



EFFECTIVE GENDER EQUALITY IN RESEARCH AND THE ACADEMIA

SP4-CAPACITIES

COORDINATION AND SUPPORT ACTION, SUPPORTING ACTION

FP7-SCIENCE-IN-SOCIETY-2013-1

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Final Report on Dissemination Activities

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With contributions of all partners

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Introduction

The third and last dissemination report accounts of the activities carried out by partner institutions on the last reporting period of the project (January-December, 2017). It also summarizes the dissemination activities carried throughout the full project's duration.

Over the last period of the project, partners kept the pace of dissemination activities high, with view to ensure that practices and lessons drawn from EGERA are widely communicated to different types of audiences, and to deliver the following key message: addressing gender equality and the gender perspective in research through implementing structural changes, contributes to make research performing organizations and universities better places to work, produce and transfer knowledge. As a consequence of this commitment, 141 dissemination activities have been carried out over the reported period.

Section 1 of this report highlights the key dissemination actions from 2017 for each partner. The main objectives and targeted audiences for EGERA communication and dissemination in 2017 are addressed in section 2. In section 3, a brief account is provided, of the measures taken to ensure that EGERA's lessons, good practices and key outputs are made available beyond's the project timeline. A list of dissemination activities is provided in section 4, which covers the *full duration* of EGERA.

1. Key dissemination actions to be highlighted

Sciences Po

- ✓ **Participation to the [GenderInSITE Elsevier Foundation Workshop: "Integration of gender perspectives in science and technology in Higher Education: contributions to the advancement of SDG's"](#), FLACSO Argentina**

Held under the patronage of the UNESCO Chair Latin America for women in science, coordinated by Prof. Gloria Bonder, this seminar brought together high level experts from a variety of initiatives carried out in the North America, Latin America and Europe, to confront views and experiences about the effectiveness of gender equality policies in STEM. A manifesto is being developed as a follow-up of this seminar, which led to further dissemination opportunities. Please note that this event was not funded by EGERA.



EGERA Scientific Supervisor Maxime Forest at Elsevier Foundation workshop Buenos Aires, 2017

- ✓ **Participation to [HeforShe Event, 10X10 Impact Champions](#), New York, Sept. 2017**
Although not directly connected to EGERA, 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, hosting two HeforShe events respectively in October, 2015 and June, 2016, and participating to the first HeforShe Event 10X10 Impact Champions held in New York in September, 2016, our Director Frédéric Mion was invited to provide in September, 2017 a contribution bringing further evidences of Sciences Po's commitment on gender equality and explicitly referring to EGERA as a spur. This event received massive media attention worldwide and at Sciences Po. Please note that this event was not funded by EGERA. The full Impact champions report, including Sciences Po's report, is available [here](#).



Sciences Po Director at HeforShe 10X10 Impact champions conference, NYC, 2017

- ✓ **Participation as guest speaker to the [11th Gender Summit North America](#), session IV « Best Practices: Global Perspectives on Equity, Diversity and Inclusion in STEM». Sheraton Center, Montréal, Nov. 2017**
Gender summits are the main venue to address the challenges of women's participation, retention and promotion in STEM from a global perspective. Hence, the invitation to participate as guest speaker formulated to our [Scientific supervisor](#), was a great opportunity to communicate about the achievements and outputs of EGERA. This was done to a large audience comprising of 240 senior policy stakeholders, including ministers at the levels of Canada and Québec, university deans and senior scholars as Londa Schiebinger. Maxime Forest also participated to the award ceremony of the L'Oréal Prize for women scientists held as part of the conference. All pictures and videos of the conference are available [here](#).
- ✓ **Participation as guest speaker to the Conference "[Accelerating ERA Development by Promotion of Gender Equality in STEM Research](#)", Vilnius, Nov. 2017**
Held under EU-funded GENERA Project, in cooperation with EIGE, this conference was one of the largest to be convened in the Baltic Region on the issue of gender & STEM research. The contribution "The EGERA experiment: Building Accountability for Gender Equality in Research and the Academia" shed light on the factors of success of effective gender equality strategies.

✓ **Participation as guest speaker to the Final conference of the [TRIGGER project](#), Brussels, Nov. 2017**

Over their respective time spans, EGERA and TRIGGER projects have held a fruitful dialogue, capitalizing on the complementarity of their approaches to the issues of gender equality and the integration of gender perspective in research. This has been evidenced in numerous crossed participations to the projects held under the two projects, and contribution made from EGERA to the development of TRIGGER instruments and tools. Participating to the final event of the TRIGGER project was thus not only a consequence of this fruitful cooperation, but also an opportunity for highlighting these complementarities, and notably the greater emphasis placed by EGERA on the political dimension of strategies aimed at structural changes.

UAB

✓ **Kit Science. Meeting at Sciences Faculty**

Seminar organized for the International Day of Women and Girls in Science. The seminar was co-organized by the Science Faculty and the Observatory for Equality and was titled “Kit Bàsic en la carrera científica [Basic Science Kit in the Scientific Career]” on February 10th to debate the obstacles and difficulties that women face in an academic scientific career. This activity was addressed at all students and lecturers, but access was limited to a small number of students: undergraduate and Ph.D. students, administrative and support staff and some lecturers (in total about 50 people). The Observatory was invited to talk about Gender Policies, the Third Gender Action Plan and the EGERA project. The Director spoke about the EGERA project, and the achievements and difficulties of implementing gender policies. Professors Teresa Torns, Gemma Garcia and Maria Teresa Paramio focused on different aspects of women in science and the reasons why they are still in the minority in STEM fields. Members of the EGERA UAB team participated in the final discussion.

News article on the UAB homepage to be accessed [here](#) and program available [here](#)

A qui va dirigit:
Jornada oberta a tota persona interessada en la carrera científica i les polítiques d'equitat en ciència.

Objectius de la jornada:

- donar a conèixer el sistema actual de carrera investigadora i les alternatives existents;
- generar material d'ajuda per a la carrera professional.
- discutir els indicadors i les limitacions del sistema d'excel·lència actual.
- Discutir estratègies socioculturals per assolir l'equitat.

Format de la jornada:
per cada sessió dues presentacions curtes i debat amb el públic.

10 de febrer de 2017
Sala d'actes
Facultat de ciències

Jornada - Taller

“Kit bàsic de la carrera científica”

Celebració del Dia internacional de la dona i la noia a la ciència

AGENDA

09h30 - 09h45 Inauguració de la jornada
09h45 - 11h15 Les dones a la ciència en el sistema científic actual
Modera: Dra Assumpció Vila (Institució Milà i Fontanals, CSIC – presidenta AMIT-CAT)

- Les xifres sobre l'estat de les dones a la ciència a Catalunya i Espanya
Dra Maite Paramio (Fac. de veterinària, UAB)
- Com progressar en el sistema científic actual. Mèrits i excel·lència.
Dra Gemma Garcia (Fac. de ciències, UAB)

Pausa

11h45- 13h15 Les polítiques d'igualtat
Modera: Dra Ana M. González (Internet Interdisciplinary Institute, UOC)

- Les polítiques i mesures d'igualtat a la UAB
Dra Joana Gallego (Directora de l'observatori per a la igualtat, UAB)
- Més enllà de les polítiques d'igualtat.
Dra Teresa Torns (Professora titular jubilada del QUIT, UAB)

13h15 -13h30 Cloenda



Observatori per a la igualtat UAB



UAB
Universitat Autònoma de Barcelona



AMIT
CAT

✓ **Presentation of EGERA project at the [EFFORTI Workshop](#)**

Joana Gallego, Director of the Observatory and EGERA Coordinator, participated in the Workshop organized by the European Project EFFORTI (Evaluation Framework for Promoting Gender Equality), held in Madrid on February 24th. Joana Gallego was invited to present the EGERA Project and the Observatory Policies.

The workshop had two goals: the first was to discuss the main results of the national reports that the EFFORTI-team had written to identify the relevant contexts of gender equality measures in RTDI (Research, Technology, Development and Innovation) and compare them with other European projects like EGERA. The feedback provided by the participants allowed the EFFORTI team to verify and sharpen their argumentation and was therefore included into the global report. The second goal was a needs assessment for the further development of the EFFORTI evaluation tool. The Observatory was chosen by Effortti for analysis as part of its objectives and due to its extensive expertise in gender equality policies.



Joana Gallego speaking at the Effortti Workshop in Madrid. February 24th, 2017.

✓ **Participation at the [UniTWIN Network Seminar on Gender and ICT's](#), April 25-28th, organized by RMIT and UNAM Mexico, and held in Barcelona.**

Participation at the UniTWIN UNESCO meeting in Barcelona, April 25-28. Joana Gallego participated in the meeting and spoke about the EGERA project during the seminar.

The UNESCO UniTWIN Network on Gender, Media and ICTs (the acronym stands for University Twinning and Networking Programme) aims to advance research training and program development in UNESCO's fields of competence by building university networks and encouraging co-operation between gender, media and ICT scholars.

For four days, the members of UNAM (Mexico), RMIT (Melbourne, Australia) UNIVE (Dominican Republic), Complutense University in Madrid, the Universitat Autònoma de Barcelona, the University of Padua (Italy) and of other universities via Skype, debated key strategies for promoting gender equality in and through the media, and on a global scale through research and education. They also established a framework for collaboration, the development of strategies for a funding plan, devising a four-year global plan of activities, designing a research program and an education program for the next few years. Tim Francis, from UNESCO-Paris was invited to the seminar and presented the guide on Gender Sensitive Indicators for Media.

UA

✓ CED research seminar: [Decolonizing Knowledge Production](#) 23/06/2017

'Decolonizing' refers to the problematization of how the production of (scientific) knowledge tends to be dominated by specific schools, paradigms, concepts, theories or methods. We kindly invited PhD students and researchers interested in the topic, and especially those working on issues regarding gender, LGBTQ, ethnic or marginalized groups, to join us on our one-day training to discuss when and how such a form of dominance is problematic. We addressed questions such as: How to recognize and tackle prevailing paradigms, concepts and theories that make it complex to study particular issues you deem important? Which conceptual tool box do you then dispose of and how to bring it in? How to approach dominant methodological requirements if they do not allow you to unpack what needs to be brought up? Is everybody entitled or able to write about anyone or anything? What about the voice of research subjects? How do you deal with power relations between researcher and research subjects? Can a researcher become the research subject? The aim of our study day was to encourage researchers to investigate their own position in their fields of study and to reflect upon 'positionality' and 'reflexivity'.

