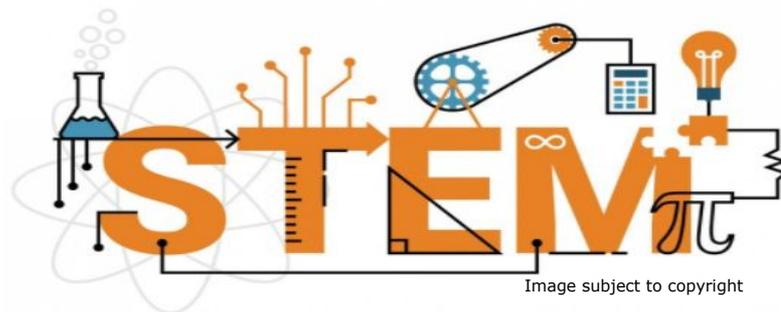




"This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no. 741128".

Gender Equality in Engineering through Communication and Commitment GEECCO



NEWSLETTER No. 4 - July 2019

Introduction

The GEECCO newsletter reports on collaborative tasks and actions carried out within the GEECCO project, emerging topics in gender equality, interesting reads, relevant events and more.

The newsletter is published twice a year and is available for download at:

[www://http://www.geecco-project.eu/resources_results/](http://www.geecco-project.eu/resources_results/)

LinkedIn https://www.linkedin.com/feed/?trk=nav_logo

Twitter https://twitter.com/GEECCO_H2020

[Download the project brochure](#)

We hope you enjoy reading our newsletter. If you have any comments or suggestions regarding the content, let us know at irene.jorge@upc.edu. We look forward to your feedback!

Would you like to change how you receive these emails? To update your preferences or **unsubscribe** from this list, email us at: geecco_newsletter@list.tuwien.ac.at.



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Picture: Project meeting at the UNICR, June 2019

JOINT CAMPAIGN FOR 8 MARCH 2019

International Women's Day



Developed by: Lidia Arroyo (Open University of Catalonia, ACT project), Rachel Palmen (Open University of Catalonia, ACT project, and Notus, Target project) and Irene Jorge (UPC, GEECCO project)

The #GendeRRIng campaign (a compound word of 'gender' and the acronym for '[Responsible Research and Innovation](#)') was a joint action on Twitter to celebrate International Women's Day. The collaborative campaign furthered synergies between sister H2020 EU projects on gender equality in research and innovation.

<http://www.geecco-project.eu/home/>

The campaign was designed and led by Target, GEECCO and ACT and involved six other EU projects: EFFORTI, EQUALIST, GENDERACTION, GEARING ROLES, SPEAR and SUPERA. People in a variety of jobs at the projects' partner organisations could voluntarily participate in the campaign. On average, each participating project is made up of 10 partners – from research-performing organisations (RPOs) and research-funding organisations (RFOs) to NGOs and SMEs – from between 6 and 13 different European and non-European countries.

The main goal of the #GendeRRIng campaign was to put gender equality in R&I on the agenda and increase the visibility of the H2020 projects on this topic. Specifically, the campaign aimed to:

- Spotlight the commitment to gender equality of the partner organisations from the participating EU project consortia.

JOINT CAMPAIGN FOR 8 MARCH 2019 International Women's Day

- Encourage other R&I organisations to make their commitment to gender equality public.
- Raise awareness of gender equality in R&I at RPOs, RFOs and ministries.

The initial joint action resulted in 141 original tweets on #GendeRRIng by members of the participating projects, for a total of:

- 128,247 Impressions
- 2,202 Interactions
- 508 Retweets
- 886 Likes



The following table contains the specific data for each project's impact.

	Tweets	Imp.	Interact.	RTs	Likes
GEECCO	43	9,470	268	56	128
ACT	25	22,948	433	111	174
TARGET	17	25,909	417	85	147
SPEAR	15	18,600	324	66	120
Gearing Roles	15	22,747	384	80	128
GENDERACTION	10	8,119	162	39	60
SUPERA	8	7,584	136	31	49
EFFORTI	7	9,124	47	34	70
EQUALIST	1	3,746	31	6	10
TOTAL	141	128,247	2,202	508	886

GEECCO INITIATIVE OF THE MONTH

GEECCO PARTICIPATION AT THE STS CONFERENCE IN GRAZ, AUSTRIA: IT'S TIME FOR STRUCTURAL CHANGE, SISTER!

