



EFFECTIVE GENDER EQUALITY IN RESEARCH AND THE ACADEMIA

SP4 – CAPACITIES

COORDINATION AND SUPPORT ACTION, SUPPORTING ACTION

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1. Introduction

The main task of WP7 in the first stage of the project was to design and fill in the EGERA website and to update news, events etc. regularly with contributions of partners. Since March 2015, an EGERA Facebook page is also in place. The communication with partners on dissemination activities is now going smoothly and the website, “alive” with many information and links to other media. The main news and events in the frame of EGERA and also related to EGERA are visible and recognized. With respect to the planned dissemination activities that have been gathered from all partners and documented in a deliverable submitted in June, 2014, it stems from the present report that more activities than those planned are implemented by some partners. This is especially the case for partners which have hosted EGERA workshops and seminars opened for the interested public. Activities, thoroughly listed in section 3 of this deliverable, include conferences, workshops, seminars, awareness-rising sessions, information sessions on the project, as well as paper presentation and panels in international conferences. All audiences targeted by EGERA as for communication and dissemination, including students, researchers, non-academic staff, policy makers or agents, the press and the public at large, have been attained, although to different extent.

Another characteristics of dissemination and communication efforts led by EGERA partners, is the relatively high media interest for a project of that nature, as several articles referring to EGERA and its overarching objectives, were released in daily newspapers print and on-line versions or their issue-specific extra-editions, including *Le Monde*, *Le Figaro*, *Libération* and *Times Higher Education*. The organization of conferences and events opened to the larger public and the press, such as the kick-off conference held in March, 2014 or the HeforShe UN-sponsored event organized at Sciences Po Paris in October, 2015, both in presence of large and diverse audiences, also contributed to the visibility of the project. The latter event, which was not planned under EGERA, also highlights the capacity of the EGERA community to link up with other initiatives, and to make of it key opportunities to enhance the overall visibility and dissemination of the project.

Pluri-disciplinarity and the specific attention for gender equality and for bringing a gender perspective in STEM disciplines, are two fundamental features of this project. Hence, planned activities also aimed at mainstreaming gender across a wide array of academic disciplines and research areas. This has been achieved through different ways, including organizing EGERA events in the premises, and under the patronage of STEM faculties or departments, workshops and training sessions devoted to the very issue of integrating gender knowledge in research, and involving speakers, attendees and trainees from STEM disciplines. In October, 2015, a co-event on Gender in STEM was held in Brno in the premises of the Czech Academy of Science. Organized by CVGZ-Czech Globe, our Czech partner, this event to which participated over 70 researchers, policy agents and gender experts, focused on Climate change related disciplines, including physics, astrophysics, research on atmospheric, biology and mathematics. In the eve of the COP21 Conference to be held in Paris, this conference shed light on the relevance of gender for research on climate change and

its impact, and explicitly linked to the COP21 agenda. Following up the event, the Czech Globe delegates at the COP21 Conference held in December, 2015, participated in the gender side event, thus reflecting the willingness of the EGERA community to disseminate its outputs and commitments well beyond our consortium.

The main objectives and targeted audiences of EGERA communication and dissemination are addressed in section 2 of this report. A full list of dissemination activities as by December, 2015, is provided in section 3. Section 4 provides a summary of the main EGERA workshops and events held since the start of the project.

2. Disseminating practices and results

Analysing processes by which long-established practices or bias can be challenged is of great relevance. This is being done constantly among our CoP and beyond. From its earliest stage, the EGERA community communicates about the solution being developed, the resistances faced and the intermediate results achieved, to the broader academia and to policy makers. This resulted in participating to major academic events such as the European Conference on Politics on Gender, the SASE 27th Annual Conference or the Gender Summit, in promoting the active participation of senior policy makers to our symposia and in addressing major scientific challenges such as climate change in order to shed light on the crucial relevance of a gender perspective in research.

Since the start of the project, intensive efforts have been undertaken by all partner organizations, to widely communicate and disseminate about EGERA's approach, objectives, and results.

- ✓ This has been made possible through the early availability in the project, of a) a sounded communication plan common to our partnership, b) a well-designed, accessible website (www.egera.eu) providing regular updates on the achievements of the project and c) a graphic charter designed by a professional, providing EGERA with an easily communicable visual identity, also present on the project's flyer, our deliverables and all our visual communication.
- ✓ These efforts are also evidenced by the long list of dissemination actions included to this report under section 3, which reflects that core teams do actively communicate about EGERA towards a) their own institutions; b) the broader academia; c) students and their organizations; d) other EU-funded projects; e) policy makers/agents and f) the larger public, as shown by the articles published in national daily newspapers.

Key results to be highlighted

- ✓ Project's website designed by Vechta (M6) accessible on www.egera.eu
- ✓ Significant popular media attention (3 EGERA related articles published in French newspapers so far)
- ✓ Contributions in major international academic conferences including the 4th Equality is not enough conference (Antwerp, 02.2015), the European Conference on Politics and Gender (ECPG, Uppsala, 06.2015), the 27th SASE conference (Society for the Advancement of Socio-Economics, London, 07.2015).
- ✓ Chapters published in edited books, deriving from EGERA empirical researches:
 - Boring, Anne (2014) "Student Biases for Male Professors in Student Evaluations of Teachers: What Consequences for Female professors?" in Jarecka-Zyluk & Holz (eds.). (2014) *Gender and Education from Different Angles*, LIT Verlag: Munich. pp. 71-79.
 - Albenga, Viviane (January 2016, forthcoming): "Between knowledge and power: triggering structural change for Maria Bustelo, Lucy Ferguson and Maxime Forest (eds.). *The Politics of Feminist Knowledge Transfer: Gender Training and Gender Expertise*, Basingtoke, Palgrave

2.1 Disseminating in STEMs

Although still at a relatively early stage, this task already indicates the commitment of EGERA towards disseminating its activities and results in STEMs.

Although **Sciences Po** is a SSH-focused institution, and that there are no STEM-related disciplines at Sciences Po, the fact that the EGERA team and the Gender Programme are hosted at one of the two departments of economics, provide opportunities for disseminating in the fields of applied economics and econometrics. In particular, the work of Anne Boring on gender bias in teaching evaluation by students, has been widely disseminated through papers relevant to econometrics.

At **METU**, Prof. Feride Acar, Prof. Ayşe Ayata and Prof. Canan Özgen put a great emphasis on the dissemination in STEMs. In this respect, they built connections with STEM departments and women department members and academic managers at METU concerning GE training and project targets as well. Prof. Canan Özgen as the senior expert with long time experience on science and management in the university and contributes to the project's acceptance by the STEM community through her contacts.

UAB EGERA team has promoted the involvement of key groups in STEM at the UAB through their participation in the I Workshop "Gender Sensitive Research in International Projects" (July 2014,) and the II Workshop "Getting Engaged with Gender Sensitive Science" (May, 2015):team to reach STEM through professor dr. Chris Van Ginneken (president Steering Committee) and professor dr. Stefanie Dedeurwaerdere. As member of the representative association for young researchers,

Jolien Voorspoels works also with STEM colleagues. They also participated in one of the two EGERA forums.

On 8 October 2015, the Mathematics department in **Vechta** organized a workshop on “gender-fair teaching in higher education”, in which all teaching and research staff in Mathematics participated. Goals of the workshop were to promote personal gender competencies and to develop gender perspectives in teaching mathematics. In preparation for the workshop staff members took the self-evaluation on gender-fair university teaching, which the University of Freiburg, Switzerland, has developed (<http://elearning.unifr.ch/equal/>). After a short introduction to the goals of the EGERA project and an overview of EGERA measures at the University of Vechta to date, participants discussed the questions of the online self-evaluation as well as measures towards a gender-sensitive teaching culture taken by other universities. One outcome of the workshop is a course offer on the history of mathematics that addresses the personal stories of female and male mathematicians. Another outcome is the recommendation to pay attention to the gender of authors and increase the number of female authors in mathematics publications, and the number of male authors in mathematics teaching for primary schools.

On 23rd and 24th March, 2015, an international scientific conference on global change was organized by **CVGZ** and the topic of gender equality in academia was included in the conference programme. More than 140 conference participants had the opportunity to hear the contribution of Ing. Petr Pavlik, Ph.D. from the Department of Gender Studies at the Faculty of Humanities at Charles University. In his contribution Petr Pavlik emphasized the lack of women in science, their low representation in highest ranks of the academic hierarchy as well as the problem of horizontal segregation. Besides, CVGZ opted for devoting the EGERA event to be held in Brno in October, 2015, to the issue of Gender & Climate Change, gathering policy experts and specialist in climatology.

