GEPs Sustainability Plan: Kaunas University of Technology

(Annex to D 5.4 Sustainability and Replication Report)
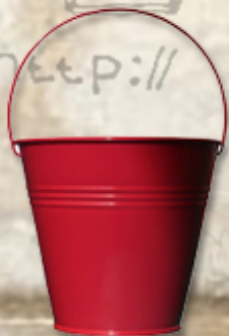
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1 Overall strategy of the Sustainability Plan

During the implementation of EQUAL-IST project, Faculty of Informatics at Kaunas University of Technology has come far with the implementation of structure and activities for Gender Equality. The change can be measured by the number of implemented Activities and the changed approach to Gender Equality can be identified not just in the Faculty but also at the University level. For this reason, the Sustainability for Activities is a must for keeping the chosen direction and pushing forward the Gender Equality.

1.1 Sustainability objectives

The primary Goal for Gender Equality Plans was to design and implement the foreseen Activities due to raise awareness among community of Faculty of Informatics at Kaunas University of Technology. Later, the main focus of the goal was shifted from raising awareness to strengthen the main 5 Areas of Intervention as some of them had less Activities for too much broad target groups and to maintaining the interest of those who have participated in other Activities previously. However, while analyzing the whole situation from the very start to the present time, the main goal of sustainability should evolve a wholesome image of what is needed to reach for Gender Equality to make Faculty of Informatics at Kaunas University of Technology a leader in Gender Equality among other Research and Performing Organizations.

The main goal for Sustainability of Gender Equality Plan (GEP) is to maintain those Activities for Gender Equality that reached the highest level of awareness and interest of participants as well as the ones which are compatible with the foreseen direction and strategy of the Faculty of Informatics at Kaunas University of Technology.

The implementation of Activities of Gender Equality Plans has showed that the main priority while planning sustainable Actions will be given to the Activities which strengthen the positive image of women and girls in ICT field and involving women in decision making process. Also, the Activities to strengthening and expanding the mentoring Network, helping Women to create their Roadmaps and involving more men to Gender Equality Activities will be included to the Sustainability Plan. These main directions are compatible with the declared Strategy of Faculty of Informatics as well as Kaunas University of Technology.

The Sustainability Actions are foreseen for the timeframe of three years. In this period of time, it is expected to expand the integration of Gender Equality Activities to the Faculty and make it natural. Additionally, the three year period of time will be dedicated to share good practices with other Departments or Institutions to help them to Design and Implement Gender Equality Plans.

1.2 Design process of the sustainability plan

The Design Process of Sustainability Plan took some time for Kaunas University of Technology to analyze and decide what Activities would be useful to sustain and what additional benefits they would bring for the community of Faculty of Informatics and Kaunas University of Technology. As the main reference for decision making process the participatory, importance and impact factors were used. The main Goal for Sustainability

were set in a reference to the main aim of the Gender Equality Plans and declared Strategy for Gender Equality in Kaunas University of Technology.

During the planning process of Sustainability, the main actors involved in this action were EQUAL-IST Working Group together with highest managerial level of Faculty of Informatics at Kaunas University of Technology. The EQUAL-IST Working Group took the leading role to initiate and suggest the Activities which could be considered as Sustainable and would enrich the declared Strategy of Kaunas University of Technology. All the suggested Actions were revised and discussed with the highest managerial board of the Faculty. The final decision was made according to their insights and suggestions. The Sustainability Plan was approved by the highest managerial board of the Faculty of Informatics in informal way following the agreement that the Board will stay informed about the process and changes of the implementation of sustained Activities.

1.3 Plan to sustain outcomes beyond the project end

The Sustainability Plan of Kaunas University of Technology covers the following Areas of Intervention: (i) Human Resources and Management practices; (ii) Teaching and Students Services; (iii) Other. Each of the Area of Intervention covers at least one Action which contains Activities.

