



EFFECTIVE GENDER EQUALITY IN RESEARCH AND THE ACADEMIA

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1. Introduction

With respect to dissemination and communication activities covered under Work Package (WP) 7, what is typical in the third year of the project is a determined use of different media associated with active communication and dissemination. Scholars involved in EGERA have a variety of opportunities to share about their findings and the challenges of structural change in research and higher education institutions, including an active, regularly updated homepage, and various presentation and publication opportunities. This contributes to promoting inter-institutional cooperation and facilitates, for the academic community and other stakeholders, an overview of newer developments and methodical approaches, for example concerning various forms of discrimination in institutions. The structural change toolkit, launched at the end of the reporting period addressed in this report, also reflects the willingness of the EGERA community to draw upon the experience of its members, for providing innovative tools and actions, using commonly agreed qualification criteria.

In the third project year, the main task of WP7 was to establish and complete the toolkit. The toolkit identifies practices with implementation potential through the GEAPs that could be transferable to other institutional settings. The objective of the toolkit was to provide research institutions with valid instruments for the assessment of gender inequalities and discrimination, the promotion and appraisal of women in research institutions, gender-sensitive governance and the mainstreaming of gender knowledge across disciplinary fields. Another purpose pursued by this instrument is to secure the support of top management and the engagement of all community members, including men.

In order to ensure the transferability of practices every partner sent two up to three examples to the leader of WP7. Subsequently, the examples were summarized in a user-friendly way and transmitted to the European Institute for Gender Equality. This procedure was to ensure that after the project has ended the data will be available to a wider audience. This action ensures that the aims of implementing structural changes towards gender equality in research and higher education, and bringing a gender perspective to research, including in the STEM fields, are achieved. At the same time work environments in research and academia become more sustainable.

Therefore, the project makes an important contribution to offering solutions to current political challenges, which complements other project-level or EU-wide initiatives, such as the Gender Equality in Academia and Research online tool developed for DG Research and the European Institute for Gender Equality¹.

In chapter 2 of this report, the key dissemination actions carried out from November 2015 to December 2016 are highlighted. The main objectives and targeted audiences for EGERA communication and dissemination are addressed in section 3. A full list of dissemination activities as of December, 2016, is provided under section 4. Section 5 provides a summary of the main EGERA workshops and events held in the second stage of the project.

¹ Launched in October, 2015, GEAR is available on the following weblink: <http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR>.

2. Key dissemination actions to be highlighted

The main focus on the analysis of processes, by which long-established practices or bias can be reproduced, has remained valid during the third year of the project. Partners signed the Antwerp Charter on Gender-sensitive Communication in and by Academic Institutions and disseminated the Recommendations to prevent and fight sexual harassment in academia, both aiming at challenging such processes and practices.

For all EGERA partner institutions, among key (common) actions in 2016 should be highlighted:

- ✓ The Structural Change Toolkit on Gender equality in the academia
- ✓ Recommendations to prevent and fight sexual harassment in academia
- ✓ Cooperation in building two databases devoted to gender sensitive research and introducing gender in curricula (the latter to be released in January, 2017)

Hereafter are highlighted key dissemination actions by partners:

Sciences Po

- ✓ Participation to [UNESCO Prize for Girls' and Women's Education](#), Beijing, June, 2016. Appointed as one of the five (one per continental area) international jury members for the first UNESCO Prize for Girls' and Women's Education, Maxime Forest owes this nomination to his involvement in the EGERA project. Hence, EGERA's achievements and challenges were core to the presentation given at the [International seminar on Girls' and Women's Education](#) held in Beijing prior to the awarding ceremony. Please note that this event was *not* funded by EGERA².



- ✓ Participation to [9th Conference on Gender Equality in Research and Higher Education](#), Paris, September 2016. Sciences Po EGERA team coordinated the contribution of the EGERA consortium to this milestone conference meant to enhance knowledge and policy design & implementation in favour of gender equality in the academia. Sciences Po team did contribute through participating in the scientific committee of the conference, successfully submitting a fully EGERA panel, chairing two additional panel sessions and contributing, in

² Please note that participation to this event was not funded under EGERA.

the person of Sciences Po's Director and EGERA consortium member, to the [closing event addressed to policy makers, high-level stakeholders and the media](#). Panel submitted: "Challenging research and higher education institutions from inside: Experiences from the EGERA project". Conception: Maxime Forest. Chair: H  l  ne P  ravier. Contributor: Viviane Albenga (Presentation "Between knowledge and power: triggering structural change for gender equality from inside. Experience from the EGERA project").



- ✓ Participation to HeforShe Event, 10X10 Impact Champions, New York, Sept. 2016
Although not directly connected to EGERA³, this event was a key moment for disseminating and communicating about Sciences Po's commitments and actions towards gender equality. After joining the campaign in 2015 on the basis of our (EGERA) GEP, and hosting two HeforShe events respectively in October, 2015 and June, 2016, our Director Fr  d  ric Mion was invited to provide in September, 2016 a contribution bringing further evidences of Sciences Po's commitment on gender equality and explicitly referring to EGERA as a spur. The synergies between EGERA and HeforShe are also reflected in the [HeforShe University parity report](#) released on September, 20th during UN General Assembly. While this event received massive media attention worldwide, it was also much broadcasted through Sciences Po [social networks](#), maintaining Gender equality to the top of issues ever commented on our social media, with over 18 thousands views.



Sciences Po Director with Emma Watson and 9 other University gender equality champions at MoMA, NYC

³ Please note that this event was not funded by EGERA.

- ✓ Participation to the design and contents of the [GEAR tool](#), released by the DG Research and the European Institute for Gender Equality (EIGE), October, 2016
EGERA's Scientific Supervisor extensively contributed to the design and contents of the GEAR tool launched by the DG Research and EIGE in October, 2016. The release of this tool offered an excellent opportunity to disseminate the well-thought principles and effective practices developed under EGERA, as reflected in the GEAR tool itself. Besides, qualification criteria and templates of practices and instruments to be further included to EGERA's Structural Change Toolkit and Databases of good practices for integrating gender in research and curricula, were devised so as to be GEAR compatible, and to further enrich this instrument.

UAB

- ✓ Video "EGERA Meeting January 2016" about the celebration of the III Workshop "Research in Gender Perspective" organised by **UAB** in the framework of the EGERA project. The video includes images of the working sessions and statements of some of the main actors of the project, like Maxime Forest, scientific coordinator of the project, and of Advisory Board members, such as Agnès Hubert and Gary Loke. According to our youtube channel, accessed on 7 December 2016, the video has a total of 75 views, and it is the second most viewed video of the channel. The video was directed by Marc Vila, senior student of Journalism and Communication at the UAB. The video is available [here](#).



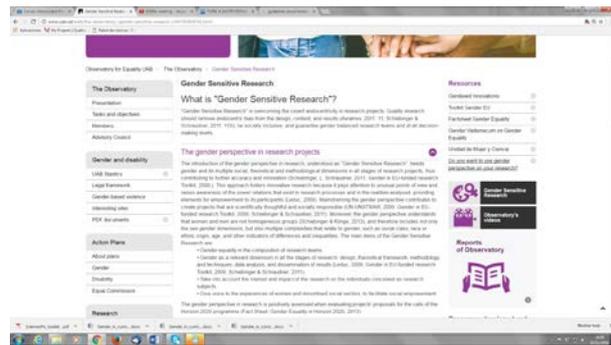
- ✓ Paper of Ponferrada, Duarte and Freixes (2016). "*Resistances to Gender Sensitive Research. Analysis from the implementation of EGERA Project (2014-2017) and the Third UAB Equality Plan*".

Paper presented at the B3 Panel, in the "9th European Conference on Gender Equality in Higher Education (and Research)". Université Paris Diderot, Paris FRANCE – 12-14 September, 2016. The B3 Panel: "Challenging research and higher education institutions from inside: Experiences from the FP7 EGERA project", with papers by Viviane Albenga (IUT Bodeaux), Anne Boring (USPC Sciences Po Paris France), Katerina Hodická (Czech Globe, Czech Academy of Science), and Jolien Voorspoels and Petra Meier (Antwerp University, Belgium). Discussant: Maria Bustelo (Universidad Complutense de Madrid, Spain). This paper presents the analytical framework to analyse the multiple and different resistances emerged during the implementation of the Third Equality Plan of UAB and of the EGERA Project. The panel was coordinated by Helène Perivier, coordinator of EGERA Project, and Maria Bustelo was the discussant, who agreed with the perspective we used and proposed to include the analysis of resistances as part of the gender equality implementation plans. Around 40 people attended the meeting, including gender experts and stakeholders from public gender policies of universities. Following this presentation, Journal of US-China Education Review A and Journal of US-China Education Review B have invited us to publish the paper.



- ✓ Section “Gender Sensitive Research” at the Observatory website (2016).

The section “Gender Sensitive Research” includes the following parts: a) Gender perspective in research projects; b) Do you want to check the level of gender perspective mainstreaming in your research project; c) Gender Research framework and Bibliographic References. The section also includes



links to the main resources in the field, such as “Gendered Innovation Project”, “Toolkit Gender EU”, “Factsheet Gender Equality”, “Gender Vademecum on Gender Equality”, the link to the “Spanish Government’s Women and Science Unit”, and resources created by the EGERA UAB Core team and the Observatory. One of these resources is the presentation “Do you want to use gender perspective in your research”? created by T. Freixes and M. Ponferrada in Catalan. <http://www.uab.cat/web/l-observatori/perspectiva-de-genero-1345703853830.htm>, <http://www.uab.cat/doc/ppt-genero-recerca>

UA

- ✓ On September 2nd 2016 Petra Meier and Corine Van Hellemont organized twice a workshop on gender-sensitive communication for the Euprio Workshop Gender Sensitive Communication in and by academic institutions conference at Antwerp. Following the internal process of the EGERA Antwerp Charter at the University of Antwerp, the department head of communication, Jan Dries, invited the EGERA team to further disseminate the charter with a hands-on workshop during the EUPRIO conference. EUPRIO is the association of higher education communicators in Europe. In this sense, the targeted public consisted of the best placed staff to implement a communication charter, such as the one from EGERA, in practice. In total 30 communicators participated in the workshop, twice 15. The session was of an introductory nature and handled following questions: *What is gender-sensitive communication and why is it important?* The full content can be retrieved [here](#). Corine Van Hellemont reprised the workshop for the Belgian EUPRIO conference at Université de Liège on December 15th 2016.