Over 200 international scientists and practitioners gathered at the 18th Annual STS Conference in Graz on 6 and 7 May 2019 to present and discuss their projects and research with other minds in the broad field of science, technology and society. The topic of this year's conference was 'Critical Issues in Science, Technology and Society Studies'. The full programme is available [here](#).

The joint session 'It's time for structural change, sister!', chaired by GEECCO coordinator Brigitte Ratzer, was held on 7 May 2019, under the Gender-Technology-Environment stream. **GEECCO's contribution to the session looked at how to 'Dance with Resistance'**.

The joint session was a good opportunity for GEECCO to share experiences with its sister and other related projects, as well as to raise awareness of the issue in the research community.



The session was attended by representatives of other ongoing H2020 sister projects and projects under the H2020 SwafS scheme ([TARGET](#), [CHANGE](#), [Sage](#), [GRANteD](#), [ACT](#)), as well as gender scholars and practitioners who discussed approaches to and experiences with:

- *challenging the dominant idea of excellence;*
- *seriously and sustainably involving management in gender equality policies (going beyond lip service);*
- *dealing with and overcoming resistance to gender equality and diversity within organisations and in society at large;*
- *developing an intersectional understanding of gender equality; and*
- *including a broad range of stakeholders in the development and implementation of gender equality policies in research-performing organisations (RPOs) and research-funding organisations (RFOs).*

The main aim of all these H2020-funded structural change projects is to help RPOs design and implement gender equality plans.

GEECCO INITIATIVE OF THE MONTH

Graz Event

GEECCO's 'Dance with resistance' presentation capped off the session, coming just before the group conversation. In particular, it addressed:

- the main forms of resistance the GEECCO project has encountered so far, and
- possible solutions (from the literature, experience and advisory board input).

Resistance at universities varies considerably at the four participating RPOs, with both national and local differences. Strategies for dealing with it must be weighed and tailored to the situation at each one.

Although the contributions, projects and approaches presented prior to the session were quite diverse, all had clearly met with strong resistance to structural changes.

Reflection and Lessons Learnt

The 'It's time for structural change, sister!' session was followed by a fishbowl conversation, where project partners were asked the following questions:

- *If you could start your project over with the lessons you've learnt, what would you do differently and what would you do again?*
- *How can we get people engaged?*



The discussion was very productive, highlighting a number of lessons learnt. Some of the key takeaways were:

- Adapt your actions and visions to the culture of each field.
- Involve more university staff from the start.
- Work with people who want to make a change, not those who are (initially) reluctant.
- Enable people/organisations to make changes and facilitate immediate implementation. Awareness-raising is not enough.
- H2020 recognition: let people know that this is an internationally recognised field of research.
- Appeal to quality enhancement through gender considerations in applied research.
- Find things people can connect with.
- The student level matters. Students are more open to change; resistance comes later. Include gender issues in all curricula to reach a lot of people.
- Include RFOs.
- Institutionalise.
- Make equality the expectation!

SISTER PROJECT SECTION

This section was created as a launching pad for collaboration with **projects** that, like GEECCO, **have a work programme dedicated to including the gender dimension at European institutions**. The third instalment will look at the [GENDER EQUALITY ACADEMY](#), or **GE Academy**, project.



Fact File:

- **Topic:** [SwafS-13-2018 - Gender Equality Academy and dissemination of gender knowledge across Europe](#)
- **Call for proposal:** H2020-SwafS-2018-1
- **Funding scheme:** Coordination and Support Action (CSA)
- **Duration:** 36 months

For the latest GE Academy news, follow the project on [Facebook](#), [Twitter](#) and [LinkedIn](#).



