, and evaluate 6 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. Welcome to our first Newsletter!

Every four months the project will release a Newsletter with project activities and project related content such as blogs, deliverables, events and conferences.

Highlights

Good Practices For Achieving Gender Equality In Recruitment And Career Development Of Researchers In Europe

On 26th June GEARING roles hosted its very first workshop aimed at boosting the careers of women in research. We were able to unite with gender equality experts to analyse the labour market and draw up recommendations on how to improve recruitment and career progression for researchers according to European Union Policy.

This workshop also took a look at three European Higher Education Institutions and had presentations from Fundación Española para la Ciencia y la Tecnología (FECYT), University of Vigo, University of Zurich and Norwegian University of Science and Technology.

University of Vigo (Spain), University of Zurich (Switzerland) and the Norwegian University of Science and Technology and discussed the practices they apply to foster gender balance in career development and recruitment procedures

[Watch more here](#)

Mutual Learning And The GEP Design: The Role Of Facilitated Co-

Creation And Innovation

This June, GEARING-Roles hosted a Mutual Learning visit at Oxford Brookes University, to allow partners to discuss, reflect and share considerations for the design of the Gender Equality Plans at each implementing institution. The three-day training exercise saw each of the partners present the current status of their organisation. Our partners at University of Ljubljana were able to share the remarkable progress they have made in balancing the gender in their faculty, whilst the University of Deusto and Oxford Brookes University expressed their commitment to gender equality and how it has become integrated in the mantra of their institutions.

[Read more here](#)



GEARING Roles' feature in the EDMA journal

GEARING-Roles was featured in The Project Repository Journal (PRJ) which is The European Dissemination Media Agency's flagship open access publication dedicated to showcasing funded science and research throughout Europe.

[Read more here](#)



GEARING-Roles

GEARING-Roles is a strong multidisciplinary consortium of 10 European academic and non-academic partners that will design, implement, and evaluate 6 Gender Equality Plans (GEPs) following the steps described in the GEAR tool: define, plan, act and check.

Our premise is that structural gender inequality is perpetuated by attitudes, beliefs, and practices that implicitly assign stereotyped roles to men and women in organisations, universities, and society at large. In light of this, the project has the firm objective of challenging and transforming gender roles and identities linked to professional careers and working towards real institutional changes. Our project will delve deep into the sociology and psychology of gender roles to help us explain and challenge gendered career choices, the unequal representation of women and men in scientific careers, and the favoured position of men in leadership and decision-making roles. GEARING-roles will specifically look into men and women's internalised understanding

of gender roles, the social and cultural factors that shape these roles, how these affect their study and work choices, and how these choices relate in turn to the conferred status of scientific careers. Our project is rooted in a vibrant and diverse community, with consortium members and partners from different:

- a. areas of knowledge such as science, technology, engineering and mathematics (STEM), social sciences and humanities (SSH)
- b. levels of expertise in gender and equality academic partners will learn and be supported by non-academic partners and vice versa
- c. sectors such as academia, international networks, agencies, foundations
- d. backgrounds.

Every participant is committed to working in collaboration to build on mutual learning techniques, exchange best practices and lessons learnt, and generate tested tools, based on a six 1x1 model (interdisciplinarity, Intersectorial, Impactful, Inclusive, Innovation and International) (CARO 2019) and following the vision of the three Os (Open Innovation, Open Science, and Open to the World).

The main objective of the project is to design and implement effective and evaluable equality plans in six European institutions with the objective of questioning and overcoming the gender roles that perpetuate inequality in order to respond to the different types of gender bias that have an impact on equal opportunities among women and men in research institutions. We refer to biases in financing (Gallego, 2018), visibility (Carter et al., 2017; Jones et al., 2014), the perception of competition (Knobloch-Westerwick et al., 2014), teacher evaluations (Muller et al., 2013), the evaluation of women's scientific work (Hengst, 2017), and the scissor effect or dropping pipe or the wage gap (Ehni, 2018).