Prof. Dr. Nikita Dhawan and Dr. Olivia Rutazibwa each gave a lecture in the morning. Professor Dhawan talked about **'What Difference Does Difference Make?: Diversity, Intersectionality, And Transnational Feminist Politics'**. Doctor Rutazibwa's talk was titled **"Urgent and For Real: Thinking Through the Need and Implications of Decoloniality"**.

In the afternoon, our lecturers each led a workshop wherein researchers could discuss their own research and address questions to Dr. Nikita Dhawan and Dr. Olivia Rutazibwa.

Nikita Dhawan is Professor of Political Science (Political Theory and Gender Studies) and Director of the Research Platform Gender Studies: "Identities – Discourses – Transformations" at the University of Innsbruck, Austria.

Dr. Olivia U. Rutazibwa is a Belgo-Rwandan senior lecturer in European and International Development Studies at the University of Portsmouth, UK. Her research centers around ways to decolonize thinking and practices of International Solidarity by recovering and reconnecting philosophies and enactments of dignity and self-determination in the post colony: autonomous recovery in Somaliland, Agaciro in Rwanda and Black Power in the US.

✓ [Interuniversity Gender Research Seminar: Intersectionality](#) 18-19/05/2017

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.

This year the seminar centered around intersectionality. The two-day seminar consisted of both lectures and masterclasses.

SKU

✓ Presentation at the [International doctoral consortium at Jyväskylä University School of Business and Economics, Helsinki Finland](#)

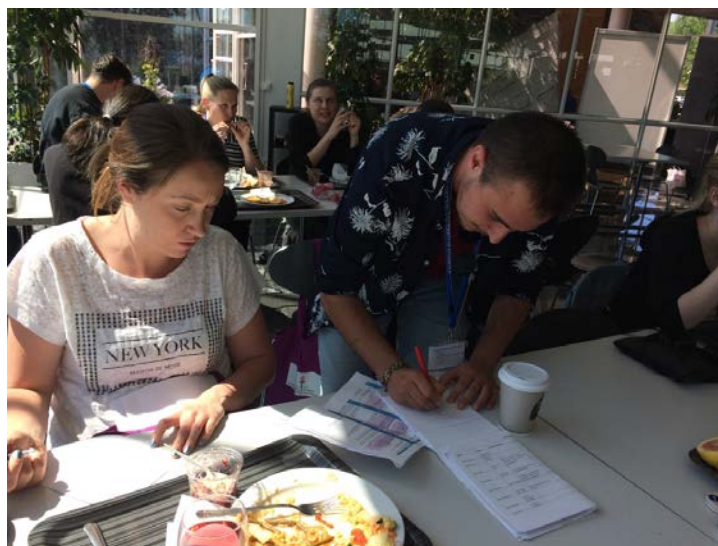
On June 12th 2017 Monic Lansu from the EGERA team of the Radboud University presented her paper co-authored by EGERA team members Pleun van Arensbergen, Inge Bleijenbergh and colleague Yvonne Benschop named "*Power play amongst temporary equals. Power dynamics in gender knowledge negotiations*" at the International doctoral consortium (IDC) at Jyväskylä University School of Business and Economics, Helsinki Finland.

The presentation described how power dynamics emerge in negotiations on systemic gender knowledge in group model building, a gender inequality intervention method that involves a diversity of stakeholders in participative sessions. Ms. Lansu presented a preliminary content analysis of the negotiations held by participants to gender inequality interventions in the science faculty of a Dutch university. She zoomed in on the negotiations around transparency of promotion or hiring procedures, since this is a gendered structure that is easily seen as unavoidable and unrelated to gender (Bird, 2011, p. 221), and thus contested gender knowledge.

The IDC supports PhD-students in critical management studies, giving them the opportunity to present a paper or discuss their dissertation plans. Around forty students presented their research to peers and faculty members, in small parallel sessions, ensuring maximum feedback experiences. Faculty members, both of Jyväskylä University as well as from other universities attended these presentations, and also gave a broad range of workshops. Examples of workshop subjects:

- How to judge the quality of qualitative articles (Rebecca Piekkari)
- Ideology in management studies revisited (Martin Fougere & Hannele Seeck)
- Critical sensemaking revisited (Albert & Jean Helms Mills)

Audience: 7 male and 8 female researchers



Network building PhD Students at Jyväskylä lunch

✓ Keynote speech at the symposium [Karrierewege in Wissenschaft at the Universität Koblenz-Landau and the Hochschule Koblenz](#)

On June 28th 2017 Inge Bleijenbergh, the coordinator of the EGERA team of the Radboud University, gave a keynote "*Compatibility of academia and family. International perspective from*

the Netherlands" at the symposium *Karrierewege in Wissenschaft* at the Universität Koblenz-Landau and the Hochschule Koblenz.

Bleijenbergh explained that in academia dual careers gradually have become the norm rather than the exception and that academics have dependent children more often than the average population. However, the image of the ideal academic assumes long hours and always being available. How do mother and fathers make sense of the contradictory claims of academia and family? Based on interviews and focus groups, she distilled five discursive strategies parents in academia use to negotiate a professional identity. She illustrated the discursive strategies of confirmers, pragmatic arrangers, optimists, fighters and sufferers. She showed that parents use different discursive strategies in different material contexts, illustrating the interplay between agency of parents and the structure of academia.

✓ **Presentation at the [European Group for Organization Studies \(EGOS\)](#) conference in Copenhagen, Denmark**

On July 6th 2017 Inge Bleijenbergh presented her paper *"My most important objective is to change the organizational culture': How change agents mobilize masculinity to support gender equality"*, in the subtheme on Gender, Governance and Organizations at the EGOS conference in Copenhagen Denmark.

In the presentation, she described how involving men in gender equality change processes is key in reaching a critical mass to support gender equality in governance and organizations. She described which factors contribute to men becoming agents of change on gender equality in their organizations and as a consequence to include women in their ranks. Moreover, she explained how their role as change agent on gender equality affect their professional and personal life. She states that the motives and experiences of male change agents are not different from women who function as change agents on gender equality, but that they become involved in the issue via the relationship with important women, like mothers, sisters or daughters, rather than via direct experiences.

The subtheme on Gender, Governance and Organizations aimed to further our understanding of the underrepresentation of women in the governance and boards, inviting papers that bridge the debate between literature about women in boards and about gender in management and organizations.

METU

- ✓ The first and most important dissemination activity to be listed here is the **METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and Resistances** organized and hosted by METU Team on 6-7 November 2017 in Antalya, Belek. This was a nation-wide experience exchange workshop, participated by 49 members of different higher education institutions working in women and gender studies, centers and departments in Turkey and by 5 members from Turkish National Commission, Gender Equality Committee for UNESCO. We organized the event to share our experiences and accumulated knowledge in EGERA and to create a platform where we can discuss issues of gender equality, resistances and threats to the measures and actions taken on that matter and possibilities of collective work to realize the aim of gender equality. We issued invitations, contacted our participants and upon confirmations we received from 50 academics we sent out a GEQ diagnosis survey to be filled for each institution before the workshop. Our aim in developing such a survey was to collect comparable data and analyze the level of institutionalization in gender equality issues across different

universities. Dr. Gulbanu Altunok presented the analysis and discussed the results of the survey during the first day of the meeting. In the introductory session Prof. Acar delivered a presentation on EGERA, outlining the work we conducted within the framework of the project and the policy outcomes of the four-year-effort. In this same introductory session we had two other keynote speakers, Prof. Gulsun Saglamer (Istanbul Technical University) and Prof. Ciler Dursun (Ankara University), members of FESTA and GENOVATE projects respectively. Both Prof. Saglamer and Prof. Dursun, delivered presentations on FESTA and GENOVATE, two sister-projects aiming at structural transformations in their institutions with regards to the objective of achieving gender equality. The meeting also included round table discussions aiming at the assessment of common problems, resistances in projects and efforts of structural transformation and of the discussion of good practices. Following the workshop we have established an email group for sharing further knowledge, experiences and developing further joint work. Here is a [link](#) where presentations and pictures from the events can be found and [here](#) are some pics from participants sharing info on the workshop in [social media](#)

- ✓ The second event that needs to be highlighted is the presentation delivered by Assoc. Prof. Umut Bespinar and **Assoc. Prof. Idil Aybars entitled “[Feeling more insecure than before: Women in Academia in Turkey](#)”** at the 13th Conference of the European Sociological Association (Un)Making Europe: Capitalism, Solidarities, Subjectivities in Greece. This paper was formulated on the basis of the accumulated knowledge during the implementation of EGERA (final gender equality reports in particular) and was a macro level reflection on the status and conditions of female academics within contemporary Turkey.
- ✓ The third activity we would like to list here is unconventional in the sense that it is not a conference or presentation but is a **representation of EGERA objectives and concerns at the management level**. For the formulation of the new METU Strategic Plan for the years 2018 and 2022 a series of focus group meetings, workshops and committee meetings were conducted between August 2016 and March 2017. Assoc. Prof. Umut Bespinar was one of the members taking part in the Strategic Plan Committee and she shared data we collected, statistics and analysis we conducted at EGERA at several committee meetings. Her activities are considered as a dissemination activity targeting management and different academics.

CzechGlobe

- ✓ **Brno Gender Training - Example of Gender Mainstreaming in Horizon 2020 Projects** (see press release published with photos on EGERA websites) Global Change Research Institute of the Czech Academy of Sciences (CzechGlobe), as a work package leader in RINGO (Readiness of ICOS for Necessities of Integrated Global Observations) Horizon 2020 project consortium, provided consortium partners training dedicated on gender dimension in Horizon 2020 and EU research policy. Even though the RINGO project primarily focuses on further development and fostering sustainability of the research infrastructure ICOS (Integrated Carbon Observation System), the gender dimension within the project implementation has been included into the project. The project partners had the opportunity to participate in the gender training provided by CzechGlobe in collaboration with the Institute of Sociology of the Czech Academy of Sciences (National Contact Centre for Gender & Science) in CzechGlobe headquarters on 13 September 2017. The training that was open also to the hosting

institutions, participated colleagues from 7 countries including i.e. Vietnam. This international multidisciplinary environment provided very interesting perspectives on the issue.

✓ **EGERA CZ final conference, Brno, 6 December 2017**

On 6 December 2017, in Brno in CzechGlobe premises was organized final EGERA CZ conference dedicated to all UVGZ (CzechGlobe) employees (including administrators and technicians). The main EGERA results, activities and achievements were presented and discussed. Among others the results of EGERA on-line surveys, gender CzechGlobe staff statistics, GEAP implementation, adopted measures (including Antwerp Charter, EGERA Charter, new CzechGlobe Ethical Codex...). The results were presented by EGERA CZ staff. Part of the conference was dedicated to Ph.D. students who work as researchers in CzechGlobe. Specific EGERA measures and outcomes towards these group of CzechGlobe staff were presented such are: New UVGZ Career Regulations, trainings, career advice, career scheme consultations, coaching, mentoring etc.