Project objectives

The GE Academy aims to develop and implement a high-quality capacity-building programme on gender equality in research, innovation and higher education. Some of its main objectives are:

- to increase the skills of those who are implementing measures towards gender equality at their institutions (management, administrators, HR professionals, academic staff, etc.);
- to deepen the expertise of researchers interested in the gender dimension of their work;
- to further develop the skills of gender experts willing to deliver training sessions to research and innovation and higher education communities in Europe and beyond; and
- to build a pan-European network of qualified trainers.



HR Professionals & Research
Performing Organisations
middle management



Researchers



Gender experts

SISTER PROJECT SECTION

GE Academy aims to meet these objectives by implementing its high-quality capacity-building programme in at least 15 countries.

The Consortium

The GE Academy **consortium** consists of 12 organisations from 11 European countries. Each partner has its own unique expertise, from academic partners to public research institutions and SMEs. For more information, see: <https://ge-academy.eu/partners/>.

Interview

Interview with Vasia Madesi, deputy coordinator and communication manager, and **Lut Mergaert**, scientific coordinator of the GE Academy project.

Where did the idea for the GE Academy project come from?

It was a collective effort initiated by Yellow Window to bring together leading experts to contribute to an ambitious project to meet the need for better coordination of capacity-building efforts for gender equality in research and innovation.



What actions are planned to implement gender equality in R&I?

The GE Academy will run capacity-building actions in a variety of formats (training sessions, workshops, webinars, summer schools, train-the-trainer sessions) on a wide range of topics for multiple target groups.

What are the biggest challenges for the integration of the gender dimension at organisations? What strategies would you recommend to overcome them?

Insufficient internal capacity to implement structural change is one important challenge that the GE Academy will address. There are others, too, such as the fact that change processes always encounter resistance and resistance to gender-equality work is common. The GE Academy will also help build skills for dealing with resistance.

How could mutual learning opportunities be improved to maximise existing experience amongst policymakers, funding organisations and research organisations?

The European Commission has taken several initiatives to support mutual learning, which are now taking shape. The GE Academy is one of them.

GEECCO Commitment to the Principle of Open Access to Science

Additionally, material of interest from various renowned sources on gender-equality issues applicable to projects is regularly added to the website.

TU Wien > GEECCO > RESOURCES & RESULTS > Additional material

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ABOUT

CONSORTIUM & PARTNERS

RESOURCES & RESULTS
Additional material

In this section we offer useful material from projects regarding gender equality in research funded under FP7, Horizon 2020 and other programs.

Source: http://www.geecco-project.eu/resources_results/additional_material/

With these two measures, we have ensured access to results, encouraging the re-use of research outputs and supporting [Open Science](#). We have facilitated the dissemination of scientific research, making value-added content available to all stakeholders, from members of the research community to the general public, professionals and private individuals.



INTERESTING READS

- [A New Product Feature to Break Gender Bias](#). J. Walter Thompson - Amsterdam, March 2019.
- [H2020 Gender Equality Plan Projects Cluster Event: Report on Key Findings](#).
- [Recruitment Bias in Research Institutes](#) (video).
- [Handbook on Resistance to Gender Equality in Academia](#).
- [Policy brief on the role of funding agencies in the promotion of gender equality in R&I](#).
- [Guidance to facilitate the implementation of targets to promote gender equality in R&I](#). Prepared by the European Commission and the Helsinki Group on Gender in Research and Innovation, in consultation with the ERA stakeholders' platform (February 2018).
- Colleen Flaherty: [Dancing Backwards in High Heels](#). *Inside Higher Ed*, January 2018. Study finds female professors experience more work demands and special favour requests, particularly from academically 'entitled' students.
- Sara Hassan and Juliette Sanchez-Lambert: [It's Not That Grey](#). *Period*, 2019. A practical guide for the twilight zone of sexual harassment.
- [History of Women Engineers](#). SWE Blog, 8 March 2019.
- Joan Michelson: [To Recruit Women in STEM Offer These 7 Things](#). *Forbes*, 1 August 2018.

EVENTS WITH GEECCO PARTICIPANTS

This section reports on events in which GEECCO project partners have participated since our last newsletter (February 2019). It also highlights some of the specific value-added actions carried out.