2.2 Dissemination to the broader academia and public

As EGERA coordinating institution, **Sciences Po** has been very active in disseminating about EGERA both within the institution, through the channel of the Gender Equality officer appointed in May 2014 and also in charge of institutional communication, and outside. At the internal level, Sciences Po newsletters and website contents (including videos) regularly inform the community about EGERA commitments and achievements. Additionally, regular management meetings provide a space for informing about the project’s progress and mobilizing relevant stakeholders, thanks to the participation of at least one core team member. At the external level, EGERA-related papers were presented by core team members in numerous international academic conferences in a number of fields (Political Sciences, Sociology, Educational Studies, Economics).

Sciences Po team was also particularly eager to:

- ✓ Communicate activities and results to policy agents by regularly updating the Gender Unit of the Ministry of Higher Education and Research, the State Secretary for Women's Rights and the High Gender Equality Council about EGERA.
- ✓ Communicating to larger audience through public conferences and the media entailed opening sessions in EGERA events to external audiences (Kick-off conference and Workshop on Gender bias in governance and evaluation), and using the strong connection of Sciences Po to the national press to disseminate about the project. Apart from the two articles in national daily newspapers and broadcast coverage of the kick-off conference, *Le Monde* recently devoted (May, 2015) an article to the gender pay gap among Sciences Po graduates, referring to the EGERA project which evidenced this situation. In Spring, 2015, the designation of Sciences Po Director as one of the 10 world's University champions for gender equality, as part of the UN HeforShe campaign, provided a great opportunity for communicating and disseminating about EGERA, as the project was extensively referred to on social media and Sciences Po website. The news generated the most likes and tweets ever in the record of Sciences Po social media (over 3,500). Consecutively, the international HeforShe Tour stopped at Sciences Po in October, 2015 for an event attended by over 200 people, during which EGERA was extensively referred to and one of the main impulsion for acting upon gender inequalities within the institution.

It is also noteworthy that an EGERA-related chapter will be published in Bustelo, M., Ferguson, L. and Forest, M. (eds.) *The Politics of Feminist Knowledge Transfer: Gender Training and Gender Expertise*, Palgrave MacMillan, January, 2016

At **METU**, Prof. Feride Acar, Prof. Ayşe Ayata and Prof. Canan Özgen, Dr. Fatma Umut Beşpınar and Dr. Ayşe İdil Aybars consulted various academic, non-academic managers and stakeholders and participated in several meetings to disseminate the project and the main issue, Gender Equality in Research and Academia, towards broader academia and the public with their expertise. The team also provided the WP leader with information and photos before/after the workshops.

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

- ✓ Permanent Section on the Web of Observatory for Equality – UAB, since September 2014; in three language: Catalan, Spanish and English (<https://www.uab.cat/web/egera-1345672956020.html>)
- ✓ News in the Web of Observatory for Equality and UAB, since 2014
- ✓ Presentation of the EGERA project in other gender European and Latin American projects : GENDERTIME / SITless / FEGES / EQUALIM
- ✓ Presentation of the EGERA project to the UAB community

SKU organized a session at the Equal is not enough conference (Antwerp, February 2015), presenting at academic European conferences and at Dutch universities, and publishing in university media.

Jolien Voorspoel, from **UA** team, presented preliminary work at the third Equal is not Enough conference (Antwerp, February 2015) and at the fourth ECPG conference (Uppsala, June 2015). At the University of Antwerp, a lecture for staff on Excellence, Networking and Gender by Marieke van den Brink was also organized.

Dissemination activities of **UoV** include publishing in several regional and national newsletter as well as in newspaper, hosting a big conference on “Genderkompetenz im Hochschulalltag” including an EGERA workshop on standards of gender equality trainings. Vechta also carried out a workshop on EGERA and GenderTime (FP7) at KEG conference („Konferenz der Einrichtungen für Frauen- und Geschlechterstudien im deutschsprachigen Raum” *Conference of Institutions for Women’s and Gender Studies in the German speaking area*) in cooperation with German GenderTime team, prepared a book chapter for an Anthology (see table of dissemination activities).

CVGZ informed about EGERA project and its achievements in the following events and media:

- ✓ The National Contact Centre for Gender and Science website (<http://www.nkc.cz/gender-v-horizontu-2020/7-ramcovy-program-ek/>)
- ✓ The newsletter of National Contact Centre for Gender and Science (1/2014 and 2/2015)
- ✓ Czech EGERA team member Jiří Kolman presented EGERA project in the 2nd Annual meeting of the National Contact Centre for Gender and Science in Brno on 24th June 2014.
- ✓ On 23rd and 24th March 2015 a scientific conference on global change was held in Brno. It was organized by CzechGlobe in cooperation with Mendel University. The topic of gender equality in academia was included in the conference programme.
- ✓ On 31st March 2015 the first meeting of the Working Group for Change of the National Contact Centre for Gender and Science took place in Prague. Jiri Kolman from CzechGlobe – Global Change Research Centre was one of the key speakers at the event.
- ✓ On 16 April 2015 Jiří Kolman presented the EGERA project at the Festival of Science Documentary Films Academia Film Olomouc.

2.3 AR actions towards undergraduate students

At **Sciences Po**, intensive efforts have been carried out to communicate about project’s objectives and outcomes towards undergraduate students, and to involve them in the process of structural change. These efforts include:

- ✓ Consultation of student’s associations and unions
- ✓ Targeted communication in Sciences Po newsletter and on the website (including through videos) as well as through social media (Tweeter and Facebook).

- ✓ Regular information on the project in courses taught as part of the gender programme
- ✓ A presentation of EGERA in 5 out of 6 Sciences Po regional campuses disseminated across France, hosting large proportions of foreign students (Le Havre, Dijon, Poitiers, Reims, Nancy).
- ✓ The direct involvement of undergraduate students in EGERA knowledge production as a team coordinated by EGERA core team was selected as one of the 2014-2015 “student’s projects” initiative, and worked on gender stereotypes among students, both in Paris and in regional campuses.
- ✓ In August, 2015, newly admitted students on Paris main campus, have been targeted by an AR session including information on EGERA.

At **UAB** the EGERA project has been presented to the undergraduate students of Social and Cultural Anthropology.

At **SKU**, the workshop about gender equality training and about gender in curricula (March, 2015) was also open to and attended by undergraduate students. Via an interview about gender stereotypes in *Vox*, a community journal at Radboud University, undergraduate’s students were reached.

At **Vechta**, undergraduate students have been invited to discussion forums, workshop on sexual discrimination and violence as well as to the conference on gender competence. In many disciplines an integrated approach on gender issues is implemented by professors and teaching staff into the regular teaching.

2.4 Communication with other FP 7 projects

At **Sciences Po**, communication with other FP7 projects has been intensive and includes:

- ✓ Sharing activities and results with the broader USPC academic cluster, which brings together most of Paris universities and hosts another FP7 project (STAGES). Regular updates are provided, and two joint activities have been organized: A national Conference on Women in Science (March, 2015) and a symposium on Gender in EU-funded research (May, 2015).
- ✓ Participation to the EGERA-STAGES co-event (March, 2015), Sciences Po also represented the EGERA consortium at the first cross-projects meeting held in Rome under FESTA in April, 2015 (to which participated GENOVATE, GenderTime, TRIGGER and STAGES), to the Experience exchange workshop on GEAPS’ guidelines held in Cologne under INTEGER (April, 2015) and to the Final INTEGER conference in Paris (June, 2015).
- ✓ Publication (October 2015) of a chapter in an edited book on EU funded projects on gender, coordinated by University Paris-Diderot.

METU invited other projects' responsible professors (Mine Tan from FESTA at Istanbul Technical University and Çiler Dursun from GENOVATE at Ankara University) to the Public Event that was held during the Ankara Workshop in November, 2014. Recently, in June 2015, the METU-EGERA team was invited to the GENOVATE Project Meeting where the team contributed actively mainly referring to EGERA-related experiences. Dr. Altunok established contact with the members of "Female Empowerment in Science and Technology Academia – FESTA" team at Istanbul Technical University in order to develop cooperative and collaborative action in the future. The two teams are willing to organize meetings, prepare joint work and other academic and institutional activities.