UoV

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.

- ✓ From 27 to 29 March 2017, in the tenth year of its existence, the LAGEN organized a **symposium in Hanover**. More than 150 scientists and interested people attended the convention, which was opened on Monday, March 27, 2017 by State Secretary Andrea Hoops, Lower Saxony's Ministry of Science and Culture as well as the two LAGEN spokespersons Prof. Dr. Susanne Rode-Breyman, President of the University of Music, Theater, Media Hanover and Prof. Dr. med. Corinna Onnen, University of Vechta. Under the heading "Politics of Reproduction", central questions of women's and gender studies were discussed on these three days. The main topics were "biographies", "care", "people and machines", "rooms" and "knowledge and institutions". The opening lecture was given by Prof. Dr. Nikita Dhawan from the University of Innsbruck. In total, more than 30 lectures were scheduled. Poster presentations further showed current research results as well as the Lower Saxon institutions and projects of women's and gender studies.

On 7 December 2017 the University of Vechta organized a final EGERA conference as part of [Tour de LAGEN](#). The program included a panel discussion with representatives of the LAGEN and the Ministry of Science and Culture in Lower Saxony. At first the EGERA Project was introduced and reflected, following a discussion forum with the topic "Network: Scholars at risk" with Dr. Bediz Yilmaz Bayraktar (University Osnabrück, Institut für Migrationsforschung und Interkulturelle Studien/IMIS) Dr. Ayse ÇAVDAR, Postdoc fellow, Käte Hamburger Kolleg/ entre for Global Cooperation Research, University of Duisburg-Essen Prof. Mine GENÇEL BEK, Siegen University, Media of Cooperation. At the end of the conference the PhD college Gender Studies of the University of Vechta introduced itself with "New impulses in gender research".

2. Disseminating practices and results towards targeted audiences

2.1 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, we consider covering STEMs when choosing dissemination channels and venues. Hence, the following dissemination actions have targeted STEMs disciplines either exclusively or to a large extent:

- ✓ Participation to [GenderInSITE Elsevier Foundation Workshop](#): "Integration of gender perspectives in science and technology in Higher Education: contributions to the advancement of SDG's", FLACSO Argentina, April 2017
- ✓ Participation as guest speaker to the [11th Gender Summit North America](#), session IV « Best Practices: Global Perspectives on Equity, Diversity and Inclusion in STEM », Montréal, November 2017
- ✓ Participation as guest speaker to the Conference "[Accelerating ERA Development by Promotion of Gender Equality in STEM Research](#)" held under EU-funded GENERA Project, in cooperation with EIGE, Vilnius, November 2017.

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

- ✓ **Science Kit, Seminar at the Science Faculty** (February, 10th 2017)
Joana Gallego, EGERA UAB coordinator, participated in the seminar on Women and Science held at the Science Faculty on February 10th. At this meeting, and as Director of the Observatory, Joana Gallego spoke about Gender Policies at University, and referred to the EGERA project as a European initiative to implement gender equality in academia. Nearly 50 people attended the event, including lecturers and students.
- ✓ **"Red de Proyectos" Europeos para la Igualdad de Género en Ciencia e Innovación con participación de entidades españolas" (Network of European Projects for Gender Equality in Science and Innovation with participation of Spanish organizations). Madrid, March 8th, 2017**
The meeting was organised by the [Women and Science Unit of MINECO](#) (Ministerio de Economía, Industria y Competitividad de España). Maribel Ponferrada, member of the EGERA UAB team and invited by the director of the Women and Science Unit (Ana Puy), participated in the first meeting of this [network](#) and introduced the EGERA project at the public event addressed at institutional stakeholders and Spanish gender experts. The EGERA project has been included on the MINECO institutional website and the news was published on institutional channels and some [national newspapers](#).



Presentation of the network of EU-project for gender equality in science at MINECO, Madrid

- ✓ **Seminar on “Gender perspective in research”, University of Vic (March 9th, 2017)**
Maribel Ponferrada, member of the EGERA team, participated in the seminar held at the University of Vic, and which ran for the whole day, in the framework of International Women's Day. The conference titled "Keys to introducing the gender perspective to research" took place in the morning with the participation of lecturers and researchers from different disciplines of STEM and Social Sciences, and the heads of Equality Policies at the University of Vic, Ana Pérez Quintana and Gerard Coll-Planes.
- ✓ **Roundtable on "[\(In\)visible Technology, gender and social change](#)". University of Vic (March 2017)**
Maribel Ponferrada, member of the EGERA team, participated as a member of the Roundtable, which included references to the EGERA Project and the process of implementing the gender perspective in teaching and research regarding technology and engineering. She appeared by invitation of the Equality Unit at the [University of Vic](#). It involved participation of members of the Governing Board of the University of Vic, and she shared the Roundtable with professors Eulàlia Grifol, women’s engineering and former director of ETSEIAT (Technical School of Industrial Engineering and Aeronautics of Terrassa), and Aurelio Ruiz, Maria de Maeztu Unit of Excellence, Department of Information and Communication Technology at the UPF.

Taula rodona:
“Tecnologia (in)visible i canvi social”

Dijous, 9 de març de 2017

Intervindran:

- Maribel Ponferrada, experta en gènere i recerca i investigadora al projecte FP7 EGERA de l'Observatori per a la Igualtat de la UAB.
- Eulàlia Grifol, matemàtica i ex-directora de l'Escola Tècnica Superior d'Enginyeries Industrial i Aeronàutica de Terrassa (ETSEIAT) de la UPC
- Aurelio Ruiz, Unitat d'Excel·lència Maria de Maeztu del Departament de Tecnologies de la Informació i les Comunicacions de la UPF.

Lloc: Aula Magna de la UVic-UCC (C/ de la Laura, 13. Vic)
Hora: 16:00h

Organitzen:

- Unitat d'Igualtat
- Facultat de Ciències i Tecnologia
- Càtedra Unesco Dones, Desenvolupament i Cultures
- Centre d'Estudis Interdisciplinaris de Gènere (CEIG)

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UVIC
UNITAT D'IGUALTAT

✓ **UniTWIN Network on Gender Media and ICTs (April 25-28th, 2017)**

Participation in the UniTWIN Unesco meeting in Barcelona on April 25-28th, 2017. Joana Gallego attended the meeting and spoke about the EGERA Project during the seminar. The UNESCO UniTWIN Network on Gender, Media and ICTs (the acronym stands for University Twinning and Networking Programme) aims to advance research training and program development in UNESCO's fields of competence by building university networks and encouraging co-operation between gender, media and ICT scholars.

For 4 days, members of UNAM (Mexico), RMIT (Melbourne, Australia) UNIVE (Dominican Republic), Complutense University in Madrid, the Universitat Autònoma de Barcelona, the University of Padua (Italy) and of other universities via Skype debated *Key strategies for promoting gender equality in and through the media, and on a global scale through research and education*.

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

- ✓ Presentation by Inge Bleijenbergh during [Gender and Diversity day at the Science Faculty of the Radboud University](#). Date: February 21st 2017
- ✓ Gender awareness training at [Plant Sciences Group of Wageningen University and Research](#), provided by Monic Lansu. Dates: August 29th, September 13th and November 23rd 2017
- ✓ Presentation of Gender Equality Culture Survey results during meeting of diversity committee at the Science faculty, provided by Pleun van Arensbergen. Date: October 5th 2017
- ✓ Presentation of Group model building results during diversity committee meeting at the Science faculty. Monic Lansu & Inge Bleijenbergh. Date: November 2017
- ✓ Presentation of results of Gender equality interventions and the Gender Equality Culture Survey for the board of the Science faculty at the Radboud University. Inge Bleijenbergh, Pleun van Arensbergen & Monic Lansu. Date: December 2017

The following actions of dissemination were carried out by **CzechGlobe**:

- ✓ Hana Šprtová presented poster "Promoting Gender Equality in CzechGlobe within the EGERA project" in the [International Conference of Education, Research and Innovation - ICERI 2017](#), 13th – 15th November, 2017, Seville, Spain.
- ✓ Presentation of EGERA activities and agenda related to the climate change research to CzechGlobe potential partners in by Hana Šprtová and Jiří Kolman in the international conference [Quo vaditis agriculture, forestry and society under Global Change?](#) on 2-4th October 2017 in Velké Karlovice (Czech Republic). More than 120 participants were present.

2.2 Dissemination towards the broader academia and the public

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

Sciences PO:

- ✓ 12 out of 28 dissemination actions were targeted to academic audiences outside the EGERA and structural change project communities. Researchers in STEMs, Econometrics, and Science of Education as well as in the specific field of women in research, were the primary targets of these dissemination efforts. Sciences Po's communications towards the academics

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. The larger public was addressed at the 11th Gender Summit North America held in Montréal in November 2017, and the Final EGERA dissemination event. However, the most important public dissemination action carried out this year, was again the participation of Sciences Po's Director and Consortium Board member to the [HeforShe event](#) held at the UN, New York, in September, 2017.

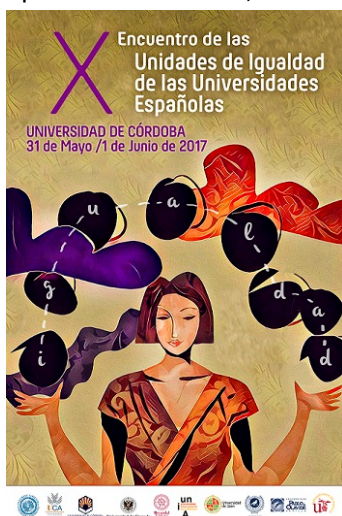
UAB:

- ✓ **EGERA Project on the [Gender and Feminist Studies Platform](#) (January, 20th, 2017)**
Some of the most important Spanish universities held a meeting in Madrid on January 20th to promote a university platform to raise awareness of gender policies (teaching and research) and how they have receded under the present political circumstances. Nearly 50 curators from different universities shared their experiences and ideas in order to join and strengthen the platform. Joana Gallego, the director of the Observatory, spoke about the EGERA project and its objectives and goals.



The members of the Platform at their first meeting.

- ✓ **Annual Meeting of [Gender Equality Offices of all Spanish Universities](#) (May 31 and June 1st, 2017)**
Participation by the Observatory at the annual meeting of Gender Equality Offices of all Spanish Universities, held in Cordoba on May 31 and June 1st.