The following list presents the Actions and Activities which will be sustained in each Area of Intervention:

Human Resourses and Management Practices:

- Create Mentoring network for Women:
  - A creation of Mentoring network of Research Professionals and PhD students.
- Help Women to create their Roadmaps:
  - Individual Counselling and Monitoring to Women in designing their Career Plans.
- Involve women to organization decision making process by supporting women leadership:
  - Women's involvement into Gender Equality Committee work.

Teaching and Students Services:

- Present more good practices of women working in IT:
  - An organization of special session "Women in ICT" in International Conference ALTA.
  - An Event for girls to present best examples of women in ICT.

Other:

- Encourage men to stand for Gender Equality:
  - A Summer Camp event: Gender Equality of Science, Technology, Engineering and Mathematics Area.
- Maintain and disseminate Gender Equality Plans in a wider range:
  - Creation of Special Interest Group (SIG)

The implementation and sustainability of the Activities presented before will ensure the structural changes in Kaunas University of Technology. These Activities not just ensure the maintain of structural changes which were initiated during the implementation process of Gender Equality Plans but also will not require much of human, financial and knowledge resourses distribution. Almost all initiated, implemented and now sustained Activities are incorporated to other existing Activities at Kaunas University of Technology that will be maintained after the project life-cycle. Additionally, some of the Activities are implemented at the level of University (e.g. Gender Equality Committee) which will be supported with the resources of University. Other

Activities, such as mentoring Network or Career Plans will be involved in the Action Plan of the Faculty of Informatics and promoted locally. All the described Activities will be sustained at least a year after project end.

2 Sustainability Plan for the HR & Management Area

Action Title	Description	Links with 2nd iteration of the GEP implementation (October 2017 – February)	Timeframe	Level of Implementation	Tentative targets
[A1] Create Mentoring network for Women	Goal: To create a network to help female PhD students to overcome the obstacles during the studies in the field of ICT. Target group: Junior researchers and PhD students as mentees and full professors or associated professors as mentors.	A creation of Mentoring network of Research Professionals and PhD students.	Year 1-2	Faculty	It is expected that at least 3 couples made of one female PhD student and professor would be using this platform.
[A2] Help Women to create their Roadmaps	Goal: To help women to create their Career Plans and provide Career Counseling services while creating and filling in the Plans. Target group: Junior researchers, PhD students, full professors or associate professors, administrative staff.	Individual Counselling and Monitoring to Women in designing their Career Plans.	Year 1-2	Faculty	It is expected that at least 10 women of administrative and academic staff would continuously fill their Career Plans at the Faculty of Informatics.

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[A3] Involve women to organization decision making process by supporting women leadership	Goal: To involve women decision making process by supporting women leadership in the Faculty of Informatics. Target group: Junior researchers and PhD students and full professors or associate professors, administration staff.	Women's involvement into Gender Equality Committee work.	Year 1	University	It is expected that at least one woman will actively participate in the Gender Equality Committee Work.

Figure 1. Summary Table of Sustainable Actions on HR & Management Area

2.1 Create Mentoring Network for Women

Action's description

The Action "Create mentoring Network for Women" is dedicated to help Women who study in the field of ICT. Especially, junior researchers, PhD students as mentees and associated professors as mentors. This Action aims to connect people (student and a professor) for further collaboration and mentoring Activities: working on their professional development, development in different area, work (study)-life balance and many other development Areas which are important for PhD student. To cover this Action the Activity "A Creation of mentoring network of Research Professionals and PhD students" is designed in the sustainable manner. This Activity reinforces the maintaining of support for specific female PhD students who study in the field of ICT. This Activity initiates important structural changes in the Faculty of Informatics as female PhD students never before had any kind of support which would include not just their professional but also private life (the work-life balance approach). Additionally, this kind of mentoring helps to guide students through different of life situations which might cause an early drop-out or resignation in further Career in ICT field.

Sustainability dimensions

- #### Rules and procedures

The Action "Create Mentoring Network for Women" is a part of Support Services provided for Academic Staff in the Faculty of Informatics at Kaunas University of Technology. However, this Action is not included in any official policy or regulation as those can be set only on the University level and signed by the Rector.

