Factsheet #2

RESET impact and lessons learnt from gender mainstreaming training and use of digital tools for awareness and engagement

Brief Project Description

RESET is a CSA project funded by the European Union under Horizon2020. It involves seven universities from all over Europe (University of Bordeaux, Aristotle University of Thessaloniki, University of Łódź, University of Porto, Ruhr-University Bochum, University of Oulu, Sciences Po Paris) and addresses the challenge of Gender Equality in Research Institutions in a diversity perspective. RESET objectives are to enable a structural change through the co-design and implementation of **context-based Gender Equality Plans (GEPs)**, and foster a user-centered, impact-driven, **inclusive vision of scientific excellence**.

RESET has developed multiple **tools** throughout the project lifespan. These tools enable an effective gender mainstreaming into the processes and structures of research organisations, paving the way for an organisational change from a gender perspective. They further enable a gender-responsive conceptualisation of scientific excellence.

All RESET tools are illustrated through a series of factsheets (specific tools *per factsheet*). Each factsheet provides information on the tools' content and main features. **The contribution of the tools to core ERA agendas and EC strategies**, and their **wide outreach** are outlined through a set of **KPIs**. In addition, relevant **lessons learnt** by the RESET partners are provided (e.g. related to the employment of the tools and the enhancement of gender change through them), accompanied by **corresponding recommendations**.

Core strategies and policies RESET contributes to:

Gender Equality Strategy 2020-2025

This EC strategy presents policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe. **The goal is a Union where women and men, girls and boys, in all their diversity, are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate and lead our European society.** Key objectives indicatively refer to: ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; addressing gender pay gaps. Gender mainstreaming and intersectionality are also core principles.

ERA Policy Agenda 2022-2024

The Agenda sets out voluntary ERA actions for 2022-2024 to contribute to the priority areas defined in the Council Recommendation on a Pact for Research and Innovation in Europe. Among four priority areas, Area 1 - DEEPENING A TRULY FUNCTIONING INTERNAL MARKET FOR KNOWLEDGE sets a sub-priority: **Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration.** Four core outcomes are defined: developing a policy coordination mechanism to support gender equality through inclusive Gender Equality Plans; strategy to counteract gender-based violence; gender mainstreaming and intersectionality; developing principles for the integration and evaluation of gender in R&I.

Factsheet #2 illustrates the following tools:

1. RESET gender equality and gender mainstreaming training toolbox.
2. RESET dashboard and online forum.

Did you know?

Factsheets are concise and informative documents. They present key data, useful facts, and an overview of the target topic.
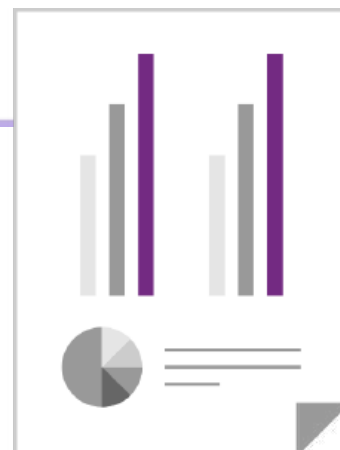
Tool #1:

RESET gender equality and gender mainstreaming training toolbox

RESET gender equality and gender mainstreaming training toolbox useful for different trainee groups or national contexts

This training toolbox, developed by the University of Łódź, offers a comprehensive, universal training scheme for the RESET consortium to train their communities towards equality. It provides tailor-made training for various target groups in academic institutions, and is adaptable to national, institutional, and socio-cultural contexts, further in line with intersectionality and co-design approaches. The toolbox includes eight training modules: 1) Psychosocial risks at work; 2) Reacting to harassment and inappropriate behaviours; 3) Diversity and inclusivity; 4) Enhancing diversity and inclusivity culture & preventing discrimination and unconscious bias; 5) Building positive relationships and enhancing positive attitudes toward diversity at work; 6) Work-life balance; 7) GEP implementation; 8) Gender and diversity dimensions in research and teaching. Each module outlines forms of training, training objectives, useful terms and references, among others. This tool can be exploited beyond the RESET community, by gender and diversity trainers, and academic institutions aiming to equip their members with knowledge on EDI (Equality, Diversity, Inclusion) and pursue change (the digital version of the toolbox is available here).

