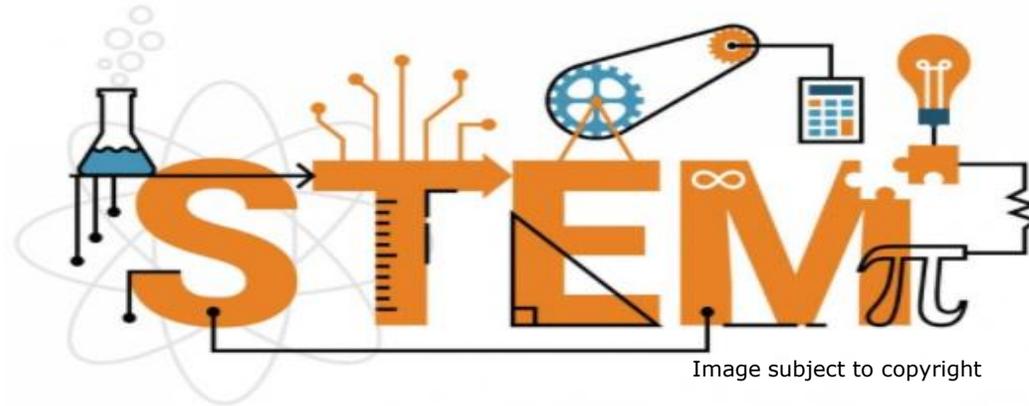




"This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no. 741128".

Gender Equality in Engineering through Communication and Commitment GEECCO



NEWSLETTER n° 3 February 2019

Introduction

The GEECCO newsletter provides information regarding tasks and collaborative actions carried out through the project, collaboration actions, interesting concepts and readings about gender equality, events, etc.

Our newsletter is published periodically and is also available for download under the following link:

[www://http://www.geecco-project.eu/resources_results/](http://www.geecco-project.eu/resources_results/)



https://www.linkedin.com/feed/?trk=nav_logo



https://twitter.com/GEECCO_H2020

Download the project leaflet

If you have comments on the content, or suggestions – let us know. Enjoy reading, and we look forward to your feedback to: irene.jorge@upc.edu.

Want to change how you receive these emails? You can update your preferences or **unsubscribe** from this list. Please send an email to: geecco_newsletter@list.tuwien.ac.at



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GEECCO PROJECT

GEECCO is an EU funded project, which brings together a consortium that is characterized by the focus on the STEM (Science, Technology, Engineering, and Mathematics) field.

GEECCO will be a step forward establishing tailor-made **gender equality plans** (GEPs) in Research Performing Organisations (RPOs) and implementing the **gender dimension in research funding programmes** in Research Funding Organisations (RFOs), pursuing the 3 following objectives:

- [Removing barriers to the recruitment, retention and career progression of female researchers;](#)
- [Addressing gender imbalances in decision making processes;](#)
- [Integration of a gender dimension in teaching and research.](#)

An effective dissemination and exploitation strategy has the aim of making the GEECCO approach accessible to other actors.

- ❑ Call for proposal: H2020-SwafS-03-2016-2017
- ❑ Topic: [Support to Research Organisations to Implement Gender Equality Plans](#)
- ❑ From 2017-05-01 to 2021-04-30
- ❑ Contract number: 741128

<http://www.geecco-project.eu/home/>

GESIS

GEECCO project counts in its consortium with the Anke Lipinsky, from GESIS.



Anke Lipinsky is senior researcher at GESIS-Leibniz Institute for the Social Sciences, [Team CEWS](#), Center of Excellence Women and Science. She holds a PhD in Comparative Cultural Studies, University of Regensburg. Anke carried out several mappings of gender equality policies in public research in the EU and policy environment analyses (2012-2014) and participated in EU-funded projects in FP6, FP7 and H2020 [ENCOUWOMSCI](#); [PLATWOMSCI](#), [GenPORT](#); [INTEGER](#); [GEECCO](#)

She chaired an EC expert group and carried out an ex-ante impact assessment study to strengthen the role of structural change policies in the European Research Area (2013). Anke currently is member of the advisory boards of different projects.

With more than 300 employees at two locations, **GESIS** provides essential and internationally relevant research-based services for the social sciences. As the largest European infrastructure institute for the social sciences GESIS offers advice, expertise and services at all stages of scientists' research projects. With this support socially relevant questions can be answered based on the latest scientific methods, and with high quality research data.

