

# EQUAL-IST

The implementation  
process  
Year 1

[www.equal-ist.eu](http://www.equal-ist.eu)

# Project Timeline



**CAPACITY BUILDING  
SESSION I**



**INTERNAL GENDER  
AUDIT**

2016

JUN

**KICK-OFF MEETING**

DEC

**CAPACITY BUILDING  
SESSION II**

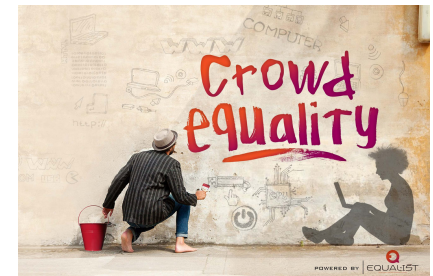
FEB



MAR

**CROWDSOURCING  
EXERCISE**

MAY



2017



# Kick off meeting in Thessaloniki

16-17 June, 2017

ViLabs, Thessaloniki, Greece

On June 16-17, 2016 the EQUAL-IST project kick off meeting took place in Thessaloniki, Greece.

During this two days event, the EQUAL-IST project kick off meeting initiated a challenging **36 months project**, involving **8 universities** from **7 countries**, with the goal to design and implement Gender Equality Plans for Information, Sciences and Technology Research Institutions.



# Capacity Building Session I

1-2 December, 2016

Ca' Foscari, University of Venice, Department of Computer Sciences, Statistic and Environmentla Studies (DAIS), Venice, Italy

The First Capacity Building Session was a two days event aimed at **presenting the methodological guidelines for internal gender audit** within IST-ICT research organizations, and facilitating their adoption and customization by the EQUAL-IST partners.



# Capacity Building Session II

**23-24 February, 2017**

University of Modena and Reggio Emilia,  
Department of Engineering 'Enzo  
Ferrari', Modena, Italy

The second Capacity Building Session aimed at supporting the audit process itself.

Points of discussion:

- qualitative data RPOs gather for internal auditing
- the main outcomes in terms of gender inequalities and emerging challenges that were communicated and exposed to debate through the crowdsourcing platform.



# Internal gender audit at 7 partner universities

As an initial step towards the design of Gender Equality Plans, a thorough assessment of the internal state of the art was to be conducted by using a participatory auditing method.

The 7 involved RPOs have proceeded, from February until end of April 2017 to implement Participatory Gender Audits at their organizations.



# Why



- To get a **complete picture** based on existing available data of the **internal situation** of gender (in)equality in each IST/ICT Department Faculty and
- To start with a **first round of internal consultations** by way of an audit both with research purposes (collect information and assess perceptions, beliefs, resistances) and with action oriented goals (initiate a consensus building process about the more urgent challenges to be tackled, stimulate bottom up participation in collecting and discussing proposals, ideas and solutions) **in view of the next step** of crowdsourcing Gender Equality Plans' **design via the CrowdEquality platform.**

# The crowdsourcing exercise resulted in



**57**  
**Challenges**

Number of specific issues, problems, or obstacles related to gender equality that were identified by 7 research institutions across Europe & beyond through the CrowdEquality platform



**111**  
**Ideas**

Number of proposed solutions/Ideas to the identified Challenges related to gender equality that were posted at the CrowdEquality platform



**More than**  
**400 people**  
**involved**

Number of members of the 7 university communities, including students, professors, administrative staff and several gender experts that were actively involved



# What's next? The designing process

**12-13 June, 2017**

University of Minho, Information Systems  
Department, Minho, Portugal

After the conduction of the internal gender audit and the crowdsourcing exercise, we are now ready to start finalising the time plan for the design of Gender Equality Plans. Let's increase the share of female researchers in ICT/IST & promote gender equality!

Stay tuned for more!

## **We are in the process of designing our Gender Equality Plans (GEPs)**

**Stay tuned for more**



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This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710549