GEARING-Roles targets transformation of traditional gender roles at the micro, meso, and macro levels, with four main objectives:

Objective N1	To remove barriers to female recruitment and devise Personal Career Development Plans (PCDPs).
Objective N2	To address gender imbalances in the representation, processes in research institutions and promote women in leadership positions.
Objective N3	To provide alternative references in traditionally male dominated areas (STEM) and in those where women are the majority but remain in lower positions (health and care, hum, law, SSC in general) by: <ul style="list-style-type: none"> strengthening the gender dimension in research programs and methodologies increasing knowledge, understanding and scientific production on gender and feminist studies reinforcing women researchers' careers.
Objective N4	Promotion of gender equality in research organisations and key stakeholders for the reinforcement of ERA: <ul style="list-style-type: none"> disseminate the common frameworks and outputs for institutional gender assessment, undertake the planning, monitoring and evaluation GEPs to establish a commitment to gender equality in major European stakeholder organisations build a sustainable long-term network of organisations advancing gender equality.

Our GEPs are oriented at: maximising impact, adopting measures for structural and effective change. GEPs that do not work towards long-lasting change only contribute to occlude biases of gender inequality by citing for practical solutions. GEPs, in fact, often only implement superficial changes. Durable changes can only happen through a strategic mobilisation of relevant stakeholders, a calculated account of reconciling a variety of interests, and a profound understanding of the contextual factors affecting women's personal, domestic, and work realities. As EIGE's Director, Virginie Langbakk stated, "European research cannot afford not using its full potential. We must make the best use of every person's knowledge and transform existing barriers into opportunities. The GEAR tool helps universities and research organisations create an environment that empowers and inspires both women and men, improving our talent pool will also contribute to a more competitive Europe" (EIGE, 2016). A fundamental move in achieving long-lasting change includes the deconstruction of gender roles by raising awareness of what they are and how internalised and unchallenged behaviours, perceptions, and practices perpetuate gender inequalities. The GEAR tool illustrates how implicit bias operates, and encourages challenging cultural stereotypes and reconsidering reasons for decisions and the individual and institutional level. The GEARING-Roles project believes that a viable approach to tackle implicit bias is to understand the sociology and psychology of gender roles, challenge them, and discursively explicate its effects in the structural construction of inequality. A gender role, also known as a sex role (European, 2011), is a social role encompassing a range of behaviours and attitudes that are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality (Ahrens, 2009; Gochnauer, 2018). As such, gender roles are closely related to how we construct our gender identities and the unequal importance attributed to feminine and masculine values (Bourdieu, 1999; Connell, 1995; De Beauvoir, 1949; Firestone, 1976; Giddens, 1992; Gil, 2008; Lagarde, 1990; Martínez & Bonilla, 2000; Worell, 1929). Conventional masculine and feminine codes have constrained the pursuit of desires and personal expressions.

GEARING-Roles 6 GEPs will serve as a tool to:

1. Improve the situation of women by removing barriers to female recruitment and laying the foundations for an inclusive and equal organisation which operates according to merit, by setting up of a Personal Career Development Plan
2. Promote the participation of women in decision-making roles and address gender imbalances in processes and representation
3. Integrate the gender perspective in research and curricula by fostering gender knowledge and the gender dimension in research programs and methodologies, and by strengthening women researchers' careers
4. Challenge the existing traditional gender roles that lead to unequal representation of women in STEM and men in the humanities, social sciences, and care-related disciplines. Also, disseminate a common framework among stakeholders by promoting gender equality in research organisations, thus reinforcing the ERA.



EC Survey on Horizon Europe Co-design 2021-2024

The European Institutions (The Commission, the Parliament and the Council) are identifying which are the main challenges we face as Europeans nowadays and in the coming years. They need to decide how to use the resources that Europe will have for Research and Innovation for the period 2021-2027. A budget of around €100 billion will articulate the priorities under a programme called Horizon Europe and we think that gender and gender equality need to be fully engaged both in the definition of the relevant topics and in the research that needs to be done in the period 2021-2027. Women represent around half of the world population (49.6% according to the Department of Economic and Social Affairs of the United Nations). Therefore, it is very important that the research questions and methodologies reflect the Gender perspective, in order to ensure that the societal challenges that we have to tackle consider an integrated context of the world population!