Participants at the Meeting of Gender Equality Offices in Spanish Universities

- ✓ **Roundtable on “[Women in Research](#)” at JIPI 2017 – Jornades d’Investigadors Predoctorals Interdisciplinària** (JIPI – Interdisciplinary Meeting of Predoctoral Researchers) (February, 2nd, 2017)

Maribel Ponferrada, member of the EGERA UAB team, was invited to participate in the roundtable on “Women in Research”, along with professor Núria Salán, UPC (Universitat Politècnica de Catalunya) and an expert in women and technology and coordinator of Genweb, and Marta Casanellas, President of the Women and Maths Commission of the Spanish Mathematical Royal Society.

- ✓ **Celebration of International Women’s Day at the UAB (March 8, 2017)**

Joana Gallego introduced the EGERA project as the new director of the Observatory and the project’s coordinator at a UAB institutional event organized by the Observatory for Gender Equality. This is the most important celebration of Gender Equality at the UAB and around 150 people attended, including the new Rector of the UAB, Margarita Arboix, and the honouree of the UAB “8th March” Award, and an academic woman involved in the defence of women’s rights. A dissertation on Gender and Health was presented by Professor Maria Teresa Ruiz Cantero.

- ✓ **EGERA Final Conference. Paris, October 16-18th 2017**

Gallego and Maribel Ponferrada, EGERA team members, presented the paper “Gender Perspective in Teaching at the UAB. Strategies and institutionalization” at the Final EGERA conference, in the *EGERA Seminar on Politicization and Institutionalization vs. Resistances to Gender Equality policies in Academia: Where do We Stand?*

- ✓ **Conference on Gender Perspective in Law Teaching, UAB. October 19th, 2017. With the participation of the Observatory for Equality and the EGERA project.**

Joana Gallego, as director of the Observatory of Equality and EGERA Coordinator, participated in the opening of the conference addressed at all lecturers and students in the Law Faculty, and with the participation of around 25 lecturers with an interest in the gender perspective in Law.

SKU

- ✓ Interview in online [Vox magazine](#) (independent magazine of the Radboud University) with Inge Bleijenbergh on newly launched diversity program at the Radboud University. Date: January 21st 2017
- ✓ Presentation by Monic Lansu at the International doctoral consortium at Jyväskylä University School of Business and Economics, Helsinki Finland. Date: June 12th 2017
- ✓ Keynote speech by Inge Bleijenbergh at the symposium Karrierewege in Wissenschaft at the Universität Koblenz-Landau and the Hochschule Koblenz. Date: June 28th 2017
- ✓ Interview in online [Vox magazine](#) (independent magazine of the Radboud University) with Inge Bleijenbergh on stress among female students and the role of gender stereotypes. Date: July 4th 2017
- ✓ Presentation by Inge Bleijenbergh at the EGOS conference in Copenhagen, Denmark. Date: July 6th 2017
- ✓ Gender awareness training at Tilburg School of Catholic Theology, provided by Inge Bleijenbergh & Pleun van Arensbergen. Dates: September 20th and October 4th 2017 (and third session in January 2018)

- ✓ Presentation and moderation of debate on marginalization of women in science at InScience, Dutch international science film festival, Nijmegen, bij Inge Bleijenbergh (with Niels Spierings) Date: November 10th 2017
- ✓ Gender awareness training at Tilburg Law School, provided by Inge Bleijenbergh & Pleun van Arensbergen. Dates: November 28th and December 13th 2017
- ✓ Inge Bleijenbergh gave input for an information booth on diversity during the public day of the Science faculty of the Radboud University, designing posters on the leaky pipeline and the Implicit Association test. Date: November 18th 2017

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

- ✓ METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and Resistances-see above

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

- ✓ Presentation and consultation of EGERA activities (in the field of scientometrics used in scientific career evaluations and promotions from gender perspective) was presented at InCites Forum in Vienna, Austria, on 9th November 2017. The event was organized to academic librarians and scientometrics experts by Clarivate Analytics (Web of Science). More than 20 participants.
- ✓ 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](#)
- ✓ Kateřina Hodická and Jiří Kolman have been 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.

UoV

- ✓ See conferences that should be highlighted

2.3 AR actions towards undergraduate students

The following actions of dissemination towards AR actions towards undergraduate students were carried out:

Sciences Po

Actions towards undergraduate students have been intensifying in 2016, thanks to the involvement of **Sciences Po's** 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, 2017, over 500 did participate to this session, which was for the first time duplicated in all regional campuses, participants amounting to 850 in total.

Results: engaging undergraduate students in the process of change, shaping a new institutional identity with GE as a trademark



This project has received funding from EU FP7

SciencesPo

Du 16 au 18 octobre prochain, le projet EGERA coordonné par Sciences Po et co-financé par la Commission Européenne, organise sa conférence finale.



Étudiant-e-s de l'EAP soumettez vos propositions d'action en direction des étudiant-e-s de Sciences Po.

Home page of the policy lab for Sciences Po students devoted to the next level of gender equality policies



Sciences Po HeforShe Ideathon on fighting gender stereotypes and gender-based violence, 2017

UAB

- ✓ **Summer Students. Promotion of the EGERA project and the Observatory for Equality. June 26th, 2017.**
Maribel Ponferrada, EGERA team member, conducted promotional work with international students at the information point. The event was organised by the Community Involvement Service at the UAB.
<http://www.uab.cat/web/study-abroad/summer-uab-courses/international-summer-term-programme-1345694856913.html>
- ✓ **Marathon of Quick Debates, February 13th.**
We participated in events co-organised between the UAB's Community Involvement Service and the Observatory for Equality, such as the 'Marathon of Quick Debates' between undergraduate students. Joana Gallego and Laura Duarte were members of the jury in 2017. The EGERA Project and the Observatory were present in the dissemination of these activities at the UAB.

UA

- ✓ Jolien Voorspoels was 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 to promote healthy, consensual sexuality. The campaign is organized by the federal cabinet of equal opportunities. The closing (awarding) event took place at the Belgian federal parliament on the 12th of May. <http://www.vzwzijn.be/nieuws/campagne-seksueel-geweld>

SKU

- ✓ Lecture by Inge Bleijenbergh on power and politics in group model building (focusing on gender and diversity), for students from the European Master in System Dynamics. Date:15-11-2017

UoV

- ✓ Toward the goal "teaching and scientific education follow research" a working group was established in summer of 2016 whose task is to develop interdisciplinary teaching provision on gender and diversity. This working group has already developed a framework for a gender certificate that can be obtained by taking cross-listed courses within the main area of study. Since September 2016 this framework is being discussed and assessed by teaching staff and champions of the cause. Gender and diversity are to be systematically integrated not only into disciplinary content areas but also into higher education pedagogy. In 2017 the the gender certificate has been implemented and undergraduate students are offered several seminars on gender and diversity topics in order to get the certificate.

2.4 Communication with other FP 7& H2020 projects

Sciences Po

- ✓ Communication of the coordinating partner with other FP7 and H2020 projects on structural change towards gender equality, has always been intensive, but has further intensified under the reporting period. 9 out of 28 dissemination actions can thus be related to TRIGGER, GENERA, GEECCO and (indirectly), to GENOVATE, including sharing experience, participating to training-of-trainers activities (as in [Barcelona in November, 2017](#)) and crossed participations to conferences. In 2017, EGERA actively contributed to the final conferences of the TRIGGER and Genovate Projects. This permanent communication, which also took place in [seminars on structural change projects](#) held at the French Ministry of Higher Education and Research, evidences the broader community of practices in which EGERA has been embedded.



Participation to an experience workshop held under TRIGGER

UAB

- ✓ Presentation of the EGERA Project at a meeting of [EFFORTI workshop Madrid](#), 24/02/2016, Joana Gallego attended this meeting.
- ✓ **Workshop on Sexual Violence at University (USVReact) (May, 17, 22 and 24th, 2017)**
Participation by the Observatory in the workshop on *Supporting victims of sexual violence at University*, May 17, 22 and 24, organized in collaboration with Barbara Biglia, URV of Tarragona and Curator of the European project *USVReact*. Members of the Observatory and the EGERA team at the UAB, namely Joana Gallego, Maribel Ponferrada, Laura Duarte and Marta Bolinches, attended this 15-hour meeting on gender based violence at universities. The objective was to make training sustainable, so the workshop can be repeated once the *USVReact* project is finished.



The Observatory repeated the seminar three times, one with students, another session with administrative staff and the third one addressed at lecturers. It was held in the months of July and September 2017 and some 30 people attended the sessions.

METU

- ✓ METU EGERA team has been in contact with the GENOVATE and FESTA projects to promote cooperative work and dissemination activities. The METU EGERA Workshop **Gender Equality in Academia: Objectives, Achievements and Resistances** was also disseminated by these partners in their networks.

CzechGlobe

- ✓ LIBRA and National Contact Centre for Gender and Science workshop HR Management and Gender Quality in Research Support: Apolónia Pecka Sejková and Hana Víznerová participated in the [workshop of the LIBRA project organized in collaboration with National Contact Centre for Gender and Science](#) that took place in Brno on 14th September 2017. More than 20 participants.
- ✓ [RECREATE FP7 project](#) - "REsearch network for forward looking activities and assessment of research and innovation prospects in the fields of Climate, Resource Efficiency and raw mATERials." Workshop 13-14 December 2017, Brussels, Belgium. Jiří Kolman presented gender in research and academia agenda and related EGERA project outcomes. More than 40 participants.
- ✓ 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 started to be implemented in the years 2017-2020. CzechGlobe 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 (see above the training organized 13th September 2017).

UoV

- ✓ UoV team has been in contact with other EU-Projects on sharing dissemination activities i.e. final conferences on the EGERA website and on Facebook.

2.5 Other

Sciences Po

- ✓ **Launch of the Lettre de l'égalité (Gender Equality Newsletter of Sciences Po)**, targeted to all staff categories (Jan, 2017) and now also all students (Sept. 2017). The last issue at the time of submitting this report, can be accessed [here](#). This newsletter is one of the two existing at Sciences Po. It communicates news about the implementation of Sciences Po gender equality policies, as well as more general information on gender in research and gender equality within and outside the academia.
- ✓ **Lauch of a [new webpage](#) devoted to gender equality and targeted to students under Sciences Po official website (sciencespo.fr)**. This repository, already available under the "who we are" page of the website, makes all information on our GEP, fighting sexual harassment and the contribution of EGERA, more widely available to the community.

