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The GEECCO meeting and training at Politechnika Krakowska (Krakow, Poland), 23-25 April 2018

The main challenge of the GEECCO project “Gender Equality in Engineering through Communication and Commitment” is to promote and to support women working in the different fields of engineering sciences and, therefore, as to increase their presence in this sphere. According to the project plan, one of the ways to overcome this challenge is to establish tailor-made Gender Equality Plans (GEPs) in 4 European Research Performing Organizations (RPOs), which participate in the project.

Within the scope of GEECCO project two events were organized in Krakow in April 2018. There were GEECCO consortium meeting and GEECCO workshop.

The consortium meeting took place April 23rd and 24st at the Faculty of Civil Engineering, Politechnika Krakowska (PK). It put 9 project partners from 7 countries, observers from 4 countries as well as 2 invited speakers together. Besides the GEECCO team and official representatives of PK, there were 3 representatives of the project coordinator from the Technische Universität Wien (Austria), 2 persons from the Universitat Politècnica de Catalunya (Spain), 2 persons from the Università degli Studi Mediterranea di Reggio Calabria (Italy), 2 persons from the Yellow Window Management Consultants (Belgium), 2 representative of Uniwersytet Jagielloński (Poland), 2 persons from GESIS - Leibniz-Institut für Sozialwissenschaften e.V. (Germany), 2 persons from the Technologicka Agentura České Republiky (Czech Republic), 3 representatives of the Wiener Wissenschafts-Forschungs-und Technologiefonds (Austria) and one each from B-NK GmbH Consultancy for Sustainable Competence (Austria), Österreichische Forschungsförderungsgesellschaft FFG (Austria), Vienna Business Agency (Austria), Unidad de Mujeres y Ciencia (Spain), Volkswagen Foundation (Germany) and Foundation for Polish Science (Poland). During two-days meeting there were discussed an amount of issues and done a number of actions including progress of all activities planned and realized for each project work package, GEECCO Executive Board meeting, Observer Group Meeting, team-building game. Additionally, two presentations were done by guest speakers from Uniwersytet Jagielloński. They concerned similar projects in the field of gender problematic, which were realized.

On the **25th of April** there was a **Krakow GEECCO workshop**. It was moderated by Maxime Forest (Yellow Window Management Consultants, Belgium) and Bente Knoll (B-NK GmbH Consultancy for Sustainable Competence, Austria). The aim was to make the target group of this training as wide as possible and to include representatives of different staff groups and unites. That is why workshop participants consisted of representatives of Rector's Office, of

different faculties, of different administrative units, of PK Technology Transfer Center as well as Student Council.

At the beginning, PK staff tried to point out the existing gender problems at the university and to find out their causes. Additionally, all these issues were considered in the context of following blocks: (1) gender dimension in research, (2) decision making and (3) recruitment and career development. In general, these blocks correspond to the topics, which GEECCO project covers in its work packages.

In the next step, all participants were divided in small groups. With the help of moderators and training materials, these groups discussed the problem of GEP in PK. The realization of this plan includes following stages: (1) setting of the plan, (2) implementing the plan and (3) monitoring & evaluation. To describe these stages each group must answer following questions:

- *What is to be done?*
- *Who shall do it?*
- *Are there any obstacles?*

Each group had a possibility to discuss each stage during 20-30 minutes writing down its answers and conclusions.

In the final step, all answers and opinions were gathered and discussed by all participants.

The next workshop in Krakow at PK is planned in October 2018