>1.800

organisational members trained in RESET institutions

>50

events and training sessions in which the toolbox was presented

Gender Equality Strategy 2020-2025

Goal 1 - Being free from violence and stereotypes

- >20 useful tips and tools on training that addresses (sexual) harassment and inappropriate behaviours (including references, terms and definitions, and practical tips and guidelines).

Goal 2 - Thriving in a gender-equal economy

- 1 training module on work-life balance, accompanied by orientation on knowledge competencies improvement.
- >30 useful tips and tools on training that addresses work-life balance (including references, terms and definitions, and practical tips and guidelines).

Goal 3 - Leading equally throughout society

- 1 training module on GIA - Gender Impact Assessment, providing a robust basis for funding actions to take gender dimension into account, and achieve progress in gender equality in the EU.

ERA Policy Agenda 2022-2024

Outcome 1 - Develop a policy coordination mechanism to support all aspects of gender equality through inclusive Gender Equality Plans and policies, and a dedicated EU network on their implementation

- 1 comprehensive training module on GEP implementation.
- >40 useful tips and tools on GEP implementation, in terms of strengthening knowledge and improving competences (including references, terms and definitions, practical tips and guidelines).

Outcome 2 - Strategy to counteract gender-based violence including sexual harassment in the European R&I system and to assure gender equal and inclusive working environments through institutional change in any research funding or performing organisation

- 2 training modules addressing issues pertaining to sexual harassment, inappropriate behaviours, as well as mobbying.
- >60 useful tips and tools on training that addresses (sexual) harassment and inappropriate behaviours (including references, terms and definitions, and practical tips and guidelines).

Outcome 4 - Develop principles for the integration and evaluation of the gender dimension in R&I content in cooperation with national Research Funding Organisations

- 1 training module on gender and diversity dimensions in research and teaching (including GIA and intersectionality), providing a helpful basis for integrating and evaluating the gender dimension in R&I content.

- >80 useful tips and tools on training with respect to gender dimension integration in research and teaching, and Gender Impact Assessment - GIA (including references, terms and definitions, practical tips and guidelines).

Lessons learnt by RESET partners - RESET recommendations

It is extremely valuable to have the resources of the toolbox for our local training sessions. However, it is important to adapt the content to the target audience (students or staff), to their scientific field and to the national context.

A vast collection of gender-related training materials can prove extremely useful, since it allows selecting the material that fits better to the given university context. Training sessions and material related to addressing inappropriate behaviours seem particularly appealing to the academic community, since they can address various conflicts encountered in the workplace.

Recommendation 1 - Curate diverse training resources

Repositories of diverse training materials can provide a robust basis enhancing the effectiveness of training. They aid practitioners to select topics that are particularly appealing to the audience, and further respond to their needs.

## Recommendation 2 - Pursue contextual adaptation and practical application

Training materials should be tailored to fit the specific cultural, institutional, and operational contexts of different organisations. Such contextual customisation can considerably enhance the relevance and impact of the implemented training sessions. Concurrently, practical application touching upon everyday problems can keep the audience engaged and equip them with valuable knowledge and skills to address inequalities and conflicts.

Recommendation 3 - Consider the surrounding gender culture

Take into account the polarisations and potential conflicts generated by gender issues in European societies. Particularly when conducting gender training to student groups, consider that some students may consider that this is not science. To address this, ensure that the practical application of gender training and gender concepts is robustly supported by empirical data and well-established theories from gender studies.

Tool #2:

