



Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe

[#ACTonGender](#)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 788204



# ACT PROJECT

## Key concepts, tools and activities

Coordination and Support Action (H2020-SwafS-2017-1)

Topic: **SwafS-08-2017**

European Community of Practice to support institutional change

**May 2018 - April 2021**

## 1st ACT International Synergy Conference

Brussels, 25th February 2019

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Universitat Oberta de Catalunya



1.

Project aims and people



# Aim

Advance gender equality in the European Research Area (ERA) by increasing **gender expertise** and **operational effectiveness** of **Communities of Practice (CoPs)**.

**Scope:**  
Universities, Research centres and Research Funding Organisations across Europe.

**Goal:**  
Increase gender expertise and engagement for institutional change.

**Agents:**  
Communities of Practice (collaborating groups of practitioners, academics, experts).

## Gender equality in HE & R&I

### Careers

Removing barriers in recruitment, retention and career progression of female researchers.

### Leadership

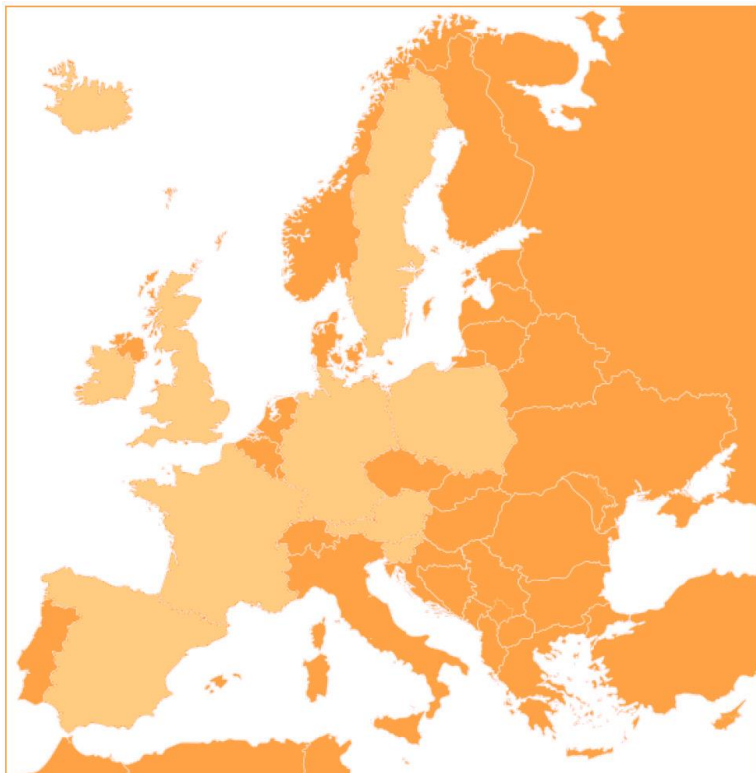
Gender imbalances in decision making processes.

### Content

Strengthening the gender dimension in education & research programmes.



# The ACT Consortium



## **Spain**

Fundació Universitat Oberta de Catalunya (FUOC) (**Coord.**)

NOTUS

Centre de Regulació Genòmica (CRG)

## **United Kingdom**

Portia

Advance HE (formerly Equality Challenge Unit)

Loughborough University (LoU)

## **Austria**

Joanneum Research  
Forschungsgesellschaft MBH

## **Argentina**

Facultad Latinoamericana de Ciencias Sociales (FLACSO)

## **Germany**

Technische Universität Berlin (TU Berlin)

Umweltbundesamt (UBA)

Deutsches Elektronen-Synchrotron (DESY)

## **Sweden**

Karolinska Institutet (KI)

## **Ireland**

Science Foundation Ireland (SFI)

## **France**

Centre National de la Recherche Scientifique (CNRS)

## **Poland**

Uniwersytet Jagiellonski (UJ)

## **Slovenia**

Slovenske akademije znanosti in umetnosti (ZRC SAZU)

## **Iceland**

University of Iceland (UI)

# Advisory Board



Dr. Hans Borchgrevink  
(Norway)

HR strategies in  
research institutions  
and science  
programmes



Prof Marek Kwiek  
(Poland)

EU HE policies,  
structures,  
practices, and  
productivity



Dr Sonja Ochsenfeld-  
Repp (Germany)

Gender equality  
standards for  
research



Prof Marja Makarow  
(Finland)

Regional high-level  
research policy



Prof Stephen Curry  
(UK)

Assessment of  
scientific excellence



Prof Mari Teigen  
(Norway)

Organizational  
cultures in STEM



Dr. Dagmar Simon  
(Germany)

Science policy at  
national and  
institutional levels



Lesley Wilson  
(Belgium)

Institutional  
governance in  
universities



# 2.

## Building Communities of Practice

# Network of CoPs

22 months of support to CoPs (Seed partners & CoP facilitators)

**University of Iceland**  
Northern Europe/Intern.

**Jagiellonski University**  
Poland/ Eastern Europe

**ZRC SAZU**  
Slovenia/ South Eastern Europe

**Geographical scope**  
(regional/international)

**Discipline** (field focused/interdisciplinary)

**Domain** (GE ERA)

**Developmental stage**  
(starting/mature)

**Agenda**

**SFI**  
RFO across Europe

**DESY/UBA**  
German speaking countries/ Intern.

**CNRS**  
France/ Intern.

**CRG**  
Spain/ Southern Europe/Intern.





# Key concepts

## Communities of Practice

Three key dimensions define a CoP: shared interest on a domain of practice (**domain**), mutual engagement and commitment (**community**), and developing shared resources (**practice**).

