

COMPUTER
ICONS

HTML

101001101011
011011001010
110110111101
000110101110
100100110101
110010101010
100110101010
101010110110
10010110110

@ WWW
.COM USE

COMPLITER



EQUALIST

Gender Equality in Information Sciences and Technology

Gender Equality Progress Report

Simon Kuznets Kharkiv National University
(Ukraine)



EQUAL-IST KhNUE First progress report

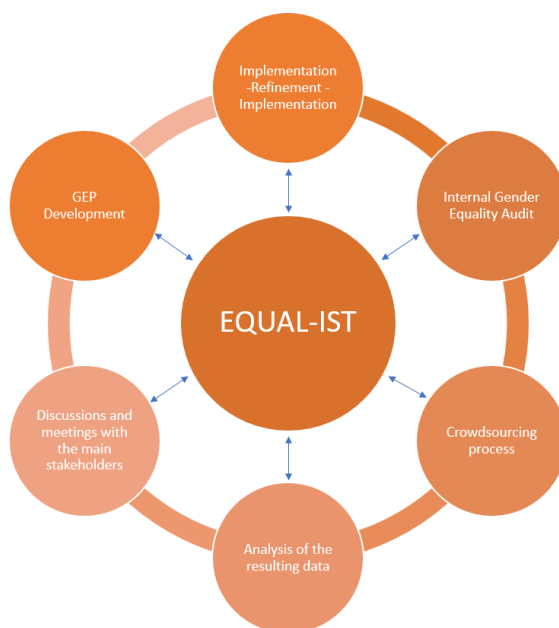
Keywords: EQUAL-IST, KhNUE, STEM, women in ICT, Gender Equality Plan, progress report.

The EQUAL-IST Project

Women remain a minority among academic leaders, especially in the Science, Technology, Engineering, and Mathematics (STEM) fields. The project “Gender Equality Plans for Information Sciences and Technology Research Institutions” (EQUAL-IST) is improving this situation for seven partner Universities that are active in the fields of Information Sciences and Technology (IST) fields. EQUAL-IST joins the forces of those IST Research Institutions which are committed to introducing the internal structural changes necessary for boosting gender equality and removing barriers to the career progression of women in Research and Innovation (R&I).

The EQUAL-IST project does not only boost gender equality at the involved RPOs but also seeks to influence a bigger number of IST research organizations in order to address gender bias and contribute to the achievement of ERA objectives by increasing the number of female researchers in the IST fields.

Case of KhNUE



This Gender Equality Plan (GEP) was developed for the Information Systems Department (IS) of the Simon Kuznets Kharkiv National University of Economics (KhNUE) in the frame of the EQUAL-IST project. This plan was based on the National Gender equality regulation in Ukraine, results of personal interviews and internal gender audit, the ideas of crowdsourcing process supported by the CrowdEquality platform, discussions with the KhNUE Working Group members of the EQUAL-IST project, discussions at workshops and meetings with the other

stakeholders involved in GEP implementation (namely, Head of University Trade Union Organization, Head of HR department, Dean of Economic Informatics Faculty, Head of Scientific and Research Department, Head of Educational Department, Head of Department of Marketing and Corporate Communication, Head of PhD department, Head of International Relations Department). The gender audit process and GEP were elaborated during the regular meetings of the Working Group members of the EQUAL-IST project from September 2016.

For Ukraine, this is a pilot gender project that is being implemented at the University, thus a lot of University’s staff do not have a developed "gender" concept. KhNUE doesn’t have an Equality Plan for the University. The Rector of the University issued an order where indicated the list of persons and departments who were recommended and were obliged to take part





in the audit and to provide gender-related data. For attracting staff and increasing awareness of the project in this order, the following were mentioned:

- Participation in workshops and personal interviews during the working hours.
- Presentation of EQUAL-IST project and crowdsourcing platform at the meeting of the Academic Senate of the University.
- Presentation of EQUAL-IST project and crowdsourcing platform at the meeting of the Information Systems Department.
- Promotion through the personal contacts.
- Promotion through the University's mailing list.
- Promotion through the University's web-resources (web-site and Facebook)49.

Leaders of the University and the members of the Working Group decided to develop a GEP for the Department of Information Systems which is part of the Economic Informatics Faculty, but some of the plan's actions to be implemented at once at the University's level.