SKU

- ✓ On January 14th 2016 Inge Bleijenbergh, the coordinator of the EGERA team of the Radboud University, provided a four-hour workshop called ‘Group Model Building on gender and

diversity'. This workshop is part of the Academic Leadership Program, a program to train the leadership skills of assistant and associate professors, both men and women from all faculties of the Radboud University. The workshop was organized for the first time and will be repeated in the future. The goal of this workshop is to develop an understanding of the dynamic processes underlying gender inequality within organizations and the way this relates to other aspects of diversity. There were six participants in this first workshop, two men and four women academics, with backgrounds in social sciences, humanities and science. During the workshop they discussed what gender and diversity is and what they can do to achieve more gender equality in their organizations. The knowledge discussed was based on group model building with the present leadership of the university. By discussing a causal loop diagram visualizing the dynamic processes underneath gender (in)equality in their organization, participants learn how gender and diversity relate to structures within the organization. Starting from this shared causal loop diagram, participants identify leverage points and work towards potential solutions for the central problem which was analyzed.

- ✓ On November 9th 2016, Monic Lansu and Inge Bleijenbergh from the EGERA team of the Radboud University presented a poster at the [9th Gender Summit Europe](#). The poster described the use of the participatory method of Group Model Building for involving management in organizational change on gender equality, conceptualizing the term of systemic gender knowledge. Both authors had a lively discussion with the audience and the poster was rated fifth in the ranking of best posters of the whole summit. The summit took place in Brussels, Belgium, on November 8th and 9th. The Gender Summit is a platform for evidence-based and consensus-focused dialogue between scientists, policy makers, gender scholars, and key stakeholder groups in science endeavors. The themes of this year's Gender Summit were:

1. New research on when, why and how sex-gender issues impact on quality of research, innovation, and development outputs and outcomes
2. How gender continues to be addressed in Horizon 2020
3. How to mainstream gender into the EU new vision for ERA of Open Innovation, Open Science, Open to the World.
4. How the global policy agendas to make the world a better place for all can benefit from incorporating scientific understanding of sex-gender issues
5. New efforts to develop reliable, and region and sector sensitive, performance metrics and gender equality indicators and statistics, and to integrate them into research, innovation, and development policy actions
6. The contributions made by the Gender Summit platform, and its global community of experts and practitioners, to advance gender-sensitive and responsive research, innovation, and development.

See [here](#) for the full program and to download the presentations and posters.

The Summit combined plenary and breakout sessions, knowledge-exchange sessions, networking breaks, poster exhibition, sponsors' exhibition stands, as well as linking participants through social networks. There were more than 65 international speakers and about 250 attendees from over 40 countries representing academia, policy, media, industry and organizations working in areas related to science.

- ✓ Lecture at the Donders Institute for Brain, Cognition and Behaviour at the Radboud University

On September 15th 2016 Inge Bleijenbergh, the coordinator of the EGERA team of the Radboud University, gave a lecture during the so called Donders Session: Gender in neuroscience & science policy. The title of her lecture was “Involving stakeholders in understanding gender equality in academia: a feedback perspective”.

The Donders Session on Gender consisted of a two-hours morning session on gender in neuroscience and a two-hours afternoon session on gender in science policy. The day started with discussion on gender differences – what they are and how they can inform our understanding of brain and behaviour. There were presentations from researchers from the Brain and Development Research Centre of the Leiden University, of the Max Planck Institute for Psycholinguistics, and of the Donders Institute. An audience of more than 100 male and female Donders Institute researchers participated.

After lunch, the focus was on gender imbalance in science – why are there more men than women in senior positions in science, and what can be done about it? There were presentations from the Donders Institute and Nijmegen School of Management of the Radboud University, involving both the EGERA and the GARCIA project. The afternoon ended with a general discussion on what can be done to create a more gender-equal science.

METU

- ✓ The first dissemination activity to be listed here was the EGERA Workshop that was held on November 16th and 19th, 2015 at METU in cooperation with Radboud Team as part of the Gender Equality Training activities conducted under WP3. The 16 participants of the workshop were all top administrators and academics from President Office, Faculty of Engineering, Faculty of Arts and Sciences, Faculty of Education, Faculty of Economic and Administrative Sciences, Faculty of Architecture, Graduate School of Natural and Applied Sciences, Graduate School of Social Sciences, Institute of Applied Mathematics, Institute of Informatics. The workshop aimed to discuss the underlying factors of women’s relatively lower presence in higher positions such as Professorship and it engendered the participants to question their assumptions about the notions of gender equality and gender equality at METU. Through this activity not only EGERA’s objectives were disseminated to the top level administrators but awareness on different issues and aspects of gender equality was introduced.
- ✓ Upon the invitation received from the EU FP7 sister project [GENOVATE](#) (Transforming Organizational Culture for Gender Equality in Research and Innovation), Prof. Feride Acar, Prof. Ayşe Ayata and Dr. Gülbanu Altunok participated in the 6th Meeting of the Gender Equality Action Committee of Ankara University on February 15, 2016. The meeting was a part of a regular gathering of the Gender Equality Action Committee established in Ankara University as part of GENOVATE initiative and it also aimed to be a dissemination activity organized by the team members with the inclusion of METU-EGERA to receive feedback for their work. Our team members were engaged in the discussions on policy regulations realized within EGERA and provided information on the work realized at METU within the framework of EGERA.

- ✓ On 18th of April 2016, Prof. Feride Acar and Prof. Ayşe Ayata participated in the “Beyond the Glass Ceiling: Women’s Representation in Higher Education and Research” conference organized by the EU FP 7 [FESTA](#) (Female Empowerment in Science and Technology Academia) Project team in Turkey. FESTA is a sister project conducted by Istanbul Technical University (ITU) between January 2013 and 2017 to promote gender equality in their institution and the conference was aiming to discuss the promises of such an effort and the challenges it faced with the participation of academics and gender experts. Since METU and ITU have been in contact since 2014 in their attempts to realize structural changes in their respective institutions and have been planning further dissemination activities METU EGERA team was invited to the event and Prof. Feride Acar delivered a presentation on EGERA. The session included a presentation by Prof. Çiler Dursun, team member of GENOVATE conducted at Ankara University and enabled the three teams to discuss the possibilities of cooperative work.
- ✓ 9th European conference on Gender Equality in Higher Education, Paris, 12-14 September 2016 (<https://9euconfgender.sciencesconf.org>). The conference brought together hundreds of gender equality practitioners, researchers and administrators from Europe and beyond.

CzechGlobe

- ✓ On Tuesday September 13, 2016, Kateřina Hodická, CzechGlobe EGERA team member, took part in the panel called *Challenging research and higher education institutions from inside: Experiences from the FP7 EGERA project* at the 9th European conference on Gender Equality in Higher Education. Mrs Hodická’s presentation was entitled *Implementing a structural change project on gender equality in a Climate Change Research Institute: lessons learnt*. Mrs Hodická reflected on a particular experience of implementing a structural change project in a research institute of the Czech Academy of Sciences called the Global Change Research Institute. She focused on motivation factors leading the institute to engage in activities promoting gender equality. She assessed both internal and external factors that had advanced the decision to embrace the topic of gender equality by the research institute top management. She also concentrated on concrete ways of promoting the idea of gender equality among the staff members of the institute and explaining reasons for the commitment on the part of the institute to implement the structural change project.
- ✓ **The Technology Centre of the Czech Academy of Sciences (NCP)**, training and workshop for applicants in Horizon 2020, 10. 5. 2016, Prague, Hana Víznerová: “Structural change projects and gender equality plans. Call SwafS-03-2016-2017”. Hana Víznerová was the main responsible person for organization of this event in which about 20 representatives from the stakeholder institutions participated (research performing – i.e. universities and research academic institutes and research funding organizations – e.g. the Technology Agency of the Czech Republic). Jiří Kolman shared concrete experience and best practice of gender equality plans in the project (EGERA) implementation within the FP7 and Horizon 2020 programs. He also pointed out main novelties of the Call SwafS-03-2016-2017 Horizon 2020 programme in the field of gender equality plans. Various concrete related questions and topics were discussed, including resistances and the question of the motivation of the middle management of the institutions.

3. Disseminating practices and results

3.1 Disseminating in STEMs

This task indicates the commitment of EGERA towards disseminating its activities and results in STEMs.

A Social Science University, **Sciences Po** does not implement actions primarily targeted to STEMs. However, it considers covering STEMs when choosing dissemination channels and venues. Additionally, hosted in a Department of Economics, the coordinating unit of EGERA (PRESAGE) also disseminates EGERA outputs towards quantitative-based sub-disciplines in Economics. Hence, the following dissemination actions have targeted STEMs disciplines either exclusively or to a large extent:

- ✓ [GARCIA](#) Training on Gender in STEMs. Sciences Po EGERA team member (Maxime Forest) acting as principal Trainer, University of Trento, Italy, March 2016
- ✓ [Conference presentation](#) of research on “Reducing gender biases in performance evaluations by spreading results of past research”, 7th International Conference of the French Experimental Economics Association, Cergy, France (Anne Boring)
- ✓ [Foro Abierto de Ciencias Latinoamerica y Caribe](#) (CILAC), Presentation on structural change projects for gender equality in the academia, Instituto Politecnico. The scope of the conference was primarily on STEMs. Montevideo, Uruguay, September 2016 (Maxime Forest)

Sciences Po participated to the design of the GEAR tool launched by the DG Research and EIGE (Brussels, October 2016) and notably designed for Research performing organization in STEMs.

Maribel Ponferrada from **UAB** participated as a member of jury in the Equity Award organised by UOC (Open University of Catalonia). The first edition was in 2016, and aims at the promotion of gender equality in the TIC (Technology and Informatics Studies), including actions and programs that increase the participation of women in academic careers. The participation of EGERA and the Observatory for Equality results from the cooperation between professors of the UAB School of Engineering and of UOC (Open University of Catalonia). They participated in the II Workshop on Gender Sensitive Research organised by the **UAB** and have presented the Equity Award as a Good practice in Gender Sensitive Research for the EGERA deliverable D.6.4. For the next edition, to be held in April 2017, EGERA will participate in a roundtable to discuss who is granted the Award: <http://premi-equitat.uoc.edu/es/jurat-2/>

The following actions of dissemination were carried out by the **SKU**:

- ✓ Presentation by Inge Bleijenbergh presented on Women in Science during lunch meeting at Donders Institute for Brain, Cognition and Behaviour on February 5th 2016.
- ✓ Gender Awareness Training at the Institute for Water and Wetland Research at the Radboud University by Monic Lansu on February 18th, March 29th & 31st 2016.
- ✓ Gender Awareness Training at the Institute for Molecular Life Sciences by Monic Lansu on May 19th and June 17th 2016.
- ✓ Presentation at the Donders Session: Gender in neuroscience & science policy, by Inge Bleijenbergh called: “Involving stakeholders in understanding gender equality in academia: a feedback perspective”. Lecture and debate organized by the Donders Institute for Brain, Cognition and Behaviour at the Radboud University on September 15th 2016

- ✓ Presenting Group Model Building results at Science Faculty Board, by Inge Bleijenbergh & Monic Lansu on October 13th 2016.

