RESET

Redesigning Equality and Scientific Excellence Together

Project Information

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RESET aims to address the challenge of Gender Equality in Research Institutions in a diversity perspective, with the objective to design and implement a user-centered, impact-driven and inclusive vision of scientific excellence.

Consortium partners

Report on RESET's laboratory-scale incentives towards their communities

Document Information

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Abbreviations

AUTh	Aristotle University of Thessaloniki
CNRS	Centre National de Recherche Scientifique (France)
COPs	Communities of Practitioners
CSH	Citizen Science Hub
DataLab	Data and Web Science Laboratory (AUTh)
ERA	European Research Area
EU	European Union
GE	Gender Equality
GEP	Gender Equality Plan
GIA	Gender Impact Assessment
GIL	Gender-Inclusive Language
HEI	Higher Education Institution
INRIA	Institut National de Recherche en Sciences et Technologies du Numérique
ICT	Information and Communication Technology
IS-UP	Instituto de Sociologia da Universidade do Porto
LabGeo	Laboratory of Geoinformatics
LaBRI	Laboratoire Bordelais de Recherche en Informatique
LEPABE	Laboratory for Process Engineering, Environment, Biotechnology and Energy
RPO	Research Preforming Organisation
RRI	Responsible Research and Innovation
RUB	Ruhr University Bochum
UBx	University of Bordeaux
UL	University of Lodz
UOULU	University of Oulu
U.Porto	University of Porto
ScPo	Sciences Po Paris
STEM	Science, Technology, Engineering and Mathematics
VP	Vice-President
VR	Vice Rector
WLB	Work-Life Balance

Executive Summary

The deliverable "D5.3 Report on RESET's laboratory-scale incentives towards their communities" is part of the RESET WP5 – Ensure a sustainable and cultural change by establishing a gender and diversity-friendly environment. It is one of the results of implementation of task 5.3 – "Engaging laboratories as drivers of change among their communities, organise their accountability".

Upon the identification of needs, bias and practices carried out in the preparatory survey of WP1, results of other WP5 activities and WP6's co-design sessions, this report provides an insight into a series of emblematic labs' incentives towards their communities. The aim of this deliverable is to share examples, good practices and recommendations to mobilise laboratories and other research units to implement actions favouring gender equality and diversity. The current analysis of gaps and existing initiatives provides an opportunity to build an impact projection and strategy for accountability that will be further assessed as part of the RESET WP2 at M46.

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1. Introduction

This deliverable is a result of the implementation of task 5.3 – Engaging laboratories as drivers of change among their communities, organise their accountability - at RESET institutions. This task is part of WP5, which aims to ensure a sustainable and cultural change at RESET institutions by establishing a gender and diversity-friendly environment. The objectives of this task are to raise awareness on gender equality (GE) and diversity issues in the research environment, motivate communities to create and implement new initiatives and promote local initiatives of laboratories. This task implies further dissemination of good practices and active usage of the RESET platform for the promotion of labs' initiatives. The document also includes a gap analysis and impact projection to be assessed in D2.5 (M46).

Jointly with the submission of two other deliverables of the WP5 (D5.1 and D5.2), this document contributes to the achievement of the fourth milestone of the RESET project: partner institutions marking their engagement for cultural change (M28).

When mentioning "laboratories" in this deliverable, we broadly refer to units that gather researchers and administrative staff working on a common research goal or scientific field. In laboratories, research units, faculties or departments, stakeholders develop their expertise through research activities.

Mobilising laboratories is key both to the decentralisation of gender equality efforts, and to the mobilisation and sustainable engagement of a variety of stakeholders (Forest & Mergaert, 2015). Besides, diversity should be a central value in research units and universities policies (Brugman et al., 2022).

This deliverable presents main initiatives identified at RESET institutions for equality and diversity. The results of work presented in this document rely on the successful coordination and synergy of efforts among various RESET work packages and tasks.