UAB

- ✓ **Gender Perspective in Journalism, Seminar in Santo Domingo, July 2017**
Joana Gallego was invited to the International Conference on the Gender Perspective in Journalism, Santo Domingo (Dominican Republic) on July 6th and 7th. She gave the Inaugural Speech. More than 200 people (including journalists and media staff) participated in the event. Joana Gallego lectured on ways to introduce the gender perspective to the teaching of journalism, in the media content and in the news.



Inauguration of the Seminar in Santo Domingo (Dominican Republic)



Participants in the Seminar on the Gender Perspective in Journalism. Sto Domingo, July 2017

- ✓ **Ponferrada, M. (2017). [Guia per a la introducció de la perspectiva de gènere en la docència.](#) (Handbook to include the gender perspective in teaching). June, 22th, 2017**
Document produced by Maribel Ponferrada, as a member of the EGERA team, designed to help all lecturers to include the gender perspective in teaching (in contents and in relations with students). The document presents the UAB's strategies and goals to achieve the inclusion of the gender perspective in all undergraduate and graduate curricula at the UAB. The document was presented to the governing boards of every faculty and was uploaded to the Observatory website and the [DDB \(Depository of Digital Documents\)](#) at the UAB.
- ✓ **Dissemination of Gender Training at the UAB. Newsletters to all lecturers**
Several courses on gender-sensitive communication and non-sexist language use have been delivered to the university's administrative and service staff – organised by the Teaching-Quality Office on behalf of the Observatory. 40 people have taken part in these courses.
- ✓ **Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression by the Universitat Autònoma de Barcelona. Provided as information to all new UAB students on enrolment. June and September, 2017.**

References to the EGERA project are included in the welcome dossier that all new students receive when enrolling at the UAB. Around 40,000 students receive these dossiers every year. The EGERA project is formally included in the UAB protocol and all publicity activities must include the logo and reference the project.
- ✓ **Observatory for Equality and EGERA Project dissemination addressed at international students at the UAB. September 12th, 2017.**
Maribel Ponferrada, as an EGERA team member and member of the Observatory for Equality, is at the information desk for international students at every event that the Community Involvement Service organises for Erasmus and International Students. We attend to around 20 students (women and men) at every event addressed at international students (in English and Spanish).
- ✓ **Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression by the Universitat Autònoma de Barcelona. Awareness activity addressed at international students at the UAB. September 15th, 2017.**
Joana Gallego and Maribel Ponferrada, coordinator and member of the EGERA UAB team, participated in an awareness action organised by the Community Involvement Service at the UAB, addressed at all international students at the UAB.
- ✓ **Dissemination of EGERA Charter on Gender Sensitive Communication, March 8th, 2017.**
Official mail sent by the Rector of the UAB, Margarita Arboix, inviting the whole UAB community to celebrate International Women's Day at the UAB and to promote the UAB's commitment to Gender Sensitive Communication. The Charter was uploaded onto the Observatory website, and a link was included in the Rector's mail to the whole community (lecturers, administrative staff and students).
- ✓ **Dissemination of EGERA Charter for Gender Sensitive Governance.** UAB reported the news of the Rector's signature of the EGERA Charter for Gender Sensitive Governance. Article available [here](#).

- ✓ **Dissemination of EGERA reports on collected good practices regarding the gender perspective in curricula and in research. News article on the UAB homepage.**

UAB news article about EGERA good practices in curricula and in research. Version in English available [here](#).

UA

- ✓ Petra and Jolien are actively involved in both national and international networks of gender scholars; such as Sophia or RINGS. They also maintain personal working relations within the fields of gender, politics, and higher education.

CzechGlobe

- ✓ Internal communication: 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.
- ✓ **EGERA CZ final conference, Brno, 6 December 2017**
On 6 December 2017, in Brno in CzechGlobe premises was organized final EGERA CZ conference dedicated to all UVGZ (CzechGlobe) employees (including administrators and technicians). The main EGERA results, activities and achievements were presented and discussed. Among others the results of EGERA on-line surveys, gender CzechGlobe staff statistics, GEAP implementation, adopted measures (including Antwerp Charter, EGERA Charter, new CzechGlobe Ethical Codex...). The results were presented by EGERA CZ staff. Part of the conference was dedicated to Ph.D. students who work as researchers in CzechGlobe. Specific EGERA measures and outcomes towards these groups of CzechGlobe staff were presented such are: New UVGZ Career Regulations, trainings, career advice, career scheme consultations, coaching, mentoring etc.

3. Dissemination beyond project timeline

This section only provides a brief account of the main steps taken to ensure the dissemination of EGERA project's outputs beyond the project timeline (December, 2017). A full account of sustainability-related measures is provided with final project scientific reporting.

- ✓ **Inclusion of key EGERA practices under EIGE's Gender Equality in Academia and Research (GEAR) online tool**

From the very conception of EGERA Structural change toolkit, available on www.egera.eu and to be updated after project's closure by early 2018, it was agreed among EGERA partners, that main action-orienter instruments and guidelines developed by the project, should be disseminated towards the broader academia well beyond project's timeline. It was indeed considered that under previous similar projects, key instruments had been already developed, of which the knowledge rarely survived the closure of the related projects. Hence, the templates for collecting good practices developed by EGERA partners, were conceived so as to be compatible with the criteria and data used

for the development of the [GEAR tool](#) by EIGE, with the support of DG Research. As EGERA team members were actively involved in designing GEAR, early contacts were made to ensure compatibility, and EIGE was informed that EGERA would be happy to pass its own selection of tools to GEAR. As by December, 2017, further contacts have been made with the team currently entrusted by EIGE the update of the GEAR tool. Therefore, main EGERA outputs should be soon available online to any Research Performing Organization or University considering taking action to achieve gender equality and a gender perspective in research.

✓ **Successful submission of the SUPERA project under SWAFS 2017 Work programme, H2020**

Another key step was taken by EGERA coordinator, to ensure that the main lessons learnt and practices developed during the project, would be made available (and possibly transferred) to other organizations involved under a similar project. For this reason, Sciences Po joined already in 2016 as an independent evaluator, a consortium led by the Complutense University of Madrid. After a first frustrated attempt, and following substantial improvements brought to the proposal, the SUPERA (standing for Supporting Equality in Research and the Academia) project was retained for funding under H2020. The project is expected to start in April, 2018. As an evaluating partner, Sciences Po will largely draw upon the experience of EGERA to devise a comprehensive and participatory monitoring and evaluation plan, and support implementing partners with a sound self-monitoring and evaluation methodology all through the project. Hence, lessons from EGERA will fuel the experimentation of gender equality at 6 more research performing and research funding organizations, at least until 2022. It will be ensured to make EGERA key tools such as the charters and the structural change toolkit available from SUPERA website.

✓ **Maintenance of EGERA website and internal communication tool in 2018**

It has been ensured that the EGERA website, as a repository of the tools and instruments developed under EGERA, will be kept alive and regularly updated over 2018. Beyond that date, it will remain accessible for an indefinite (up to 3 years) period of time. A similar resolution was taken regarding SARAH-AGORA, the internal communication tool available only to (former) EGERA partners.

✓ **Internal dissemination of tools and action guidelines through next generation of GEPs**

As by project's closure, at least 4 out of 7 implementing partners had already validated the next generation of their respective Gender Equality Action Plans, running till 2020 or 2021. These plans are based upon the grounds laid by EGERA, including the main areas of actions and expanding the key measures developed under the project. Similarly, charters endorsed at the level of each partner on gender-sensitive communication and gender-sensitive research governance, will be implemented beyond the project's timeline, just as it will be the case for training actions institutionalized through the training scheme of each institution.

4. Dissemination and use of the knowledge – 2014 – 2017

Reporting period 1: January 2014 – July 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
16.04.2014	All Core Group members	EGERA kick-off	All staff members have been invited	University of Vechta
17.04.2014	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
24.07.2014	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
10.12.2014	Sabine Bohne	EGERA Presentation in "Zentrale Kommission für Lehre und Studium" ZKLS	Academic, staff, undergraduate students	Vechta
21.01.2015	Sabine Bohne	EGERA Presentation in „Senat“	Academic, staff	Vechta
12.02.2015	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
19.03.2015	Ann-Kathrin Vaske & Gesine Hasselmeier (Gender Equality Office and EGERA core group members)	Conference "Genderkompetenz im Hochschulalltag" Annual conference of the „Landeskongress 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	Academic, staff, policy stakeholder, students	Vechta
2014 and 24.06.2015	Sabine Bohne	Presentation of EGERA activities at two meetings of the Commission for Gender Equality at UoV	Academic, staff, students	Vechta
SCIENCES PO				
March 20 th , 2014	Maxime Forest, H�el�ene P�erivier	« 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	Hélène Périvier	"La Recherche retrouve ses jupes" in daily newspaper Libération (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	" 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.	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 , 2015	Maxime Forest	4 th Equal is Not Enough Conference, Panel on gender training and gender expertise co-chaired by Maxime Forest and Inge Bleijenbergh (SKU), including a presentation on EGERA	Academic	Antwerp, 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, stakeholders, public	policy larger	
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 Périvier	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, stakeholders, public	policy larger	
April 11 th , 2015	Hélène Périvier	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, stakeholders	policy	Rome, Italy
April, 20 th , 2015	Hélène Kloeckner (gender equality officer, not core team member)	INTEGER workshop on guidelines for GEAPs	Academic, stakeholders	policy	Cologne, Germany
May, 19 th , 2015	Maxime Forest, Hélène Périvier	Conference "Le genre dans les projets sur financement européen"	Academic, stakeholders, public	policy larger	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, stakeholders, public	policy larger	
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 officer, not core team member)	INTEGER Final symposium	Academic, stakeholders, public	policy larger	Paris, France
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		
METU					
July 2014	METU-EGERA team	Special Presentation on EGERA	Academic managers	top-level	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	METU-EGERA	Public Meeting during the EGERA	Academic and Policy		<i>Cultural and Co</i>

2014	team	Workshop in Ankara	Stakeholders	<i>vention Center at METU</i>
April 2015	Prof. Feride Acar, Dr. Fatma Umut Beşpınar, Dr. Ayşe İdil Aybars	GE training for Academic Staff in Academic Development Programme (AGEP)	Academic	<i>Cultural and Covention Center at METU</i>
April 2015-July 2015	Dr. Fatma Umut Beşpınar, Dr. Ayşe İdil Aybars	GE training for Administrative Staff in Continuous Education Center (SEM)	Staff	<i>METU</i>
May 2015	Prof. Feride Acar	Seminars for Faculty Development Programme (ÖYP) Research Assistants	Academic and graduate students	<i>Cultural and Covention Center at METU</i>
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
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 Laura Duarte	News about first workshop of WP6 on the Web of the Observatory for Equality: Strengthening the links between gender and search http://www.uab.cat/web/news/detail-1287729459488.html?noticiaid=1345672635468	Academic / we don't have information about the visitors	Internet
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	News about first workshop of WP6 on the Web of the UAB: International workshop to	Academic / we don't have information about	Internet