Hana Šprtová presented poster “Promoting Gender Equality in **CzechGlobe** within the EGERA project” in the International Conference of Education, Research and Innovation ICERI 2016, 14th – 16th November, 2016, Seville, Spain. Presentation of EGERA activities and agenda related to the climate change research to CzechGlobe potential partners in the United Nations Climate Change Conference – COP21 Paris by Jiří Kolman (CzechGlobe – Global Change Research Institute, member of the Czech Republic National Conference Delegation) on 7th - 10th December 2015. More than 20 persons from all around the world were addressed.

The team of **UoV** regularly updated [EGERA website](#) and EGERA Facebook page. Both are well recognized and regularly visited. Two EGERA related article are published in the magazine *Vector* which is disseminated to all Universities in Germany. One chapter on the EGERA project is published in the anthology „(Un)typisch Gender Studies – neue interdisziplinäre Forschungsfragen“ (Budrich UniPress Ltd.), edited by the gender studies fellowships phd candidates of UoV.

3.2 Dissemination towards the broader academia and the public

At **Sciences Po**, 20 out of 55 dissemination actions were targeted to academic audiences outside the EGERA and structural change project communities. Researchers in STEMs, Econometrics, Science of Education as well as in the specific field of women in research, were the primary targets of these dissemination efforts. About half of these communications addressed research-related content, demonstrating for instance by drawing upon quantitative data, how gender stereotypes impact teachers’ evaluation by students, choices of M.A orientation or international mobility of female graduate students. But Sciences Po’s communications towards the academics as much frequently addressed policy-related aspects of the project, providing useful and experienced-based insights to other RPOs and universities intending to implement gender equality strategies of their own. These contributions included participation to policy seminars, training of trainers and the extensive contribution of EGERA’s Scientific Supervisor to the design and contents of the GEAR tool launched by the DG Research and EIGE in October, 2016. The release of this tool offered an excellent opportunity to disseminate the well-though principles and effective practices developed under EGERA, as reflected in the GEAR tool itself.

Another significant example of this axis of our dissemination strategy, consisted in submitting a fully EGERA panel at the 9th Conference on Gender Equality in Research and Higher Education, held in Paris in September, 2016.

The larger public was addressed at the Open Science Forum for Latin America held in Montevideo, and the Women’s Forum held in Deauville by the end of this Year. Yet, the most public dissemination action carried out this year, was the participation of Sciences Po’s Director and Consortium Board member to the HeforShe event held at the UN, New York. Altogether, these activities resulted in contributing to enhancing GE instruments in research and the academia, and achieving a strong outreach through the HeforShe initiative

The following actions of dissemination towards the broader academia and the public were carried out by the **UAB**:

- ✓ Paper of Ponferrada, Duarte and Freixes, *Resistances to Gender Sensitive Research. Analysis from the implementation of EGERA Project (2014-2017) and the Third UAB Equality Plan* at the 9th European Conference on Gender Equality in Higher Education (and Research). Université Paris Diderot, Paris FRANCE – 12-14 September, 2016.
- ✓ Presentation of the EGERA project in the “Vives Meeting Forum for Gender Equality” (Catalan Speaking Universities). 10/07/2016. Maribel Ponferrada presented the main actions and deliverables of the EGERA project and its development within the UAB. The audience, around 20 people, were all experts on gender equality, the responsables of the Equality Unities of Catalan universities and of other Catalan speaking regions —such as the University of Alacant, University of Valencia, University of Castellón and University of Balears. Our Vice-rector of Students and Employability, Sara Moreno, who is also member of the EGERA Project Consortium Board, as well as representatives of the Catalan University Quality Assurance Agency, AQU.
- ✓ Lecture “Research with gender perspective”. Teresa Freixes introduced the gender perspective in research at the seminar “Responsible Research and Innovation at the UAB”. This session was held on 12 April 2016, and organised by the UAB’s Area of International Research. Around 25 researchers attended the conference. Following this lecture, the IBEC (Institut of Bioengineering of Catalonia) invited Maribel Ponferrada and Teresa Freixes to take part in the “Marie Curie Innovative Training Networks” organised by IBEC, whose goal is to provide gender training to researchers in the initial phase of their careers. (Institute of Bioengineering of Catalonia)
- ✓ Celebration of the International Women’s Day in the UAB. Teresa Freixes introduced the EGERA project, as Director of the Observatory and the project’s coordinator, during the UAB Institutional event organised by the Observatory for Equality. This event is the most important celebration of Gender Equality in the UAB and around 150 people attended it, among which there were the Rector of the UAB and the honoree of the UAB Award ‘8th March’, an academic woman involved in the defense of women’s rights.
- ✓ Dissemination of the ‘EGERA Recommendations to prevent and fight sexual harassment in the Academia’ in the Observatory’s website and through the institutional mail to all the UAB community, which included the link to the EGERA GECS Survey. 6982 people.
- ✓ Dissemination of the EGERA Charter of Gender Sensitive Research, in Catalan and Spanish, in the [Observatory’s website](#).

The following actions of dissemination were carried out by the **SKU**:

- ✓ Presentation of Group Model Building interventions within EGERA project by Pleun van Arensbergen and Monic Lansu at Centre for Science and Technology Studies, University of Leiden on January 8th 2016.
- ✓ Group Model Building pilot on Gender and Diversity provided by Inge Bleijenbergh for the academic leadership program in January 14th 2016.
- ✓ Publication of chapter in Liber Amicorum for retiring full professor Jac Vennix: “Individual participants and national power distance. Perceived effects of Group Model Building in intercultural perspective”. Monic Lansu, Pleun van Arensbergen and Inge Bleijenbergh on June 2016.

- ✓ Presentation by Inge Bleijenbergh at System Dynamics Conference in Delft on “Individual participants and national power distance. Perceived effects of Group Model Building in intercultural perspective” on July 19th 2016.
- ✓ Article on EGERA (“Gender equality as key to talent and knowledge”) on website of the Faculty of Management Sciences. Publication date in October 2016. <http://www.ru.nl/fm/onderzoek/onderzoek-0/enkele-projecten/gendergelijkheid-sleutel-talent-kennis/>
- ✓ Interview with Inge Bleijenbergh on EGERA and Group model building interventions on Dutch website (platform on and for innovative organizing) on November 28th 2016. <http://www.nieuworganiseren.nu/interview/waarom-gender-belangrijk-is-voor-je-organisatie/>

Since 2012 **UoV** is member in "Landesarbeitsgemeinschaft der Einrichtungen für Frauen- und Geschlechterforschung LAGEN" which constitutes the umbrella organization of women’s and gender studies institutions in Lower Saxony. At present it has 10 institutional members. LAGEN’s goals are to strengthen, develop and further network existing entities in women’s and gender studies in Lower Saxony and to support and develop new entities.

On November 11, 2016 the 6th interdisciplinary Day for Doctoral Students in Gender Studies took place at the Technical University Braunschweig. Its goal is to promote academic careers in Gender Studies. Doctoral research projects in gender studies in Lower Saxony were presented and discussed by renowned gender researchers including Prof. Dr. Ilse Costas (Georg-August-University Göttingen), Prof. Dr. Corinna Onnen (University Vechta), Prof. Dr. Silke Wenk (Carl von Ossietzky University Oldenburg) and Dr. Sabine Wöhlke (Medical School Göttingen). The program included a panel discussion on the topic “Thinking beyond doctoral work ... Networking perspectives” with Maximiliane Brand (Network Women’s and Gender Research Northrhine-Westfalia), Jördis Grabow (coordinator of LAGEN), Dr. Yves Jeanrenaud (FG Gender/AG Perspectives) and Lisa Krall (FG Gender/ Speaker of AG Perspectives) as panelists. In the context of this panel discussion young researchers in the audience formed a LAGEN working group.

On November 12, also at the Technical University Braunschweig, LAGEN’s annual 2016 meeting took place devoted to “Technology – Region – Education. Gender research in Lower Saxony” and addressing the breadth of research represented by the six female professors in the Maria-Goeppert-Mayer-Program (MGM) in Lower Saxony. The conference addressed the significance of gender in mechanical engineering, regional studies, physics, education and transculturality. Prof. Dr. Sabine Hark (TU Berlin) delivered the keynote, which made clear the current challenges women’s and gender studies face as a critical science that needs to be concerned about contemporary societal developments such as gender backlash and right-wing populism. These challenges were also addressed by Dr. Barbara Hartung (Lower Saxony Ministry for Science and Culture), Prof. Dr. Susanne Rode-Breyman (Hannover University of Music, Drama and Media) and Dr. Maren Jochimsen (University Duisburg-Essen) as they discussed strategies for a sustainable institutionalization of gender research.



CzechGlobe are in the process of preparing several videos devoted to the topic of promoting gender equality in the academia.

Best practice and share of the experience of gender equality plans with the project (EGERA) implementation within the FP7 and Horizon 2020 programs presented by Jiří Kolman in the seminar entitled *Current calls for proposals of the Horizon 2020 program Science with and for Society* organized for academic institutions by the Technology Centre of the Czech Academy of Sciences in Prague on 10th May, 2016. 15 stakeholders were present.

Kateřina Hodická resided at 9th European conference on Gender Equality in Higher Education, Paris, 12-14 September 2016. Quotations of the answers to the questions related to EGERA project (gender equality in science viewed by males) appeared in the April issue 2016 of the [newsletter of the National Contact Centre for Gender and Science](#). The target audience is the academic community and students, distributed to 4,000 people.