The monitoring process of the Action will be ensured through the constant work with the mentees and mentors and evaluating their satisfaction of the Mentoring Network and its features. Additionally, we will collect information from the third parties such as Department itself to find out what the expectations to the mentoring Network are and how it could be improved.

Since this Action is implemented and later, sustained in the Faculty level, the incentives, according to the support of this Action, are distributed in the Faculty. The main incentive is that if needed, the professionals can be asked\ to improve the mentoring Network. Also, each one of the Departments of the faculty of

Informatics, will be responsible to invite female PhD students and professors, collaborate and provide mentoring activities in the platform.

- Structures

To carry out the Action "Create mentoring Network for Women" no special structure was created. It will be maintained by the members of existing EQUAL-IST working Group with the help from different Departments, if it is needed. The responsible structures will have to provide short reports for the Faculty community on the results of the mentoring Activity and its' improvements.

- Resources or Financial Planning?

As it was mentioned above, to support and maintain the mentoring network, human resourses will be allocated. The support will be ensured for one year but if there will be a wider interest and usage of the mentoring Network, then it can be prolonged to the period of two years.

- **Knowledge and expertise**

It is intended that only internal knowledge of Gender Equality will be necessary to sustain this Activity as it is focused to help women and girls to better integrate in their study field and help to choose and form their Career in the field of ICT. The internal knowledge of Gender Equality will help to better provide mentoring services as well as suggest more specific features and tools on the Mentoring Tool. This should help to better understand what could be considered as Gender Inequality, what actions to take facing it and prepare students to the real Career.

- Consensus & Visibility

The main stakeholders of this Activity are internal as this Activity is implemented inside the Faculty. So, the internal stakeholder will be the academic, technical and administrative staff of the Faculty. Communication will be maintained through regular meetings with stakeholders in which they will have opportunity to share their concerns and ideas. Since the Activity involves the whole Faculty community, the most important decisions will be made by voting in the meetings with stakeholders to ensure their acceptance and consensus.

2.2 Help Women to create their Roadmaps

Action's description

The Action "Help Women to create their Roadmaps" is dedicated to help female academic and administrative staff of the Faculty of Informatics to plan their Career and foreseen or initiate some changes to reach the set goals. This Action is aimed to help to create a more motivated and more self-confident community as well as to help female academic and administrative staff to set clear Career Goals and have a long-term Career vision. This Action is very important to the structural change at Kaunas University of Technology because before this Action no Career Planning Template was adapted according to specificity of ICT field. It supports a sustainable implementation of Gender Equality in the Faculty of Informatics as it empower women to pay more attention to their Career and take active Actions towards it.

Sustainability dimensions

- <u>Rules and procedures</u>

The Action "Help Women to create their Roadmaps" is included as a part of Actions of Human Resources Management at Faculty of Informatics at Kaunas University of Technology. However, it serves just as a local initiative for academic and administrative staff which is legal in Faculty of Informatics only.

Since it was an outcome of the close collaboration with the Department of Human Resources, the Career Planning will be observed with the help of the human resources manager who is responsible for employees in the Faculty of Informatics. Also, the filled Career Templates will be revised with direct leaders of the Faculty departments annually. This will ensure the constant usage and monitoring of the Career development of female academic and administrative staff.

As it was mentioned before, the Action will be included into the local Activities for Human Resources Management which will ensure the sustainability of the Activity for longer period of time. However, no budgetary is foreseen for this Activity.

- <u>Structures</u>

The responsibility to carry out the Action is dedicated to the EQUAL-IST working Group members. They will be responsible to sustain the implementation of the Activity together with the Human Resources Manager and instruct leaders of departments of the Faculty of Informatics how to use Career Templates in annual meetings with employees for boost their motivation and Career development as well as better direct their tasks according to employees Career Plans.

As it was mentioned before, no new structure will be created to sustain this Activity. However, the old structure including EQUAL-IST working group members and Human Resources manager as well as leaders of departments will be maintained. This structure will keep a closer collaboration of all responsible parties.

