



GEHE Gender Equality in Higher Education
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Structural change in academia through GEPs: different approaches for a common goal
Chair: Rita Bencivenga, LEGS - Laboratoire d'études de genre et de sexualité, CNRS – PARIS 8 - Paris OUEST

Panelists:

Prof. Eileen Drew: Director of the Trinity Centre for Gender Equality and Leadership, Trinity College Dublin, Ireland (INTEGR/SAGE)
Prof. Barbara Poggio, Vice Rector for Equality and Diversity of University of Trento, Italy (GARCIA)
Dr. Brigitte Ratzer, Head of Office for Gender Competence, Vienna University of Technology, Austria (GEECCO)
Prof. Gülsün Sağlamer, Former Rector of Istanbul Technical University, European Women Rectors Association, Istanbul Technical University, Turkey (FESTA)
Prof Jörg Müller, Senior researcher at the Internet Interdisciplinary Institute (IN3), Barcelona, Spain (GEDII)

Abstract

This panel has its origin in a Round Table titled *Gender in Horizon 2020: The Case of Gender Equality Plans*, published on *AG About Gender - International Journal of Gender Studies* at the midterm of H2020, and thus at an opportune point to start collecting comments and experiences on aspects related to the implementation of structural change through the creation and implementation of GEPs. The panel includes some of the participants to the Round Table and other FP7/H2020 experts, to extend the debate and update the current situation.

H2020 pays special attention to the promotion of gender equality in Higher Education, for example through specific calls for promoting Gender Equality in Research and Innovation (GERI). More specifically, the topic GERI.4 - Support to research organisations to implement Gender Equality Plans establishes three challenges: to remove barriers to the recruitment, retention and career progression of female researchers; to address gender imbalances in decision-making processes, and to strengthen the gender dimension in research programmes. Through EU funded projects, there is now a growing body of experience in Research Performing Organisations (RPOs) that have developed Gender Equality Plans.

The panel will explore the specific issues arising when promoting structural change in academia through the building and promotion of GEPs, drawing upon their own project-related experiences.

Specifically this will include: strategies for persuading key stakeholders; making the case for gender equality; overcoming resistance to GEP implementation; embedding and institutionalising successes; and the role and importance of Unconscious Bias Awareness (and other forms of) training. Panelists will also highlight the specific contribution that each of their EU funded projects have made towards the advancement of structural change.

The need for a 'patchwork' of activities is advocated through interventions, evaluation, learning and dissemination that highlight common good practices and illustrate how gender equality can contribute to excellence and diversity, along with practical examples of training on Unconscious Bias Awareness, the importance of gender disaggregated data, and the need for top down and bottom up support for GEPs.

The objective of the panel presentation is to share information on practical but also theoretical perspectives underpinning the path towards structural change in research institutions using a systemic, comprehensive and sustainable approach.