Further actions of dissemination towards the broader academia and the public were carried out by the **CzechGlobe**:

- ✓ Linková, M. 2016. Equal But Different: Examining the cultural barriers to women's promotion to leadership positions. Paper presentation. The 9th Gender Equality in Higher Education conference took place in Paris at 12 – 14 September 2016.
- ✓ Linková, M. 2016. Keeping up, slowing down, falling behind: Gendered imaginaries of research careers in the dynamic lab. Paper presentation. Power, Acceleration and Metrics in Academic Life. Prague, 2 – 4 December 2015.
- ✓ Linková, M. 2015. Shifting organizational logics, research performance and gender inequality. Paper presentation. 12th conference of the European Sociological Association Differences, Inequalities and Sociological Imagination. Prague, 25 – 28 August 2015.
- ✓ Linková, M. 2015. WALKING A TIGHTROPE: Natural science research organizations between the dynastic and dynamic organization and implications for researchers' careers. Paper presentation. STS Conference Graz 2015. Graz, 10 – 12 May 2015.
- ✓ Dissemination at the national and regional level by NKC (about EGERA project and activities/good practices implemented at CzechGlobe):
- ✓ National Contact Centre for Gender and Science website focused on structural change and gender dimension in Horizon 2020: <http://www.gendervh2020.cz/zmena/projekty-zmeny/>; <http://www.gendervh2020.cz/jednotlivci/genderova-kultura-v-instituci/>
- ✓ National Contact Centre for Gender and Science Newsletter, H. Víznerová, "[Gender sensitive communication](#)", 3/2016
- ✓ 24.5.2016 - seminar Euraxess, Bratislava, Slovakia, best practices in the Czech Republic and structural change projects presented by Hana Víznerová for academic community, stakeholders, policy-makers (15 participants).
- ✓ Kateřina Hodická and Jiří Kolman are members of the informal national network Working Group for Change coordinated by the National Contact Centre for Gender and Science. Hodická and Kolman attended the workshops of the Working group for Change and shared their experiences with implementation of EGERA project. <http://gendervh2020.cz/2139-pracovni-skupina-pro-zmenu/>

3.3 AR actions towards undergraduate students

At **Sciences Po**, actions towards undergraduate students have been intensifying in 2016, thanks to the involvement of the Gender Equality officer and students' organizations. In the summary table in section 4 of this report, are only mentioned those dissemination actions to which participated core team members. Yet, it is worth underlying, that those only account for a fraction of all dissemination actions targeted to undergraduate and graduate students, as many fall under the implementation of the GEP, and are carried out by the Gender Equality officer, who is not member of EGERA core team.

These actions mainly took the form of awareness-raising actions, but also of participatory workshops to co-elaborate future pieces of Sciences Po's GE strategy. The largest, and certainly most significant action carried out with the participation of a core team member of EGERA, was the AR action towards all newcomers on Paris campus (1st year students): By late August, 2016, over 500 did participate to this session, which constituted a landmark of their integration in our university. This resulted in engaging undergraduate students in the process of change, shaping a new institutional identity with GE as a trademark. This effort is also reflected in web-base communication of the institution. Implementing the principles set out in the Charter on Gender sensitive communication adopted earlier this year, Sciences Po website and social media accounts are bringing more gender-sensitive contents to undergraduate students, who account for the largest part of their users. See for instance this [account of Sciences Po' efforts towards gender equality](#).

Targeted efforts were also devoted to the issues of gender-based violence, sexism and sexual harassment. Three workshops were held to include gender equality to Students' activities, involving representatives from different students' organizations, among which the largest. Conclusions were brought in forms of a brief Charter, to be included to the upcoming update of the Charter of Campus life, and a gender equality module, aimed at preventing sexism and gender-based violence, will be included from 2017 to the compulsory training received by heads of officially registered students' organizations. On November 25th, international day of Violences against women, two brainstorming activities were carried out with undergraduate students to bring about concrete message, respectively under EGERA and HeforShe. Additionnally to the on-going dissemination of video messages and leaflets on the monitoring unit on sexual harassment, a new visual communication campaign was launched on this subject, jointly with other members of the Paris Sorbonne Cité university cluster.

At the **UAB**, activities towards undergraduate students included the design and dissemination of 32,000 leaflets to newly enrolled students at the beginning of the academic year (September 2016). The leaflet 'Protocol against sexual harassment' includes the logos of the Observatory for Equality and of the EGERA project.

At **SKU**, lectures by Pleun van Arensbergen, have taken place on interventions within EGERA project for the Honours Academy Program of the Faculty of Management Sciences (January 18th 2016), and regarding the Group Model Building in intercultural perspective, describing EGERA Gender Awareness Trainings, for students from the European Master on System Dynamics program (October 3rd 2016).

At **UA**, Jolien Voorspoels is part of the supervisory committee to the campaign “Ja²=SeX”. This is a competition for and by students to design a campaign to prevent sexual violence and promote healthy, consensual sexuality. The campaign is organized by the federal cabinet of equal opportunities. <http://www.vzwzijn.be/nieuws/campagne-seksueel-geweld>

At 13.12.2016 **UoV** hosted the panel discussion „Feminism and gender – not gaga at all!“. The event was organized by Stiftung Leben & Umwelt / Heinrich-Böll-Stiftung Nds. (Foundation Life & Environment / Heinrich-Böll Foundation Lower Saxony) in cooperation with Verein Niedersächsischer Bildungsinitiativen e.V. (Association of Educational Initiatives Lower Saxony) and the University of Vechta. The turnout of about 45 participants was very good, in particular in terms of students at the University. The occasion for the panel discussion was the publication of “GenderGaga”. In it, author Birgit Kelle describes gender as an “absurd ideology”. The book has been popular in the yellow press and with some political parties. It exemplifies a recent development in which feminists and researchers who engage with issues of gender increasingly need to be prepared to be publicly vilified. Panelists Dipl.-Inf. Göde Both, Technical University Braunschweig, blogger and political scientist Kathrin Ganz, Hamburg, and contrarian, rapper, beat producer and freestyler Jennifer Gegenläufer, Leipzig, discussed their own experiences and possible reasons for the growing hostility toward gender researchers and gender artists. Moderator Prof. Dr. Kim-Patrick Sabla, University of Vechta, asked the panelists about the significance of gender and feminism in science and research, and how a contemporary engagement with these issues can interrogate social structures and alternative ways of living. The event concluded with an exciting concert in which Jennifer Gegenläufer, with quick and creative wit, confronted everyday experiences of sexism and homophobia.

3.4 Communication with other FP 7& H2020 projects

EGERA and its coordinating institution in particular, pay a great deal of attention to mutual learning and joint progress towards gender equality within the community of practitioners constituted by structural change projects. In 2016, no less than 6 events offered us the opportunity to share about our achievements, tools and challenges, of which 2, in London and Madrid, brought together up to 6 on-going FP7 and H2020 projects. These events do not only consist in conference participation, but also in knowledge and capacity transfer, through gender training, provided at the University of Trento and the University Complutense of Madrid by the Scientific supervisor of EGERA. The **Sciences Po** team was also actively engaged in the 9th Conference on Gender Equality in Research and Higher Education, during which we crossed experiences with other EU-funded projects. As a further evidence of our contribution to this enlarged community of practitioners, *Sciences Po* team was actively involved in drafting and disseminating the online petition supporting the sustained inclusion of gender in the next DG Research work programme(s).

- ✓ [GARCIA](#) Training on Gender in STEMs, University of Trento
- ✓ Joint EU-funded Structural change projects meeting held under [TRIGGER](#), Birkbeck College, UCL, London
- ✓ Guest speaker, closing event, EU-funded [GenderTime](#) Final Conference, Université Pierre et Marie Curie
- ✓ Guest Speaker at Joint EU-funded Structural change projects meeting held under TRIGGER, Presentation on the experience of EGERA

- ✓ Guest Speaker, EU-funded Structural Change project [GENOVATE](#). “Making Gender Equality and Gender Sensitive Research Strategic Issues for Academic institutions. Really”
- ✓ Principal trainer of Gender Training on designing and implementing a GEP at University, Complutense University Madrid (GENOVATE partner)
- ✓ Results: contributing to maintaining and further enhancing a community of practitioners enlarged to on-going FP7 and H2020 structural change projects

Dissemination was also made possible through the RRI Tools Project (www.rri-tools.eu), who selected the ‘Good Practices on Gender Sensitive Research Information Sheet’ created by the **UAB** as a useful Tool of Responsible Research. <http://www.rri-tools.eu/-/good-practices-of-gender-sensitive-research-guidelines-and-information-sheet>. The Observatory has been invited as gender expert to the meetings of the FP7 SITLESS Project Advisory Board, lead by the Health and Ageing Foundation of the Autonomous University of Barcelona (Fundació Salut i Envel·liment) <http://salut-envelliment.uab.cat/recerca/sitless/en/>. Following EGERA actions, the Observatory has been invited as a gender expert in the CO-FUND postdoc program (Marie Curie Actions) as requested by BSM Math (Barcelona Graduate School of Mathematics). This project is currently waiting for the resolution of the European Commission. If the resolution is favourable, the Observatory for Equality will participate in the selection and recruitment process of postdoc researchers, and in their training in gender issues.

Meetings moderated by Pleun van Arensbergen from **SKU** with team members and coordinators of the FP7 projects EGERA, STAGES and GARCIA in which information is exchanged on the developments within the respective projects. Deliverables were shared on January 7th 2016 and December 8th 2016. Cross-project activities by SKU also included the participation at GARCIA/FESTA conference in Brussels by Monic Lansu and Inge Bleijenbergh on November 7th 2016.

At **METU**, the EGERA team is in contact with the GENOVATE and FESTA projects to promote further work and dissemination activities.

From **Czech Globe**, Kateřina Hodická and Hana Víznerová participated in the [joint final conference of the FESTA and GARCIA projects](#) that took place in Brussels on 7th and 8th of November 2016.

At the beginning of 2016, **CzechGlobe** offered its experience with gender trainings to the project consortium of 22 partner institutions and took up the responsibility for organizing gender equality awareness in STEM oriented participating institutions in ESFRI ERIC ICOS research infrastructure project RINGO (Readiness of ICOS for Necessities of integrated Global Observations). The project was submitted to Horizon 2020 call INFRADEV-03-2016-2017 (Development and long-term sustainability of new pan-European research infrastructures) in March 2016. The project successfully passed the evaluation and it will be implemented in the years 2017-2020. CzechGlobe will, as a work package leader of WP Enhancing ICOS membership and sustainability, be responsible, among others, for the organization of the gender training for consortium partners.

The EGERA team from **UoV** is in contact with the GENDERTIME, GENOVATE and FESTA projects to exchange on further work and dissemination activities.

