

## Workshop 10: Gender Equality Plans in the R&I sector

Date: 8 July 2022, 09:30-13:30 CEST

Location: Online, via Microsoft Teams. [Join the meeting here.](#)

Moderator: Gillian Kelly, Senior Research Manager, Ecorys

Technical facilitator: Milda Butkute, Research Manager, Ecorys

Participants: up to 40 participants from 2 University Alliances, also partner universities, other non-alliance members

### ATHENA, Advanced Technology Higher Education Network Alliance

- ▶ Hellenic Mediterranean University
- ▶ Niccolò Cusano University
- ▶ Polytechnic Institute of Porto
- ▶ University of Maribor
- ▶ University of Orléans
- ▶ University of Siegen
- ▶ Vilnius Gediminas Technical University

### Circle U University Alliance

- ▶ Aarhus University
- ▶ Humboldt-Universität zu Berlin
- ▶ King's College London
- ▶ Université Paris Cité
- ▶ University of Belgrade
- ▶ University of Louvain
- ▶ University of Oslo
- ▶ Università di Pisa
- ▶ Universität Wien

### Workshop agenda:

Indicative timings	Session
09:15 – 09:30	<i>Walk-in and technical support</i>
09:30 – 09:40	<b>Welcome words from Mina Stareva, DG RTD, European Commission</b> <b>Welcome words from Alliance Coordinators:</b> Tatjana Welzer Družovec, ATHENA Alliance Nuno Miguel Morais Rodrigues, ATHENA Alliance Kevin Guillaume, General Secretary, Circle U University Alliance Elizabeth Macintyre, ERIA Coordinator, Circle U University Alliance
09:40 – 10:10	<b>Setting the scene</b> Presentation: Gender Equality Plans as a Catalyst for Change (Flavia Colonnese, Senior Research Manager, Ecorys) <i>The speaker will present an overview of the Horizon Europe GEP eligibility criterion concept of GEPs. They will present several good practices, progress and challenges encountered in the implementation of GEPs in European R&amp;I.</i>

	Plenary discussion examining the GEP eligibility criterion with participants' national policy and regulatory frameworks, and current institutional practice on gender equality.
10:10 – 10:30	<p><b>Interactive breakout sessions – GEP thematic priority areas</b></p> <p><i>Participants will be divided into three break-out groups consisting of around 7-8 participants in which they will do:</i></p> <ul style="list-style-type: none"> <li>• A round of Introductions</li> <li>• Discuss what thematic priority areas were prioritised in their institutions and why</li> </ul>
10:30 – 11:50	<p><b>Good practice presentations</b></p> <p>10:30-10:45 Presentation one: TBC (ATHENA alliance)</p> <p>10:45-10:55 Q&amp;A session</p> <p>10:55-11:10 Presentation two: Prof. Elettra Stradella (Circle U alliance, University of Pisa)</p> <p>11:10-11:20 Q&amp;A session</p> <p>11:20 – 11:35 Presentation three: Rita Bencivenga, University of Genoa, UNIGE MILIEU - woMen dsabiLity and Inclusion – Scientific Excellence in Bulgaria Team</p> <p>11:35-11:50 Q&amp;A session</p> <p><i>The speakers will present their GEP, outlining how it was developed and implemented. Speakers will highlight main challenges encountered and how they overcame them.</i></p> <p><i>A guest speaker Rita Bencivenga will share their experience at Ulysses Alliance with the Project-Gender Action Plans.</i></p>
11:50 – 12:20	Break
12:20– 13:00	<p><b>Interactive break-out sessions</b></p> <p><i>Participants they will be divided into three break-out groups consisting of around 7-8 participants in which they will discuss a selection of mandatory process-based elements including:</i></p> <ul style="list-style-type: none"> <li>• <i>The GEP as a public document; ensuring buy-in from top management and wide dissemination within the institution</i></li> <li>• <i>Resources identified for the design, implementation and monitoring of GEPs</i></li> <li>• <i>Data collection and monitoring arrangements</i></li> </ul> <p><i>Participants will discuss one of mandatory process-requirements in their group, sharing their experiences and identifying the main challenges and success factors. The break-out sessions will also serve as an opportunity to discuss the priority thematic topics listed above, in addition to what actions can be developed jointly at Alliance level.</i></p>
13:00 – 13:25	<p><b>Plenary session – feedback from the breakout groups</b></p> <p><i>Participants will report back on the outcomes of the discussions to the plenary, recounting the main identified success factors, challenges and lessons learned in</i></p>

	<p><i>relation to the development and implementation of GEPs. They could also touch upon the alignment between the national context and European drivers and identify where there are gaps and tensions.</i></p> <p><i>The break-out sessions will also serve as an opportunity to discuss what actions can be developed jointly at Alliance level.</i></p>
13:25 – 13:30	<b>Final remarks and closing of the workshop</b>