The **UAB** invited as speakers Maria Pascual, member of the project GENDER – NET; and Laura Coll, member of project SITless project.e II EGERA workshop carried out in Barcelona (May, 2015), to the 2nd Workshop held under WP6 in May, 2015.

SKU organized a co-event with the STAGES FP7 project in March, 2015. The audience consisted of an international group of stakeholders. Among the 35 participants who attended the workshop, there were researchers from nearly all partner institutions from the EGERA and STAGES project, as well as representatives of other EU FP7 funded projects. As the coordinator of the Radboud team is directly involved in STAGES, another FP7 project, EGERA results and developments are directly communicated during STAGES project meetings and vice versa. Furthermore, during other university meetings, like those organized by the multidisciplinary research group Gender and Power in Politics and Management of **SKU**, project results and activities are exchanged also with the FP7 Garcia project.

At **UA**, Jolien Voorspoels has been in contact with Channah Herschberg and Marieke van den Brink, both working for GARCIA. Petra Meier is in contact with Farah Jeelani Shaik from GARCIA.

The **Vechta** team participated to exchange meetings with GenderTime Team of University of Wuppertal in order to prepare workshop for KEG conference (see above), in October 2015 an exchange meeting with German Teams of STAGES, FESTA, GenderTime and Integer will be hosted by the University of Vechta.

CVGZ is in contact with the FP7 TRIGGER consortium that focuses mainly on institutional change supporting gender equality in academia. CVGZ was approached by the new Horizon 2020 consortium LIBRA (under negotiation) that is focused on gender structural change as well to share the experience from the implementation of the CVGZ GEAP. Representatives of the TRIGGER and GENOVATE projects were invited to present at the co-vent on gender in STEM held in Brno in October, 2015.

3. Dissemination and use of the knowledge

Hereafter is the full list of EGERA events, communications and publications as by mid-December, 2015.

Date	Core team or consortium board members involved	Title of action/conference	Audience (type*/number)	Place
VECHTA (WP7 leader)				
March/April 2014	Corinna Onnen, Sabine Bohne	EGERA introduction at working meetings of the „Landesarbeitsgemeinschaft der Einrichtungen der Frauen- und Geschlechterforschung in Niedersachsen (LAGEN) <i>Association of Women's and Gender Studies Institutions in Lower Saxony</i>	Academic	Hochschule für Musik, Theater und Medien Hannover
16 April 2014	All Core Group members	EGERA kick-off	All staff members have been invited	University of Vechta
17 April 2014	Sabine Bohne	Press release on EGERA	Media	Newspaper Oldenburger Land
June 2014	Corinna Onnen, Sabine Bohne	Article about the Nijmegen Workshops in the Newsletter of LAGEN	Members of LAGEN and interested people	Lower Saxony
June 2014	Sabine Bohne	Launching of EGERA website in Uni-intern Newsletter and in Network Gender Studies Information mail as well as in other regional and national networks	All staff members of University, regional and national respective networks members	University of Vechta, regional and national networks
24 July 2014	Sabine Bohne	EGERA Presentation at Network Gender Studies Meeting	Academic	University of Vechta
September 2014	Sabine Bohne	Article on EGERA in and Anthology (in press)	Larger public	Budrich Verlag
10 December 2014	Sabine Bohne	EGERA Presentation in "Zentrale Kommission für Lehre und Studium" ZKLS	Academic, staff, undergraduate students	Vechta
21 January 2015	Sabine Bohne	EGERA Presentation in „Senat“	Academic, staff	Vechta
12 December 2015	Sabine Bohne with GenderTime Team (University of Wuppertal)	Workshop on EGERA/GenderTime at „Konferenz der Einrichtungen für Frauen- und Geschlechterstudien im deutschsprachigen Raum (KEG)" <i>Conference of Institutions for Women's and Gender Studies in the German speaking area</i>	Academic, staff, undergraduate students, policy stakeholders, larger public	University of Bielefeld
19 March 2015	Ann-Kathrin Vaske & Gesine	Conference "Genderkompetenz im Hochschulalltag" Annual conference of the	Academic, staff, policy stakeholder, students	Vechta

	Hasselmeier (Gender Equality Office and EGERA core group members)	„Landeskonferenz Niedersächsischer Hochschulfrauenbeauftragter (LNHF)“ <i>Conference on women’s and gender equality officers at universities in Lower Saxony</i> including one EGERA workshop facilitated by Inge and Pleun		
2014 and 24 July 2015	Sabine Bohne	Presentation of EGERA activities at two meetings of the Commission for Gender Equality at UoV	Academic, staff, students	Vechta
8 October 2015	Martina Döhrmann	Workshop on “gender-fair teaching in higher education”, in which all teaching and research staff in Mathematics participated. Goals of the workshop were to promote personal gender competencies and to develop gender perspectives in teaching mathematics.	Teaching and research staff in Mathematics at UoV	Vechta
19 October 2015	Mareike Thillmann in cooperation with Sabine Bohne	“Horizon 2020 - Structure, funding areas and the integration of gender and equality of opportunity”. Leader was Mareike Thillmann from Office for Women in EU Research (FiF), EU Office of the Federal Ministry for Education and Research, German Aerospace Center.	Academic staff in Lower Saxony	Vechta
21 November 2015	Sabine Bohne in cooperation with Sabine Freundt	Gender & Diversity Competence Training for service staff members	Service staff members	Vechta
ongoing	Core Group	Brief articles in the internal newsletter of UoV	All staff of UoV	Vechta
ongoing	Sabine Bohne	Announcement of EGERA news and events at EGERA website, EGERA Facebook page and in several newsletters	Larger public	
ongoing	Sabine Bohne	Dissemination of EGERA Flyer at several conferences/workshops	Larger Public	
SCIENCES PO				
March 20 th , 2014	Maxime Forest, H��l��ne P��rivier	« Genre : Pourquoi Bruxelles finance ces recherches ? », on-line and printed version of daily newspaper Le Figaro (EGERA and EU-support widely referred to)	Larger Public	
March, 26 th , 2014	H��l��ne P��rivier	“La Recherche retousse ses jupes” in daily newspaper Lib��ration (EGERA and EU-support widely referred to)	Larger Public	
April 2014	Anne Boring	Seminar presentations of “Gender Biases in Student Evaluations of Teachers”	Academic, policy stakeholders	UC Berkeley, USA
May, 2014	Anne Boring	Seminar series on Higher Education , seminar on evaluating university researching and teaching activities	Academic, policy stakeholders	ENS Lyon, France

May 28 th -30 th 2014	Anne Boring	4 th Annual AEA Conference on Teaching and Research on Economic Education (CTREE)	Academic	Washington DC, USA
May 16 th -17 th 2014	Anne Boring	EDGE International Conference on Education and Gender	Academic	Izmir, Turkey
June 16 th -18 th 2014	Anne Boring	French Economics Association (AFSE) annual conference	Academic	ENS Lyon, France
June 26 th -28 th 2014	Anne Boring	International Association of Applied Econometrics annual conference	Academic	Queen Mary University, UK
June, 2014		Journées de Microéconomie Appliquée	Academic	CERDI, Clermont-Ferrand, France
August, 2-28.08.2014	Hélène Kloeckner (gender equality officer, not core team member)	Forum Meet the services and Welcome Programme for new students. Presentation of Gender Equality policy, including EGERA	Undergraduate students	Sciences Po (Paris)
October, 2014	Hélène Kloeckner (gender equality officer, not core team member)	Campus of Nancy, Presentation of Gender Equality policy, including EGERA	Undergraduate students	Sciences Po (Nancy)
21.11.2014	Hélène Kloeckner (gender equality officer, not core team member)	Campus of Reims, Presentation of Gender Equality policy, including EGERA	Undergraduate students	Sciences Po (Reims)
November, 2014	Hélène Périvier	« Projet EGERA : l'Europe veut lutter contre le 'Gender Blindness' », in Grandes Ecoles et universités Magazine, Vol 65.	Academic, larger public	
2014	Anne Boring	<i>"Student Biases for Male Professors in Student Evaluations of Teachers: What Consequences for Female professors?" in <i>Gender and Education from Different Angles</i>, Jarecka-Zyluk & Holz (eds.). 2014. LIT Verlag: Munich. pp. 71-79.</i>	Academic, policy stakeholders, larger public	
December 11 th -13 th 2014	Anne Boring	Conference presentations of "Gender Biases in Student Evaluations of Teachers" at RESUP 4th International Conference	Academic	ENS Lyon, France
December 3 rd 2014	Anne Boring	Economics Department weekly seminar , Dedman College of Humanities & Sciences,	Academic	Texas, USA; University of Texas at Arlington
Dec. 16 th 2014	Anne Boring	OFCE internal seminar	Academic	OFCE, Paris
February 6 th ,	Maxime Forest	4 th Equal is Not Enough Conference,	Academic	Antwerp,

