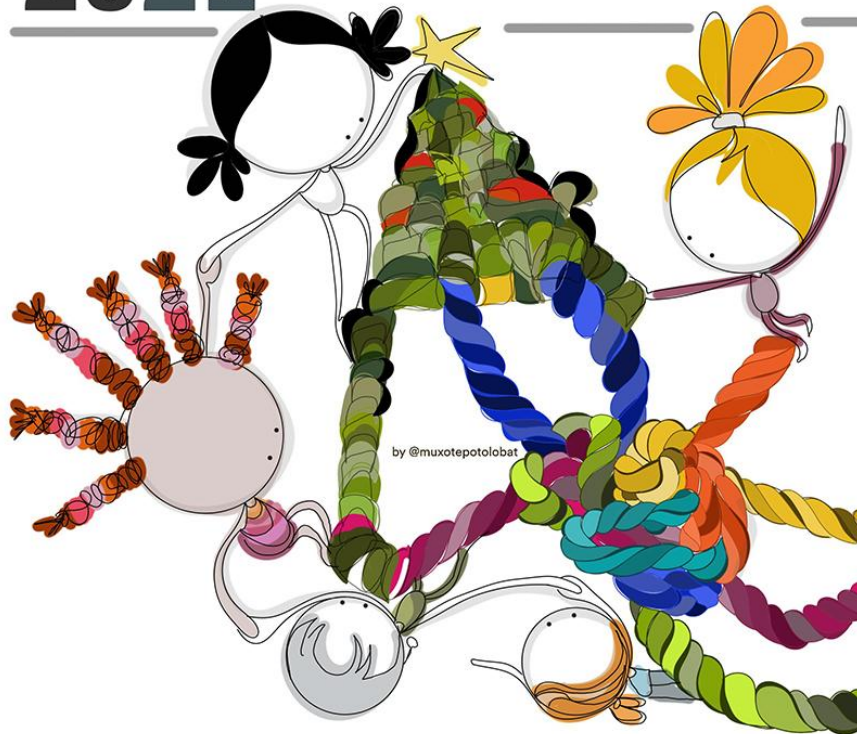


[View this email in your browser](#)**2021**

## ***GEARING Roles newsletter: December 2020***

Greetings! 2020 is almost at a close. The year has brought challenges, changes, and adaptations – and showed us how resilient we can be! We hope our message finds you in good health, and that you have a sincerely wonderful holiday season. This newsletter offers an opportunity to reflect on our accomplishments in the GEARING project over the last year (and especially, the last several months) as we look forward to 2021.

### **GEP approvals**

A hearty congratulations to IGOT – University of Lisbon, which in September became the fourth GEARING partner to have their GEP approved! IGOT's GEP is [available online here](#).

Earlier in 2020 saw GEP approvals from the [University of Deusto \(UD\)](#), the [University of Ljubljana \(UL\)](#), and the [Estonian Research Council \(ETAg\)](#).

### **GEARING's 2nd annual conference (Nov 9 – 11)**

#### **Annual Conference Artboard**

A sincere thank you to everyone who attended our 2020 Annual Conference! It was a fun, thought-provoking three days of lively discussions on Gender and Leadership in Higher Education and Research. The conference built on lessons learned in the GEARING project and explored new directions & challenges for inclusion & leadership.

The conference was organized by [SUGender](#) (Sabanci University) and (were it not for the pandemic) would have taken place in Istanbul. The conference, nonetheless, began with a virtual 'feminist walk', highlighting locations important to the lives of notable women who have lived in the city. The conference's [keynote speaker](#) was Mangala Subramaniam, Professor of Sociology and Butler Chair and Director of the Susan Bulkeley Butler Center for Leadership Excellence.

[Strategies, Solidarities](#). The conference also featured a digital activism marathon, in which students in multiple countries added content to the Wikipedia pages of women and LGBTI+ individuals. The videos (as linked) are available on [SUGender's YouTube page](#).

[More information – including a summary of the conference content – is available on GEARING's website!](#)

 Consortium Closing shrink

## Traveling feminist T-shirts (and calendars!)



Since this autumn, our partners at OBU and Deusto have been sharing (and wearing) T-shirts featuring notable women in the arts and sciences! The 'moving exhibition' (the T-shirts can be worn in many places!) seeks to recognise women's contribution to society via the medium of fashion.