3.5 Other

Other dissemination activities mentioned from **Sciences Po** under section 4 include actions towards middle and top-management, carried out at once in the form of dissemination and awareness-raising or training actions. Under this category can also be placed the joint activities held by Sciences po EGERA team on fighting sexual harassment in the academia with the [SHIFT](#) initiative launched by Columbia University.

Given the role of the Observatory for Equality at **UAB**, following the EGERA's initiatives, the Institute of Neurosciences has requested our help and assessment in the design of their own Gender Equality Plan. We have initiated contact with other stakeholders that lead changes in the area of Gender and Medicine, like the 'Association of Women Doctors and Health Professionals RED-CAPS' (October 2016). We participated in events co-organised between the UAB's Community Involvement and the Observatory for Equality, as the 'Marathon of Quick Debates' between undergraduate students. Maribel Ponferrada and Laura Duarte were members of the jury in the 'Marathon of Quick Debates' in 2016 and they are going to participate in next session focused on Women and Science to be held in March 2017 at UAB. The EGERA Project and the Observatory will be present in the dissemination of these activities on the UAB campus.

The following other actions of dissemination were carried out by the **SKU**:

- ✓ System Dynamics Summer School on Group Model Building, facilitated by Inge Bleijenbergh and Monic Lansu at the Technical University of Delft on July 13-15th 2016.
- ✓ Poster presentation by Monic Lansu and Inge Bleijenbergh at Gender Summit in Brussels on November 8th 2016.
- ✓ Lecture 'Involving Stakeholders in understanding gender inequality in academia: a feedback perspective at Ministry of Education, Culture and Science by Inge Bleijenbergh on December 1st.

Within the framework of GWS 502-Women Question in the Turkish Context: Interdisciplinary Approaches- a graduate course offered in the Department of Women and Gender Studies at **METU**, this year we have introduced an option to develop research proposal on a project at METU with regards to EGERA objectives-particularly incorporating gender in research and curricula at METU. Those graduate students who are interested in such issues and familiarized themselves with EGERA will develop a proposal for a research, project, course, seminar or training that might be relevant for a discipline at METU. Eligible proposals will be submitted to METU-EGERA team and if found feasible it will be submitted to the university administration.

Jolien Voorspoels from **UA** stays in contact with Austrian PhD candidate Miriam Zehnter, who also examines gender quotas in an academic context and is advisor to the University Ghent trade union on sexual harassment policies.

Due to the important challenges to guarantee equal opportunities also for refugees **UoV** organized the Museum Talk „Fear and the ‚others‘– what are , our shared values?“ (15.11.2016): It has been a year since refugees became the headline topic. By now many people look critically at the Chancellor's motto that "we can manage". In many places fear and uncertainty have replaced welcome culture and support. The "we" turned into "we and the others". At the same time, many people, in their professional roles or as volunteers, successfully "manage" the new challenges every day. Still,

questions about shared values are being raised more loudly – how should they be answered?

Discussants included:

- Petra Lotzkat, Director for Work and Integration, Ministry for Work, Social Issues, Family and Integration, City of Hamburg
- Prof. Dr. Nadia Kutscher, Social Work and Ethics, University of Vechta, member of the Bundesjugendkuratorium that advises the federal government on child and youth policy
- Ulrich Suffner, Editor-in-chief, Oldenburgische Volkszeitung
- Andreas Neuhoff, Chair of Exile – Osnabrück Center for Refugees

UoV also participated in the dialogue initiative **“Gender justice in university governance”** lead by the Lower Saxony Ministry for Science and Culture



Dr. Gabriele Heinen-Kljajić - Minister (Fotos Sven Brauers)

Equal opportunity for both genders at university, removal of barriers blocking women’s career paths – the Lower Saxony Ministry for Science and Culture, the state’s higher education association and the university gender equality officers have developed shared recommendations for action. On June 2, they were presented at the closing event of “Gender justice in university governance”, an initiative to foster dialogue. The event took place in the old town hall in Hannover. Gabriele Heinen-Kljajić, Lower Saxony minister for science and culture emphasized that „equal opportunities for women are not only a matter of gender justice but also contribute to competitiveness in attracting future generations of researchers. For universities equal opportunity is a matter of quality and thus needs to be a top-level priority. The current dialogue initiative began in June 2014. During the launch three areas for action were identified as particularly important for gender justice; they were discussed further at a series of workshops in 2015: staff development, leadership culture, and participation. For these areas there now are eight recommendations for action intended to promote gender justice in staff development, strengthen gender-sensitive leadership, get more women into leadership positions, and eliminate the gender pay gap.

The **CzechGlobe** EGERA team systematically informs about EGERA project issues and also consults them (e.g. questions related to work life balance measures, pay gap analysis, gender equality survey) in all the important management meetings such are the Board of Director, Meeting of the CzechGlobe team leaders or the meeting of the employees with the director. Jiří Kolman presented project EGERA activities to EC Commissioner for Justice, Consumers and Gender Equality Věra Jourová in Brussels on 8th November 2016. The commissioner appreciated the effort of the consortium and pointed out that gender quota should be considered even though she knows that the gender is not the qualification per se.

4. Dissemination and use of the knowledge

Date	Core team or consortium board members involved	Title of action/conference	Audience (type*)	Place
VECHTA (WP7 leader)				
ongoing	Insa Trenn Sabine Bohne	Updates on EGERA website www.egera.eu	Internet	University of Vechta
ongoing	Sabine Bohne	Updates on EGERA Facebook page	Internet	University of Vechta
Dec 2015	Marion Rieken Martina Döhrmann Sabine Bohne	Article on group model building in the magazine Vector	national	University of Vechta
Feb 2016	Sabine Bohne	Chapter on EGERA project in anthology "(Un)typical Gender Studies", Barbara Budrich Verlag	national	Budrich Verlag
Apr 28 th 2016	Ann Kathrin Vaske	Boys day at University of Vechta	Students, boys	University of Vechta
June 02 nd 2016	Ann Kathrin Vaske Sabine Bohne	Final conference of the Dialoge initiative "Gender fair culture at Universities"	Academic, Gender Equality Officers, Policy stake holders	Hannover
June 29 th 2016	Gesine Hasselmeier Ann-Kathrin Vaske Sabine Bohne	Kick off of a series of lectures on the topic "Unusual Lives of Women and Men" <i>Ungewöhnliche Frauen- und Männerleben</i>	Public	University of Vechta
Aug 18 th -19 th 2016	Martina Döhrmann	Summer School "Just for all" - Inclusion	Teacher, students, academics	University of Vechta
Sep 21 th 2016	Gesine Hasselmeier Marion Rieken Insa Trenn	Kick-off of "DIVA - Mentoring for Students"	Students, academics public	University of Vechta
Sep 22 nd 2016	Martina Döhrmann	Conference "Inclusion" of the BRIDGES Project	Teacher, academics	University of Vechta
Oct 07 th 2016	Susanne Donnerbauer	Family friendly University Network Meeting	Students with children	University of Vechta
Oct 13 th 2016	Gesine Hasselmeier	Workshop "DIVA - Mentoring for Students"	Academic Mentors	University of Vechta
Nov 11 2016	Corinna Onnen Insa Trenn	LAGEN Gender Studies for phd candidates	Phd candidates of Lower Saxony	Technical University Braunschweig
Nov 12 th	Corinna Onnen	Gender Studies in Lower Saxony	Academic, public	Technical

2016	Insa Trenn Christine Hunner-Kreisel	Annual LAGEN Conference		University Braunschweig
Nov 15 th 2016	Martina Döhrmann Marion Rieken	MuseumTalk	public	Vechta
Nov 25 th 2016 (had to be cancelled because of air strike)	All core team and consortium board members involved	EGERA conference "Gender and Migration in academic and non-academic institutions: Strategies against different kinds of violence and discrimination"	Academic, public	University of Vechta
Dec 2016	Sabine Bohne Insa Trenn	EGERA article in the magazine "Vector"	national	University of Vechta
Dec 13 th 2016	Sabine Bohne Christine Hunner-Kreisel	Conference "Feminism and Gender"	Academic, Students, interested public	University of Vechta
SCIENCES PO				
Jan 3 rd 2016	Anne Boring	Conference presentation of research on "Women's decision to pursue a Masters' Degree in Economics or Finance" ASSA and AEA Annual Meeting 2016	Academic	San Francisco, USA
Jan 5 th 2016	Anne Boring	Conference presentation of research on "Gender Biases in Student Evaluations of Teaching" ASSA and AEA Annual Meeting 2016	Academic	San Francisco, USA
Jan 18 th - 20 th	Maxime Forest Hélène Périver	EGERA Conference, Barcelona. Steering & Advisory boards meetings. Seminar on Gender sensitive Governance, UAB	Academic, University policy stakeholders	Barcelona, Spain
Jan 21 st 2016	Anne Boring	Presentation of the research on gender differences in students' choices for third year abroad universities, Executive Committee of Schooling Affairs Department of Sciences Po	Staff, Policy stakeholders	Paris, France
Feb, 2016	Maxime Forest Viviane Albenga (former core team member)	Release of the volume The Politics of Feminist Knowledge Transfer. Gender Training and Gender Expertise, Palgrave MacMillan. Maxime Forest: co-editor; Viviane Albenga: co-author	Academics, Policy Stakeholders, Gender Experts	Basingtoke, UK, New York, USA
Feb 10 th 2016	Anne Boring	Seminar presentation of research on "Are Women More Risk Averse in Making Education Choices?" American University, Economics Department seminar series	Academic	Washington DC, USA