2015		Panel on gender training and gender expertise co-chaired by Maxime Forest and Inge Bleijenbergh (SKU), including a presentation on EGERA		Belgium
February 23 rd 2015	Anne Boring	EGERA International workshop on gender bias in evaluation and governance of research bodies, Sciences Po, France;	Academic, policy stakeholders	Sciences Po Paris
February 2015	Anne Boring	“Can Students Evaluate Teaching Quality Objectively?” (« Les étudiants peuvent-ils objectivement évaluer la qualité d’un enseignement ? »). <i>Blog de l’OFCE</i> , 24. Feb, 2015.	Academic, policy stakeholders, larger public	
March, 11 th , 2015	Maxime Forest	Campus of Dijon, Presentation of EGERA	Undergraduate students	Sciences Po (Dijon)
March, 25-26 th , 2015	Viviane Albenga, Hélène Périer	Conference “Les Femmes dans le Monde Académique »	Academic, larger public	Université Paris Diderot
April 2015	Anne Boring	“Gender Biases in Student Evaluations of Teachers” , <i>OFCE Working Paper</i> , 2015-13.	Academic, policy stakeholders, larger public	
April 11 th , 2015	Hélène Périer	Conference « Artistes femmes / Femmes ingénieurs : une esthétique de la rareté ». Presentation of EGERA	Business sector, larger public	Lab of the Google Cultural Institute, Paris
15 th April, 2015	Maxime Forest	TRIGGER joint structural change project meeting.	Academic, policy stakeholders	Rome, Italy
April, 20 th , 2015	Hélène Kloeckner (gender equality officer, not core team member)	INTEGER workshop on guidelines for GEAPs	Academic, policy stakeholders	Cologne, Germany
May, 19 th , 2015	Maxime Forest, Hélène Périer	Conference “Le genre dans les projets sur financement européen”	Academic, policy stakeholders, larger public	University Paris Diderot
May 2015 (submitted)	Viviane Albenga (author), Maxime Forest (co-editor)	Between knowledge and power: triggering structural change for gender equality from inside in higher education institutions” In Maria Bustelo, Lucy Ferguson and Maxime Forest (eds.). <i>The Politics of Feminist Knowledge Transfer: A Critical Reflection on Gender Training and Gender Expertise</i> , London, Palgrave, 2016 (forthcoming)	Academic, policy stakeholders, larger public	
June 11 th , 2015	Maxime Forest	Discussant of Panel 023. Gender Equality in Academia and Educational Institutions. European Conference on Politics and Gender	Academic	Uppsala, Sweden
June, 26 th , 2015	Hélène Kloeckner (gender equality	INTEGER Final symposium	Academic, policy stakeholders, larger public	Paris, France

	officer, not core team member)			
July 3 rd , 2015	Viviane Albenga, Anne Boring and Marta Dominguez	“Gender, work and family in French academia: a case study”, Society for Advancement for Socio Economics Annual Conference	Academic	London School of Economics
July 24 th , 2015	Hélène Kloeckner	“A la sortie de Sciences Po, les femmes sont moins payées que les hommes”, in daily newspaper Le Monde : EGERA quoted	Larger Public	
August, 24 th ,	Hélène Kloeckner, Anne Boring	Information on EGERA and the Gender Equality Action Plan, Welcome Programme	1 st year students	Sciences Po
August 26 th , 2015	Anne Boring	‘Gender Biases in Student Evaluations of Teachers’, Annual Congress of the European Economic Association	Academic	Mannheim, Germany
October, 1 st , 2015	Hélène Périvier, Frédéric Mion (Sciences Po Dean)	HeforShe Campaign Tour stops at Sciences Po . EGERA and gender equality action plan extensively referred to. Audience over 200 people. Event accompanied by an intensive communication on social media	Whole Academic community, the media	Sciences Po
October 9 th , 2015	Anne Boring	Conference on ‘Women Entering the Professional World : What You Need to Know’	Graduate students	Sciences Po, Student Career Office
October 20 th , 2015	Anne Boring	Seminar presentation of “Gender, Education and Competition”, OFCE internal seminar	Academic	Sciences Po
November 6 th , 2015	Hélène Périvier	Exchange seminar with members of the SWIFT Project (Sexual Health initiative to foster transformation)	Academic	Columbia University, NYC
November 26 th 2015	Hélène Périvier	Presentation of EGERA at the GTN SWAFS Meeting	Academic	Ministry of Higher Education and Research
METU				
July 2014	METU-EGERA team	Special Presentation on EGERA	Academic top-level managers	METU President’s Office
November 2014	Prof. Dr. Ayşe Ayata	‘International Symposium on Gender Equality in the Academia: Best Practices’ organized by Sabancı University	Academic, graduate and undergraduate students, policy stakeholders, media and larger public	Karaköy Minerva Palas, Sabancı University, Istanbul
November 2014	METU-EGERA team	Public Meeting during the EGERA Workshop in Ankara	Academic and Policy Stakeholders	<i>Cultural and Convention Center at METU</i>
April 2015	Prof. Feride Acar, Dr. Fatma Umut	GE training for Academic Staff in Academic Development Programme (AGEP)	Academic	<i>Cultural and Convention Center at METU</i>

	Beşpınar, Dr. Ayşe İdil Aybars			
April 2015- July 2015	Dr. Fatma Umut Beşpınar, Dr. Ayşe İdil Aybars	GE training for Administrative Staff in Continuous Education Center (SEM)	Staff	METU
May 2015	Prof. Feride Acar	Seminars for Faculty Development Programme (ÖYP) Research Assistants	Academic and graduate students	Cultural and Convention Center at METU
May 2015	Prof. Feride Acar	A University Sensitive to Gender Equality Workshop	Academic and Policy Stakeholders	Council of Higher Education, Ankara
May 2015	Dr. Umut Beşpınar	A University Sensitive to Gender Equality Workshop	Academic and Policy Stakeholders	Council of Higher Education, Ankara
May 2015	Prof. Canan Özgen	STEM Seminar, METU Faculty of Education	Academic	Faculty of Economics and Administrative Sciences, B Building, METU
June 2015	METU-EGERA team	GENOVATE, the '5 th Gender Equality Action Commission and Stakeholders Meeting'	Academic and Policy Stakeholders	Ankara University
June 2015	METU-EGERA team	Consultation with the Presidency of METU	Academic and Policy Stakeholders	METU President's Office
October 2015	Prof. Canan Özgen	Presentation at "Gender Mainstreaming in STEM and Global Change Societies", session on "Gender dimension integrated in various research areas"	Academics	Brno-Czech Republic
16/17 November 2015		Workshop on "gender equality at METU" organized and conducted with the participation of Radboud team and university's top level management	Management	METU
November 2015	Dr. Gülbanu Altunok	Participation in the Conference "Engendering the sustainable development agenda" and informing participants about EGERA	Academics	Istanbul Technical University
UAB				
June 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	EGERA Section on the Web of the Observatory for Equality	Academic / we don't have information about the visitors	Internet
17 th, June, 2014	Montserrat Rifà Maribel Ponferrada	News about first workshop of WP6 on the Web of the Observatory for Equality: Strengthening the links between gender and search	Academic / we don't have information about the visitors	Internet