Each year the EQUAL-IST working group members, Human Resources Manager and Leaders of Departments of the Faculty of Informatics will organize a meeting with the higher managerial board members of the Faculty to present the results of the Action.

- <u>Resources or Financial Planning?</u>

To sustain this Action, Human Resources were allocated. The main Human Resources were dedicated to initiate and monitor the process of Career Guidance and filling the Career Template. The Guidance for Career Plan would be provided by Human Resources Manager and EQUAL-IST working Group members. The later phase of implementation of the Career Plan is dedicated to the Leaders of Departments of the Faculty of Informatics.

It is foreseen that the Action will be supported at least one year after end of the project. Later, the results of it will be reviewed and discussed with the higher managerial board members and it will be decided if it is useful for Faculty community to continue the Action.

- **<u>Knowledge and expertise</u>**

To sustain this Action, the EQUAL-IST Working Group to ensure the Gender Knowledge as it is important for implementation. The Gender Knowledge lets to better provide the service as well as ensure the specifity of women's role in the IT environment. For better assurance of Gender Equality and better ethical provision of Career Planning Activities, the Human Resources Manager who has Gender Knowledge is involved in this Action. It is foreseen that the Human Resources Manager together with EQUAL-IST working Group Members

will be working in Career Guidance phase to provide support for both: leaders of Departments of Faculty of Informatics and academic and administrative staff members.

- **Consensus & Visibility**

The main internal stakeholders to sustain this Activity are higher managerial board members of Faculty of Informatics. However, it is not foreseen to involve any external stakeholders outside Kaunas University of Technology as this Action is dedicated for internal use.

As it was mentioned before, the Group of the Implementation of this Action will organize annual meeting with internal stakeholders to ensure the consensus and provide information on the implementation phase.

2.3 Involve women to organization decision making process by supporting women leadership

Action's description

The Action "Involve women to organization decision making process by support women leadership" is aimed to involve women into decision making process. This Action is also aimed to promote the women's leadership through participation in the Gender Equality Committee work. This Action will help to empower women to participate in organization decision making process by taking Action in the Committee for Gender Equality.

This Action supports structural changes in the Kaunas University of Technology as the Gender Equality Committee was established together with the EQUAL-IST Working Group members and it was the first entity in the University which is related to Gender Equality Assurance. The involvement of women in the GE Committee work will broaden the understanding of the existing situation in most risky environment for Gender Equality – Information Technology field. Also, the Committee will help to ensure and monitor the level of implementation of Gender Equality by sharing their Gender Knowledge and detecting Gender Sensitive points.

Sustainability dimensions

- **Rules and procedures**

This Action is included in the policies for strategic development of Kaunas University of Technology. The Committee for Gender Equality is one of the strategic directions which are foreseen to develop in the University. For this reason, it is agreed that the Committee will observe the Actions and Activities happening in the University as well as share its expertise on Gender Knowledge and initiate events to promote Gender Equality at the University level.

The monitoring of the Action is already implemented. The Committee is monitored by the Department of Human Resources Management and the Rectorate. The members of the Committee have constant meetings with the representatives of Department of Human Resources Management and Rectorate and present their work to them as well as share the ideas of future works and plans.

To implement this Action the Human Resources were allocated (representatives of Human Resources Management got some additional responsibilities to coordinate the process of it) as well as some budget was dedicated to implement some of the activities which are foreseen to implement during the Committee-life. However, the participation in the Committee is a volunteered honor and no of the Committee members get any financial profit of it.

- <u>Structures</u>

The Committee for Gender Equality is a totally new structure which was built under the Department of Human Resources. So, it has the responsibility to coordinate the implementation of the process as well as create the strategy for it. The leader of this Committee is responsible to report the progress of the Committee work to the leader of Department of Human Resources Management and the Rectorate constantly. The responsible entities will evaluate the progress and discuss the further changes or strategies.