- **Summary report '2018 GUNi International Conference. Humanities and Higher Education: Generating Synergies between Science, Technology and Humanities'**, UPC, Barcelona, 19 November 2018.
- **Technology Transfer Centre (CTT)**, PK, Cracow, launch of cooperation, 4 February 2019.
- **6th Workshop at UPC: Gender Equality**, UPC, Barcelona, 6 February 2019.
- **News and social media posts on GESIS**, GESIS, Cologne, 11 February 2019.
- **ACTinGENDER H2020**, PK, Cracow, launch of cooperation, 21 February 2019.
- **1st ACT International Synergy Conference: Building Communities of Practice for Gender Equality in the ERA**, YELLOW WINDOW, PK, Brussels, 25 February 2019.
- **Women in Science**, TA CR, Prague, 4 March 2019.
- **Conference on Women: Innovation and Valorisation in the Field of Digital Culture and INWES Europe meeting**, PK, Naples, 8 March 2019.
- **Conference on Women in Science and Business:**

Does the career in science and business have gender? GEECCO Project and GEP Problems at PK, PK, Cracow, 8 March 2019.

- **Working Group on Government Strategy for Gender Equality in the Czech Republic for 2021+: Education and Science Area**, TA CR, Prague, 12 March 2019.
- **Equity: Giving Everyone What They Need to Be Successful**, UNIRC, Reggio Calabria, 20 March 2019.
- **GENDERACTION: Mutual Learning Workshop: Best-practice Exchange of EU-Funded Projects**, B-NK GmbH, YELLOW WINDOW, Berlin, 25 March 2019.
- **Round Table on HR Excellence in Research Award**, TA CR, Prague, 27 March 2019.
- **Meeting of the Italian Working Group on STEM within the Conference of Italian Rectors**, UNIRC, Turin, 28 March 2019.
- **Implementing Gender Equality Plans at Science and Technology Universities**, UNIRC, Turin, 29 March 2019.
- **CESAER Meeting**, TUW, Turin, 29 March 2019.
- **Gender Equality and Government: Experience from the European Commission and the OECD**, TA CR, Prague, 1 April 2019.

- **European Platform of Local Governments: Successful Women in Power**, PK, Cracow, 8 April 2019.
- **Gender AG Meeting**, TUW & WWTF, Vienna, 5 April 2019.
- **GenderAction Mid-Term Event**, YELLOW WINDOW, Brussels, 9 April 2019.
- **The Future of Gender Equality in European Research and Innovation**, TA CR, Brussels, 9 April 2019.
- **Trilateral Meeting with TARGET Partner, Equal-ist and Gender Academy coordinator**, UPC, Thessaloniki, 11 April 2019.
- **Presentation of GEECCO and its results to date at Thessaloniki University**, UPC, Thessaloniki, 11 April 2019.
- **18th Annual STS Conference, Graz; Stream: It's time for structural change, sister!**, PK, TUW, B-NK GmbH, Graz, 6 May 2019.
- **6th European Women Rectors Conference**, GESIS, Malmö, 13 May 2019.
- **Gender Trainings and Evaluation. Working meeting of the Gender Mainstreaming WG within the DeGEval – German Evaluation Society**, B-NK GmbH, Vienna, 23 May 2019.
- **Gender perspective in STEM teaching**. Poster at the VI Xornada Universitaria Galega en Xénero, XUGeX, UPC, A Coruña, 16 June 2019.

*Due to space constraints, not all events attended by GEECCO project partners could be included.

<http://www.geecco-proiect.eu/home/>

UPCOMING EVENTS



- **2nd International Conference on Engineering Education for the 21st Century: 'Engineering Education towards Sustainability: Approaches for Institutionalization and Teaching Implementation'**, UPC, Bilbao, 4 July 2019.
- **1st WOMENVAI 2019**, PK, Paris, 8-9 September 2019.
- **Humans and Machines: Provisions of our digital future**, TUW, 29 September 2019.
- **Platform for women in research and innovation**, TA CR, Prague, 30 September 2019.
- **WFEO Women in Engineering Standing Committee Meeting and World Engineers Convention**, PK, Melbourne, 19 December 2019.