	Laura Duarte	http://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345672635468		
1st, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	News about first workshop of WP6 on the Web of the UAB: International workshop to strengthen ties between gender and research http://www.uab.cat/web/newsroom/news-detail-1345668003610.html?noticiaid=1345673276465	Academic / we don't have information about the visitors	Internet
1st- 9 th, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	Poster, design and printing, of first workshop of WP6.	Academic / 85 units distributed on 13 Faculties at UAB	Barcelona - UAB
1st- 9 th, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	Direct link to information of program of first workshop of WP6 at the UAB website (agenda and banner)	Academic / we don't have information about the visitors	Internet
11th, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	News about first workshop of WP6 on the Web of the UAB: International workshop to strengthen ties between gender and research http://www.uab.cat/web/newsroom/news-detail/international-workshop-to-strengthen-ties-between-gender-and-research--1345668003610.html?noticiaid=1345673922151	Academic / we don't have information about the visitors	Internet
11th, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	Publication at Facebook and twitter of information and photos about of first workshop of WP6	Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
18th, July, 2014	Montserrat Rifà Maribel Ponferrada Laura Duarte	Interview to Sharlene Hesse-Biber (keynote speaker of first workshop of WP6 on the Web of the UAB): "No es pot investigar la dona com una globalitat" http://www.uab.cat/web/sala-de-premsa/detall-de-noticia-1345667174054.html?noticiaid=1345674070008	Academic / we don't have information about the visitors	Internet
12th, December, 2014	Montserrat Rifà Maribel Ponferrada	Presentation of the EGERA project and Gender in Research tasks developed by UAB .5th Meeting GENDERTIME project (by invitation)	Members of Gender Time project. Academics / 17	Bilbao
6th February, 2015	Montserrat Rifà Laura Duarte Maribel Ponferrada	Presentation of the EGERA project at the annual meeting of the Advisory Council of Observatory for Equality	Academic / 8	Barcelona

10 th February, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	New about survey (WP3) on the web of UAB: " Participar per aconseguir una comunitat universitària igualitària " http://www.uab.cat/web/sala-de-premsa/detall-de-noticia/participar-per-aconseguir-una-comunitat-universitaria-igualitaria-1345667174054.html?noticiaid=1345681062877	Academic / we don't have information about the visitors	Internet
11th, February, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Publication at Facebook and twitter of the survey (WP3)	Academic and staff / Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
19 th February, 2015	Montserrat Rifà Maribel Ponferrada	Presentation Gender Equality Plan UAB and EGERA Project in the Plenary of IGOP (Institut de Govern i Polítiques Públiques) (by invitation)	Members of Plenary of UAB Research Institut IGOP. Academics/ 25	Barcelona
23rd, February, 2015	Georgeta Ion	Lecture "Gender bias in evaluation (and governance) at UAB"	Members of EGERA and other scientists, researches and academic / Number of Participants	Paris
24th, February, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Publication at Facebook and twitter of the lecture "Gender bias in evaluation (and governance) at UAB", Georgeta Ion, Paris	Large public / Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
3rd, March, 2015	Laura Duarte Silvia Carrasco	Presentation of the EGERA project Presentation in other gender European project: EQUALIM of the University of Limoge	Members of EQUALIM project. Academics / 3	Barcelona
16th and 26 th, March, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Publication at Facebook and twitter of the survey (WP3)	Large public / Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
7th, April, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	News about survey (WP3) on the Web of the Observatory for Equality: We want your opinion about equality at the UAB http://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345681446077	Academic and staff of UAB / we don't have information about the number of visitors	Internet
14th, April, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	News about gender pilot training (WP4) on the Web of the Observatory for Equality: Presentation of "Gender Pilot Training" http://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345684184703	Academic and staff of UAB / we don't have information about the number of visitors	Internet
15th, April, 2015	Montserrat Rifà Maribel	Publication at Facebook and twitter of information about of second workshop of WP6	Large public / Large public / Facebook: 738 followers; twitter: 834	Social Networks

	Ponferrada Laura Duarte		followers	
8th May, 2015	Montserrat Rifà Maribel Ponferrada	Lecture "SITLess as a Gender-sensitive research project: opportunities and challenges" (EGERA). Kick-off meeting SITLEs Project (by invitation).	Members of SITLEs project. Academics /15	Barcelona
7th May, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	New about second workshop of WP6 on the Web of the Observatory for Equality Getting engaged with gender-sensitive science workshop https://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345683609240	Academic of UAB / we don't have information about the number of visitors	Internet
7th- 14 th, May, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Posters, design and printing, of second workshop of WP6 and third workshop of WP2.	Academic / 75 units distributed on 13 Faculties at UAB	Barcelona - UAB
7th- 14 th, May, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Direct link to information of program of second workshop of WP6 at the UAB website (agenda and banner)	Academic / we don't have information about the visitors	Internet
15th, May, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Publication at Facebook and twitter of information and photos about of second workshop of WP6 and the third workshop of WP2	Large public / Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
20th, May, 2015	Montserrat Rifà Maribel Ponferrada Laura Duarte	Interview to Deboleena Roy (keynote speaker of second workshop of WP6 on the Web of the UAB): Taking into account gender in science means asking scientific questions from a woman's point of view http://www.uab.cat/web/newsroom/news-detail-1345668003610.html?noticiaid=1345685215990	Academic / we don't have information about the number of visitors	Internet
30th May, 2014	Maribel Ponferrada	Lecture "Gender in Research and EGERA project" in the Grade of Social and Cultural Anthropology UAB.	Undergraduate students / 45	Barcelona-UAB
22 July 2015	Teresa Freixes	Presentation of the EGERA project in the University of Szczecin (Poland)	Dean and professors of this university/20	Szczecin
29 July 2015	Teresa Freixes	Presentation of the EGERA project to the Catalan Institute of Women (Generalitat de Catalunya)	President and academic responsible	Barcelona
21 October 2015	Observatory for equality Catalan Institute for Women (ICD)	First edition of the awards to the best Dissertation with a gender prespective. https://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345693248226	Undergraduate Students Faculty of Law	UAB website **** Institutional event Awards ceremony in the Faculty of Law

October and November 2015	Joan Riviere Centre Observatory for Equality	3 Workshops with gender perspective https://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345692377268	Undergraduate Students	UAB Faculty of Psychology
11 November 2015	Begoña Saez	Conference: Body and vulnerability from an intersectional perspective	Academic and students	Poster Website Faculty of Philosophy
27 November 2015	Begoña Saez	Conference: Feminist Epistemologies: Trends and philosophical perspectives	Academic and students	Poster Website Faculty of Philosophy
SKU				
24 April 2014	Inge Bleijenbergh, Monic Lansu	Informing university board about progress EGERA	Management	Nijmegen (NL)
20 June 2014	Monic Lansu	Presenting at IMR Research day	Academic	Nijmegen (NL)
28 August 2014	Pleun van Arensbergen	Presenting at CWTS seminar Academic Careers	Academic	Leiden (NL)
October 2014	Monic Lansu, Pleun van Arensbergen & Inge Bleijenbergh	Published news in Faculty Matters of Radboud University	Media	Nijmegen (NL)
14 Oct 2014	Monic Lansu, Pleun van Arensbergen & Inge Bleijenbergh	Presenting EGERA at HRM meeting	HRM Staff	Nijmegen (NL)
6 Feb 2015	Inge Bleijenbergh, Maxime Forest	Organized session at Equal is not enough conference	Academic	Antwerp (Belgium)
6 Feb 2015	Monic Lansu	Presented at Equal is not Enough conference	Academic	Antwerp (Belgium)
2-3 March 2015	Monic Lansu, Pleun van Arensbergen & Inge Bleijenbergh	Organized and presented at EGERA-STAGES co-event	Academic/staff/undergraduate students	Ravenstein (NL)
19 March 2015	Pleun van Arensbergen, Inge Bleijenbergh	Workshop at LNHF-Jahrestagung Genderkompetenz im Hochschulalltag	Academic/Staff (equality officers)	Vechta (Germany)
30 March 2015	Monic Lansu, Inge Bleijenbergh	Presenting training results at Science Faculty board	Management/academic	Nijmegen (NL)
31 March 2015	Inge Bleijenbergh, Pleun van Arensbergen	Informing university board about progress EGERA	Management	Nijmegen (NL)
18 May 2015	Inge	Presented at seminar Gender Hotspot	Academic	Nijmegen (NL)