- <u>Resources or Financial Planning?</u>

As it was mentioned before, some of the Human and financial Resources were transferred to sustain this Activity. The responsible person to lead the Committee on Gender Equality was dedicated as well as some budget for implementation of some of the main and previously set Activities was allocated. The participation of other Gender Equality Committee Members is volunteer but it is seen as an honor and accepted at the university level.

Since this Action has started almost a half a year ago, it is foreseen that it will be sustained for at least a year. Later, the results of the first year will be overviewed and decided if the Committee is still important for the University. However, it is thought that the Committee will be left for longer than one year period of time as it is already mentioned in the Strategy for future development of Kaunas University of Technology.

- **<u>Knowledge and expertise</u>**

For the implementation and sustainability of the Action "Involve women to organization decision making process by supporting women leadership" it is essential to have deep knowledge in Gender Equality, existing situation and possible solutions as the created Committee serves as the main entity for researching and monitoring the environment for Gender Equality in the University, provide suggestions and insights of what could be done better and promote the Knowledge of Gender Equality around the University. If it is needed, external expertise might be asked for collaboration.

- <u>Consensus & Visibility</u>

This Action is very important for whole University and for this Reason, the Rectorate is very motivated to help to implement and provided any needed Resourses for this Action. Additionally, the Committee can include any relevant Departments which would provide more expertise as well as help to implement specific ideas.

The Action is planned to implement internally (in the University level). So, no external stakeholders will be involved in the implementation phase. However, it might be involved in the future.

To reach a consensus of all stakeholders constant meetings will be organized to report the progress of the Committee work. Since this Action is implemented in the level of University, the fact sheets or reports will be also published on the internal system for all University Community to see.

3 Sustainability Plan for the Teaching and (potential) students' services Area

Action Title	Description	Links with 2nd iteration of the GEP implementation (October 2017 – February)	Timeframe	Level of Implementation	Tentative targets
[A1] Present more good practices of women working in IT	Goal: To present more good practices of Women working in IT Target group: Female bachelor and master students, junior researchers and PhD students, administrative staff.	Organization of special session "Women in ICT" in International Conference ALTA. An Event for girls to present best samples of women in ICT.	Year 1-3	National	It is expected that at least 3 female researchers will share their outputs an insights in the Special session on Women in ICT Research in the ALTA conference. It is expected to organize annual event with 50 female participants in it.

Figure 2. Summary Table of Sustainable Actions on Teaching and (potential) Students' Services Area

3.1 Present more good practices of women working in IT

Action's description

The Action "Present more good practices of women working in IT" aims to improve the existing image of women working in IT field. The existing image of women in IT is diverse: at one side a woman is seen as a nerd who cares about computers and systems only, at the other side, it is still believed that there is no place for women in IT as the highest gender discrimination rate is in IT field. The presentation of more good practices of women in IT encourages more girls and women to think about the Career in IT field as well as choose more STEM related studies in future.

To support and present more good practices, two Activities are planned to be sustained after the project life-time: "Organization of special session "Women in ICT" in International Conference ALTA" and "An Event for girls to present best samples of women in ICT". The first Activity is aimed to encourage young female researchers working in ICT field to share their results of their researches, to share their insights and ideas as well as present good practices of female researchers. The second Activity is aimed to attract more young girls to study ICT related programmes and plan their Careers in IT field.

This Action supports structural changes by offering more Gender related topics, be open to female researchers and present them as innovators, entrepreneurs and researchers. Also, it helps to improve the image of Kaunas University of Technology as Gender Welcome Institution. Nevertheless, this Action also encourages to be more Gender-sensitive and gender supportive as well as make to re-think the long-term strategy of the University.

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Sustainability dimensions

- ### Rules and procedures

The Action "Present more good practices of women working in IT" complement with the declared long-term development strategy for Kaunas University of Technology where Gender Balance is one of the main directs. This Activity helps to present Women's contribution in ICT development and to show their ideas and insights.

