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EQUALIST

Gender Equality in Information Sciences and Technology

1st synergy meeting report

June 2017



Document History

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1 Introduction

The European Commission motivated EQUAL-IST to launch this synergy with related projects in order to address the high need that all projects have: data and information from other experiences. EQUAL-IST took the initiative to create a synergy meeting on Promoting Gender Equality in research and innovation. This synergy meeting's main target is to identify common problems, discuss methodologies of how to design, develop and implement gender equality plans that each project prepares, and establish a joint task force for integrating the knowledge generated from each project.

This synergy is comprised by projects funded by H2020 programme Science with and for Society, under the same call focusing on Promoting Gender Equality in Research and Innovation, H2020-GERI-2014-2015. Almost all the projects that are members of this synergy are oriented to develop Gender Equality Plans, except EFFORTI, so it would be useful to exchange information and observe the different methodologies and approaches and how they are implemented, so we can all develop effective practices & gender equality policies during the lifetime of our projects.

On 7 April 2017, EQUAL-IST and other related European projects e-met for the first time during a teleconference to share their experiences and discover common approaches and solutions.

This meeting's main target was twofold:

- to introduce and share knowledge about project results among the EU funded projects.
- to define ways of working together, identify common problems, discuss methodologies to develop Gender Equality Plans that each project prepares, and establish a joint task force for integrating the knowledge generated from each project.

2 Participants list

2.1 EQUAL-IST Project

Vicky Mouttzi, ViLabs

Vasia Madesi, ViLabs

Maria Sangiuliano, University of Venice Ca' Foscari

Claudia Canali, University of Modena and Reggio Emilia

2.2 PLOTINA Project

Dr. Charoula Tzanakou, University of Warwick

2.3 Sage Project

Assist. Prof. Dr. Jasminka Hasić-Telalović, International University of Sarajevo

2.4 Baltic Gender Project

Dr. Başak Kısakürek Ibsen, GEOMAR Helmholtz Centre for Ocean Research Kiel

2.5 EFFORTI Project

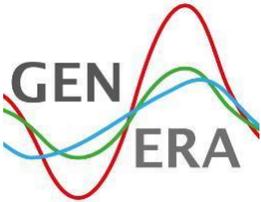
Dr. Susanne Bühner, Fraunhofer ISI

2.6 GENERA Project

Dr Thomas Berghöfer, Deutsches Elektronen Synchrotron

3 Participant projects brief description

	<p>EQUAL-IST, Gender Equality Plans for Information Sciences and Technology Research Institutions: The EQUAL-IST project (Gender Equality Plans for Information Sciences and Technology Research Institutions) aims at introducing structural changes to enhance gender equality in Information Sciences and Technology (IST) research institutions.</p> <p>https://equal-ist.eu/</p>
	<p>LIBRA, Unifying innovative efforts of European research centres to achieve gender equality in academia: LIBRA is EC funded project which brings together ten research institutes in life sciences in ten European countries. They all are members of the alliance EU-LIFE, which aims to build and promote excellence in life sciences throughout Europe. Their commitment to excellence is also a commitment to gender equality. Together with the support of an expert organisation on gender, they will first assess their current policies and procedures to identify gender biases and obstacles. This will be a process of mutual learning that will finally lead to the design and implementation of ten harmonised and institute tailored Gender Equality Plans.</p> <p>http://www.eu-libra.eu/</p>
	<p>EFFORTI, Evaluation Framework for Promoting Gender Equality in R&I: EFFORTI seeks to analyse and model the influence of measures to promote gender equality on research and innovation outputs and on establishing more responsible and responsive RTDI (research, technology, development, innovation) systems.</p> <p>http://www.efforti.eu/</p>
	<p>Baltic Gender, Baltic Consortium on Promoting Gender Equality in Marine Research Organisations: Baltic Gender is an EU-funded project that brings together eight scientific institutions in five countries around the Baltic Sea to work on reducing gender inequalities in Marine Science and Technology.</p> <p>https://www.baltic-gender.eu/</p>

	<p>GENERA, Gender Equality Network in the European Research Area: GENERA is a Horizon 2020 project aiming at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organisations specifically in the physics research field. These three actions will be performed by a Consortium of 13 beneficiary partner Research Performing and Research Funding Organisations and a number of associate partners and observers.</p> <p>https://genera-project.com/index.php</p>
	<p>PLOTINA, Promoting Gender Equality in Academia and Research: The overall objective of PLOTINA is to enable the development, implementation and assessment of self-tailored Gender Equality Plans (GEPs) with innovative and sustainable strategies for the Research Performing Organizations (RPOs) involved.</p> <p>http://www.plotina.eu/</p>
	<p>SAGE, Systemic Action for Gender Equality: The SAGE project will produce an innovative model and diagnostic toolkit for the pursuit of gender equality in research, for adoption across Europe and beyond. The diverse consortium of 7 universities provides the testing ground for institutional change through the implementation of self-tailored Gender Equality Plans (GEPs).</p> <p>http://www.sage-growingequality.eu/</p>

4 Agenda

1. Introduction & short presentation of the EQUAL-IST project and the CrowdEquality Platform (Vicky Moumtzi, 5-10' min)
2. Short presentation of the PLOTINA project (Charoula Tzanakou 5' min)
3. Short presentation of the GENERA project (Thomas Berghoefer 5' min)
4. Short presentation of the Baltic Gender project (Basak Kisakurek 5' min)
5. Short presentation of the EFFORTI project (Susanne Bühner 5' min)
6. Open discussion – next steps (All, 25' min)

Moderator: Vasia Madesi (ViLabs)

5 Meeting reporting

The synergy meeting was split in two main parts, a) initial presentation for each project member and b) the open discussion. Within the first part, each project representative was invited to present the project itself emphasising on the needs to be addressed from the project, the corresponding pilots (if there are any), the

current results and proposed synergy options. Turning to the second part, the moderator set several relevant topics to discuss and all project representatives expressed their point of view. Both parts are described in detail at the section below.