The [images featured on the shirts](#) were designed by Miryam Artola Dendaluce (Muxote Potolo Bat) and will be featured on GEARING social media in 2021 along with blog posts and a podcast with further details.

Check you (physical) mailboxes in January: GEARING will be sending a 2021 calendar featuring the designs, too! Contact [matthew.voigts@trilateralresearch.com](mailto:matthew.voigts@trilateralresearch.com) for copies to share! **You can download the digital version of the calendar [here](#)!!**





 TShirt Deusto  TShirt

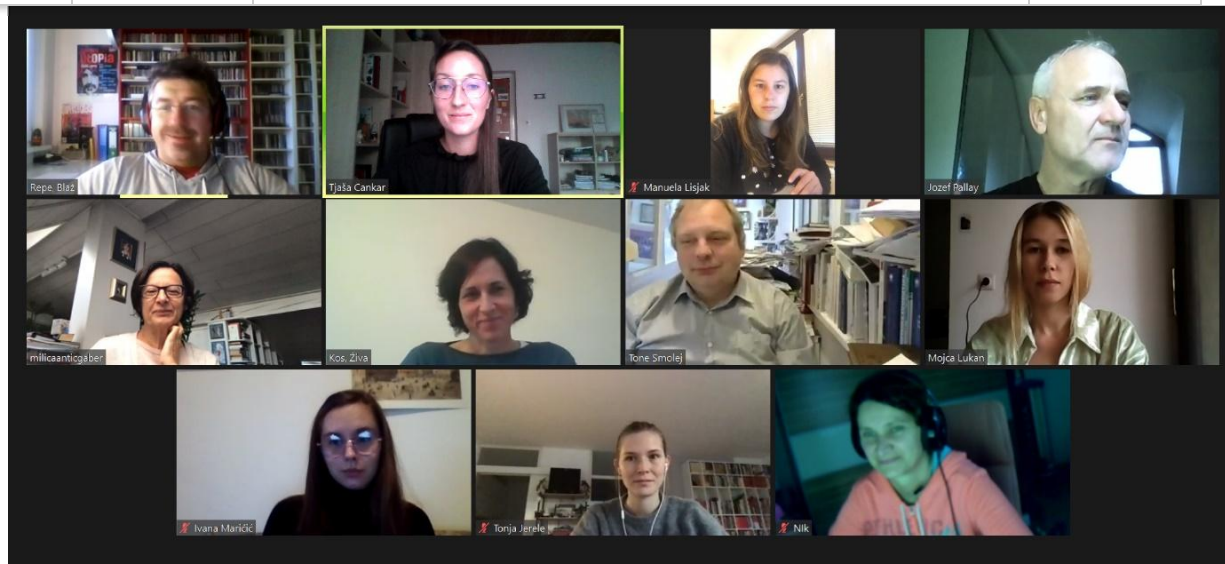
## Project progress

On 14 October, Deusto launched two pilot groups to work on gender mainstreaming in teaching and research.