This Action is initiated by the EQUAL-IST Working Group with the collaboration of Faculty of Informatics. For this reason, the monitoring process is done by the representatives of the Faculty of Informatics. The monitoring process includes not just regular meetings with the representatives of the Faculty of Informatics but also, the evaluation form of each of the event will be prepared and distributed to the participants to ensure the better quality of the event. The results will be presented to the higher managerial board members of the Faculty of Informatics.

To ensure the sustainability of the Action, some of financial support is dedicated. The faculty of Informatics is the main sponsor of those events. In addition, the human resources are also set for these events.

- ### Structures

As it was mentioned before, this Action is carried out by the EQUAL-IST working group together with the Faculty of Informatics. Every year, the responsible persons are set to organize those Activities. These belong to Event's organizing Committee and they carry out all the Activities related with the preparation and organization stages of the events. Event thought the Organizing Committee is created, there no special or new structure is built for these Activities as they are short-term events. The accountability is provided through the Organization Committee which is responsible for whole preparation and organization of the Events as well as being accountable for the Events in both financial and human resources way.

- ### Resources or Financial Planning?

The Activities "Organization of special session "Women in IT" In International Conference ALTA" and "An Event for girls to present best examples of women in ICT" gets financial and Human resources support every year. A part of the budget is dedicated to these events (for gifts, meals, presenters and etc.). Also, human resources are allocated to prepare a well-organized events. Usually, the EQUAL-IST Working Group members are responsible for preparation stage of the events and during the event, some more colleagues from the Faculty of Informatics helps to provide all the planned activities and with organizational matters.

It is foreseen that this financial and human resources support will be ensured at least for next 2 years.

- ### **Knowledge and expertise**

To carry out the Activities "An organization of special session "Women in IT" In International Conference ALTA" the Gender Knowledge is a must as those events brings a very important messages for participants. Also, the better knowledge of Gender Balance help to organize event better in a more Gender-sensitive way. However, no external expertise will be included for the delivery of these Activities as the main topic of them is Women is ICT but not Gender Balance.

- ### Consensus & Visibility

As it was mentioned before, the Activities are organized with the help of Informatics Faculty. However, the internal stakeholders (related research laboratories and IT centers) are invited to support them. Also,

presenting positive image of women in IT, the external stakeholders (IT institutions, business organizations and etc.) are invited to contribute into preparation and organization of those events.

To reach consensus around the group, the Organizing Committee takes all the responsibility for the events organization as well as involvement of internal and external stakeholders to the decision making process via online or real meetings.

4 Sustainability Plan of the Other Area

Action Title	Description	Links with 2nd iteration of the GEP implementation (October 2017 – February)	Timeframe	Level of Implementation	Tentative targets
[A1] Encourage men to stand for Gender Equality	Goal: to encourage men to stand for Gender Equality. Target group: Junior researchers and PhD students and full professors or associate professors, administrative staff	An event of Summer Camp: Gender Equality of Science, Technology, Engineering and Mathematics Area.	Year 1	University	It is expected that at least 10 men would participate in the event.
[A2] Maintain and disseminate Gender Equality Plans in a wider range	Goal: to disseminate Gender Equality Plans for other educational institutions Target group: representatives of higher educational institutions, female researchers, female professors, female administrative staff, representatives of associations for Gender Balance	A Creation of Special Interest Group (SIG)	Year 1	National	It is expected to involve 10 organizations in SIG.

Figure 3. Summary Table of Sustainable Actions on Other Area

4.1 Encourage men to stand for Gender Equality

Action's description

The Action "Encourage men to stand for Gender Equality" is aimed to encourage men to take Actions to support Gender Equality as well as seek for Equal Rights in the IT and other fields. The Action includes a new

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Activity "A Summer Camp: Gender Equality of Science, Technology, Engineering and Mathematics Area" which aims to help to better disseminate why men should be active in Gender Equality, why it is useful for both Genders and what is the current situation. The Activity should invite all students studying STEM to get to know Gender Equality Issues and why they are so important in daily life as well as to learn to recognize them and avoid Gender sensitive situations or language.