6 Open discussion

Following the presentation, a more in-depth, inclusive discussion was held amongst PLOTINA, Baltic Gender, EFFORTI, GENERA, SAGE and EQUAL-IST, covering a number of topics. There was a sharing of useful information from the projects and questions were asked about how the work from the projects could be evaluated in the most effective way. Some of the issues raised are discussed below.

The need for a common mailing list and observatory

One key point raised was that EQUAL-IST would like to create a common mailing list and an observatory to exchange useful material and results between the projects. All the participants were in favour of this idea, especially the need to create a mailing list, while GENERA representative raised the issue of data protection, which is of extreme importance. In order to find a common solution, EQUAL-IST suggested to create the mailing list through which all the projects could exchange useful material and dissemination information. This mailing list will also facilitate the discussion and collaboration between the members of this synergy.

Exchange knowledge – Topic for future discussion

After deciding on the development of the common mailing list, Dr. Charoula Tzanakou (PLOTINA) proposed to discuss the topic of a future physical or teleconference meeting in order to explore opportunities to exchange knowledge. Some interesting points were raised about the possible issues to discuss.

It would be very interesting to discuss the consequences of the gender equality interventions and more specifically the **unintended consequences** that usually are unnoticed. This way, we will understand how to address them effectively. A close meeting would be more suitable than a panel discussion and due to privacy and data protection issues the talk should be anonymised. Another interesting topic for discussion is the **evaluation methodology and the indicators** that we use in order to measure the results of the Gender Equality Plans and its interventions to research institutions. The representatives would also be interested to discuss the **internal resistances and challenges** that they face during the design and implementation of Gender Equality Plans. It is important to discuss this topic not only internally and between the projects, but also to an open discussion with the wider public so as to have straight answers and a more holistic view. This would help all the projects to be proactive and have a better review and evaluation of their GEPs. Moreover, it is equally important to discuss **user engagement** related issues and understand the different stakeholders and the project audience. The exchange of some tips and good practices may enhance the efforts for all projects. Finally, an interesting issue would be to discuss in terms of **sustainability**. All the projects are working on different methodologies, but we all have the same target; to increase the share of female researchers in research institutions and make gender related interventions. After the end of our projects, the continuity is blurred, so we can cooperate to find some good practices and even propose some policy measures to the European Commission.

Opportunities for a physical meeting

Since the meeting time was limited, it was important to discuss and exploit some opportunities to organise a physical meeting. All the projects expressed their interest for a closer collaboration and most of them explained that their Project Officers have also expressed a similar interest. Dr. Thomas Berghoefer (GENERA)

proposed to organise a panel for discussion during the organisation of a joint meeting they will held in Vilnius, Lithuania with the European Institute for Gender Equality (EIGE) for November 2017.

7 Next steps

Overall, the first synergy meeting organized by EQUAL-IST was successful due to the kind commitment of the five relevant project representatives. It was a great activity because it prepared the ground to initiate a synergy among the present projects. In particular, all projects had the opportunity to present and discuss about the research they carry out and the corresponding outcomes they aim to generate in order to address gender-related challenges and analyse some common needs among all. They also discussed on common challenges, they face during their research and Dr. Charoula Tzanakou (PLOTINA) proposed to organise a dedicated session during a physical meeting to deeper our understanding on challenges, we all face. The unique element of this synergy was underlined. The aim of the participant projects is common, but the targeted sectors, the approach and the methodology differs.

Turning to the next steps, EQUAL-IST would like to

- communicate in a wider audience this synergy meeting report in order to increase awareness about it and therefore, receive message of interest to join from other relevant projects.
- communicate this synergy report with other relevant projects, which invited to this meeting and they didn't manage to join.
- to enhance the common dissemination and communication efforts by promoting the news on social media. The projects can subscribe to the public list that EQUAL-IST created on Twitter, so as to follow all the news and be able to interact with each other. The list can be found, [here](#). They can retweet, like and share news using the common hashtag #PGERI to reach a wider audience, different communities and target stakeholders and trigger interesting discussions.

All the information and updates about the synergy will be available at the EQUAL-IST project website: <https://equal-ist.eu/other-eu-projects/> and the projects will be able to collaborate and communicate for dissemination and other purposes through the common mailing list: synergies@equal-ist.eu.

- **Physical meeting**

We will have the opportunity to meet on 20-21 of November 2017, Vilnius at the workshop that GENERA project organises 'ACCELERATING ERA DEVELOPMENT BY PROMOTING GENDER EQUALITY IN SCIENCE'.

- **Teleconferences**

1. Proposed date: February 2018 Topic 1: user engagement
2. Proposed date: May 2018 Topic 2: Internal resistances and challenges
3. Proposed date: September 2018 Topic 3: Sustainability
4. Proposed date: February 2019 Topic 4: Unintended consequences