*Deusto's 14 October pilot group*

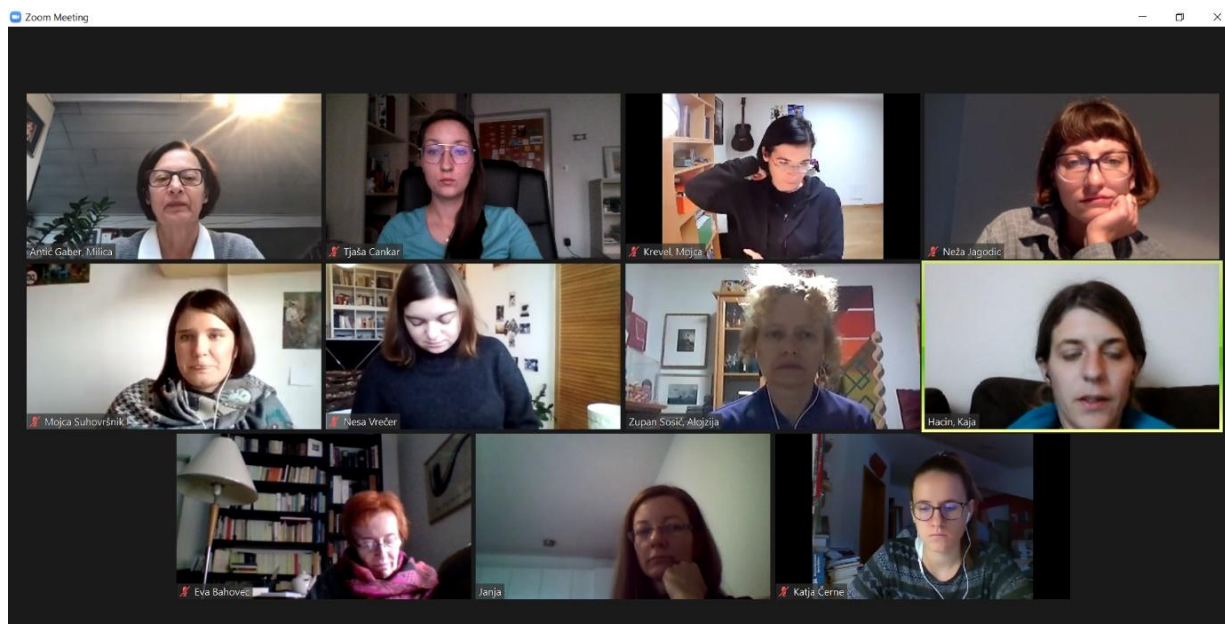
University of Ljubljana's (UL) GEP working groups met several times over the fall, among themselves and with faculty leadership. The groups are:



*UL Group 1*

**Group 1 – Establishing sex disaggregated database and mechanisms, institutional indicators for analysing gender inequalities** – met 28 October and 3 December. Activities included evaluating the SUPERA list of indicators for recruitment, selection and career progression support in terms of priority and feasibility for UL; evaluation and categorization of the indicators; and preparation of the proposal & recommendations for necessary support on part of leadership and Quality Commission.

**Group 2, gender in research and curricula**, met 4 November and 7 November. Activities included gathering precise information on the state of play in gender equality in teaching and learning and in the area of gender and research; planning a draft questionnaire for Heads of Departments; and focus group planning.



*UL Group 2*

**Group 3 – Gender biases and stereotypes, sexism, sexual harassment and gender sensitive language** was divided into two sub-groups:

The first addresses gender biases stereotypes, sexism and sexual harassment. Within this subgroup work on sexual harassment is prioritized. When the group met 28 October, preparations on possible roundtables and awareness-raising workshops took place; and preparatory phase of the development of a sexual harassment protocol began.

The second group, which met 19 October, focuses on gender-inclusive language. It will develop a repository of good practices. On October 22 they met with support services and administrative staff to share their experiences with gender-



Group 3 met together on November 3 to discuss further activities and timetables. In November, the UL GEARING team began collaborating with the Faculty of Electrical Engineering to share experience and to help them with their GEP activities

## FELISE Mentoring

The FELISE mentoring project – managed by FECYT – continued through the autumn with two keynote addresses, bringing the total to three for the year:

- 11 November: My experience as a mentee in a Canadian Woman in STEM Mentorship program - Dr. Ruth Risueño (Josep Carreras Leukaemia Research Institute + Leukos Biotech), (25 participants)
- 4 December: You don't look like a scientist - Dr. Beatriz Maroto (Amadix) (41 participants)
- 23 October: Izaskun Lacunza, Xavier Eekhout Chicharro, and intern Cristina Fernández also presented the FELISE project at the [Eument-net Conference 2020](#), organized by Eument-net and the Centre for Gender and Science (Institute of Sociology of the Czech Academy of Sciences). The conference theme was “Mentoring in Academia and Research: a Tool to Improve Gender Equality in Human Resource Management”. FECYT participated in managing two break-out sessions, "How to start a mentoring project" and "How to work with mentors" – facilitated by [Xavier Eekhout](#) – which had 35 participants.

FELISE also organized two training webinars with [Vitae](#):

- 28 October: **Professional development planning**: an interactive session to practice how to set objectives, reflect on progress, provide evidence and effectively communicate their skills to a variety of audiences.
- 18 November: **Progressing in academia**: a facilitated discussion to encourage female academics to explore existing skills, networks and preferences and to consider career steps.