The Action "Encourage men to stand for Gender Equality" supports structural changes in the Kaunas University of Technology as it includes all male staff (academic and administrative) to take an act and get involved with other Actions which are related with Gender Equality. It also helps to better understand why it is important and what to do to avoid it. These reasons help to ease the implementation of Strategic Development of the University.

<u>Sustainability dimensions</u>

- <u>Rules and procedures</u>

The Action "Encourage men to stand for Gender Equality" is not included in any of the policies of regulations in Faculty of University levels. However, it is included in the development paper of the Faculty of Informatics which sets the possible Guidelines and Activities for the next years.

To support the Action "Encourage men to stand for Gender Equality" the financial and human recourses will be allocated. The implementation of the Action will require motivation and acceptance from higher managerial board. Also, it is very important that the needed human recourses would be set.

- <u>Structures</u>

Since this Action is not intended to create any new Structure, the EQUAL-IST working Group members will be responsible for carrying out the Action. The EQUAL-IST Working group will also have to organize regular meeting with the higher managerial board members to present the results and how the financial and human recourses are distributed to implement this Action.

- <u>Resources or Financial Planning?</u>

As it was mentioned before, the implementation process of the Action will be sustained by provision of human resources. The Faculty of Informatics has committed to provide required amount of people to implement all foreseen Activities as well as support with the organizational side of the Event.

The Action should be safeguarded for at least one year period of time. However, it will depend on the results of the event. If they will be positive, it is planned to organize the event annually.

- **<u>Knowledge and expertise</u>**

The event of summer camp is based on the presentation of the situation of Gender Equality aspects in Science of Technology, Engineering and Mathematics. For this reason, to better present the real situation and point out the main aspects of Gender Equality, it is essential to have deep understanding of Gender Balance as well as know how to identify the main problems and suggest possible solutions.

To implement this Action no external expertise is foreseen to involve. However, it might be a case for presentation rather than constant work.

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- <u>Consensus & Visibility</u>

The Action "Encourage men to stand for Gender Equality" is supported by the Dean of the Faculty of Informatics of Kaunas University of Technology. The Dean is very supporting the male movement for Gender Equality.

Since this Action is planned to be implemented internally (within the University) it was decided not to include any external stakeholders in it.

4.2 Maintain and disseminate Gender Equality Plans at the national level

<u>Action's description</u>

The Action "Maintain and disseminate Gender Equality Plans (GEPs) in a wider range" is aimed to keep implementing the most successful Activities described in GEP as well as seek for new Activities to ensure the Gender Equality in Research Institutions. The Action includes the Activity "A Creation of Special Interest Group (SIG)" which aims at dissemination and implementation of Gender Equality Plans in a wider community. The Group also serves as a counselling Group where more experiences members help to implement GEPs in Institutions with no or very little experience with Gender Equality.

Since the SIG involves 10 higher education institutions, it will be implemented in National level. This Group also make some essential changes at Kaunas University of Technology as it is a more experienced institution and sharing the experience in Gender Equality helps to clear the main directions of Actions which would be useful for development of our Institution.

<u>Sustainability dimensions</u>

- <u>Rules and procedures</u>

The Action "Maintain and disseminate Gender Equality Plans (GEPs) in wider range" is not included in any of the management policies and regulations. However, the Faculty of Informatics is committed to disseminate Gender Equality Plans and maintain the Special Interest Group. For this reason, the maintain of the Group is included to the Strategic sheet which describes the Initiatives that Faculty of Informatics is planned to organize for the next year.

The monitoring process of Special Interest Group will be ensured through regular meetings with SIG members as well as monitoring of the development of GEPs in SIG members' organizations. The results of the process will be reported to the higher managerial board members of Faculty of Informatics.

To implement this Action no financial support is foreseen to allocate. However, it is intended to set a person responsible for the administration of the SIG group. That person will be responsible for the sustainability of SIG.