The European Commission has just opened an online consultation: Horizon Europe Co-design 2021-2024 that can be filled as an organisation or as an individual and considering its importance we very much urge you to fill in the

consultation. We encourage you to have your say and participate!!

The more responses with our key messages the better to get our voice heard!

Spread the word, invite to act!

Instructions:

- Please follow the link to the Horizon Europe online Consultation. Here you will find an introduction to the consultation
- Please fill in the multiple choice sections A, B and C. In these sections are included a list of topics to be rated. They are the current list of topics in the 'orientations/strategic plan' document that provides the draft of the Horizon Europe programme, which is the document we wish to influence. You need to rate which topics you feel are more important for the years to come.
- For section D please tick the first 7 boxes and in the box provided for 'general input' and please copy and paste the text below (in the box) to be used as a general positioning text. You can add some ideas on how gender could be reinforced or included where is not in the different work programmes and clusters. Your expertise on the topic from a gender perspective is very important to influence those documents and make them more inclusive

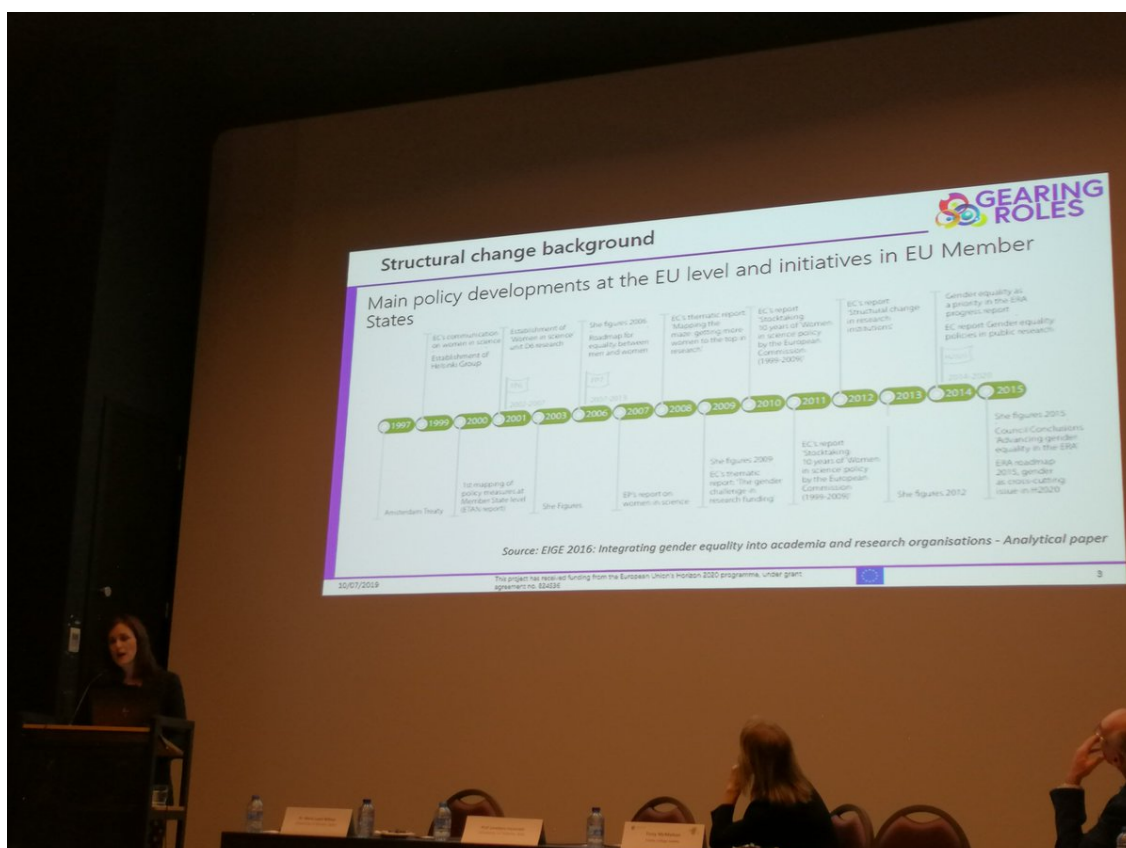
Our colleagues from the Gender Action project have developed a detailed [document](#) that can inspire and provide relevant ideas. Have your say!