## Premio Isabel André

### The Isabel André Prize

This autumn the Centre of Geographical Studies (CEG-IGOT), University of Lisbon announced the Isabel André Prize for Research in Gender and Geography. The prize aims to promote and stimulate excellent research in geography, regional development and spatial planning, which include gender perspectives. It is named for Isabel André, who in 1994, became the first woman to obtain a PhD degree in Portugal with a geography thesis in the area of gender studies. Applicants should have concluded a PhD thesis addressing Portuguese-speaking spatial contexts. Submissions may be in Portuguese, English, Spanish or French and there are no application restrictions in terms of gender, nationality or institutional affiliation.

The application period will be announced during the first quarter of 2021. In the meantime, conditions, procedures for applying, and award criteria [may be found HERE](#).



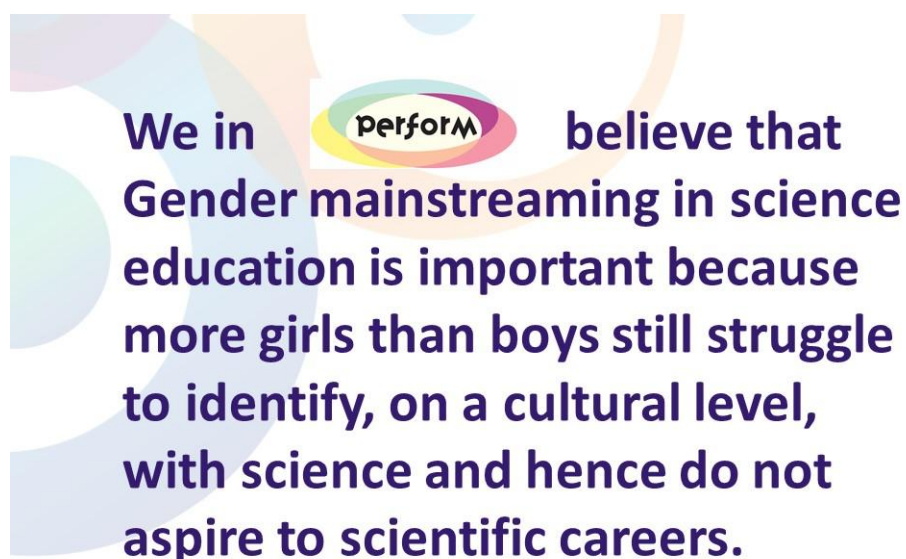
### The seventh Ada Byron awards


Deusto's Faculty of Engineering awarded the seventh Ada Byron Award to Laura María Lechuga Gómez, and the Young Ada Byron award to Susana Ladra González. Among other goals, the award aims to give visibility to women in technology, recognizing their important work.

Gómez is a research professor at the CSIC in Barcelona, Head of the Group of Nanobiosensors and Bioanalytical Applications at the Institut Català de Nanociència i Nanotecnològic (ICN2, Barcelona) and at CIBER-BBN. His research area focuses on Nanomedicine, Nanodiagnosis and the technological development of nanophotonic biosensors and their integration into portable Point-of-Care (POC) platforms, as well as their application in decentralized clinical and environmental diagnosis.

Ladra is Professor of Computer Languages and Systems (University of A Coruña) and coordinator of the STEMBach program at the University of A Coruña (UDC), which aims to promote women's STEM participation. She is director of the Innova Campus of the UDC and Vice President of the Professional College of Computer Engineering of Galicia. She was a founding partner (and Vice President) of the Galician node of the Association of Women Researchers and Technologists (AMIT-gal).

### #RiDaysEU Twitter campaign for Gender Equality



**We in  believe that Gender mainstreaming in science education is important because more girls than boys still struggle to identify, on a cultural level, with science and hence do not aspire to scientific careers.**



#GEPs #HorizonEU

To coincide with the European Commission's Research and Innovation (R&I) Days 19-25 September 2020, the GEARING-Roles and the GENDERACTION projects held a Twitter campaign to raise awareness about Gender Equality Plans. Participating sister projects and researchers were provided a template, and asked to Tweet about why gender equality was

## Publications and outputs

GEARING Roles is proud to feature in the [Oct 2020 issue](#) of the EDMA Project Repository Journal (PRJ)! See our article in (p.26-29), along with many other exciting European projects!