WP5 tasks and related outcomes can be mobilised for the development of incentives towards laboratories' engagement for equality and diversity. The revision of institutional core documents at laboratory scale - T5.1[1], upscaling and coordination of systems tackling sexual harassment and discrimination - T5.2[2] or T5.4 focus on promoting a unique standard of gender neutral, non-discriminatory, positive forms of communication feed T5.3 strategy to engage laboratories. Promotion of modern forms of parenting - T5.5 and the related media campaign[3] offer content to enhance the work-

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[1] D5.1 – RESET academic core charters revised, including engagement for scientific excellence, gender equality and diversity.

[2] D5.4 - Toolbox for gender-neutral, diversity-oriented institutional communication - https://wereset.eu/deliverables/toolbox-for-gender-neutral-diversity-oriented-institutional-communication/

[3] RESET Media Campaign Faces of Campus - https://wereset.eu/resources/campaigns/media-campaign-faces-of-campus/

life balance of personnel of laboratories or research units. Valuing participation of all research actors, notably women in research support services (T5.6) is necessary to impel a sustainable cultural change in terms of equality at research units and laboratories.

This report also relies on the outcomes of the comprehensive benchmark analysis carried out by RESET GEP-implementing partners within WP1- *Design, implement and mainstream GEPs as regular, intersectional and co-designed institutional practice*. This effort is completed by the analysis of the survey and GE data publication within WP3 – *Supporting data-driven GE and diversity policy-making in designing qualitative assessment tools and processes*. WP4 work on developing training content is also expected to have an impact on laboratories by providing them with content and methodologies for the implementation of training activities. The RESET strategy to mobilise laboratories as drivers for change among their communities is reflected by WP6 strive to *upgrade existing excellence policy towards greater inclusiveness*, notably by reflecting on practices of recruitment, access to decision-making, and work-life balance. WP7 actions towards *creation of communities of practitioners, co-designing context specific GIA tools and executing the collection of data[4]* is also central in the mobilisation of researchers. Finally, the WP9 as coordinator and WP2 as evaluator are a support to the organisation of the task's framework and impact projection.

This document promotes dissemination of similar actions and incentives at other European HEIs, RPOs and research units.

Its structure is divided into five parts, where part one introduces its objectives. The second part draws an overview of RESET institutional research systems in terms of gender equality, diversity and inclusiveness. It also describes main needs and practices, as well as demonstrates the link of this deliverable with other WPs of RESET. The third part is dedicated to the description of the methodology. In part four, we describe some emblematic initiatives of laboratories or research units towards equality and diversity. Part five is dedicated to the RESET strategy for the mobilisation of research stakeholders in gender mainstreaming. Moreover, it includes an impact projection of some RESET incentives at the scale of local laboratories and draws a list of recommendations for mobilisation of research units.

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[4] D.7.1 - Gender Impact Assessment (GIA) guidelines https://wereset.eu/deliverables/gender-impact-assessment-gia-guidelines/ , and GIA checklist - https://wereset.eu/gia-checklist-for-research-proposals/

2. Overview of RESET institutional research systems

2.1 European policy on gender equality, diversity and inclusion in the context of research institutions

Research performing organisations (universities, institutes, laboratories, academia, clusters etc.) represent one of the main target groups for the promotion of key principles for Responsible Research and Innovation (RRI): public engagement, science education, ethics including research integrity, gender equality and open access. Since 2011, this approach has been mainstreamed by the EC inciting different stakeholders to collaborate and strive for alignment between research & innovation process and values, needs and expectations of the society (European Commission, 2020a) ;

This strategy is also highlighted within the core of two latest research funding programmes: Horizon 2020 and Horizon Europe. The ERA 2018 report recognizes the existence and production of various level of inequalities while distribution of the research funding (European Commission, 2019):

- *In some countries with less developed R&I systems, less competitive research performing organisations rely mainly on block funding; this often affects their ability to attract the best talent and to develop and maintain research infrastructures.*

- *Large gaps still exist between Member States in terms of career attractiveness and development of opportunities for researchers.*

- *Efforts to increase the enrolment and retention of women in science, implement work-life balance policies, reduce the gender pay gap and remove obstacles to women's career progression as well as better integrate the gender dimension in R&I content are still needed in order to achieve gender equality and gender mainstreaming in the ERA.*

The ERA Roadmap contains six priorities necessary to develop the ERA at the national level, among which gender equality and gender mainstreaming in research is the priority 4 (European Research Area and Innovation Committee, 2015).