The Consortium attended events

SAGE Final event

GEARING Roles attended The SAGE (Systemic Action for Gender Equality) project's final event. María López Belloso, from DEUSTO University, presented GEARING-Role's experiences and key points of the project.



ECPG19

GEARING Roles also attended in the 2019 European Conference of Politics and Gender, which was held at the University of Amsterdam from 3rd – 6th of July. The conference discussed issues linked to gender equality in academia and the growing issues within academic institutions tackling these subjects in Europe. Mike Verloo, from the University of Radboud, and a partner in GEARING Roles project, spoke about these issues during a panel presentation.



AECPA

María Silvestre, from DEUSTO University, presented the project in the XIV Congress of the Asociación Española de Ciencia Política y de la Administración (AECPA).



ESA2019

GEARING Roles also attended the 14th European Sociological Association (ESA) conference, in Manchester. The conference which dealt with "Europe and Beyond" was attended by 3000 participants from all over the world. Anne

Laure Humbert, from Oxford Brookes presented her work on the link between gendered team dynamics and academic performance.



Ana Vidu, from the University of DEUSTO, presented her scientific contribution to advance the issue of sexual consent.



Upcoming events

On 27th November 2019, GEARING-Roles project will be holding its **first annual conference- *Recruitment, retention and career progression of women in academia*** in Lisbon. The conference will bring together a range of stakeholders from all over Europe. Roundtables will include:

- Addressing Gender Inequality in Academia: challenges and strategies to overcome resistances
- Recruitment, retention and career progression of women in academia and research: the perspectives of academic leaders, students and other

stakeholders.



Photo by [Vita Marija Murenaite](#)

Attendees will also hear from the rector of the University of Lisbon, and the Dean of The Institute of Geography and Spatial Planning of the University of Lisbon (IGOT).

We are looking forward to hosting our partners as well as other stakeholders and leading experts in gender equality and academia.



Project Blog Posts

The consortium has written various blogs on gender equality in academia and related content which can be found on the project website:

[Feminists Walking The City](#)

As part of the 'Gender, City and Space' event series by Sabancı University, we walked around one of the oldest neighbourhoods in Istanbul to explore relationships between body, space, memory and gender.

[The Leaky Pipeline Of Women In STEAM. A Confidence Gap?](#)

In our April blog our very own Lorena Fernández Álvarez shared her own experiences of 'imposter syndrome' and why it effects many competent and qualified women in STEAM and beyond.

[From 'Fixing The Women' To 'Fixing The Knowledge' In Numbers](#)

In our July blog post, we looked at some key insights from the latest *She Figures* Report, as we celebrate 20 years of focus on gender in research and innovation.

[Women And Research In Estonia](#)

Based on Anne Kahru's article '*Male and Female Estonian Researchers or Simply Estonian Researchers*', we explore why more women should be included in making research decisions in Estonia and the effect it has on wider society.

Media Updates

- [GEARING Roles features in EU Dissemination's special edition journal focused on gender equality](#)
- [Our very own Gulru from partner Sabancı University writes insightful article on Women in Academia and Gender Equality for the Turkish Economic and Social Studies Foundation](#)
- [The EU Commission are giving the public a chance to have you're their say on future objectives for EU-funded research and innovation](#)
- [King's College London's claims female STEM graduates are not working in science like their male counterparts](#)

Look out on the project [website](#) for bi-weekly blog posts!



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