YellowWindow (YW) produced three group participatory techniques to promote gender equality: Gender Wave, Personas, & Structured Democratic Dialogue. [They are available on the GEARING website.](#)

**17 November**, Maxime Forest of Yellow Window held an introductory training to gender equality issues and GEP implementation training for ETAg's heads of organisation and task force group. October 21, Yellow Window held a webinar on Bias and Resistances: Exploring Challenges to Gender Equality in Leadership and Decision-Making.

GEARING published four blog posts this autumn, and has more ready for publication in the coming year. These show the work of our partners and sister projects, including the TuTela Learning Network – an informal, open and feminist international collective aimed at building connections among marginalised activists' experiences in education and community work. TuTela's blog post for GEARING discusses their work in (and outside) the classroom in Hungary and Spain, and was [re-published](#) on the LSE Atlantic Fellows blog!

**23 Dic** [Which vaccine will arrive first: Covid-19 or inequality?](#) - Lorena Fernandez, UDeusto

**30 Nov** [Joy, guilt and research: the lives of mothers in science](#) - Kiiri Toomberg, ETAg

**28 Oct** [IGOT launches The Isabel André Prize for Research in Gender and Geography](#) - IGOT-UL

**13 Oct** [Errant Experiences: Questioning Knowledge Production](#) - Kittí Baracsi, [TuTela Learning Network](#) & [LSE Inequalities Institute](#); Marta Ruffa, TuTela Learning Network; Dresda Emma Méndez de la Brena, TuTela Learning Network & University of Granada

**07 Oct** [Embracing DESIGN for Gender Equality: What Works](#) - Agostina Allori [Yellow Window](#)



## Webinars and presentations

SUGender organized three webinars on the theme of "Sexual Harassment, Gender Based Violence and Discrimination: Research, Action, Narrativization"

- 21 October: Aniko Gregor: "Turning Research into Practices: Examining and policy-making on Sexism and gender-based violence at a Hungarian University"

- 9 December : Clare McGlynn "Cyberflashing: Recognising Harms and Reforming Laws"

16-19 November- Maria Lucinda Cruz Dos Santos Fonseca of Deusto participated in the webinar [GE-HEI: Gender Equality in Higher Education Institutions](#), hosted by CIEG/ISCSP-University of Lisbon.

27 November: UL hosted a Researcher's Night roundtable on women's careers in science. 72 participants attended.

6 November: Professor Milica Antić Gaber of UL spoke at the roundtable "University of the Future: European academic environment through a view of gender balance and the inclusion of vulnerable groups." The roundtable was organized as part of UL FF's event 'Researcher's Night'. [A recording \(in Slovene\) is available here](#). After the roundtable the participants have decided to stay in touch and form a group to share experience and ideas to implement GEPs or other practices to better GE at their institutions. They had their first meeting on Friday, December 4th.



University of Ljubljana faculty members were also involved with GEARING participated in four workshops this autumn:

- September 15: Živa Kos attended an Act+G workshop on Criteria for Scientific Progress in Slovenia
- October 20: Živa Kos attending a GenderSMART meeting on Women in decision-making'
- October 21: Barbara Pihler Ciglič attended a webinar organised by Yellow Window on Bias and Resistances: Exploring Challenges to Gender Equality in Leadership and Decision-Making
- October 28: Multiple members attended FELISE's webinars on Professional Development Planning and Progressing in Academia.





*ACT+G workshop*

12 – 13 November: Jon Pizarro of Deusto spoke – alongside many of GEARING’s sister projects – at the [Lithuanian Social Research Centre's conference](#) on “Institutional change through implementation of GEPs at the RPOs and RFOs”. His topic was “Working towards gender-balance in leadership and decision-making: the case of GEARING-Roles.”

20 October: Maria Lopez Belloso and Jon Pizzaro of Deusto spoke at a GenderSmart event, about actions to gender in higher education leadership.