RESET dashboard and online forum
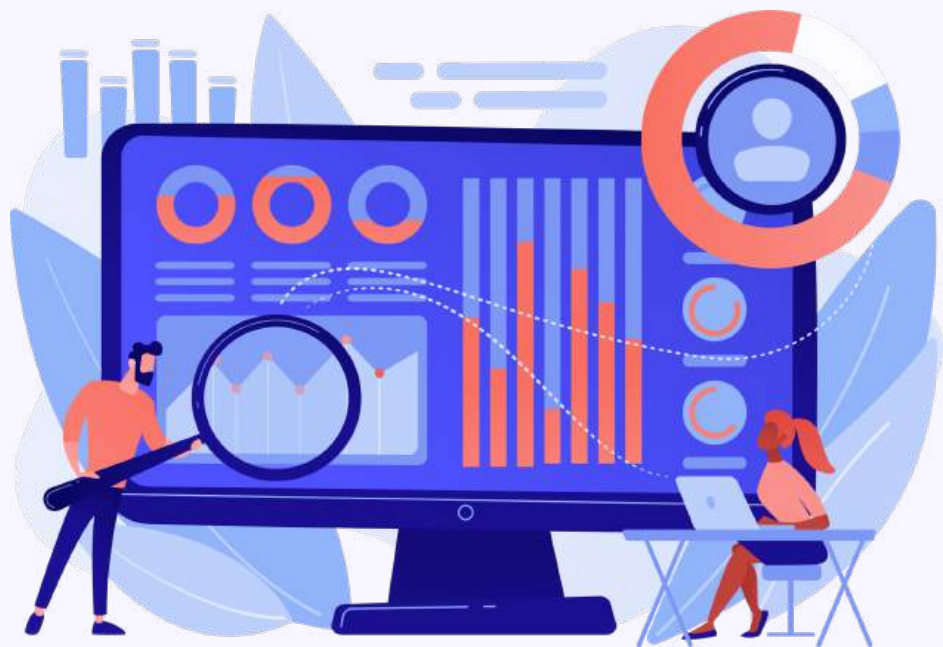
RESET dashboard and online forum

The RESET dashboard and online forum, developed by Aristotle University of Thessaloniki, are part of the project's collection of digital tools, aiming to raise awareness and foster engagement. The dashboard functions as a repository with gender statistics, enriched by user-centered visualisations setting a baseline on gender inequalities in RESET institutions and corresponding countries, and beyond. For instance, statistics and data-driven insights are provided on gender employment gaps in 34 countries, and on the ratio of women to men among active authors in all R&D fields. University statistics retrieved from the RESET institutions in terms of employee percentages per rank and scientific field are also illustrated (the dashboard is available here). The RESET forum is an online discussion board, dedicated to the project and relevant topics, where questions and experiences can be shared, events can be disseminated, and interactive dialogues are facilitated. Initially accessible to the RESET partner institutions, the forum has now become open and widely accessible by registered users (the forum is available here).

>800

views of the dashboard webpage

>60

registered users in the RESET forum

Gender Equality Strategy 2020-2025

Goal 2 - Thriving in a gender-equal economy

- 5 dashboard graphs illustrating gendered conditions in the European labour market (e.g. career pathways in academia across EU Member States, authorship / publication ratio across Europe).
- 3 forum posts raising awareness on gender employment gaps in academia.
- 2 forum posts raising awareness about work-life balance issues in academia.

Goal 3 - Leading equally throughout society

- 1 dashboard graph illustrating the proportion (%) of women on boards, members, and leaders across Europe.
- 1 forum post celebrating women in Sciences.

ERA Policy Agenda 2022-2024

Outcome 1 - Develop a policy coordination mechanism to support all aspects of gender equality through inclusive Gender Equality Plans and policies, and a dedicated EU network on their implementation

- 3 forum posts about Gender Equality Plans (GEP), and the experiences of RESET partners in terms of implementing their GEPs.
- 1 dashboard graph (step progress bar) illustrating the pathways towards ensuring a successful GEP.

Outcome 2 - Strategy to assure gender-equal and inclusive working environments through institutional change in any research funding or performing organisation

- 4 forum posts arguing about institutional change in academia (e.g. with respect to addressing resistances, and ensuring work-life balance).

Lessons learnt by RESET partners - RESET recommendations

For project digital tools, customisation and flexibility are necessary, so that each organisation can use these in a context-based way. Also, it is sometimes a challenge to mobilise stakeholders in tools that have the structure of a forum, when there are other communication tools in which people are more used to interact (e.g social networks).

Having concrete and original / new data on the dashboard is an excellent way to compare our universities and it can be used as an argument to convince the audience of the importance of implementing GE actions. In an academic context, it is important to have data to present the problems.

Recommendation 1 - Develop easily adapted digital tools based on user feedback to effectively raise gender awareness

Considering the rapid progress of technology, digital tools for user communication should have a flexible design so as to easily adapt to emerging trends. In addition, user and stakeholder feedback can aid in developing tools with a user-centric design and updating them accordingly, overall ensuring that such tools evolve to meet changing needs as well.

Recommendation 2 - Exploit data-driven insights to foster stakeholder engagement in gender-related interventions

Harnessing the power of data and exploiting data-driven, interpretable tools can provide organisations with valuable and meaningful insights. Representations of a problem that are supported by data evidence can be used to sensitise stakeholders for the given problem, and address resistance.

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