	Ponferrada Laura Duarte	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	the visitors	
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 Politiques 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 Ponferrada Laura Duarte	Publication at Facebook and twitter of information about of second workshop of WP6	Large public / Large public / Facebook: 738 followers; twitter: 834 followers	Social Networks
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	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
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,	Presenting EGERA at HRM meeting	HRM Staff	Nijmegen

	Pleun van Arensbergen & Inge Bleijenbergh			
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 Bleijenbergh	Presented at seminar Gender Hotspot	Academic	Nijmegen (NL)
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)
UA				
8/05/2014	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
7/10/2014	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
4-6/02/2015	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
11-13/06/2015	Petra Meier and Jolien Voorspoels	European Conference on Politics and Gender Panel 023. Gender Equality in Academia and Educational Institutions. "Gender equality and policy in academia: staff's attitudes towards gender quota at the University of Antwerp."	Academic	Uppsala, Sweden
UVGZ				
Since the beginning of the project	N.A	The information about the EGERA project is presented on the National Contact Centre for Gender and Science websites from the	academic	

implementation (beginning of 2014)		beginning of the project implementation (http://www.nkc.cz/gender-v-horizontu-2020/7-ramcovy-program-ek/)		
January 2014	N.A	The project was also introduced in the National Contact Centre for Gender and Science Newsletter (vol. 1/2014), that has been disseminated especially in academic community (research centres, universities, Academy of Sciences, etc.) http://www.genderveda.cz/prectete-si/newsletter/	academic	
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	Olomouc

Reporting period 2: August 2015 – December 2016

Date	Core team or consortium board members involved	Title of action/conference	Audience (type*)	Place
VECHTA (WP7 leader)				
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 stakeholders	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	Martina	Conference "Inclusion" of the BRIDGES	Teacher, academics	University of

2016	Döhrmann	Project		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 2016	Corinna Onnen Insa Trenn Christine Hunner-Kreisel	Gender Studies in Lower Saxony Annual LAGEN Conference	Academic, public	Technical 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 Périvier	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 Public Policies (GEPP) research group	Academic	Paris, France
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 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 24-26 th 2016	Anne Boring	Conference presentation of "Gender, Competition, and Choices in Higher Education", International Association for Feminist Economics, 25 th annual meeting	Academic	Galway, 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 Latinoamerica y Caribe (CILAC), Presentation on EU-funded 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 Périvier	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 Higher Education	Academic, University policy stakeholders	Paris, France
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", 9 th 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	Policy stakeholders (including French	Paris, France

		closing event of the 9th European Conference on Gender Equality in Research and Higher Education , Ministry of Research and Higher Education	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	
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 Périvier	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 2016	Umut Beşpınar (to discuss sections on sexual harassment and discrimination)	METU Senate Meeting on the Drafting of New METU Strategic Plan	METU administrators, academics	METU, Ankara
Nov 23 th 2016	Umut Beşpınar (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=1345696126499	Academic / we do not have information about the visitors	Internet Website Observatori
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-genererecerca	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 the Torre Vila-Puig,	All the community / no information about	UAB website

		UAB, and brought together all 8 partner institutions of the European project http://www.uab.cat/web/news-detail-1345698099744.html?noticiaid=1345699592662	visitors	
Mar 2016	Teresa Freixes Maribel Ponferrada Laura Duarte Marc Vila (Intern student)	Video "EGERA Meeting 2016"	All the community / no information about visitors	Observatory Website
Mar 8 th 2016	Teresa Freixes Maribel Ponferrada Laura Duarte	Video and conference: Recognition to Fátima 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. http://www.uab.cat/web/videos/reproduccio-1192707516892.html?param1=20institucional&param2=49ObservatoriPerALalqualtat&param5=1&url_video=1345701770527	All the community	Media UAB
Mar 8 th 2016	Teresa Freixes	Conference: EGERA Project Presentation of new website.	All the community	UAB
Mar 10 th 2016	Teresa Freixes	Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression by the Autonomous University of Barcelona http://www.uab.cat/web/the-observatory-gender-based-violence-1345697878288.html	All the community	UAB Other Catalan Universities
Apr 12 th 2016	Maribel Ponferrada Laura Duarte	News about collection of good practices in research at UAB within the framework of EGERA project. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345702215090	Academic / we do not have information about the visitors	Internet
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-genere-recerca	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/detall-noticia-	Academic / we do not have information about the visitors	Internet

		1345698098972.html?noticiaid=1345703506666		
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 Laura Duarte	News about Good Practices in Research Collection Sheet created by the Observatory and selected by RRI Tools. http://www.uab.cat/web/detall-noticia-1345698098972.html?noticiaid=1345706054486	Academic / we do not have information about the visitors	Internet
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
UVGZ				
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	Academic 20 people	Prague

		Society		
May 24 th 2016	H. Viznerová	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 Viznerová, 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 2016	Inge Bleijenbergh	Workshop in academic leadership program	academics	Nijmegen, 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

Reporting period 3: January 2017 – December 2017

Date	Core team or consortium board members involved	Title of action/conference	Audience (type*/number)	Place
VECHTA (WP7 leader)				
January 13, 2017	Gesine Hasselmeier	Workshop in the framework of "DiVA" (https://www.uni-vechta.de/diva) "Performance training – how to present oneself"	Female students	University of Vechta
February 23, 2017	coordination office Work-Study-Life-Balance	Info-Stand: "Pflegelatein changes by the new care strengthening law "	All employees (also from science) and students	University of Vechta
February 23, 2017	coordination office Work-Study-Life-Balance	Advice: Individual nursing consultation	All employees (also from science)	University of Vechta
April 27, 2017	coordination office Work-Study-Life-Balance	Workshop: Balancing Family and Work: Everyday Crisis?	All employees (also from science)	University of Vechta
May 24, 2017	Core Team	Kick off: Starting phd college on gender studies	Academics, students, interested public	University of Vechta
June 14, 2017	coordination office Work-Study-Life-Balance	Family program as part of the Campusfest	All employees (also from science), students and the public with their families	University of Vechta
July 6, 2017	Core Team	Workshop in the framework of "DiVA": "Intermediate result"	Members of "DiVA"	University of Vechta
July 25, 2017	Core Team	Network evening "DiVA"	Female professors and female students	University of Vechta
August 31, 2017	coordination office Work-Study-Life-Balance	Advice: Individual nursing consultation	All employees (also from science) and students	Uni Vechta
September 20, 2017	C.S.	Training "diversity accessible language and picture language" in the framework of "DiVA" and "Forum Mentoring – Federal Association of Mentoring in Science" http://www.forum-mentoring.de/	participation	Hamburg University of Applied Sciences
September 27, 2017	coordination office Work-Study-Life-Balance	external training "Successful communication in intercultural administration practice"	Administrators	University of Vechta
September 28, 2017 (9 am - 3 pm)	coordination office Work-Study-Life-Balance	Workshop: Successfully reconcile science and family	Young scientists	University of Vechta
October 5 - 6, 2017	Core Group	Group coaching in the framework of "DiVA": "Ihre individuelle Held*innenreise" J. Seiler	Female students	University of Vechta
October 12, 2017	coordination office Work-Study-Life-Balance	Networking meeting for students with family responsibilities during the kick-off days	Students (freshers and higher semesters)	University of Vechta
October 24, 2017	C. S.	Participation in the meeting of member assembly "Forum Mentoring" ("DiVA")	participation	Heinrich-Heine University Düsseldorf
October 25 - 26, 2017	Core Team	Individual coaching in the framework of "DiVA": "Ihre individuelle Held*innenreise" J. Seiler	Female students	University of Vechta
November 9, 2017	coordination office Work-Study-Life-Balance	Into the future thought: Precaution! - Preventive power and living will	All employees (also from science) and students	University of Vechta
November 15, 2017	Core Team	Closing event "DiVA"	Academics, students and interested public	University of Vechta
November 23, 2017	Sabine Bohne & Insa Trenn	Gender & Diversity competence training	Phd candidates	University of Vechta

December 7, 2017	Sabine Bohne & Insa Trenn	Veränderung durch Vernetzung: Gender (In)Equalities in Academia	Academics, staff, students, policy stakeholders and interested public	University of Vechta
SCIENCES PO				
January 20, 2017	Maxime Forest	Participation to a roundtable on EU-funded projects on Gender Equality in Research and the Academia, Ministry of Research and Higher Education	Academics, staff, policy stakeholders / 25	Paris, France
January 2017	Anne Boring	Publication of research article "Gender Biases in Student Evaluations of Teaching", <i>Journal of Public Economics</i> [link]	Academics	-
February 8, 2017	Anne Boring	Research seminar on Gender Biases in Student Evaluations of Teaching	Academics / 20	Erasmus University Rotterdam, The Netherlands
March 9, 2017	Anne Boring	Publication of the article « L'Entrepreneuriat des femmes : motivations et obstacles ». In <i>Entrepreneuriat: l'odyssée des temps modernes ?</i> , <i>Regards croisés sur l'économie</i> , (19), 2017. La Découverte: Paris. pp. 130-142. Article based on EGERA study on gender biases in student's post-graduation professional paths	General public	-
March 14, 2017	Régine Serra, Maxime Forest	Awareness raising action on ordinary sexism at Sciences Po, as part of "Gender Equality Month"	Undergraduate, post-graduate students / 35	Paris, France
March 23, 2017	Maxime Forest	Conference on Gender Equality Policies held under the patronage of the French Embassy. Contribution "Une politique d'égalité est-elle possible?"	Academic, Policy Stakeholders, Media / 60	Ulaanbaatar, Mongolia
April 13, 2017	Maxime Forest	Interview as part of TRIGGER Project, with regards to TRIGGER's guidelines for Gender Equality Plans	None	-
April 20 - 21, 2017	Maxime Forest	GenderInSITE Elsevier Foundation Workshop: "Integration of gender perspectives in science and technology in Higher Education: contributions to the advancement of SDG's", FLACSO Argentina	Academic / 20	Buenos Aires, Argentina
April 27, 2017	Anne Boring	Presentation, debate on "Women, Leadership and Entrepreneurship"	Sciences Po Alumni / 40	New York, USA
May 1, 2017	Anne Boring	Presentation, debate on "Women, Leadership and Entrepreneurship"	Sciences Po Alumni / 35	San Francisco, USA
May 12, 2017	Anne Boring	Economics seminar presentation of research on "Gender, Competition & Choices in Higher Education"	Academics / 40	Hamburg, Germany
June 16, 2017	Maxime Forest	Participation as guest speaker to the Conference of the PASSAGE Project, University of Lyon I, Contribution « A propos de la professionnalisation des 'métiers du genre et de l'égalité' : Une perspective européenne"	Academic, policy stakeholders / 40	Lyon, France
July 4, 2017	Maxime Forest	Participation to the jury of the UNESCO International prize for girls' and women's education, UNESCO	Academics	Paris, France
July 11 -12, 2017	Maxime Forest	Participation as guest speaker to the section "El Acoso sexual y sexista y la violencia de género en la universidad: prevención, detección y actuación a través	Academics, staff, graduate students, policy stakeholders / 20	El Escorial, Madrid, Spain