- <u>Structures</u>

The implementation of this Action is dedicated to the representative of Faculty of Informatics at Kaunas University of Technology. It was decided not to create any new structure or body to deliver the activity as it is not the main direction of Gender Equality.

The Representative of the Faculty will have to present the progress of Special Interest Group to the higher managerial board members as well as EQUAL-IST Working group members to evaluate the impact of SIG.

- <u>Resources or Financial Planning?</u>

As it was mentioned before, no financial resources will be set for this Action. However, the responsible person will be in charge of the implementation of this Action for at least one year period of time. Later, the sustainability of the Action depends on the results and demonstrated impact to other higher educational institutions toward Gender Equality Plans implementation in their institutions.

- **Knowledge and expertise**

The Action "Maintain and disseminate Gender Equality Plans (GEPs) in a wider range" requires a very deep Knowledge of Gender Issues especially in the research institutions environment as this Action seeks to help other higher education institutions to detect Gender Equality issues in their organization, prepare the Gender Equality Plan according those issues and implement the activities. The expertise of the Gender Equality will be provided internally.

- <u>Consensus & Visibility</u>

This Action is mostly supported by higher managerial board of the Faculty of Informatics. Also, the external supporters are the higher managerial boards of the higher educational institutions which participate in the Activities of Special Interest Group. The consensus of these different kind of stakeholders is reached by the information of the progress of the SIG as well as involvement to the decision making process.

5 List of Involved Stakeholders

Position / Role	Name (gender)[1]
Director of Alytus Colleage	Danute Remeikiene
Director of Kaunas Technology Colleage	Nerijus Varnas
Rector of Klaipeda University	Arturas Razbadauskas
Dean of the Faculty of Business and Technology (MK)	Vladas Berzanskis
Rector of Siauliai University	Darius Siauciunas
Dean of the Faculty of Informatics (VDU)	Daiva Vitkute-Adzgauskiene
Dean of the Faculty of Fundamental Sciences (VGTU)	Rimantas Belevicius
Dean of the Faculty of Electronic and Informatics (VK)	Romanas Tumasonis
Vice-Rector for Science affraires (VU)	Rimantas Jankauskas
Director of the Educator Group (VU DMSTI)	Valentina Dagiene
Working Group members of the EQUAL-IST project	
Researcher/head of the project	Daina Gudoniene (w)

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[1] The information in the brackets represents the stakeholder gender, where "m" stands for "man", "w" stands for "woman".

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Researcher	Eduardas Bareisa
Researcher	Robertas Damasevicius (m)
Researcher	Danguole Rutkauskiene (w)
Researcher	Edvinas Zinkevicius (m)
Researcher	Kristina Ukvelbergiene (w)
Researcher	Rytis Maskeliunas (m)
Researcher	Virginija Limanauskiene (w)
Researcher	Irena Patasiene (w)
Junior Researcher	Reda Bartkute (w)
Students representatives	
Student	Akvile Montrimaite
Student	Redminas Segzda
Equal Opportunities Bodies	
The head of HR department	Jakaterina Rymoniene
professor	Zivile Rutkuniene
professor	Mindaugas Zilys

6 Abbreviations

CEO   Chief Executive Officer

EQUAL-IST   Gender Equality Plans for Information Sciences and Technology Research Institutions

GEP   Gender Equality Plan

HR   Human Resources

ICT   Information and Communication Technologies

IST   Information Sciences and Technology

IS   Information Systems

IT   Information Technology

RPO   Research Performing Organization

STEM   Science, Technology, Engineering, and Mathematics

KTU   Kaunas University of Technology

IF   Faculty of Informatics at Kaunas University of Technology

7 Links to Detailed Descriptions and Further Materials

GEP Report for 2nd Iteration:

https://www.dropbox.com/home/EQUALIST/Work%20Packages%20(WPs)/WP3/T3.6%20Implementation%20of%20GEPs%20(iteration%202)/KTU?preview=EQUAL-IST_GEP+Implementation+Reporting+Template+(Iteration+2).docx