ACT CoPs domain of practice is advancing gender equality in HE and R&I, in particular promoting institutional change and implementing GEPs.

## Institutional change

Promoting an institutional environment (**structures, cultures and behaviors**) in which gender equality is widely discussed and embraced in organizational processes and practices.



## Support to CoPs

Direct, continuous support coordinated by Seed Partners and CoP Facilitators

Tailored-guidance, economic support for training sessions, mutual learning workshops, conferences.

Tools and online resources (ACT Knowledge Sharing Hub).

Sporadic, ad-hoc collaborations and networking

Participation in events, mutual learning sessions, on-site visits and workshops.

Online, self-managed resources

Online presence and self-managed workspace and resources on the ACT Knowledge Sharing Hub.

Exchange and sharing between online CoPs.



# 3.

Work plan and activities




## Objective 1

### Consolidate & strengthen existing infrastructure for knowledge sharing

#### ACT Knowledge Sharing Hub

GenPORT

([www.genderportal.eu](http://www.genderportal.eu))

Internet presence, discussion and file sharing options, customizable online survey platform and visualization of results to each CoP 

#### Gender Equality Audit and monitoring tool

Adapt and expand the **ASSET survey**, available as an online survey tool.

#### Evaluation of CoP development

Comparative, in-depth evaluation of CoP collaborations, progress and enabling/hindering factors for GEP implementation.



## Objective 2

### **Develop mechanisms for mutual learning and practice development**

#### Toolkit

Participatory methods for team building, generation and sharing ideas, knowledge, consensus building, and project planning/implementation.

#### CoP Facilitators Network and Training

7 CoP facilitators assigned to facilitate CoP activities; training on the methods developed in the toolkit and experience sharing.

#### Audio-visual materials

Thematic videos for education and awareness-raising on implementing GEPs, CoP experiences and storyboards.

## Objective 3

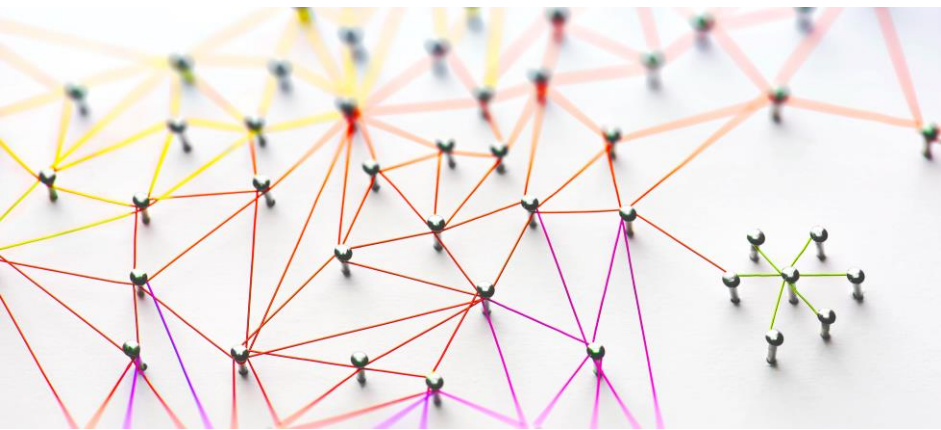
### **Establish a European Network of Communities of Practice by supporting 7 new/consolidating CoPs**

#### **Community Mapping**

Survey to identify existing networks and potential CoPs, gender equality needs, interests and expertise.

#### **Practice-related support activities**

Face-to-face and online (mentoring circles, best practice sessions, online discussions, workshops with experts,...).



#### **Exchange and coordinating action across CoPs**

Thematic groups to identify cross-cutting issues across CoPs' and matching events (EU levels) exploring innovation in GEPs implementation.



## Overview of work packages

### Method and conceptual basis

WP1 – Strategic analysis: Domain, Community, Methodology

T1.1 Conceptual framework

T1.2 Community Mapping and needs assessment

T1.3 Methodological Framework

### Development

WP2 – Practice design and development

T2.1 GEP Audit and Monitoring Tool  
T2.2 CoP Toolkit  
T2.3 CoP Facilitators Network and Training

WP5 – Online Infrastructure

T5.1 Knowledge Sharing Hub  
T5.2 Modular Survey Tool  
T5.3 Gender and Science Taxonomy

### Implementation

WP3 – Demand driven support

T3.1 Seven CoPs  
T3.2 Scale up at country cluster (7 national workshops)  
T3.3 Evaluation of CoP development

WP4 – Targeted support EU

T4.1 Support plan  
T4.2 Supporting content  
T4.3 EU Innovation Events (3 EU events)

### Transversal

WP6 – Dissemination

T6.1 Engagement strategy  
T6.2 Visuals  
T6.3 Transition plan  
T6.4 Synergy Conferences

WP7 – Management

T7.1 Progress  
T7.2 Monitoring  
T7.3 Project meetings (5 meetings)  
T7.4 Advisory Board



4.

How to know more and  
#ACTonGender





## Dissemination and community engagement

Open Access (OA): public data and project outcomes available (ACT Hub, GenPORT, Zenodo).

### ACT & GenPORT sites

Stay tuned on project news, events, open discussions, resources and results.

### Join the conversation on Twitter

Generating the #ACTonGender community beyond the participants of ACT CoPs. Activities, news and campaigns (#GenderRRIng).



### Interested to become an ACT Community of Practice?

Mapping survey, Seed partners' contact and [info@act-on-gender.eu](mailto:info@act-on-gender.eu).



**Join the #ACTonGender community!**

Web: [act-on-gender.eu](http://act-on-gender.eu)

Twitter: @ACTonGender



## Online infrastructure