In line with that, the Horizon 2020 framework programme has been contributing to the development and implementation of GEPs and expanding the knowledge base on the impact of initiatives regarding gender equality in research. The most successful actions include establishing networks of experts (communities of practitioners), analysing gender bias in the research funding, developing and implementing training and capacity building activities and monitoring impact (European Commission, 2020b).

This strategy has been further incorporated and extended in Horizon Europe, where "the legal basis sets out the aim of deepening the relationship between science and society, maximising benefits of their interactions through gender equality plans, diversity and

inclusion strategies, and comprehensive approaches to institutional changes" (European Commission, 2020b). Moreover, it contains an encouragement for the future framework programmes to apply more participative and co-designing practices in the direction of civil society and citizens - in order to establish and sustain more Responsible Research and Innovation agendas and content, promote science education and careers, enable open access to the scientific knowledge and promote gender equality and gender integration into research.

This vision is strengthened within the Priority Area 1 of the Policy Agenda for the period 2022-2024 of the European Research Area (European Commission, 2021b):

- Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA.

- Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration.

This policy approach is supported by the results of various studies (Díaz-García et. Al, 2013 ; Emerald Publishing, 2022) and policy (European Commission, 2012 ; General Secretariat of the Council of the European Union, 2021 ; European Commission, 2021), where results confirm the positive impact of gender equality, diversity and inclusion on the innovative results and creative thinking.

The need for such approach also stems from the data, namely the ones published in the She Figures annual report[5]. The numbers in its latest available edition (2021) provide evidence that among 6 of RESET partner countries, Germany, France and Finland demonstrate lower numbers of female researchers than the average indicator for the EU-28 (Figure 1). Greece, Poland and Portugal have much better results. These indicators may seem paradoxical taking into account results of these same countries within the evaluation of Gender Equality Index by EIGE (Figure 2).

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[5] The **She Figures** publication is the main source of pan European, comparable statistics on the state of gender equality in research and innovation https://ec.europa.eu/research-and-innovation/en/knowledge-publications-tools-and-data/interactive-reports/she-figures-2021