GENDER EQUALITY GLOSSARY:

Implicit Bias

What is implicit bias? Bias is a cognitive process which can be defined as skewed information processing under the influence of context and accumulated experience.

Broadly speaking, we act on the basis of internalised schemas, which we use to make the task of processing information efficient and manageable. However, these useful, cognitive “short-cuts” can also mislead us, because they tend to make us pay more attention to information that confirms our expectations and less attention to disconfirming information, thus introducing biases.

Bias is at play in many everyday situations, it affects all of us, and there are many issues that are in specific situations influenced by bias, among them ethnic and regional identity, race, age, sexual and religious orientation and gender effects, for which intersectionality effects may occur.

[Gender Bias in Science:](#) resources in English about research studies on gender bias, video materials on gender bias and also methods, tutorials and checklists to avoid gender bias.

SISTER PROJECT SECTION

TARGET } Taking a Reflexive approach
to Gender Equality for
institutional Transformation

This section has been created as a starting point for collaboration with **projects** that, like GEECCO, **have a work program dedicated to the inclusion of the gender dimension in European institutions.**

The second delivery is dedicated to the project: [TARGET](#)

Taking a Reflexive approach to Gender Equality for institutional Transformation

Basic Information:

- **Topic:** [SwafS-03-2016-2017 - Support to research organisations to implement gender equality plans](#)
- **Call for proposal:** H2020-SwafS-2016-1
- **Funding scheme:** CSA - Coordination and support action
- **Duration:** 2017-05-01- to 2021-04-30

TARGET objectives

TARGET } Taking a Reflexive approach to Gender Equality for institutional Transformation

- Build the institutional capacity of 7 GEIIs for a reflexive gender equality policy over 48 months.
- Implementation of customised GEPs and development of a reflexive gender equality policy at six RFOs/RPOs
- Establishment of a gender equality working group and a gender equality strategy (GES) within RMEI
- Effective tools/guidelines for RPOs and RFOs planning to develop and implement GEPs – available for further uptake by other institutions
- Initiation of a national discourse about gender equality in R&I in six countries with low engagement for gender equality in R&I.

<http://www.geecco-project.eu/home/>

TARGET consortium

INSTITUT FUER HOEHERE STUDIEN - INSTITUTE FOR ADVANCED STUDIES	AUSTRIA		COORDINATOR AND EVALUATION
AGENTIA ROMANA DE ASIGURARE A CALITATII IN INVATAMANTUL SUPERIOR ARACIS	ROMANIA	RFO	GENDER EQUALITY INNOVATION INSTITUTIONS (GEIIs) <ul style="list-style-type: none"> • Audit • Design GEP/GES • Implement GEP/GES • Monitor % self-assess GEP/GES
IDRYMA PROOTHISIS EREVNAS	CYPRUS	RFO	
FONDAZIONE REGIONALE PER LA RICERCA BIOMEDICA	ITALY	RFO	
Elliniko Idryma Evropaikis kai Exoterikis Politikis	GREECE	RFO	
UNIVERSITE HASSAN II DE CASABLANCA	MOROCCO	UNI	
UNIVERZITET U BEOGRADU	SERBIA	UNI	
RESEAU MEDITERRANEEN DES ECOLES D'INGENIEURS	FRANCE	NETWORK	
NOTUS	SPAIN		Supporting institutions
FONDAZIONE GIACOMO BRODOLINI	ITALY		

Interview with...



Angela Wroblewski, project coordinator of TARGET, senior researcher at the Institute for Advanced Studies Vienna, Austria.

How was the idea of TARGET project born?

Several studies on the implementation of gender equality policies depict paradoxical results. On the one hand evaluations show that gender equality policies are implemented successfully but on the other hand gender imbalances in science and research change only at a very slow pace or remain unchanged. Gender equality policies are often interpreted as something external to science and research or in extreme cases as a bureaucratic requirement.

Starting from this experience, TARGET is based on the fundamental premise that a reflexive approach to gender equality is a precondition for sustainable institutional change in Gender Equality Innovating Institutions (GEIIs). This however is a demanding endeavour which requires specific preconditions and competences at individual and institutional levels. It requires (1) building up gender competence among all relevant stakeholders to reflect on norms, standards and practices to detect an inherent gender bias, (2) creating a climate where stakeholders are willing to change practices and take agency, (3) developing alternative practices and (4) willingness and competences to deal with open or subtle resistance.