		de protocolos". Contribution devoted to the contribution of EGERA in tackling sexual harassment at university through the enforcement of protocols		
August 10, 2017	Anne Boring	Research seminar on Gender Biases in Student Evaluations of Teaching, George Mason University Brownbag seminar	Academics / 20	Washington DC, USA
August 21 – 30, 2017	Régine Serra*	Awareness raising sessions held for 1st year incoming students, on sexual harassment prevention, and Gender Equality at Sciences Po	Undergraduate students / 850	Paris, Dijon, Le Havre, Menton, Nancy, Poitiers, Reims, France
September 14, 2017	Anne Boring	Conference presentation on Gender Biases in Student Evaluations of Teaching, Advances with Field Experiments 2017	Academics / 35	Chicago, USA
September 21 - 22, 2017	Frédéric Mion (Sciences Po Dir.)	Guest Speaker, Communication on Sciences Po Gender Equality Policy and EGERA at HeforShe 10X10 Impact Champions Conference , United Nations	Policy stakeholders, Heads of 9 world leading Universities, Press, Academics / 125	New York, USA
September 26 – 27, 2017	Maxime Forest	Participation as guest speaker to the High Level Seminar held under the EU-funded GEECCO project, Polytechnic University of Cracow	Academic, Staff, policy stakeholders / 40	Cracow, Poland
October 12, 2017	Maxime Forest Hélène Périvier	Presentation of EGERA Policy Lab on the future of Sciences Po Gender Equality Policies to undergraduate students	Undergraduate students / 45	Paris, France
October 16 – 18, 2017	Marta Dominguez, Maxime Forest, Hélène Périvier, Réjane Sénac, Régine Serra*	Participation to EGERA final dissemination event, in particular contribution and/or attendance to the opening act (Oct. 16th) the EGERA Seminar (Oct. 17 th)	Academic, staff, policy stakeholders / 72	Paris, France
October 20, 2017	Anne Boring, Hélène Périvier	Symposium on Education and Gender Equality, Wellesley College	Academics, policy stakeholders including French minister, business, media / 95	Boston, USA
November 6 – 8, 2017	Maxime Forest	Participation as guest speaker to the 11 th Gender Summit North America, session IV « Best Practices: Global Perspectives on Equity, Diversity and Inclusion in STEM ». Contribution "The EGERA experiment: Building Accountability for Gender Equality in Research and the Academia"	Academics, policy stakeholders, Ministers / 240	Montréal, Canada
November 9, 2017	Anne Boring	Participation in panel on Gender Equality in the professional world, Journées de l'économie	Academics, policy stakeholders, larger public, media / 55	Lyon, France
November 20 – 21, 2017	Maxime Forest	Participation as guest speaker to the Conference "Accelerating ERA Development by Promotion of Gender Equality in STEM Research" held under EU-funded GENERA Project, in cooperation with EIGE. Contribution "The EGERA experiment: Building Accountability for Gender Equality in Research and the Academia"	Academics, policy stakeholders, Ministers / 110	Vilnius, Lithuania
November 23, 2017	Maxime Forest	Participation, as principal speaker, to the workshop on institutional change towards gender equality, held under EU-funded GEECCO project, Universitat Politècnica de Catalunya	Academics, staff, policy stakeholders / 24	Barcelona, Spain
November 28 – 29, 2017	Maxime Forest	Participation as guest speaker to the Final conference of the TRIGGER project.	Academics, policy stakeholders / 90	Brussels, Belgium

		Contribution "Transforming Higher Education and Research Performing Institutions from Inside? Making Gender Equality and Gender Sensitive Research Strategic Issues"		
December 19, 2017	Maxime Forest	Participation as guest speaker to the Conference "Appel à projets sur le changement structurel en faveur de l'égalité dans l'ESR", Ministry of Research and Higher Education	Academics, policy stakeholders / 45	Paris, France
METU				
March 8, 2017	METU President (fed with the info by METU EGERA team)	Delivery of the information on EGERA Charters on Governance and Communication on the occasion of March 8 via METU Mail List https://citob.metu.edu.tr/belgeler	METU students, academics and administrative staff	
March 30, 2017	Dr. Gulbanu Altunok	GEQ Analysis Results/ Vechta Event	EGERA partners	Vechta, Germany
April 25 – 30, 2017	Dr. Gulbanu Altunok	Neo-conservatism, Sovereign Power and Bio-power: Female Subjectivity in Contemporary Turkey/ Exploring the Dark Side. Theorising Resistances and Opposition to Gender+ Equality in Comparative Perspective	Academics/20	Nottingham, UK
June 1 – July 29, 2017	Prof. Feride Acar	High Level Conference on Women's Empowerment and Leadership	UN audience/ Policy stakeholders	France-Paris-
August 29 - September 01, 2017	Assoc. Prof. Fatma Umut Bespinar & Assoc. Prof. Ayse Idil Aybars	Feeling more insecure than before: Women in academia in Turkey/ 13th Conference of the European Sociological Association (Un)Making Europe: Capitalism, Solidarities, Subjectivities	Academics/unknown	Athens, Greece
September 6 – 10, 2017	Prof. Ayse Ayata	Restoration of the Religio-Conservative Gender Climate in Turkey/Oslo ECPR Conference	Academics/unknown	Oslo, Norway
October 6, 2017	Dr. Gulbanu Altunok	Results of the METU-EGERA Diagnostic Survey/ METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and Resistances	44 academics & 5 members from Turkish National Commission, Gender Equality Committee for UNESCO	Antalya, Turkey
October 6, 2017	Prof. Feride Acar	EGERA and METU Experience/ METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and Resistances	44 academics & 5 members from Turkish National Commission, Gender Equality Committee for UNESCO	Antalya, Turkey
October 6, 2017	Prof. Ayse Ayata	Moderator in the Session on "Gender Equality and Work-Life Balance in Academia" / METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and Resistances	44 academics & 5 members from Turkish National Commission, Gender Equality Committee for UNESCO	Antalya, Turkey
October 7, 2017	Assoc. Prof. Umut Bespinar	Moderator in the Session on "Policies on Gender-based Discrimination, Harassment and Violence in Universities" / METU EGERA Workshop: Gender Equality in Academia: Objectives, Achievements and	44 academics & 5 members from Turkish National Commission, Gender Equality Committee for	Antalya, Turkey

		Resistances	UNESCO	
October 17, 2017	Dr. Gulbanu Altunok	Forms Of Resistances Encountered At Different Levels To The Efforts Of Mainstreaming Gender Equality/ EGERA Final Dissemination Event	EGERA partners and academics	Paris, France
October 17, 2017	Prof. Ayse Ayata	Conclusive Roundtable, with participation of EGERA Consortium board/ / EGERA Final Dissemination Event	EGERA partners and academics	Paris, France
UA				
2017	Petra Meier Jolien Voorspoels	<i>Universiteit, steek de hand in eigen boezem: misverstanden rond genderongelijkheid [University, search your own heart: misunderstandings about gender inequality]</i> in THeMA: tijdschrift voor hoger onderwijs & management, 24:1 (2017), pp.29-33.	Academic Staff Policy stakeholders	publication
2018	Jolien Voorspoels	<i>'In our department there is absolutely no discrimination of women or others.'</i> Staff attitudes on gender quotas in academia: a Belgian University in Journal of Diversity and Gender Studies, 5:1 (2018). [Abstract below]	Academic	Forthcoming publication
Under editorial review	Jolien Voorspoels Petra Meier	<i>What lessons to be drawn? Gender quotas in academic decision-making</i> [Abstract below; please do not share publicly as this work is under review, thank you]	Academic	Submitted paper to Politics & Gender, awaiting editorial review
Planned submission	Jolien Voorspoels Inge Bleijenbergh	<i>Opening a black box: practices of implementing gender quotas in academia</i>	Academic	Planned submission to Equality, Diversity, and Inclusion: an International Journal
June 2018	Jolien Voorspoels	Public PhD defense, working title: <i>(Non)Sense of implementing gender quotas in academia: the case of a mid-range Flemish university.</i>	Academic Staff Policy stakeholders Media – larger public (press release)	UAntwerp
June 23, 2017	Jolien Voorspoels	Presentation on ongoing gender quotas implementation research at the Centre for Science and Technology Studies; on invitation by Inge van der Weijden and Pleun van Arensbergen.	Academic	Leiden University
July 3, 2017	Jolien Voorspoels	Presentation on ongoing gender quotas implementation research at meeting of Hotspot in Gender and Power in Politics and Management; during visiting stay under supervision of Inge Bleijenbergh	Academic	Radboud University, Nijmegen
October 19, 2017	Jolien Voorspoels	Presentation of <i>Opening a black box: practices of implementing gender quotas in academia</i> at the Sophia Colloquium 'Genderstudies, een genre apart? Een stand van zaken' [Gender studies, a separate genre? A status quo]	Academic Policy stakeholders Feminist civil society	Brussels
September 2017	Jolien Voorspoels	Co-organizing a new network for junior feminists in Belgian academia; thinking about and acting upon 4 core issues. 1. Education 2. Research	Students Academic (pre- and post-doc staff; junior in terms of career) Feminist civil society	Belgium

