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## ***Welcome to our third 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.

During these months, GEARING-Roles has successfully undertaken institutional assessments in six to inform their Gender Equality Plans some of which were presented at our Annual Conference!

## **Highlights**

### **GEARING-Roles Pairing event, 26th November in Lisbon**



On the 26<sup>th</sup> of November, GEARING-Roles partners met for the second pairing event. In the afternoon session, Deusto University colleagues presented research on leadership and

decision-making. This highlighted the role of informal and formal factors that can lead to gendered patterns of inclusion and exclusion. Group work followed, with each University team analysing their own recruitment process and identifying the stages of the process with potential for bias within existing leadership teams. When sharing learning as a final exercise, it was highlighted that different aspects of embedding gender equality shared by consortium colleagues had shown us areas we might improve. These included areas of data collection which are new to some, such as incidences of sexual harassment, and the importance of data collection more broadly to encourage a focus on gender. Finally, we agreed that the project is at a critical stage when diagnostics and analytics translate into actions.

## **GEARING-Roles First Annual Conference On Recruitment, Retention And Career Progression Of Women In Academia**

On 27th November 2019, we hosted our first conference, which featured presentations and findings from other related H2020 projects. Challenges and strategies to overcome resistances of various initiatives and sister projects were presented such as the SUPERA Project, Plotina Project, SAGE Equality.



The conference featured a keynote from Marloes Van Engen on “Good Intentions and Uneasy questions: Reflections on gender equality interventions in Academia,” poster presentation from initiatives such as Women in STEM Spinouts and interactive panels, chaired by FECYT on “Overcoming Resistances” and Dr Anne Laure Humbert from Oxford Brookes on “Promoting

Gender Equality in Public, Private and Civil society: Good Practices and Lessons Learnt”. Closing remarks were delivered Maria Lucinda Fonseca from The University of Lisbon and María López Belloso from Deusto University. Check out what was said on the Conference by searching [#GearingRolesConf](#) on Twitter and looking up the conference on [YouTube](#).

## The Consortium attended events

Various consortium members attended the New Pathways Conference in Helsinki, where a poster of Gearing Roles was also presented. The main themes within the event were the following: structural and institutional change in gender equality in R&I, a broader concept of equality in R&I, the digitalisation of gender equality and finally gender equality in innovation.



Lorena Fernández, director of Digital Identity at the University of Deusto and member of the Gearing Roles project, participated with a group of specialists in science, technology and engineering in a visit to the Wikingier offshore wind farm in Iberdrola, located in the German Baltic Sea. A unique opportunity to bring together researchers from different disciplines, who have taken advantage of the meeting to analyze what is failing so that girls do not focus their future towards scientific and technological careers.

Also, Kate Clayton-Hathway from the University of Oxford Brookes attended 'Racing Home' - symposium exploring the challenge working mothers face in the horseracing industry to share knowledge on researching barriers and enablers to women's careers across a range of industries and organisational structures while also sharing information on Gearing Roles.



## 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:

### [Women At The University Of Ljubljana – 100 Years](#)

As The University of Ljubljana celebrates its centenary this year, we reflect on the female scientists who played a pivotal role in balancing gender equality at the university and take a look at the current gender gap in STEM.

### [Can More Role Models For Girls Now Resolve The Gender Leadership Gap In The Future?](#)

In this blog post, Michele Paule shares her findings exploring if current female role models in the media will influence or resolve the gender leadership gap in the future

### [Implementing A GEP: The Journey Towards Gender Equality In Marine Science In Estonia](#)

In this blog post we explore the journey and challenges of the very first GEP implemented in Estonian research, since The Council of Estonian Marine Institute approved the institute's GEP in November 2018.

### [Women In Technology: From Dream To Reality](#)

Assistant professor and Engineer Fatima Zohra Benhamida details her inspiring journey as a woman in STEM and how WomenForAfrica is working to raise visibility for African Women in science and technology

## Media Updates

- [Women with PhDs earn as much as their male counterparts, but gap remains in other areas: study](#)
- [South African Universities seek to advance gender equality in academia](https://mg.co.za/article/2019-09-20-00-advancing-gender-equality-in-academia)  
<https://mg.co.za/article/2019-09-20-00-advancing-gender-equality-in-academia>
- [University of Bristol Students march for gender equality and against gender-based violence](#)
- [Scientists Take Action To Stop Gender Bias in STEM](#)

## Watch out!

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



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