	Bleijenbergh			
28 May 2015	Pleun van Arensbergen	Organizing and presenting at Talent seminar	Staff/policy stakeholders	Utrecht (NL)
June 2015	Inge Bleijenbergh	Interview on stereotypes at VoxWeb	Media/Undergraduate students	Nijmegen (NL)
3 July 2015	Monic Lansu	Presenting at EGOS conference	Academic	Athens (Greece)
3 September 2015	Core Group	Informing university board about results of Gender Equality Culture Survey and discuss the implementation of communication charter	Management	Nijmegen (NL)
10 September 2015	Core Group	Presentation on results of Gender Equality Culture Survey and communication charter at board meeting Science Faculty	Management	Nijmegen (NL)
13 October 2015	Core Group	Presentation of EGERA results at diversity day	Management	Nijmegen (NL)
October 2015		Published in the newsletter of the Faculty of Management Sciences about the Group model building sessions at the EGERA partners, provided by the EGERA team	Media and for all staff	
6 November 2015		Presentation at workshop on career perspectives for PhD's	Academic	University of Amsterdam (NL)
ongoing		Leading several group model building workshops and gender equality trainings	Academic, staff, management	EGERA Partner Institutions and other Universities
UA				
8 May 2014	Kristien Seghers (not core team but key stakeholder to EGERA)	Toegang tot de top: excellentie, netwerken en gender. By Marieke van den Brink (lunch lecture)	Academic, staff, policy stakeholders	UA
7 October 2014	Jolien Voorspoels	Presentation and discussion on EGERA (e.g. GECS, pilot GT, BI gender) at Steering Committee for Equal Opportunities and Diversity	Academic, staff, policy stakeholders	UA
4-6 February 2015	Jolien Voorspoels	Equal is not Enough Conference Panel 1. Achieving gender equality through structural change in research and the academia? "Gender equality in academia: a new meaning for gender practices?"	Academic	UA
11-13 June 2015	Petra Meier and Jolien Voorspoels	European Conference on Politics and Gender Panel 023. Gender Equality in Academia	Academic	Uppsala, Sweden

		and Educational Institutions. “Gender equality and policy in academia: staff’s attitudes towards gender quota at the University of Antwerp.”		
28-29 September 2015	Jolien Voorspoels Petra Meier	«Resistances to gender EQUALITY» Interuniversity Gender Research Seminar organized by UAntwerp in coordination with Ghent University and Free University Brussels. Presenting research based upon the first GECS.	Academic ca. 20 persons	UAntwerp
15 October 2015	Petra Meier Jolien Voorspoels	Presentation and discussion on EGERA’s Charter gender-sensitive communication at Steering Committee for Equal Opportunities and Diversity	Academic, staff, policy stakeholders ca. 10 persons	UAntwerp
19 October 2015	Jolien Voorspoels	Meeting on the development of an introduction course to (Gender and) Diversity for all Uantwerp staff, administrative and academic.	Policy stakeholders from HR, Equal Opportunities and Diversity 4 persons	UAntwerp
CVGZ				
Since the beginning of the project implementation (beginning of 2014)	N.A	The information about the EGERA project is presented on the National Contact Centre for Gender and Science websites from the beginning of the project implementation (http://www.nkc.cz/gender-v-horizontu-2020/7-ramcovy-program-ek/)	Academic	Czech Republic
January 2014	N.A	The project was also introduced in the National Contact Centre for Gender and Science Neswletter (vol. 1/2014), that has been disseminated especially in academic community (research centres, universities, Academy of Sciences, etc.) http://www.genderaveda.cz/prectete-si/newsletter/	Academic	Czech Republic
24 June 2014	Jiří Kolman	Czech EGERA team member Jiří Kolman presented EGERA project in the 2nd Annual meeting of the National Contact Centre for Gender and Science organised in Brno on 24th June 2014.	Academic	Brno
23 and 24 March 2015	N.A	A scientific conference on global change was held in Brno. It was organized by CzechGlobe - Global Change Research Centre of the Academy of Sciences of the Czech Republic in cooperation with Mendel University.	academic	Brno
31 March 2015	Jiří Kolman	Working Group for Change of the National Contact Centre for Gender and Science	Academic	Prague

16 April 2015	Jiří Kolman	Festival of Science Documentary Films Academia Film Olomouc	Academic, larger public	Olomoucsu
18 June 2105	Jiří Kolman	The French ambassador to the Czech Republic Jean-Pierre Asvazardourian visited CzechGlobe and he was acquainted with the project and its activities. His Excellency was invited to give a welcome speech at the international conference on gender mainstreaming.		CzechGlobe
15 September 2015	Hana Víznerová	Presentation for a working group for gender equality at Paris Diderot, on the implementation of structural change projects in the Czech Republic		Paris Diderot
October 2015		Press release was issued with respect to the international conference "Gender Mainstreaming in STEM and Global Change Sciences".	Public	Czech Republic
14/15 October 2015		International conference "Gender Mainstreaming in STEM and Global Change Sciences"	Academic, public	CzechGlobe
26 October 2015	Jiří Kolman	Representatives of the US Embassy visited CzechGlobe and the project was presented to them on the second occasion.		CzechGlobe
12 November 2015	Jiří Kolman with dr. Jennifer de Vries	Workshop "Organizational Culture Change" organized by the National Contact Centre for Gender and Science and University of Chemistry and Technology. The workshop was held in Prague. The lecture of Jennifer de Vries was followed by the workshop focusing on ongoing projects and projects under preparation that are linked to cultural and institutional changes	People with experience implementing structural change	Prague
ongoing		One expert article on EGERA achievements appeared in the April issue 2015 of the newsletter of the National Contact Centre for Gender and Science. The newsletter contained three articles on EGERA: 1) An interview with the CVGZ/CzechGlobe director came out in the same newsletter. In the interview the director explained reasons for involving the institution in the project focusing on gender equality. 2) Report on the workshop of the Working Group for Change. 3) Report from the CzechGlobe conference where the poster was presented. Available online http://www.genderaveda.cz/files/newsletter-duben-2015-final.pdf	Academic community and students, distributed to 4,000 people	Czech Republic

8 th of December, 2015	CVGZ delegates, including Jiří Kolman	Participation to the Gender side event at the COP 21 International Conference on Climate Change	Academics, policy makers, the press	Paris-Le Bourget
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4. Summaries of public EGERA conferences and workshops hosted by partners

4.1 Launching conference, Sciences Po, France

The EGERA launching conference took place from 20th to 21st of March 2014 at Science Po, EGERA coordinator. A full documentation of the launching conference is published at EGERA website: [http://www.egera.eu/events/details.html?tx_egerasywstem_pi1\[id\]=3&cHash=e500dc15eb2f32f3536b52ab4bd92c17](http://www.egera.eu/events/details.html?tx_egerasywstem_pi1[id]=3&cHash=e500dc15eb2f32f3536b52ab4bd92c17)



Opening address by Frédérique Mion, Director of Sciences Po



Opening address by Najat Vallaud-Belkacem, Minister of Women's Rights



Opening address by Genevieve Fioraso, Minister of Research and Higher Education

4.2 International workshop on the gender dimension in research, UAB, Spain

The Observatory for Equality Universitat Autònoma de Barcelona organised on 11 July 2014 an international workshop entitled “Gender Sensitive Research in International Projects”. The workshop was inaugurated with a conference by Boston College professor Sharlene Hesse-Biber, one of the leading experts in this field.

The workshop opened with short speeches by the vice rectors of the UAB Pilar Dellunde and Sílvia Carrasco, who is also the UAB's representative for the EGERA Project, and Maxime Forest, scientific coordinator of the EGERA Project.

Professor Sharlene Hesse-Biber offered the inaugural conference entitled "Thinking Outside the Traditional Science/Knowledge Box: Applying Feminist Principles of Praxis to Enhance Credibility and Social Justice in Scientific Inquiry". In her conference, she spoke of the impact traditional scientific knowledge has on the life of women and excluded groups. She made special emphasis on the social injustices suffered by many women for the sole reason that their vision is not taken into account in many aspects of life. As an example, she detailed the construction of a road in rural Yemen, built by men engineers but used basically by women, and where there are many accidents because the road was not built taking into account their habits or point of reference. Montserrat Rifà-Valls, the director of the Observatory for Equality, presented the report on "Mapping & Critical Assessment of Existing Tools for Including Gender in Research". "Conducting a more inclusive research not only means paying attention to the composition of the research teams in terms of number of men or women; it also refers to the issues that are researched, whether or not they affect women", explained researcher Montserrat Rifà.