		3. Services to Society 4. Organization of Academia First meeting took place on 20/10; with support of Sophia and Université des femmes		
November 13, 2017	Petra Meier Jolien Voorspoels	UA Steering Committee of Equal Opportunities meeting to present the EGERA charter of governance for institutional signature	Internal policy stakeholders	UAntwerp
2 nd semester academic year 2016-17	Petra Meier Jolien Voorspoels Seunghyun Song	Two MA students conducted their internship at our research group. One of them actively contributed to the GECS2 analysis and will write her master thesis on UA GECS2 survey data. We also organized a recurring reading group with them on Sara Ahmed's book <i>On Being Included: Racism and Diversity In Institutional Life</i> . This book covers the academic sector.	Master students Interuniversity Master in Gender & Diversity	UAntwerp, CED research group
UAB				
January 20, 2017	1	Meeting of the Gender and Feminist Studies Platform	Academic	Madrid
February 3, 2017	1	Conference on the Gender Perspective in the Media	Students	Seville
February 10, 2017	2	Science Kit, Seminar at the Science Faculty	Academic and Policy Stakeholders	Barcelona
February 2, 2017	1	Women in Research Roundtable at JIPI (Interdisciplinary Meeting of Predoctoral Researchers) Impact in social media: <ul style="list-style-type: none"> • Twitter: 162 impressions • Facebook: reached 387 people 	Students	Barcelona
February 13, 2017	2	Marathon of Quick Debates	Students	Barcelona
February 24, 2017	1	Presentation of the EGERA Project at an EFFORTI meeting	Academic	Madrid
March 8, 2017	3	Celebration of International Women's Day at the UAB Impact in social media: <ul style="list-style-type: none"> • Twitter: 182 impressions and 4 engagements • Facebook: reached 710 people 	Students, Academic and Policy Stakeholder	Barcelona
March 8, 2017	1	Network of European Projects for Gender Equality in Science and Innovation with participation of Spanish organizations Impact in social media: <ul style="list-style-type: none"> • Facebook: reached 143 people 	Academic and Policy Stakeholder	Madrid
March 8, 2017	3	Dissemination of EGERA Charter on Gender Sensitive Communication,	Students, Academic and Staff	Barcelona-UAB
March 9, 2017	1	Seminar on "Gender perspective in research", University of Vic	Academic	Vic
March 9, 2017	1	Roundtable on "(In)visible Technology, gender and social change".	Students, Academic and Policy Stakeholder	Vic
March 2017	2	News- EGERA Charter for Gender Sensitive Governance. Website UAB.	Students, Academic and Policy Stakeholder	UAB
March 14, 2017	1	Gender Perspective, Health and Mass Media	Public Hospital Staff	Barcelona
March 17, 2017	1	Women that transform the World	Larger Public	Segovia

2017				
April 25 – 29, 2017	1	Gender-Media and ICTs Meeting Impact in social media: <ul style="list-style-type: none"> • Twitter: 209 impressions 	Academic and Policy Stakeholders	Barcelona
April 26, 2017	1	Roundtable on Gender-based Violence	Students and Academics	Barcelona
May 31 - June 1, 2017	1	Meeting of Gender Equality University Units Impact in social media: <ul style="list-style-type: none"> • Twitter: 411 impressions and 7 engagements • Facebook: reached 506 people 	Academic and Policy Stakeholders	Cordoba
May 17, 22 and 24, 2017	3	Workshop on Sexual Violence at University (USVReact) Impact in social media: <ul style="list-style-type: none"> • Twitter: 743 impressions and 31 engagements • Facebook: reached 1145 people 	Policy Stakeholders and Staff	Barcelona
June 22, 2017	4	Handbook to include the gender perspective in teaching.	Academic	Barcelona-UAB
June 26, 2017	1	Summers Students. Promotion of the EGERA project	Students	Barcelona-UAB
June and September 2017	1	Information about Protocol of Sexual Harassment to all new UAB students on enrolment. Impact in social media: <ul style="list-style-type: none"> • Twitter: 2015 impressions and 52 engagements • Facebook: reached 2134 people 	Students	Barcelona-UAB
June 2017		Dissemination of Gender Training at the UAB Impact in social media: <ul style="list-style-type: none"> • Twitter: 550 impressions and 52 engagements • Facebook: reached 539 people 	Academic, Staff	Barcelona, UAB
July 2017	2	Dissemination of EGERA reports on collected good practices regarding the gender perspective in curricula and in research. News article on the UAB homepage.	Students, Academic, Staff	Barcelona, UAB
July 6 – 7, 2017	1	Seminar on Gender Perspective in Journalism	Public Media and Policy Stakeholders	Santo Domingo, Dominican Republic
July 7, 2017	1	Meeting with the Science and Women Group and the Quality Agency of Catalonia to establish the process that needs to be implemented in order to include the gender perspective in all degrees at the seven Catalan public universities, in accordance with the 17/2015 Equality Law.	Policy Stakeholders	Barcelona
September 12, 2017	1	Observatory for Equality and EGERA Project dissemination addressed to at international Students at the UAB.	Undergraduate students	Barcelona-UAB
September 15, 2017	2	Protocol against sexual harassment and harassment on grounds of sex, sexual orientation, gender identity or gender expression by the Universitat Autònoma de Barcelona. Awareness raised activity addressed to International Students in at	Undergraduate students	Barcelona-UAB

		the UAB		
October 4, 2017	1	Professionalization of Women Journalists in History	Academic and Larger Public	Barcelona
October 16 – 18, 2017	2	Paper "Gender Perspective in Teaching at the UAB" at the EGERA Final Conference Impact in social media: <ul style="list-style-type: none"> • Twitter: 393 impressions and 14 engagements 	Undergraduate students, Academic and Policy Stakeholder	Paris
October 19, 2017	3	Gender Perspective in Law Impact in social media: <ul style="list-style-type: none"> • Twitter: 720 impressions and 37 engagements • Facebook: reached 453 people 	Undergraduate students and Academic	Barcelona
UVGZ				
January 27, 2017	Jiří Kolman	Board of Director	CzechGlobe staff	Brno
March 15, 2017	Hana Víznerová	Management of diversity in the team	Academic	Brno
April 10, 2017	Kateřina Hodická, Jiří Kolman	Meeting of CzechGlobe team leaders	CzechGlobe staff	Brno
May 18, 2017	Kateřina Hodická	Diversity in global change research	Academic	Brno
May 25, 2017	Kateřina Hodická	Development of managerial skills of early-stage researchers	Academic	Brno
June 21, 2017	Jiří Kolman	Meeting of CzechGlobe team leaders	CzechGlobe staff	Brno
September 7, 2017	Kateřina Hodická, Jiří Kolman	Board of Director	CzechGlobe staff	Brno
September 14, 2017	Hana Víznerová, Apolónia Pecka Sejková	HR Management and Gender Quality in Research Support	Academic	
October 2 – 4, 2017	Hana Šprtová, Jiří Kolman	Quo vaditis agriculture, forestry and society under Global Change?	Academic	Velké Karlovice (Czech Republic)
October 4, 2017	Jiří Kolman	Scientific Advisory and Ethical Board	International top researchers	Brno
October 17, 2017	Jiří Kolman	EGERA Final Conference	EGERA Consortium, Academic	Paris
October 30, 2017	Jiří Kolman	Meeting of CzechGlobe team leaders	CzechGlobe staff	Brno
November 7, 2017	Jiří Kolman, Hana Šprtová, Apolónia Pecka Sejková	MayDay Career day	Academic, undergraduate students	Brno
November 9, 2017	Jiří Kolman	InCites Forum	Academic	Vienna
November 13 – 15, 2017	Hana Šprtová	International Conference of Education, Research and Innovation	Academic	Seville
December 6, 2017	Jiří Kolman, Hana Šprtová, Apolónia Pecka Sejková	EGERA CZ final conference	Academic	Brno
December 13 - 14, 2017	Jiří Kolman	REsearch network for forward looking activities and assessment of research and innovation prospects in the fields of Climate, Resource Efficiency and raw mATERials.	Academic, business, public service	Brussels
SKU				
January 21, 2017	Inge Bleijenbergh	Interview published in online Vox magazine of the Radboud University.	Academics, students and larger public	Nijmegen, the Netherlands
February 21, 2017	Inge Bleijenbergh	Presentation at Gender and Diversity day, Science faculty, Radboud University	Academics	Nijmegen, the Netherlands

June 12, 2017	Monic Lansu	Presentation at the International doctoral consortium at Jyväskylä University School of Business and Economics	Academics	Helsinki, Finland
June 28, 2017	Inge Bleijenbergh	Keynote speech at the symposium at the Universität Koblenz-Landau and the Hochschule Koblenz	Academics, staff and students	Koblenz, Germany
July 4, 2017	Inge Bleijenbergh	Interview published in online Vox magazine of the Radboud University.	Academics, students and larger public	Nijmegen, the Netherlands
July 6, 2017	Inge Bleijenbergh	Presentation at EGOS conference	Academics	Copenhagen, Denmark
August 29, September 13, November, 21, 2017	Monic Lansu	Gender equality interventions at the Plant Sciences Group of Wageningen University and Research	Academics, staff, management, HR staff	Wageningen, the Netherlands
September 20, October 4, 2017 & January 2018	Inge Bleijenbergh & Pleun van Arensbergen	Gender equality interventions at the Tilburg School of Catholic Theology	Academics, staff, management, HR staff	Utrecht, the Netherlands
October 5, 2017	Pleun van Arensbergen	Presentation at diversity committee meeting, Science faculty, Radboud University	Academics, HR staff, students	Nijmegen, the Netherlands
November 10, 2017	Inge Bleijenbergh	Presentation at InScience, Dutch international science film festival	Larger public	Nijmegen, the Netherlands
November 28 and December 13, 2017	Inge Bleijenbergh & Pleun van Arensbergen	Gender equality interventions at the Tilburg Law School	Academics, staff, management, HR staff	Tilburg, the Netherlands
November 15, 2017	Inge Bleijenbergh	Lecture for students from the European Master in System Dynamics	Students	Nijmegen, the Netherlands
November 2017	Monic Lansu & Inge Bleijenbergh	Presentation Group model building results at diversity committee meeting, Science faculty, Radboud University	Academics, HR staff, students	Nijmegen, the Netherlands
November 18, 2017	Inge Bleijenbergh	Poster presentations at public event of Science faculty, Radboud University	Academics and students	Nijmegen, the Netherlands
December 2017	Inge Bleijenbergh, Pleun van Arensbergen & Monic Lansu	Presentation of EGERA results at Science faculty board, Radboud University	Academics, management	Nijmegen, the Netherlands
CESIS				
2018	Heloísa Perista	Executive course Gender audits and equality plans 1st edition	Professionals aiming at the promotion of gender equality in their companies / organisations	ISEG - Lisbon School of Economics and Management, University of Lisbon
November 2017	Heloísa Perista, Pedro Perista	Sharing of experiences and exchange of best practices between the CESIS team of EGERA project and the ISEG Team of the European Union Horizon2020 Project Promoting Gender Balance and Inclusion in Research, Innovation and Training (PLOTINA) (2016-2020). Project Webpage: WWW.PLOTINA.EU	Project teams	CESIS