Feb 18 th 2016	Anne Boring	Presentation of the conclusions on employees' trajectories and wage inequalities at Sciences Po, to the Human Resources Department and the Secretary General of Sciences Po	Staff, Policy stakeholders	Paris, France
Feb 22 nd 2016	Anne Boring	Presentation of the research on gender differences in students' choices for third year abroad universities to the Department of International Affairs and Exchanges of Sciences Po	Staff, Policy stakeholders	Paris, France
Mar 2 nd 2016	Anne Boring	Presentation of the research on gender differences in students' choices for third year abroad universities to the Undergraduate Studies Department of Sciences Po	Staff, Policy stakeholders	Paris, France
Mar 3 rd 2016	Anne Boring	Seminar presentation on gender biases and stereotypes in student evaluations of teaching, Université de Franche-Comté, Economics Department seminar	Academic	Besançon, France
Mar 9 th - 11 th 2016	Maxime Forest	GARCIA Training on Gender in STEMs. Acting as principal Trainer, University of Trento	Academics, PhD and M.A students	Trento, Italy
Feb 16 th 2016	Anne Boring	Conference on "Women Entering the Professional World: What You Need to Know"	Graduate students	Sciences Po, Student Career Office
Mar 14 th 2016	Anne Boring	Presentation of the research conducted by Sciences Po for EGERA, TalentNomics-ICRIER conference on Empowering Women for Sustainable Growth	Academic, Policy stakeholders	Delhi, India
Mar 16 th 2016	Anne Boring	Conference on "Women Entering the Professional World: What You Need to Know", Vedica Scholars	Graduate students	Delhi, India
Mar 16 th 2016	Maxime Forest Hélène Périvier	Participatory workshop with students' organizations on a Charter for Gender Equality in Students' life at Sciences Po Sciences Po, Paris campus	Graduate Student	Paris, France
Apr 6 th 2016	Anne Boring, Maxime Forest, Hélène Périvier	Presentation of the research conducted for EGERA to the network of Sciences Po Gender focal persons, Sciences Po, Paris Campus	Administrative and Academic Staff	Paris, France
Apr 7 th 2016	Anne Boring	Seminar presentation of the research on gender differences in students' choices for third year abroad universities, Gender, Employment and	Academic	Paris, France

		Public Policies (GEPP) research group		
Apr 14 th -16 th 2016	Maxime Forest	Joint EU-funded Structural change projects meeting held under TRIGGER , Birkbeck College, UCL, London	Academic, University stakeholders	London, UK
Apr, 27 th 2016	Maxime Forest	Presentation on Sciences Po GEP and EGERA, Sciences Po, Dijon campus	Graduate students	Dijon, France
May 16 th 2016	Maxime Forest	EGERA strategic meeting with Director and Scientific Secretary of Czech Globe	Stakeholder, Management	Brno, Czech Republic
May 30 th -31 st	Maxime Forest Hélène Périvier	Sharing experience on fighting sexual harassment and GBV in the Academia. EGERA – SHIFT (Columbia University) Sciences Po, Paris campus	Academics, Gender Equality policy stakeholders	Paris, France
May 31 st 2016	Anne Boring	Presentation of the research on gender differences in students' choices for third year abroad universities to the Department of Scientific Information and Resources of Sciences Po, Paris campus	Administrative staff	Paris, France
May 31 st 2016	Hélène Périvier	Hearing at the Women's Rights Committee, National Assembly, regarding Gender knowledge production and dissemination in the French Academia	Policy stakeholders (MPs)	Paris, France
June 4 th -7 th 2016	Maxime Forest	Invited speaker (presentation on structural change projects for gender equality in the academia) at UNESCO International Seminar on Girls' and Women's Education , International Jury Member at UNESCO Prize for Girls' and Women's Education	NGO representatives, Chinese officials (including vice-ministers), Policy stakeholders, Academics	Beijing, China
June 9-10 th 2016	Anne Boring	Conference presentation of research on "Reducing gender biases in performance evaluations by spreading results of past research", 7 th International Conference of the French Experimental Economics Association	Academic	Cergy, France
June 16 th -17 th , 2016	Frédéric Mion (Sciences Po Dir.)	HeforShe Committee hosted at Sciences Po. Experience sharing on GE policy implementation with other 10X10 Impact champions	University policy stakeholders	Paris, France
June 16 th 2016	Anne Boring	Presentation of the research on gender differences in students' third year abroad university choices, HeForShe IMPACT champions meeting at Sciences Po	Academic, Policy stakeholders	Paris, France
June 24-	Anne Boring	Conference presentation of "Gender,	Academic	Galway,

26 th 2016		Competition, and Choices in Higher Education”, International Association for Feminist Economics, 25 th annual meeting		Ireland
June 27-29 th 2016	Anne Boring	Conference presentation of “Gender, Competition, and Choices in Higher Education”, French Economics Association annual conference, 65 th annual meeting	Academic	Nancy, France
Aug 24 th , 2016	Maxime Forest	Awareness-raising session on Gender Equality to 1 st year students, Sciences Po Paris campus	Undergraduate students (over 500)	Paris, France
Sep 6 th -9 th , 2016	Maxime Forest	Foro Abierto de Ciencias Latinoamericana y Caribe (CILAC), Presentation on structural change projects for gender equality in the academia, Instituto Politecnico	Policy stakeholders (including vice ministers), Academics, Graduate Students, Larger public	Montevideo, Uruguay
Sep 9 th -10 th , 2016	Maxime Forest	Presentation on EGERA project at the Facultad Latino-Americana de Ciencias Sociales (FLACSO), campus of Buenos Aires	Academics, University policy stakeholders	Buenos Aires, Argentina
Sep 12 th -14 th	Maxime Forest	Member of Scientific Committee, and Convener of EGERA panel “Challenging research and higher education institutions from inside: Experiences from the EGERA project (FP7)”, 9th European Conference on Gender Equality in Research and Higher Education , University Paris 7 Diderot	Academics, University policy stakeholders	Paris, France
Sep 12 th -14 th , 2016	Hélène Pérvier	Chair of EGERA panel “Challenging research and higher education institutions from inside: Experiences from the EGERA project (FP7)”, Chair of panel “Public Policies and Gender Equality Initiatives”, 9 th European Conference on Gender Equality in Research and Higher Education, University Paris 7 Diderot	Academics, University policy stakeholders	Paris, France
Sep 12 th -14 th 2016	Anne Boring	Presentation in the <i>B3 Panel</i> : “Challenging research and higher education institutions from inside: Experiences from the FP7 EGERA project panel”, 9 th European Conference on Gender Equality in	Academic, University policy stakeholders	Paris, France

		Higher Education		
Sep 12 th -14 th 2016	Viviane Albenga (former core team member)	Presentation "Between knowledge and power: triggering structural change for gender equality from inside. Experience from the EGERA project", 9th European Conference on Gender Equality in Research and Higher Education, Ministry of Research and Higher Education	Academic, University stakeholders	Paris, France
Sep 14 th 2016	Frédéric Mion (Sciences Po Dir.)	Guest speaker, Presentation on Sciences Po Gender Equality Policy and EGERA at closing event of the 9th European Conference on Gender Equality in Research and Higher Education , Ministry of Research and Higher Education	Policy stakeholders (including French Minister of Higher Education and Research, Spanish State Secretary for Science & Innovation, Head of French National Research Centre and French National Grant Agency), Academics, Press	Paris, France
Sep 15 th , 2016	Maxime Forest	Guest Speaker, ARS-GS Opening Event, Gender Mainstreaming in the Academia, Presentation on the experience of EGERA	Academics, Graduate students	Amsterdam, NL
Sep 20 th 2016	Frédéric Mion (Sciences Po Dir.)	Guest Speaker, Communication on Sciences Po Gender Equality Policy and EGERA at HeforShe 10X10Impact Champions Conference, United Nations	Policy stakeholders, Heads of 9 world leading Universities, Press, Academics	New York, USA
Sep 21 st 2016	Anne Boring	Seminar presentation of "Gender, Competition, and Choices in Higher Education", OECD seminar	Academic, Policy stakeholders	Paris, France
Sep 30 th 2016	Hélène Périvier	Guest speaker, closing event, EU-funded GenderTime Final Conference, Université Pierre et Marie Curie	Academic, University Policy stakeholders	Paris, France
Oct 6 th -7 th 2016	Maxime Forest	Guest Speaker at Joint EU-funded Structural change projects meeting held under TRIGGER, Presentation on the experience of EGERA	Academic, University Policy stakeholders	Madrid, Spain
Oct 6 th 2016	Anne Boring	Conference on "Women Entering the Professional World: What You Need to Know"	Graduate students	Sciences Po, Student Career

				Office
Oct 14 th 2016	Anne Boring	Seminar presentation of “Gender, Competition, and Choices in Higher Education”, Université Laval Québec, Séminaire Matuszewski	Academic	Quebec, Canada
Oct 17 th 2016	Anne Boring	Seminar presentation of “Gender Biases in Student Evaluations of Teaching”, University of Toronto	Academic	Toronto, Canada
Oct 20 th 2016	Maxime Forest	Participation to the design of the GEAR tool launched by the DG Research and EIGE	Academic, University Policy Stakeholders	Brussels
Oct 24 th 2016	Anne Boring	Seminar presentation of “Gender Biases in Student Evaluations of Teaching”, University Paris Dauphine	Academic	Paris, France
Nov 2 nd 2016	Hélène Périer	Presentation on Work-Life Balance policy, Dept of Career management, Sciences Po	Administrative staff	Paris, France
Nov 2 nd - 3 rd 2016	Maxime Forest	Guest Speaker, EU-funded Structural Change project GENOVATE . “Making Gender Equality and Gender Sensitive Research Strategic Issues for Academic institutions. Really”	Academic, University policy stakeholders, European Commission Officials	Brussels, Belgium
Nov 3 rd 2016	Anne Boring	Presentation of the research on an experiment on gender biases in student evaluations of teaching, to the Directors of the Studies Department of Sciences Po, and Directors of Undergraduate studies	Staff, Policy stakeholders	Paris, France
Nov 11 th 2016	Anne Boring	Seminar presentation of “Gender, Competition, and Choices in Higher Education”, DIW Applied Micro Seminar	Academic	Berlin, Germany
Nov 24 th 2016	Anne Boring	Presentation of EGERA research results on gender differences in students’ academic trajectories, dinner of the Women and Society group of Sciences Po ALUMNI association	Academic	Paris, France
Nov 29 th - 30 th 2016	Maxime Forest	Principal trainer of Gender Training on designing and implementing a GEP at University, Complutense University Madrid (GENOVATE partner)	Academic, University policy stakeholders	Madrid, Spain
Nov 30 th – Dec 2 nd 2016	Anne Boring	Round table participation to present Sciences Po’s Program on Women and Entrepreneurship, Women’s Forum	Larger public, media	Deauville, France
Dec 6 th 2016	Anne Boring	ENS Lyon internal workshop on student evaluations of teaching	Academic	Lyon, France