In the afternoon session reserved for researchers, attendants discussed the tools provided by the

European Committee to introduce the perspective of gender in the different phases of research. In this meeting, leading UAB groups from different scientific disciplines and with important international trajectories participated. Some of them included: The GEPOC group (GEPOC – Grup d’Estudi de Processos Oceànics i Climàtic) belonging to ICTA (Institute of Environmental Science and Technology), IBB (Institute of Biotechnology and Biomedicine), the HPC4EAS group (High Performance Computing for Efficient Applications and Simulations), the CORE in Mental Health, the Institute for Aging, the Comparative and Functional Genomics Group, the Department of Psychobiology, the Journalism Lab, the Antígona Research Group, the Centre for the Study of Prehistoric Archaeological Heritage (CEPAP), as well as experts on gender such as professors Teresa Paramio and Teresa Torns.



4.3 International workshop on gender bias in evaluation and governance of research bodies, Sciences Po, France

As part of the EGERA project (Effective Gender Equality in Research and the Academia, EU FP7) an international workshop on gender bias in the governance and evaluation of research was organized in Paris on Monday, 23rd of February 2015. It is one of the key features of EGERA, not only to address gender inequality in Human Resource Management or knowledge production, but also to engage with its structural embedment into institutionalized practices of governance and research evaluation (both at the individual and collective levels). This workshop is thus meant to bring a further step in this reflection. It was opened to the academic community, but also to policy agents in charge of designing or supervising research evaluation mechanisms, and should bring evidences that these mechanisms remain heavily gendered. It provided an opportunity for people involved in different structural change projects funded by the European Union, to share views on gender bias in governance and evaluation. On this occasion, works from different disciplinary fields and national contexts were presented by renowned specialists who extensively addressed these key issues in their own work or practice.



4.4 EGERA-STAGES co-event, Ravenstein, the Netherlands

The EGERA-STAGES co-event took place on 2 & 3 March 2015, hosted by the Radboud University Nijmegen, the Netherlands. This event brought together academic researchers, university managers, HR staff, diversity officers and other stakeholders involved in achieving structural change toward gender equality in academia. There have been lectures, discussions, working groups and a train-the-trainers workshop. The first day focused on gender equality training and started with a hands-on workshop for gender equality trainers. The central theme of the second day was the integration of gender in curricula. A documentation is published at EGERA website.



4.5 Workshop on Intersecting Inequalities, UAB, Spain

This workshop held by UAB at the 14th of May 2015 was organized with the collaboration of Middle East Technical University (METU) and Universitat Autònoma de Barcelona (UAB) EGERA teams. María Jesús Izquierdo from UAB was featured as the keynote speaker (see picture above). She spoke on 'Intersecting Inequalities'. 'Political intersectionality: types of factors and access into the political, juridical and social movement agenda' was the topic of the intervention by the second speaker, Marta Cruells from UAB. The Scientific Coordinator of EGERA, Maxime Forest from Sciences Po provided the response to the two speakers. In the following part of the workshop, Fatma Umut Bespinar and Ayse Idil Aybars from METU-EGERA team contributed analysis and thoughts on interrelated and interacting inequalities in the academic environment. Inequalities which must be analyzed from different inequalities interrelated and continuously interacting and shaped by each other has been discussed.



4.6 Getting engaged with gender-sensitive Science, UAB, Spain

The "Getting engaged with gender-sensitive science" workshop took place at the Universitat Autònoma de Barcelona (UAB) on 15th and 22nd of May 2015. The Observatory for the Equality of the UAB –along with the UAB Doctoral School- organised the second WP6 EGERA Workshop in the UAB Faculty of Science. The main objectives of this workshop were to strengthen the knowledge about gender perspective in research projects, to study the different theoretical and methodological approaches of gender in research and to facilitate the contact and discussion between research staff, expert staff and staff in training interested in "Gender Sensitive Research" and inclusive research.

The workshop, addressed to PhD students, was jointly organized by the Observatory for Equality and the UAB Doctoral School. Moreover, the meeting was opened to stakeholders and researchers

interested in Gender in Research in the UAB and also to other Catalan and Spanish institutions.

The workshop was addressed to the EGERA partners and UAB PhD students, with the aim to contribute to their cross-disciplinary education in gender and research in different academic fields such as bioscience, economy, health, engineering or social sciences. The workshop was distributed in two days. The first one, on Friday May 15th, from 9 am to 3 pm, was addressed to the EGERA partners and PhD students, and had the participation of expert researchers, who introduced the key aspects of their projects regarding to sex-gender dimension, gender perspective and social inclusion, and held a debate with the attendees. On the second day, Friday May 22nd, from 9:30 am to 1:30 pm, a working seminar for doctoral researchers in training took place, and the main objective was to exchange their experiences and knowledge, and to think all together about how to incorporate gender perspective in their research.

The workshop, meant to train UAB doctoral students, was one of the few transversal training activities organized by the Doctoral School. Furthermore, it was the first training activity in gender equality and gender perspective addressed to PhD students in the UAB.

A total of 65 PhD students (58 women and 7 men) were registered for the workshop. PhD students who were registered came from various academic disciplines, such as Social Sciences, Humanities, Sciences and Technology. Furthermore, some of them came from STEAM fields: Informatics, Environmental Science, Materials Science, Environmental Science and Technology, Animal Production, Electrical and Telecommunication Engineering and Neurosciences.

The success of participation of doctoral students could be understood from the few transversal training activities and about gender training implemented in the UAB, the increasing interest of young researchers in gender methodologies and gender analysis in the UAB, the lack of gender knowledge in the curricula, and the research training in STEAM sciences in UAB.

A total of 69 of people attended the meeting in the first session, on Friday May 15th:

- ✓ EGERA partners, UAB stakeholders, speakers and experts: 34 people (31 women and 3 men)
- ✓ PhD students: 36 (28 women and 8 men)

In this first session, experts from a varied range of disciplines participated with their presentations and conferences, or moderated the sessions. Experts from Neuroscience Studies, Computing and Multimedia, Economics, Health and Anthropology explained their theoretical approach and the gender bias in their own disciplines.

On the second day, May 22nd, a working seminar for doctoral researchers in training took place, and the main objective was to exchange their experiences and knowledge, and to think all together about how to incorporate gender perspective in their research. In this second session, a total of 35 PhD students (27 women and 8 men) attended the meeting. This part was introduced by the responsible of the Doctoral School, Xavier Gabarrell. Moreover, Dr. Marta Bertran (professor of Faculty of Education and Gender Expert) and Dr. Anna Roig (member of the Association of

Technologist Women in Catalonia, and also a professor of Engineering at the UAB) presented their own experiences and knowledge about gender perspective in their disciplines. After that, experts from the EGERA UAB team were in charge of the facilitation with PhD students, discussing and analysing some tools designed to include the gender perspective in Research, and working out a selection of doctoral thesis by means of case study method.

4.7 Gender Mainstreaming in STEM and Global Change Sciences, Czech Globe, Czech Republic

The international conference "Gender Mainstreaming in STEM and Global Change Sciences" was held in Brno on October 14 to 15, 2015. The conference, which was held under the auspices of the President of the Academy of Sciences prof. Jiri Drahos, enjoyed a great interest. Among seventy participants there were also the scientific coordinator of the project EGERA Maxime Forest from France and representatives of other consortium members such as the Autonomous University of Barcelona, Radboud University Nijmegen, University of Vechta and Middle East Technical University.

Inspiring contributions of foreign gender experts (Gotelind Alber from Germany, Susan Buckingham from the UK, Canan Ozgen from Turkey) caught attention of the audience. Marie Stehlikova from the Technology Agency of the Czech Republic (TACR) spoke about the integration of a gender dimension into the activities of TACR.

As the climax of the conference can be considered the speech of professor Uduak Archibong from the Center for Inclusion and Diversity at the University of Bradford in the UK. In her speech she reflected on the fact why it was necessary to deal with gender equality in science. Professor Archibong successfully engaged the audience, which sought jointly answers to questions about the state of gender equality in the Czech Republic, in the workplace or in different scientific disciplines. The conference participants also looked for tools that would help in the promotion of gender equality and identified potential risks to it. Professor Archibong highlighted some major phenomena related to gender equality in the academia such as glass ceiling and leaky pipeline. Professor Archibong did not fail to mention the impact of motherhood on the career path of women scientists. Last but not least, she stressed the importance of positive role models.