KhNUE internal gender audit and GEP development involved students of IS Department as well as academic staff-members and non-academic staff members of the University.

- At first, all available and possible gender-disaggregated statistics at the National level, University level and the level of Department were collected.
- Secondly, a National mini report was conducted.
- Thirdly, workshops with the students enrolled in the Information Systems study programme, workshops with academic staff-members, non-academic staff members were carried out.
- Fourthly, interviews with decision-makers were organised.
- At the end, a focus group with academic and non-academic staff members took place.

As a result of this activity, the Working Group was able to identify challenges and potential ideas to address them. These challenges and ideas were indicated on the CrowdEquality platform.

Some ideas were first further extended, then reviewed and refined during March - July 2017 and at the end of the process, they were ranked. The ideas were reviewed and continuously discussed during the regular meetings of the KhNUE Working Group members of the EQUAL-IST project for elaboration of Action plan.

This Action plan was developed on the base of the selected ideas and discussed with all stakeholders according to the Rector's order. Part of the plan connected with IS Department level was approved at the academic staff meeting. This Action plan was presented at the meeting of the Academic Senate of the University. After discussions, it **was adopted and approved** by the Rector. **One of the features of the Action plan is that it includes an implementation of 5 principles of the European Charter for Researchers.**

Challenges and Key Performance Indicators

The identified challenges along with the goals are presented in the table below.





EQUALIST

Unfortunately, gender equality is not a serious issue for many in Ukraine as well as for the educational and scientific spheres. This results to a list of related problems as absence of interest of academic and teaching staff, low students' motivation to take part at workshops, destructive contributions in open discussions on the gender equality topic caused by the high emotional background and not deeply analyzed professional and personal experience, lack of time by students, academic and teaching staff for additional activities and tasks, et cetera. Individual and group resistance to the gender change was observed, which makes the achievement of the gender equality on the University level even more difficult. Individual resistance seems to be related to the feeling of 'incapacity' that is caused by a lack of resources such as gender knowledge and skills, time, financial resources, and power. **Individual resistance** is connected to the group resistance, which appears if the group does not provide actors with knowledge and capacity for performing the gender mainstreaming task. **Group resistance** exists when the group does not provide actors with knowledge and capacity for performing the gender mainstreaming tasks as well as because the transformation of gender relations is considered to be 'feminist' and thus excessively based on ideological and emotional rather than rational, scientific, or legal arguments. According to the results of workshops and personal interviews organized in the University, there are some challenges to work on!

Intervention Areas	Challenge Title	Goal
HR Management Practices	Challenge 1: "Work-life balance" problem and lack of facilities for the balance support	Improve work-life balance of staff and students
	Challenge 2: "Glass ceiling" problem (vertical segregation)	Encourage the achievement of gender equality (vertical principle) through information and awareness raising activities
	Challenge 3: Concentration of female staff in certain women's sectors of employment (horizontal segregation)	Encourage the achievement of gender equality (horizontal principle) through information and awareness raising activities
	Challenge 4: Lack of gender equality machineries	Goal 4: Ensure sustainability of GEP's actions by establishing gender equality machineries Goal 5: Ensure sustainability of GEP's actions by including gender equality goals and measures in the University strategic documents
	Challenge 5: Gender issue is not in focus in decision-making process	Goal 6: Make decision-making bodies informed and committed to the principles of gender equality
Teaching and Students Services	Challenge 6: Lack of gender culture and awareness about gender equality issues	Goal 7: Raise awareness about gender equality issues, develop gender culture of academic staff and students : Adopt a gender approach in specific teaching materials
	Challenge 7: Gender imbalance among students of computer sciences and economy sciences	Goal 9: Improve gender balance among students of computer and economy sciences



Institutional Communication	Challenge 8: Gender insensitive communications	Goal 10: Raise awareness about the value of gender sensitive/gender neutral communication
-----------------------------	--	---

First year's main results

At the KhNUE 19 Actions were included in the GEP (containing 25 Activities), of which 18 were initiated during the 1st iteration of the GEP implementation. One Action was initiated during the second iteration, as it was planned. All 25 initiated Activities were completed for the first iteration of the GEP implementation, but as it was planned, they will be repeated and continued during the 2nd iteration, as well as beyond the official runtime of the EQUAL-IST project. It needs to be noted that the **KhNUE is the first state university in Ukraine, where a GEP was designed and implemented**. Thus, no structural changes focusing on gender equality have been implemented ever before. The main results of the 1st iteration of the GEP implementation at the KhNUE are as follows:

- (i) Several events aimed at identifying and overcoming gender stereotypes, gender inequalities, and gender-based discrimination were organised and conducted on a regular basis for academic and non-academic staff members. Such events included seminars, open lectures, debates, business games etc.
- (ii) A joint project "Girls2IT" aimed at the promotion of education and career in the IT field among girls was launched by the KhNUE and the Kharkiv IT cluster (within the Cooperation Agreement on International Projects).
- (iii) Expert screening of educational and marketing materials using the gender-sensitive approach was initiated.
- (iv) Gender Equality Commission at the KhNUE is currently being established.
- (v) A set of Activities promoting work-life balance were implemented. The focus of these Activities was on the staff members who have small children, children with disabilities, and/or large families. A survey was conducted to identify the requirements for a children's room at the university. Moreover, several changes were made in the university regulations allowing flexible scheduling for staff members belonging to any of these categories, as well as promoting the culture of equally distributed family responsibilities between men and women.

Involved Stakeholders:

EQUAL-IST project leader at the S. Kuznets

KhNUE: Prof. I. Zolotaryova ,Professor of Information System Department

EQUAL-IST project internal evaluator at the S. Kuznets KhNUE:

Dr. O. Plokha,- Associate professor of Information System Department

EQUAL-IST project anti-discrimination expert:

Oksana Tsukan, specialist of the international department, antidiscrimination expert

Dr. Oleksii Besedovskyi, Associate professor of Information System Department

Ganna Plekhanova, Senior lecturer of Information System Department

Serhii Znakhur, Associate professor of Information System Department

Daria Nagaivska, PHD student, lecturer of Marketing department

S. Kuznets KhNUE Working Group members of the EQUAL-IST project:





EQUALIST

Dr. Oleg Rudenko, Head of Information system department, professor, Doctor of science

Larisa Mogilevskaya, Head of HR department

Dr. Olena Plokha, Associate professor of Information System Department

Dr. Oleksii Besedovskyi, Associate professor of Information System Department

Ganna Plekhanova, Senior lecturer of Information System Department

Serhii Znakhur, Associate professor of Information System Department

Daria Nagaivska, PHD student, lecturer of Marketing department

Any other actors-stakeholders - experts involved:

Vladimir Ponomarenko, Rector

Genadij Kholodnij, Head of University Trade Union Organisation

Irina Litovchenko, Head of Scientific and Research Department

Olena Ptashchenko, Head of Marketing and Corporate Communication Department

Grigoriy Kots, Dean of Economic Informatics Faculty and representatives of Dean's office

Yanina Romashova, Head of Educational Department

Irina Malets, Head of Methodical Department

Maksym Serpukhov, Head of Development at the S. Kuznets KhNUE

Darya Lisitskaya, Head of the Youth Organisation

Dmytro Sefer, Leader of KhNUE Debate club

Tetyana Kutvitska, Head of the Socio-psychological department

Lilianna Semenyuta, External expert-gender media expert

Tatiana Isaeva, Head of Gender History Museum

Yuliia Bashuk, Trainer and PR-manager of Kharkiv Centre of Gender Culture

Samoylenko Olesya, Erofeeva Daria, Dubovskaya Alla, Representatives of the women's IT team

Guest lectures:

Speakers at the open lecture "Gender practises in IT" (Activity 16.2):

Natalia Burdina, IT- Recruiter

Julia Chuprina, HR-consultant

Speakers at the open lecture "Career in IT and women's leadership" (Activity 16.3):

Olesya Ulyanova, Head of the Training Centre of the company AKVELON, coordinator of the Educational Committee of Kharkiv IT Cluster

Valeria Zagrevska, Head of the Adaptation and Motivation Unit of the company NIX Solutions

Svetlana Koval, Head of the Accounts Payable Management Group of the company AB InBev

Speaker at the open lecture for students and academic staff (Activity 13.1)

Drude Dahlerup, professor of Political Science at Stockholm University, an international consultant on the empowerment of women in politics and a specialist on the implementation of gender quota systems, member of the Global Civil Society Advisory Group to the executive director of **UN Women**