Furthermore, it is necessary to establish institutional learning processes based on empirical evidence (e.g. monitoring) and a continuous, open and critical discussion of developments towards gender equality.

In this sense, which actions have already put in place/are planned in TARGET for the implementation of gender equality in R&I through national European Research Area (ERA)?

The first months of the project have been devoted to capacity building activities for the consortium as well as within the GEIIs and a baseline analysis in the GEIIs. TARGET provided three tools to support the development of a targeted gender equality plan or strategy for each GEII: the Gender Equality Audit Tool (GEAT), the Guidelines to design customised GEPs/GES and the Gender equality monitoring tool and guidelines for self-assessment.

All GEIIs conducted a Gender Equality Audit which serves as a baseline analysis regarding gender equality within the organisation. Based on this empirical evidence priorities for GEPs/GES have been defined. In the upcoming months the actions formulated in the GEPs/GES will be implemented, monitored and evaluated.

Where are, in your opinion, the biggest challenges for the integration of gender dimension in research and innovation? What strategies would you recommend to overcome these challenges and main resistances?

The biggest challenge for the TARGET approach to gender equality is to create an institutional climate which allows for a reflexive approach. All stakeholders involved in gender equality policies at all hierarchical levels have to be willing to reflect on practices to detect a gender bias, to take action and to deal with resistance. The challenge is to build up gender competence among stakeholders which comprises these elements.

Within TARGET, the establishment of a community of practice (CoP) is the central instrument to develop a reflexive gender equality policy which supports mainstreaming gender in the institution. Members of the CoP are top and middle managers, gender equality experts, gender researchers and stakeholders which are involved in the implementation of gender equality policies, e.g. statisticians which provide data for the Gender Equality Audit or representatives of the human resources department. We assume that resistance to gender equality policies will be reduced if gender equality is linked to other relevant institutional strategies or projects (e.g. reorganisation of hiring procedures). Such linkages are facilitated by members of the CoP that share a gender equality commitment.

How could the mutual learning opportunities be improved to maximize the collaboration/cooperation among policy makers, funding organisations and research organisations?

In some cases the CoP includes external stakeholders.

The involvement of external stakeholders supports on the one hand mutual learning at national level and strengthens on the other hand the institutions' gender equality.



We need more comparative research on supporting and hindering factors for a successful implementation of gender equality policies. Such a comparative analysis should emphasise cultural, economic and societal differences between Western and Nordic countries and Mediterranean countries. At the moment we don't know whether it is possible, or under which conditions concepts for gender equality policies developed in Western or Nordic countries can be successfully transferred to other contexts.

What would you recommend to carry out new collaborations to advance gender equality in science, technology and innovation?

I think we need a greater exchange of experiences with the implementation of gender equality policies between institutions as well as from a cross-country comparative perspective. In this exchange we should focus on success stories but we also need to document failures. The latter will provide us with extremely important lessons learned. Furthermore we need to develop a mutual and coordinated strategy to face up to and challenge the current anti-genderism or anti-equality discourse.

SURVEY



ACT is a Horizon 2020 project and short for "[Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe](#)". The aim of the project is to support research performing and research funding organisations as well as R&D companies in their gender equality actions. This aim will be achieved through creating and supporting Communities of Practice (CoPs) – collaborating groups of practitioners, academics and experts – that work on advancing gender equality on the organisational level and on enhancing the integration of a gender dimension in research and teaching.

The main objectives of this online-survey are:

- to map actors – practitioners and experts – in the EU-28 who are currently active in advancing gender equality in their organisations/departments and to give you the opportunity to **become part** of the **ACT Communities of Practice** (Part I of the survey);
- to **get information about the status quo** of gender equality implementation activities in your organisation and your network of collaborators (Part II of the survey);
- to **identify the expertise and support you would need** to overcome barriers your organisation faces (Part III of the survey) so that ACT can **develop suitable support** and helpful tools to promote and strengthen existing and future collaborations.



ACT is carrying out a survey in order to map actors –practitioners and experts- who are currently active in the advancement of gender equality objectives in research performing and research funding organisations across Europe.

