

# Gender Equality Policies in Research Institutions: Promoting transformative and sustainable changes



# EQUALIST

Gender Equality in Information Sciences and Technology

## H2020 EQUAL-IST project final event

22<sup>nd</sup> May 2019

**Brussels**

*Hotel Marivaux- Tati Conference Room*

*Boulevard Adolphe Max 98*

9:00 – 17:00



**Title:** Gender Equality Plans for Information Sciences and Technology Research Institutions

**Topic:** GERI-4-2015 Support to research organisations to implement gender equality plans

**Grant Agreement number:** 710549

**Funding scheme:** CSA - Coordination & support action

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## Abstract

ERA objectives have stressed the importance of gender equality in research, at the three levels of fostering equality in scientific careers, achieving gender balance in decision making and integrating a gender dimension in research content. Gender balance in research organizations is considered as a key step for ensuring research excellence and quality and inclusive-sustainable innovation. Still, in spite of an increasing number of HE and research institutions committed to make science more equal and some positive trends in figures on Gender equality in STEM research, it still appears to be difficult to prioritize gender equality. This is particularly true for disciplines such as ICT/IST where female representation at all levels is among the lowest ones among STEM topics and where a gender sensitive approach to ICT design and programming is far from being understood in its implications among computer and information systems scientist.

H2020 (PGERI and SWAFS programmes in particular), promoted the concept of institutional change for gender equality, insisting on the need for merging change management and gender policies, and have funded dedicated research projects in this field in the last 2 programming periods starting from FP7 already.

The conference intends to start from the presentation of results and tools from the H2020 [EQUAL-IST project](#) to discuss opportunities to innovate and transform HR management and Institutional communication, research design, teaching & students services, via gender equality, and how such innovations could be multiplied and sustained. Discussions will also focus on existing hindrances and resistances, which are slowing structural change processes down, starting from the perspective of ICT and IS Research Organizations.

## Objectives

- Framing gender equality in Higher Education and research within up to date EC policy orientations towards Horizon Europe and a focus on IT/IST disciplines
- Presenting and discussing results from the EQUAL-IST implementation of GEPs (Gender Equality Plans) at the 6 partner universities as concrete examples of methods and tools which have been delivered:
  - ✓ Participatory methodology via the [Crowdequality](#) crowdsourcing platform
  - ✓ The [EQUAL-IST on line toolkit](#)
  - ✓ Innovative practices to attract more girls to ICT/IS studies
- Continuing the exchanges and mutual learning with other H2020 Swafs projects on gender in research

## Participants/target groups

- Decision makers to middle managers and academic staff at EU Research Institutions and Universities
- Gender Equality bodies and advocates at Research/Research Funding organizations
- Gender/RR1 experts and practitioners as well as scholars in the same fields
- Professors and researchers from all disciplines with interest on inclusive innovation in HE and Research institutions

**Expected number of participants:** 50- 70 attendees

### Organizing committee

Università Ca' Foscari, Venezia, Department of Computer Sciences, in collaboration with ViLabs, EQUAL-IST Lead Partner.



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## Agenda

### 9.00 Registration

### 9.30 Session 1\_ Setting the scene on Policy and Research

- **Introduction and welcome to the event**  
Vasiliki Moumtzi (project coordinator, Vilabs), Maria Sangiuliano and Agostino Cortesi (Ca' Foscari University- DAIS)
- **Perspectives and challenges on gender equality policies in research and higher education in Europe**  
Marta Artiles Viera (European Commission, DG Research and Innovation)
- **Science & Society issues towards Horizon Europe**  
Christopher Niehaus (European Commission, Research Executive Agency)
- **Transforming institutions from inside? Structural change towards gender equality in research performing organizations**  
Maxime Forest (Sciences Po)
- **Gender and diversity inclusive ICT research and design**  
Claude Draude (GeDIS -Gender/Diversity in Informatics Systems, University of Kassel)
- **Q&A with the audience**

*Session moderated by Maria Sangiuliano (Ca' Foscari University, DAIS)*

### 10.45 Coffee Break

### 11.00 Session 2\_ Results and lessons learned from the EQUAL-IST project

- **EQUAL-IST, an overall presentation of challenges and results**  
Vasiliki Moumtzi, ViLabs, EQUAL-IST project coordinator
- **Experiences from implementing Gender Equality Plans in ICT/IST:**  
Claudia Canali, University of Modena and Reggio Emilia; Elena Gorbacheva, University of Muenster; Daina Gudoniene, Kaunas Technical University; Ganna Plekanova/Olena Plokha, Simon Kuznets Kharkiv University, Isabel Ramos, University of Minho; Brita Somerkowski, University of Turku.
- **Q&A session**

*Session moderated by Vassiliki Moumtzi (Vilabs)*

### 13.00 Lunch Break

### 14.00 Session 3\_The EQUAL-IST Legacy: tools and methods and their transferability

- **The Crowd Equality Platform**  
Elena Gorbacheva, University of Muenster
- **Adapting the Participatory Audit Methodology to small-medium sized ICT/IST Research Organizations**  
Claudia Canali, University of Modena and Reggio Emilia
- **The EQUAL-IST on line Toolkit**  
Agostino Cortesi, University Ca' Foscari, Venice
- **Feedback from the international networks of ICT/IST Institutions and Researchers**  
Erika Abraham, Informatics Europe  
Reyyan Ayfer, ACM Europe

### Q&A from the audience



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*Session moderated by Vasiliki Moumtzi, Vilabs*

### 15.30 Coffee Break

### 15.45 Panel Session\_ Sustainable structural transformations for gender equality in research organization: evaluation and monitoring, communities of practices and capacity buildings to leverage sustainability of change

- Thomas Berghofer (DeSY, GENERA project)
- Susanne Bühner-Topçu (Fraunhofer Institute, EFFORTI project)
- Lut Mergaert (Yellow Window, GE Academy Project)
- Jorg Muller (FUOC, ACT on Gender Project)

*Session moderated by Maria Sangiuliano, Ca' Foscari University- DAIS*

### 17.00 EQUAL-IST Certificate Award Ceremony for the Advisory Board members and closing remarks,

Vasiliki Moumtzi (ViLabs)

### Contact us:

Website: [www.equal-ist.eu](http://www.equal-ist.eu)

Facebook: <https://web.facebook.com/EQUALISTproject/>

Twitter: <https://twitter.com/equalist>

LinkedIn: <https://www.linkedin.com/groups/EQUALIST-8559876>

### Publication

The articles of the EQUAL-IST presentations at the conference will be published by Edizioni Ca' Foscari. An on line Open Access volume will be available.