METU				
Nov 16 th & 19 th 2015	Feride Acar Ayşe Ayata Canan Özgen Umut Beşpınar İdil Aybars Gülbanu Altunok Nezihe Başak Ergin (former researcher at METU)	EGERA Workshop on Gender Equality at METU	Top academic administrators of METU	Ankara, METU Cultural Center
Feb 15 th 2016	Feride Acar Ayşe Ayata Gülbanu Altunok	GENOVATE 6 th Meeting of the Gender Equality Action Committee of Ankara University	Members of Gender Equality Action Committee of Ankara University and METU EGERA	Ankara University
March 4 th 2016	Umut Beşpınar İdil Aybars	GE training for Academic Staff in Academic Development Programme (AGEP)	Academic	Cultural and Convention Center at METU
April 18 th 2016	Feride Acar Ayşe Ayata	“Beyond the Glass Ceiling: Women’s Representation in Higher Education and Research” conference organized by the EU FP 7 FESTA Project	Academics, gender experts and general public	İstanbul Technical University
May 4 th 2016	Umut Beşpınar İdil Aybars	A University Sensitive to Gender Equality Workshop	METU administrative staff	METU, Ankara
May 10 th 2016	Umut Beşpınar İdil Aybars	A University Sensitive to Gender Equality Workshop	METU administrative staff	METU; Ankara
May 26 th 2016	Umut Beşpınar Presentation	METU Senate Meeting on the Prevention of Sexual Harassment and Promotion of Gender Equality Unit	METU senate members, academics	METU, Ankara
Sep 29 th - 30 th 2016	İdil Aybars Presenting coauthored paper with U. Beşpınar & F. Acar	Gender Time International Conference 2016 Paper title “Cultural and Institutional Resistance against Gender Equality: The Case of Middle East Technical University in Turkey”	Academics, gender experts, general	Paris
Nov 4 th 2016	Ayşe Ayata Umut Beşpınar İdil Aybars Gülbanu Altunok	European Research Area (ERA) Priorities Workshop organized by TÜBİTAK (The Scientific and Technological Research Council of Turkey)	Academics, policy stakeholders (members from YÖK (Higher Education Council) and TÜBİTAK)	METU, Ankara
Nov 16 th	Umut Beşpınar	METU Senate Meeting on the Drafting	METU	METU,

2016	(to discuss sections on sexual harassment and discrimination)	of New METU Strategic Plan	administrators, academics	Ankara
Nov 23 th 2016	Umut Bespinar (to discuss sections on sexual harassment and discrimination)	METU Senate Meeting on the Drafting of New METU Strategic Plan	METU administrators, academics	METU, Ankara
UA				
Feb 22 nd 2016	Jolien Voorspoels	Seminar Sex and the Academy	Academic	Ghent, Belgium
June 17 th 2016	Jolien Voorspoels	Interview to newspaper De Morgen on sexual harassment in academia: "Seks, leugens en machtsspelletjes aan de Universiteit: zo gaat dat" – journalist Sue Somers	Media Larger public	Belgium - Flanders
June 22 nd 2016	Jolien Voorspoels	Interview to news magazine Knack on sexual harassment in academia- 5 questions: "De stap op klacht in te dienen blijft groot"	Media Larger public	Belgium - Flanders
June 30 th 2016	Jolien Voorspoels	Gender, Work, and Organization Conference: "In our department there is absolutely no discrimination of women or others. Staff attitudes on gender quotas in academia: a Belgian university."	Academic	Keele, UK
Sep 13 th 2016	Jolien Voorspoels	European Conference on Gender Equality in Higher Education: "Gender quotas in Flemish academia: compositions of decision-making bodies."	Academic Policy stakeholders	Paris, France
Dez 8 th 2016	Petra Meier	Academic seminar "Is Academia a place for women? The strenuous road from Ph.D. student to rector" – 15 th Ethical Forum of the University Foundation	Academic Policy stakeholders	Brussels
UAB				
Dec 16 th 2015	Maribel Ponferrada Laura Duarte	News about the third workshop Gender Perspective in Research at UAB. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=13456	Academic / we do not have information about the visitors	Internet Website Observatori

		96126499		
Jan 12 th 2016	Maribel Ponferrada	News about the III EGERA Workshop in the UAB, dedicated to WP5 and WP6. http://www.uab.cat/web/sala-de-premsa/detall-de-noticia/universitats-europees-treballen-per-a-la-igualtat-de-generes1345667174054.html	Academic / we do not have information about the web visitors	UAB website
Jan 21 th 2016	Teresa Freixes Maribel Ponferrada Laura Duarte	Interview with Agnès Hubert, who visited the UAB to take part in the EGERA project. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345697157253	Academic / we do not have information about the web visitors	UAB website
Mar 2016	Teresa Freixes Maribel Ponferrada Laura Duarte	Disseminació a la web de l'Observatori. Apartat EGERA, power point "investigació amb perspectiva de gènere", publicacions EGERA. Link http://www.uab.cat/doc/ppt-generes-recerca	Academic / we do not have information about the visitors	Observatory Website
Mar 10 th 2016	Teresa Freixes	XI institutional celebration of Women's Day Presentation EGERA Project. Link to the video http://www.uab.cat/web/videos/reproduccio-1193208676085.html?param1=20institucional&param2=49ObservatoriPerAlaIgualtat&param5=1&url_video=1345701770527	Academic Undergraduate students Staff (70 aprox.)	UAB website
Mar 10 th 2016	Maribel Ponferrada Laura Duarte	News about a meeting with students from Radboud University Nijmegen (the Netherlands), coordinated by the EGERA project. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345700066458	All the community / we do not have information about the visitors	Observatory Website
Mar 10	UAB Egera Team	News about the latest EGERA workshop that took place in January at	All the community / no information	UAB website

		<p>the Torre Vila-Puig, UAB, and brought together all 8 partner institutions of the European project</p> <p>http://www.uab.cat/web/news-detail-1345698099744.html?noticiaid=1345699592662</p>	about visitors	
Mar 2016	<p>Teresa Freixes</p> <p>Maribel Ponferrada</p> <p>Laura Duarte</p> <p>Marc Vila (Intern student)</p>	Video "EGERA Meeting 2016"	All the community / no information about visitors	Observatory Website
Mar 8 th 2016	<p>Teresa Freixes</p> <p>Maribel Ponferrada</p> <p>Laura Duarte</p>	<p>Video and conference: Recognition to Fàtima Bosch, professor of Biochemical and Molecular Biology at the UAB and Director of the Centre of Animal Biotechnology and Genic Therapy (CBATEG). Celebration of Women's Day 2016.</p> <p>http://www.uab.cat/web/videos/reproduccio-1192707516892.html?param1=20institucional&param2=49ObservatoriPerAlgualtat&param5=1&url_video=1345701770527</p>	All the community	Media UAB
Mar 8 th 2016	Teresa Freixes	<p>Conference: EGERA Project</p> <p>Presentation of new website.</p>	All the community	UAB
Mar 10 th 2016	Teresa Freixes	<p>Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression by the Autonomous University of Barcelona</p> <p>http://www.uab.cat/web/the-observatory-/gender-based-violence-1345697878288.html</p>	All the community	UAB Other Catalan Universities
Apr 12 th 2016	<p>Maribel Ponferrada</p> <p>Laura Duarte</p>	<p>News about collection of good practices in research at UAB within the framework of EGERA project.</p> <p>http://www.uab.cat/web/detail-noticia-</p>	Academic / we do not have information about the visitors	Internet

		1345698098972.html?noticiaid=1345702215090		
Apr 12 th 2016	Maribel Ponferrada Laura Duarte	News about AFIN research group examines the role of men in care during childhood, adolescence and youth. http://www.uab.cat/web/detalle-noticia-1345698099727.html?noticiaid=1345700972668	Academic / we do not have information about the visitors	Internet
Apr 12 th 2016	Teresa Freixes Maribel Ponferrada	Comunication: "Gender perspective in Research" "Investigació amb perspectiva de gènere" Jornada de Recerca i Innovació Responsables organitzada per l'Àrea de Recerca. http://www.uab.cat/doc/ppt-genererecerca	Academic	UAB
Apr 12 th 2016	Maribel Ponferrada Laura Duarte	News about how the UAB signs the EGERA Charter for Gender Sensitive Communication in academic institutions http://www.uab.cat/web/news-detail-1345698099744.html?noticiaid=1345703506666	Academic / we do not have information about the visitors	UAB
Apr 28 th 2016	Maribel Ponferrada	Equity Award or Premi Equit@t. Participation as a member of jury http://premi-equitat.uoc.edu/es/jurat-2/	Academic Undergraduate students Staff	UOC
May 13 th 2016	Maribel Ponferrada Laura Duarte	News about the EGERA Charter for Gender Sensitive Communication in academic institutions http://www.uab.cat/web/detalle-noticia-1345698098972.html?noticiaid=1345703506666	Academic / we do not have information about the visitors	Internet
June 8 th - 9 th 2016	Maria Prat	Paper "EGERA (Effective Gender Equality in Research and the Academia) at the UAB)	Academic	Barcelona
June 17 th 2016	Maribel Ponferrada	News about Good Practices in Research Collection Sheet created by the Observatory and selected by RRI	Academic / we do not have information about	Internet

	Laura Duarte	Tools. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345706054486	the visitors	
July 19 th 2016	Law Faculty Commission Observatory for Equality Teresa Freixes	News about Gender Perspective Award in Bachelor's Final Projects. Institutional event to recognise the award. http://www.uab.cat/web/noticies/detall-noticia-1193208732549.html?noticiaid=1345709397816	Faculty of Law	Internet
Sep 13 th 2016	Maribel Ponferrada Teresa Freixes Laura Duarte	Paper: Resistances to Gender Sensitive Research. Analysis from the implementation of EGERA Project (2014-2017) and the Third UAB Equality Plan. Paper presented at the Panel B3, in the "9th European Conference on Gender Equality in Higher Education (and Research). Université Paris Diderot, Paris FRANCE – 12-14 September, 2016.	Gender experts, academic and policy Stakeholders 40 aprox.	Paris
Oct 7 th 2016	Maribel Ponferrada Teresa Freixes Laura Duarte	Conference EGERA project. Meeting about Gender equity, Xarxa Vives d'Universitats. Grup de Treball d'Igualtat de Gènere de totes les universitats de parla catalana.	Gender experts Academic Policy Stakeholders	UPF
Oct 14 th 2016	Sara Moreno Teresa Freixes Maribel Ponferrada Laura Duarte	Dissemination of GECS Survey through the institutional mail to all the UAB staff personnel, including the GECS links and the link with the UAB Protocol against sexual harassment.	UAB Staff 6900 people	UAB
Oct 14 th 2016	Laura Duarte Maribel Ponferrada	News about the second edition of the Gender Equality Culture Survey (GECS) at UAB. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345713383851	Academic / we do not have information about the visitors	Internet