The questionnaire is oriented to identify existing networks and collaborations in this effort, and to explore what are their current needs regarding gender equality implementation processes within their organisations, including the integration of the gender dimension in research and teaching.

The mapping results will enable to identify the 7 potential Communities of Practice (CoP) that ACT will support as agents to develop gender equality actions, by facilitating online infrastructures and providing new tools for knowledge and practice sharing.

If you belong to a research performing organisation (RPO) or a research funding organisation (RFO) and are willing to participate, please [visit this link](#).

FOOD FOR THOUGHT

- [Implicit bias in academia a challenge to the meritocratic principle and to women's career.](#)
- **The impact of implicit bias for women in academia- and what to do it about it.** [Article on LERU Press release 18 January 2018](#)
- **How implicit bias can undermine academic meritocracy** [Article on LERU advice paper in EuroScientist](#)
- Annalisa Murgia, Barbara Poggio, [Gender and Precarious Research Careers. A Comparative Analysis.](#) Routledge. London, 2018
- Swedish Research Council, **Sexual harassment in academia.** An international research review, 2018
- Elizabeth Redden, [Global Attack on Gender Studies,](#) 5 December 2018
- [CEWS web collection in gender bias in the sciences.](#)
Find out about studies, browse video materials and learn about approaches to reducing gender bias.

EVENTS WITH GEECCO PARTICIPANTS



In this section, events in which GEECCO project partners have participated are collected. It has also been considered relevant to include, in summary form, the specific/s action/s of added value carried out. However, due to space limitations, not all the events that have counted with the participation of the partners representing the GEECCO project are included.

- **IEEE Women in Engineering International Leadership Summit 2018**, 9-Aug-2018, PK, Tunis.
- **10th European Conference on Gender Equality in Higher Education**, 20 to 22-Aug-2018, GESIS, Dublin.
- **European Platform of Women Scientist - EPWS**, 19 and 20-Sept-2018, PK, Piza.
- **International Conference on Traffic and Transport Engineering**, 27-Sept-2018, PK, Belgrade.
- **Innovation Strategy Vienna - Innovatives Wien 2020**, 24-Oct-2018, WWTF, Vienna.
- **Conference on "Structural gender Change at Universities and Research Funding Organisations"**, 16-Nov-2018, TA CR and Yellow Window.
- **Structural Gender Change at Universities and Research Funding Organisation**, 16-Nov-2018, UPC, Madrid.

- **Gender Budgeting**, 22-Nov-2018, UNIRC.
- **First training at UNIRC**, 26-Nov-2018, UNIRC, Calambria.
- **PREPEKTYWY, IT for SHE**, 27 and 28-Nov-2018, PK, Warszawa.
- **COP24. Conference of the parties**, 3-Dec-2018, PK, Katowice.
- **Bilateral meeting with NOTUS**, 4-Dec-2018, UPC, Barcelona.
- **Interview with Role Model women**, 10-Dec-2018, PK, Krakow.
- **5th National Conference on Gender and Science**, 31-Dec-2018, Prague.
- **How to introduce the gender perspective in teaching?**, 18-Jan-2019, UPC, Barcelona.
- **Platform for women in research and innovation**, 1-Feb-2019, TA CR, Prague.
- **VI workshop for Gender Equality at UPC**, 6-Feb-2019, UPC, Barcelona.

NEXT EVENTS WITH GEECCO PARTICIPANTS



- **1st ACT International Synergy Conference Building Communities of Practice for Gender Equality and Institutional Change in Research and Innovation across Europe**, 25-Feb-2019, PK, Brussels.
- **International Network of Women Engineers and Scientists**, 8 to 10-Mar-2019, PK, Napoli.
- **Genderaction**, 25/26-Mar-2019, Berlin.
- **CESAER Meeting**, 29-Mar-2019, TUW, Torino.
- **Girls Day**, 1-May-2019, TA CR, Brno.
- **18th Annual STS Conference, Graz; Stream: It's time for structural change, sister!**, 6/7-May-2019, TUW/PK/B-NK GmbH, Graz.
- **6th European Women Rectors Conference: Responding to Evolving Challenges: Best Practices for Women Leadership in Academia**, 13/14-May-2019, GESIS, Malmö.