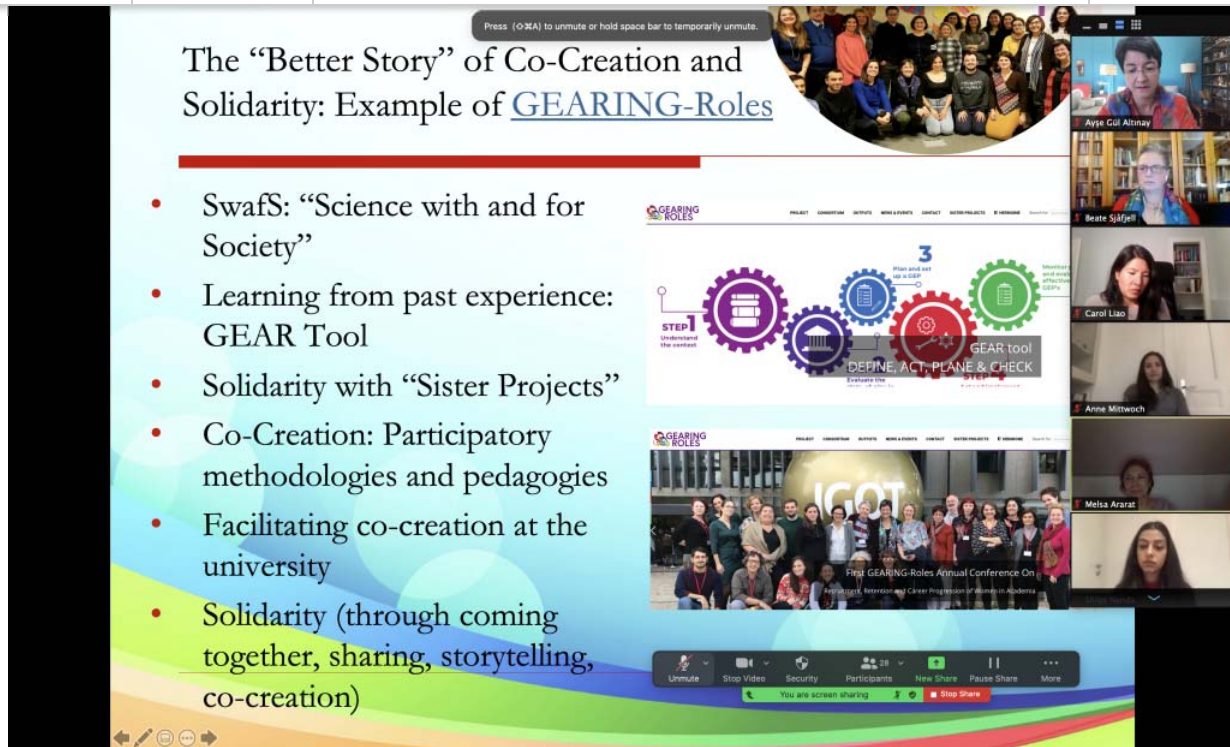
16 October: Maria Lopez Belloso and Leire Gartzia of Desuto: presented at ACTOn Gender’s Matching Event, delivering a talk on GEARING and “Training for gender sensitive decision-making and leadership”

16 October: Ayse Gul Altunay of SUGender spoke on “Co-Creation and Solidarity for Institutional Change: The Story of GEARING-Roles Gender Equality Plan at Sabanci University” – at a Daughter of Themis network meeting.

Press (O)X(A) to unmute or hold space bar to temporarily unmute.

## The “Better Story” of Co-Creation and Solidarity: Example of GEARING-Roles

- SwafS: “Science with and for Society”
- Learning from past experience: GEAR Tool
- Solidarity with “Sister Projects”
- Co-Creation: Participatory methodologies and pedagogies
- Facilitating co-creation at the university
- Solidarity (through coming together, sharing, storytelling, co-creation)



The screenshot shows a Zoom meeting interface. The main window displays a presentation slide with a title, a bulleted list of project goals, and images of GEARING-Roles materials. On the right side, there is a vertical strip of smaller video windows showing other participants in the meeting. At the bottom of the main window, there is a Zoom control bar with various icons for muting, video, security, participants, and sharing.

*Ayşe Gul Altunay presents to the Daughters of Themis*

October 9, the University of Ljubljana (UL) met with the Research Centre of the Slovenian Academy of Sciences and Arts (a consortium member of project R&I PEERS) to exchange experiences with GEP implementing so far and to discuss resistances and good practices.

30 Sept GEARING and GEAcademy co-hosted a webinar, “Challenges for feminist leadership in Higher Education Institutions”. A [recording is available on YouTube](#). The keynote was delivered by Fiona Mackay of the University of Edinburgh.

**A sincere happy holidays from all of us at GEARING-Roles! We'll see you in 2021!**



Copyright © 2020 Gearing Roles, All rights reserved.

Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe from this list](#).