Oct 24 th 2016	Maribel Ponferrada Laura Duarte	News about the presentation of the EGERA project in the Vives Meeting Forum for Gender Equality. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345713840531	Academic / we do not have information about the visitors	Internet
CVGZ				
Dec 7 th - 10 th 2015	Jiří Kolman	United Nations Climate Change Conference – COP21	Academic Policy stakeholders Media 20 people	Paris
Jan 22 nd 2016	Kateřina Hodická, Jiří Kolman	Board of Director	CzechGlobe staff 15 people	Brno
Mar 22 nd 2016	Kateřina Hodická, Jiří Kolman	Board of Director	CzechGlobe staff 15 people	Brno
Apr 2016	Jiří Kolman	April issue 2016 of the newsletter of the National Contact Centre for Gender and Science	Academic Larger public	Czech Republic
Apr 25 th 2016	Kateřina Hodická, Jiří Kolman	Meeting of CzechGlobe team leaders	CzechGlobe staff 25 people	Brno
May 10 th 2016	Jiří Kolman	Seminar Current calls for proposals of the Horizon 2020 program Science with and for Society	Academic 20 people	Prague
May 24 th 2016	H. Víznerová	Seminar Euraxess, Bratislava - best practices in the Czech Republic and structural change projects	Academic / policy-makers 15 people	Bratislava, Slovakia
Sep 13 th 2016	Kateřina Hodická	9 th European conference on Gender Equality in Higher Education	Academic Larger public	Paris
Oct 4 th 2016	Kateřina Hodická, Jiří Kolman	Meeting of CzechGlobe team leaders	CzechGlobe staff 25 people	Brno
Oct 8 th 2016	Kateřina Hodická, Jiří Kolman	Board of Director	CzechGlobe staff 15 people	Brno
Nov 7 th - 8 th 2016	Hana Víznerová, Kateřina Hodická	FESTA GARCIA conference	Academic 80 people	Brussels
Nov 14 th - 16 th 2016	Hana Šprtová	International Conference of Education, Research and Innovation	Academic	Seville
SKU				
Jan 8 th 2016	Pleun van Arensbergen & Monic Lansu	Lecture at CWTS careers seminar, University of Leiden.	academics, HR staff	Leiden ,the Netherlands
Jan 14 th	Inge Bleijenbergh	Workshop in academic leadership	academics	Nijmegen,

2016		program		the Netherlands
Jan 18 th 2016	Pleun van Arensbergen	Lecture Honours Academy Program	students	Nijmegen, the Netherlands
Feb 5 th 2016	Inge Bleijenbergh	Presentation Women in Science lunch meeting	academics	Nijmegen, the Netherlands
Feb 18 th ; Mar 29 th & Mar 31 th 2016	Monic Lansu & Inge Bleijenbergh	Gender Equality Interventions at the Institute for Water and Wetland Research	academics, staff, HR staff	Nijmegen, the Netherlands
May 19 th & June 17 th 2016	Monic Lansu	Gender Equality Interventions at the Institute for Molecular Life Sciences	academics, staff, HR staff	Nijmegen, the Netherlands
June 2016	Monic Lansu, Pleun van Arensbergen & Inge Bleijenbergh	Publication of chapter in Liber Amicorum for retiring full professor Jac Vennix	academics, students	Nijmegen, the Netherlands
July 13 th /15 th 2016	Inge Bleijenbergh & Monic Lansu	System Dynamics Summer School	academics, staff, policy stakeholders	Delft, the Netherlands
July 19 th 2016	Inge Bleijenbergh	Presentation at System Dynamics Conference in Delft	academics	Delft, the Netherlands
Sep 15 th 2016	Inge Bleijenbergh	Presentation at the Donders Session: Gender in neuroscience & science policy, by Inge Bleijenbergh called	academics	Nijmegen, the Netherlands
Oct 3 rd 2016	Pleun van Arensbergen	Lecture for students from the European Master on System Dynamics program	students	Nijmegen, the Netherlands
Oct 13 th 2016	Inge Bleijenbergh & Monic Lansu	Presenting Group Model Building results at Science Faculty Board	academics, management	Nijmegen, the Netherlands
Oct 2016	Inge Bleijenbergh	Article on website of the Faculty of Management Science	academics, staff, students, larger public	Nijmegen, the Netherlands
Nov 2016	Inge Bleijenbergh	Interview published on nieuworganiseren.nu (Dutch platform on and for innovative organizing)	larger public	the Netherlands
Nov 8 th 2016	Monic Lansu & Inge Bleijenbergh	Poster presentation at Gender Summit	academics, staff, policy stakeholders	Brussels, Belgium
Dec 1 st 2016	Inge Bleijenbergh	Presentation at Ministry of Education, Culture and Science	policy stakeholders	The Hague, the Netherlands

5. Summaries of public EGERA conferences and workshops hosted by partners

III Workshop “Gender perspective in research” and “II Seminar Gender Bias in Governanace and Evaluation” Dates: 18, 19 and 20 January 2016 at Torre Vila-Puig, UAB. “The Effective Gender Equality in Research and Academia project, also known as EGERA, made its last stop at Universitat Autònoma de Barcelona on 18-20 January to hold an internal meeting between the 8 partner universities.

Torre Vila-Puig, home to the ‘Friends UAB’ association, was the venue for the workshop and welcomed up to 30 people during three days, including members from the partner institutions and the project’s coordination committees, such as the Advisory Committee or the Steering Committee. Besides the people who was directly linked to the project, professor Maria Bustelo, head of the Equality Unit at the Complutense University of Madrid and an expert in gender, governance, and evaluation, was invited to talk about “the importance that any evaluation must not only be accountable but also a learning tool”.



The workshop was opened by the UAB Rector, Ferran Sancho; the Research Vice-Rector, Pilar Dellunde; the project’s coordinator, H  l  ne P  rivier; Agn  s Hubert, member of the Advisory Committee and BEPA counsellor; and Teresa Freixes, Director of the UAB Observatory for Equality. The main topics for discussion were the wording of a Charter for Gender Sensitive Governance and Evaluation of Research in Universities and the creation of a Database of Good Practices of Gender Sensitive Research. This future charter on gender and governance is promoted by Science Po (Paris), but all EGERA partner universities are also adhered and will sign it by the end of May 2016. The charter aims at encouraging the signatory universities to strive to an equal access of women to decision-making positions at universities, as well as reducing gender bias in the evaluation of research and teaching conducted by universities.

The assistants also agreed upon the criteria to select the good practices in Gender Sensitive Research. In that vein, the Observatory for Equality will gather the good practices from all EGERA partner universities throughout 2016, and these will be assessed and included afterwards in a database to be delivered to the European Commission for future awareness-raising actions and training. Good practices in gender in research include initiatives, activities and research projects which have encouraged and strengthened gender perspective and dimension in research and represent a progress within their field in the analysis and gender dimension, along with processes

and actions carried out by universities and research groups and units to foster women's leadership in research projects and a balanced proportion of women and men in research teams.

The "European Research Area (ERA) Priorities Workshop organized by TÜBİTAK (The Scientific and Technological Research Council of Turkey)" was hosted by METU this year. Among the 7 priority areas (ranging from international cooperation and Optimal Circulation and Transfer of Scientific Knowledge) METU EGERA Team was invited to participate in the discussion on the issue area of Gender Equality and provided information on policy measures and EGERA activities undertaken by **METU**. An analysis of national academia from the perspective of gender equality and comparisons between different researches institutions were also part of the agenda.

The EGERA team at **UoV** organized the EGERA public conference „**Gender and Migration in academic and non-academic Institutions: Strategies against different kinds of Violence and Discrimination**” to be held at the 25th of November 2016. Due to a Lufthansa Airstrike in Germany, this conference unfortunately has had to be cancelled at short notice, and will be rescheduled by early 2017.



Internationale EGERA Konferenz 25.11.2016

Gender and Migration in academic and non-academic Institutions: Strategies against different kinds of Violence and Discrimination

Konferenzraum "Café am Campus" der Universität, Feldmannskamp 1, Vechta



6. Conclusion

In today's world of fast-paced technology, up-to-date, reliable and ongoing communication and visibility are basic and necessary requirements for scientists. Ongoing publications, presentations and the use of multiple media contribute to the core goals of implementing structural changes towards gender equality in research and higher education, and incorporating a gender perspective into all research disciplines, including the STEM fields. The sustainability of the EGERA project is now well on track, and multi-channel dissemination and communication activities, contribute to institutionalizing changes. As a result of these changes, for the past year and a half, its website and facebook page have been updated with EGERA project information. This form of communication promotes ongoing exchange among project partners and offers insight into the project to the interested public. Another positive effect of multiple media communication is an increased transparency of methodologies used by the project teams and associated findings. These are now also accessible by interested members of the public who are not part of the project. Methodologies and findings can be accessed any time and adapted to different research and higher education frameworks. This will help to initiate or monitor structural changes. At each implementing institution the visibility of the project is increased. The high profile of the project extends beyond the consortium of participating institutions. Beyond landmark contributions to gender equality in research and higher education, EGERA has delivered pioneering and sustainable measures to support active communication and peer-learning among other EU-funded initiatives.

Since its very start, and as far as communication and dissemination are concerned, EGERA has continuously pursued the following objectives:

- Involving the whole academic communities, by engaging students, academic and non-academic staff and all relevant categories of stakeholders
- Providing insights for better (gender equality) policy design in higher education and research
- Reaching policy makers and the larger public, outside the academic realm, by joining hands with large and medium-scale initiatives

To that end, this project has privileged, along with stand-alone communication channels as the project's website, the use of well-established communication channels in each of partner institutions, including institutional social media accounts and websites, newsletters, video channels... On several occasions, this strategy aimed at an efficient use of resources, has proved to be accurate. EGERA and even more meaningfully, gender equality initiatives in a broad sense, have gained increasing visibility and relevance in each implementing partner. This evolution occasionally contributed to reshaping the full communication of the institution, making it more gender sensitive and offering new opportunities and venues to the expression of gender diversity. More generally, by engaging the whole academic communities, and shedding light on gender biases, discriminations and sexism, EGERA core teams encourage each component of our communities to take their own share in the process of structural change. It is one of the ultimate goals of our communication and dissemination strategy, to make it happen. Activities reported in this deliverable illustrate how our community strengthens the internal visibility of the project in each implementing institution, its profile beyond our consortium and support active communication and peer-learning with other EU-funded initiatives.