



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741128



CESAER WORKSHOP. IMPLEMENTING GENDER EQUALITY PLANS (GEP) AT UNIVERSITIES OF SCIENCE AND TECHNOLOGY

Date: 29 th March 2019 from 9h to 13:30h

Place: Politecnico di Torino. Castello del Valentino, Salone d'Onore

CESAER is the European association of leading specialised and comprehensive universities of science and technology that: champion excellence in higher education, training, research and innovation; influence debate; contribute to the realisation of open knowledge societies; and, deliver significant scientific, economic, social and societal impact.

The CESAER mission is structured around five aims:

1. to learn from each other: share information and best practice in the areas of higher education, research, innovation and university governance;
2. to influence key bodies: aid policy-makers and funders to shape European strategies, policies and funding programmes;
3. to boost participation in (European) funding programmes;
4. to promote our strengths globally: support our Members in displaying their excellence and distinctiveness at European level and beyond;
5. to advance debate on key issues: promote reflection and understanding of the role of science and technology in open knowledge societies.

For details about CESAER see <https://www.cesaer.org/>

The workshop on implementing Gender Equality Plans was organized within the Task Force Human Resources with three specific goals:

1. **Exchange best practices and provide practical guidance** on the implementation of GEP at universities in STEM field;
2. **Identify challenges and opportunities** for the implementation of GEP at universities in STEM field;
3. **Formulate the building stones for a declaration** expressing the collective commitment and ownership of the rectors from CESAER Members concerning the implementation of GEP at their institutions.

GEECCO coordinator Brigitte Ratzer was invited to present GEECCO project and preliminary conclusions about implementing GEPS in European STEM universities after 2 years project lifetime.



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Thereby the three important topics for structuring a GEP

- 1) focussing on decision making processes and bodies,**
- 2) focussing on recruitment, career development of female researchers and female staff members and**
- 3) gender dimension in education and research**

were highlighted and explained in more detail.

At the beginning of the workshop, Mina Stareva, Head of Sector Gender at European Commission (EC) gave an overview on recent policies and EU support to gender equality in universities (see her presentation here: <https://www.cesaer.org/editor/files/20190329-presentation-mina-stareva.pdf>). Mina Stareva thereby highlighted the rich political context of gender equality, reported on the momentum for this topic given the 20th anniversary of the first communication on women in science and the programming of this topic in Horizon Europe, presented the [SHE Figures 2018](#) and advised to commit at the highest levels and to come towards concrete actions. A good opportunity also for GEECCO – represented by Brigitte Ratzler and Nadia Postorino - to exchange on strategies and current discussions within the EC.

Based on these discussions and the presentations within the workshop the CESAER Task Force HR developed Torino Messages on Equality at Universities of Science & Technology. These messages are to be approved by the next general assembly and will be publicly available in October 2019.



Picture 1. Speakers and selected guests for the workshop on [‘Implementing Gender Equality Plans \(GEP\) at universities of S&T’](#)

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