Promoting gender balance and inclusion in research, innovation and training

PLOTINA
(Horizon 2020 – GA: 666008)

Project Coordinator:
Prof. Tullia Gallina Toschi, Università di Bologna
The topic: Specific Challenge

TOPIC: GERI.4.2014-2015 - Support To Research Organisations To Implement Gender Equality Plans

• Gender equality is a key priority of the ERA (European Research Area) Communication. "A Reinforced European Research Area: Partnership for Excellence and Growth", which invites Member States, research performing organisations (RPOs), including Higher Education Institutions, as well as research funding organisations (RFOs) to take action to **promote gender equality** in R&I with the following objectives:

  ➢ Removing barriers to the **recruitment, retention and career progression** of female researchers
  ➢ Addressing **gender imbalances in decision making** processes
  ➢ Strengthening the **gender dimension in research** programmes

What is needed to develop a gender equality plan in my Institution (RPO)?

- Role of the proponent
- Achievement of a competitive result (reputation within the Institution)
- Budget
- Involvement of key actors
- Method (coaching association, now GEAR)
- An international process (other RPOs carrying on the same path, with the same timing)
- At least one Institution with our numbers (Students, Researchers, Disciplines)
The action provides support to RPOs and RFOs in order to **support systemic institutional changes**, in particular through the implementation of Gender Equality Plans (GEPs). GEPs shall:

- Conduct **impact assessment / audit of procedures and practices**, including relevant data on HR management, teaching and research activities, in order to identify gender bias at organisation level;

- **Implement innovative strategies** to address gender bias (family-friendly policies, gender planning and budgeting, training on gender equality in HR management, develop the gender dimension in research content and programmes; integrating gender studies in Higher Education Institution curricula);

- **Set targets and monitor progress** via indicators at organisation level.
The RPOs, including Higher Education Institutions, and RFOs involved in the consortium shall be at a **starting stage in the setting-up of GEPs** and shall ensure the support from their highest management level. Participation of professional associations in the consortium is recommended.

The proposals shall include a **first assessment of gender issues in each partner organisation.** They shall also situate the planned GEPs in relation with existing national provisions relating to gender equality in research (...).

The proposals shall include a **methodology for impartially monitoring and assessing the progress made throughout the duration of the project.** This activity could be dedicated to a specific partner organisation or subcontracted. This action will be further promoted through the EURAXESS initiative SEAC.3.2014.
The topic: Expected Impacts

• The activities will increase the number of RPOs and RFOs implementing GEPs pursuing the three objectives mentioned in the challenge. In the medium / to long term, activities will contribute to the achievement of ERA in particular by increasing the number of female researchers, improving their careers and mobility, thus contributing to research intensity. The integration of the gender dimension in research programmes and content will improve the social value of innovations and the fitness for purpose of innovative products

TYPE OF ACTION: Coordination and Support Action
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.

This objective is based on the vision to foster excellence and the social value of innovations, by:

- stimulating a gender-aware cultural change;
- promoting career-development of both female and male researchers to prevent the waste of talent, particularly for women;
- ensuring diversification of views and methodologies (in this case by taking into account the gender/sex dimension and analysis) in research and teaching.
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Specific objectives

- Designing and implementing **self-tailored GEPs, Libraries of Actions and Good Practices** for six European RPOs (same mission, different dimension) to be used also as role models for other institutions;
- Creating new **Case studies of gendered research** and teaching;
- Wide **disseminating the results and tools** developed to foster other RPOs to follow.

**ADVERSTISING EFFECTIVNESS AND BENEFITS OF PLOTINA IN TERMS OF VISIBILITY AND PARTNERS REPUTATION**

**4 ALREADY PROPOSED**

**NO FINANCIAL SUPPORT**

**WE HOPE OTHERS WILL FOLLOW**
First case study (in course) of gendered research on food

Poster presented at the GS9

Sex analysis is not widely considered as variable into food research. For a most targeted results and to avoid approximation in research and project design, the inclusion of sex as a variable could represent a key strategy.

On the basis of these preliminary results, the sex variable could explain some differences in food science research.
Overall strategy

1. **Focus on Women:** increasing the participation of women in science and engineering by supporting them with training and career development.

2. **Focus on Institutions:** structural and cultural change in institutions.

3. **Focus on Knowledge:** integrating sex and gender analysis into research, fostering excellence and social innovation.

✓ PLOTINA proposes an **holistic strategy to increase the representation of women in academia and foster a supportive environment where men and women can thrive** and conduct excellent research, which may itself have a gender/sex dimension.

✓ PLOTINA will contribute to make research activity in Europe more competitive on the world scene, by **creating cultures that value and benefit from the diversity in the workplace.**
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<th>Participant N.</th>
<th>Participant organisation name</th>
<th>Country</th>
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<tr>
<td>1 (Coordinator)</td>
<td>Alma Mater Studiorum – Università di Bologna (UNIBO)</td>
<td>ITALY</td>
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<td>2</td>
<td>University of Warwick (WARWICK)</td>
<td>UNITED KINGDOM</td>
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<td>3</td>
<td>National Institute of Chemistry (NIC)</td>
<td>SLOVENIA</td>
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<td>4</td>
<td>School of Economics and Management (ISEG)</td>
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<td>5</td>
<td>Mondragon University (MU)</td>
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<td>Ozyegin University (OZU)</td>
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<td>Center for Social Innovation (ZSI)</td>
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<td>Jump Forum SPRL (JUMP)</td>
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<td>Elhuyar Foundation (ELHUYAR)</td>
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Consortium & roles

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<th>RPOs</th>
<th>EVALUATION &amp; MONITORING</th>
<th>PROFESSIONAL ASSOCIATIONS</th>
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**PLOTINA workpackages: PERT diagram**

**WP1** Project management

**WP2** gender assessment, GEPS design and lessons learnt

**WP3** career making and cultural change
  - Implementation of top-down actions
  - Biases and supporting career
  - work-life balance

**WP4** gender aware science
  - case studies
  - scientific publications
  - teaching curricula

**WP5** monitoring and evaluation

**GEPS**

**WP6** communication and dissemination
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Expected outputs

**TOOLS**
- Catalogue of core indicators
- Gender equality tools
- Self-assessment /monitoring software

**GEPs LIBRARY OF ACTIONS**
- Existing practices/actions that have been evidenced as effective
- New actions that RPOs of PLOTINA will test

**RESEARCH AND TEACHING CASE STUDIES**
- Examples of integrating gender in research projects to increase their validity
- Gendering teaching curricula

**GOOD PRACTICES**
- Designed and implemented GEPs and successfully implemented Action
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**Expected impacts**

- **Impact on the RPOs members of the consortium**
- **Impact on RFOs, and others**
  - Research related bodies (e.g. publishing sector)
- **Impact on European RPOs**
  - by providing a tool kit to support systemic institutional change
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