The final part of the conference was formed by a moderated discussion on the topic "How to pursue gender equality in institutions?" Representatives of CzechGlobe, CEITEC, University of Chemistry and Technology Prague and the already mentioned Susan Buckingham took part in a debate moderated by Marcela Linková from the Institute of Sociology of the Czech Academy of Sciences. The participants discussed the motivation to engage in activities related to the promotion of gender equality. In this respect, they mentioned not only their achievements, but also barriers they had to overcome and resistances they faced.

4.8 Other

Complementing the full list of activities, hereafter are provided only a few examples of the dissemination activities related to EGERA, which aims at highlighting the diverse channels used for dissemination, and the strong embeddedness of our project into the broader context of gender friendly and gender responsive research.

David Vackar, head of the CzechGlobe team dealing with social aspects of the climate change, signed in the autumn 2014 a petition that appeared in the November 2014 issue of Nature.

„Women historically have been under-represented in environmental-science faculty positions and in conservation practice, as in most scientific fields. This disparity is changing globally, but at different rates: more slowly in Asia and more quickly in Latin America and the Caribbean, for example⁷. In the United States, more than half the leadership positions in conservation organizations are now held by women. And on the global stage, women currently hold top positions in many leading efforts, including the Intergovernmental Platform on Biodiversity and Ecosystem Services, the Future Earth science committee, and the International Union for Conservation of Nature. This progress makes the dearth of female voices in the debate about the premise of our profession all the more stark.“

„The signatories in agreement here — women and men from around the globe — support an equal role for women and for practitioners of diverse ethnicities and cultures in envisaging the future of conservation science and practice.“

http://www.nature.com/news/working-together-a-call-for-inclusive-conservation-1.16260?WT.ec_id=NATURE-20141106

UA

ResistanceS to (gender) EQUALITY

Interuniversity Gender Research Seminar, September 28th and 29th, 2015, University of Antwerp

This yearly interdisciplinary intensive course provides Doctoral and advanced Master students in the human and social sciences with in-depth and advanced training in gender+ studies, next to general scholarly skills such as reading, writing, discussing and presenting. The course is not limited to issues of gender alone, but aims to attract students broadly interested in diversity, epistemology and questions of (in)equality and power in society, culture and politics from a critical research perspective. Central to the course seminars are the key concepts, theories and methodologies for research in gender studies as an interdisciplinary field, yet which are also relevant for other critical research.

Each year the course has a specific focus, drawing on different debates and course material, which allows students who previously followed the course to re-register.

This year's topic was resistances to (gender) equality, what form they can take, and how to approach and study them. Resistance was deliberately put in plural, gender between brackets. We took a broad approach to what resistance can mean when thinking of gender equality, but also equality more broadly speaking. We often think of actors opposed to some policy initiative or issue at stake and how they organize. Translating this to gender equality would mean 'conservative' forces being opposed to 'progressive – left wing' feminist suggestions, such as the current rise in mobilization against abortion rights. But resistance can take many forms and is not only an issue of looking into actors. Social practices, norms, laws, mores, discourses, etc. can be looked at. Resistance is also not unidimensional. What is resistance and who resists very much depend on the angle one takes. Therefore, the question is rather who resists what? For instance, there are different feminist approaches to equality, and there is a broad range of perspectives such as queer studies, men's studies, transgender studies, ethnic and cultural studies, which may all take a different stance, all of which may contain elements of opposition and resistance towards one another. This two day course took a look into the issue of resistance to gender equality, or to equality more broadly speaking, from a plurality of perspectives. Next to masterclasses, we had four key notes speakers:

Lecture 1 – day 1 – Theorizing the social and political dynamics of opposition to gender equality in Europe (Mieke Verloo, Radboud Universiteit Nijmegen)

Lecture 2 – day 1 – The Cunning of Resilience. Gendered Subjects in Times of Neoliberalism (Sarah Bracke, Vrije Universiteit Brussel)

Lecture 3 – day 2 – Counter dynamics to the gender equality project: insights from social movement theory (Conny Roggeband, Universiteit van Amsterdam)

Lecture 4 – day 2 – From the hallways of the Vatican to the streets of Madrid, Paris and Warsaw: "Gender Ideology" in motion (David Paternotte, Université libre Bruxelles)

Attendance & Feedback

Seventeen people attended the Interuniversity Gender Research Seminar. The majority of the participants presented during the masterclasses. The interest in the seminar was broad with some participants coming from a non-academic background or sector. The overall response to the lectures and masterclasses was very positive, both from the participants as from those who were invited to give a lecture or conduct a masterclass. The topics of the lectures inspired fruitful discussions. Participants appeared interested and motivated to ask several questions. Participants also said that the masterclasses were helpful and an excellent opportunity to discuss their research project.

Vechta

Workshop Horizon 2020

In the context of the EGERA project the following workshop took place on 19 October 2015:

“Horizon 2020 - Structure, funding areas and the integration of gender and equality of opportunity”.
Leader was Mareike Thillmann from Office for Women in EU Research (FiF), EU Office of the Federal

Ministry for Education and Research, German Aerospace Center.

Through this event participants gained an overview over the background to Horizon 2020 and its funding opportunities. They learnt how and where they might be able to benefit from EU funding.

- ✓ The following topics were addressed in detail:
- ✓ Framework of the EU research policy
- ✓ Structure and programmatic elements of Horizon 2020
- ✓ Participating in the submission and review of proposals
- ✓ Equal opportunity and the cross-cutting issue of gender in Horizon 2020
- ✓ Funding opportunities in the funding area: „Science with and for Society“
- ✓ Navigating the EU jungle: Portals and advice desks.

The audience for this event were researchers who wanted to know more about the Horizon 2020 framework. The event was organized so that beginners received a thorough overview, while researchers with prior knowledge of EU funding could benefit from information on what is new in Horizon 2020 and from advice on preparing proposals. In addition, the speaker fielded questions during and after the event.

Gender-fair teaching in higher education

On 8 October 2015 the Mathematics department organized a workshop on “gender-fair teaching in higher education”, in which all teaching and research staff in Mathematics participated. Goals of the workshop were to promote personal gender competencies and to develop gender perspectives in teaching mathematics. In preparation for the workshop staff members took the self-evaluation on gender-fair university teaching, which the University of Freiburg, Switzerland, has developed (<http://elearning.unifr.ch/equal/>). After a short introduction to the goals of the EGERA project and an overview of EGERA measures at the University of Vechta to date, participants discussed the questions of the online self-evaluation as well as measures towards a gender-sensitive teaching culture taken by other universities. One outcome of the workshop is a course offer on the history of mathematics that addresses the personal stories of female and male mathematicians. Another outcome is the recommendation to pay attention to the gender of authors and increase the number of female authors in mathematics publications, and the number of male authors in mathematics teaching for primary schools.

5. Conclusion

The core objective of EGERA is to implement structural changes in favour of gender equality in research and higher education, and bringing a gender perspective in research, including in STEM. Although not a research project, but a project focusing on organizational change, EGERA objectives are yet better served through an active communication and dissemination of its commitments and results both within our consortium, and beyond.

Indeed, structural changes as those pursued by EGERA not only require time to materialize – since they challenge the gender bias embedded in the very structures and long-established practices of research performing organizations, but also:

- To make both gender inequalities or bias, and solutions to remove them, visible to the whole research and/or academic community
- To secure the support of top management, and the engagement of all community members, including men
- To evidence that changes are possible and beneficiary to the whole community as well as to the quality of research outputs
- To widely communicate about practices with potential, including pre-conditions for success, impact drivers or potential for transferability to other institutions and contexts
- To collectively address resistances to changes as part of the process of change itself
- To integrate gender equality and a gender perspective in research as two fully legitimate objectives, relevant to the excellence of research outputs, and the quality and sustainability of work environments in research and the academia.

Driven by above-mentioned conditions for success, EGERA partners have thus put considerable and long-lasting efforts in internal and external communication about the project, and the dissemination of its objectives, approach, innovative instruments and preliminary outputs. Although EGERA only reached the half of its duration, these efforts have been considered key for strengthening the internal visibility of the project in each implementing institution, its profile beyond our consortium and to support active communication and peer-learning with other EU-funded initiatives. These efforts, which have proved to increase over time, as shown by over 150 conferences, presentations and publications to date, will be maintained over the next two years, notably with view to be mainstreamed to similar extents in each partner, and to attain to the relevant extent all categories of audiences contemplated in this endeavor.