Proportion of women researchers

2018
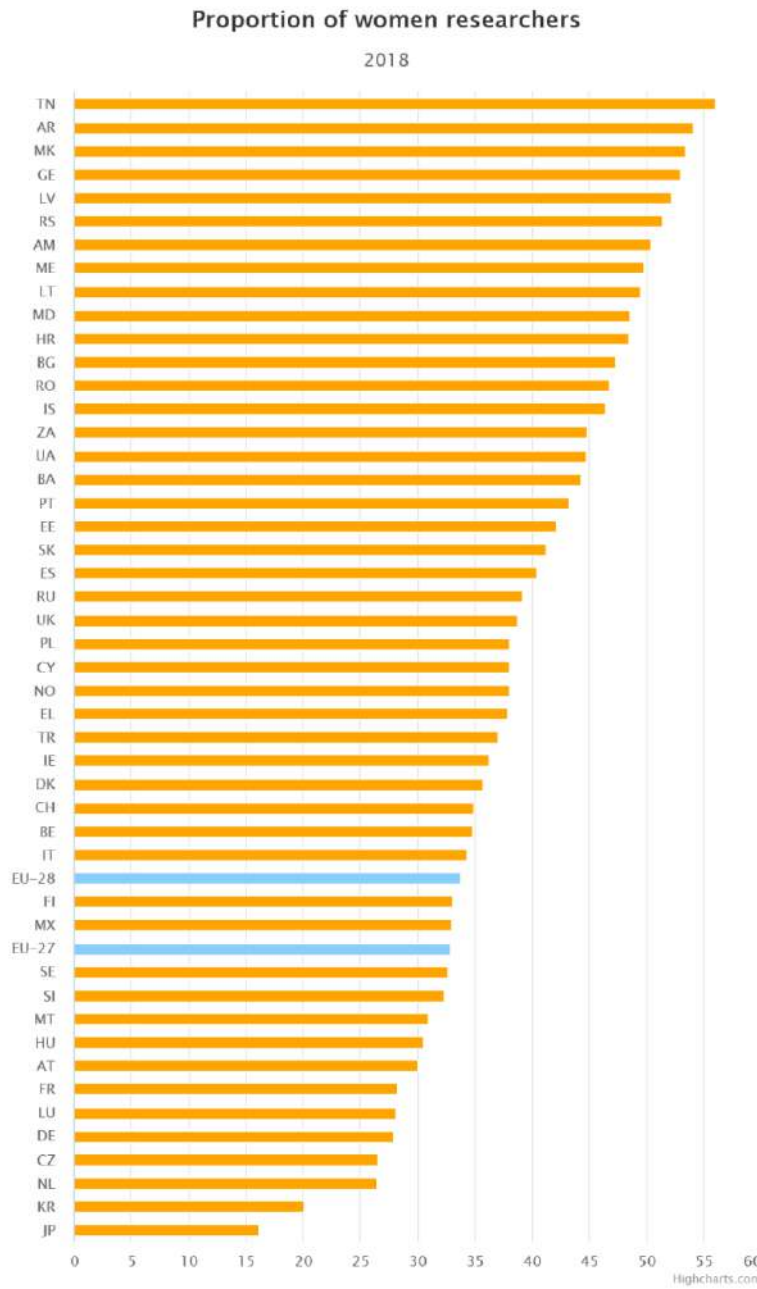
Figure 1 - Proportion of women researchers (Source: She Figures 2021)
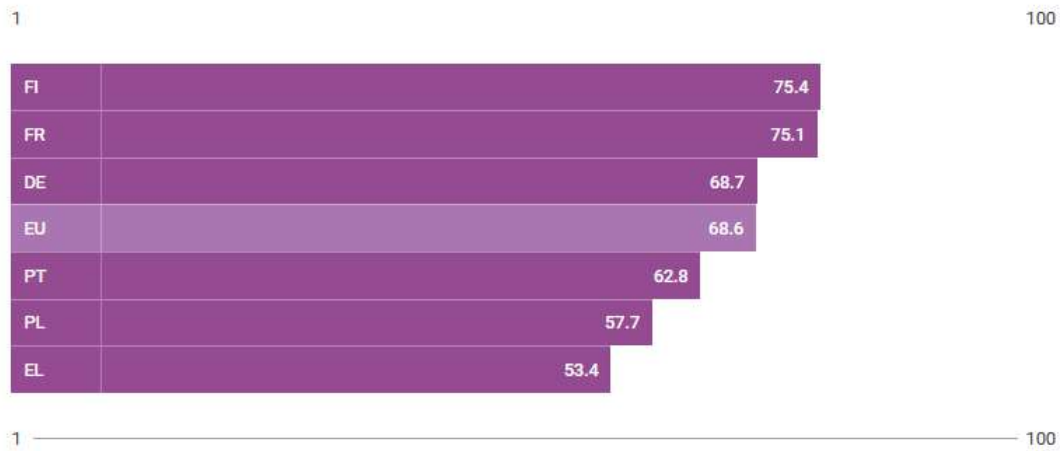
Figure 2 - GE index of RESET countries and the EU (Source: EIGE, 2022)

2.2 Research environments of RESET institutions

Despite the fact that institutional and countries' contexts differ (e.g., categories of teachers and researchers can be separated or joined), all of them present patterns of gender inequalities in career progression and disparities among scientific fields.

Below we provide a brief analysis of the RESET institutional contexts for research performance.

The Aristotle University of Thessaloniki[6] comprises 11 Faculties, 42 Schools and 289 Laboratories. The main disciplines related to research are: environment (natural and built), computing, new technologies and nanotechnology, telecommunications, industrial technologies, transport, biotechnology, biomedicine and health, agriculture, forestry and fishery, education and language, history and archaeology, social studies and economics. Research infrastructure also includes interdisciplinary units that support and enhance this university's educational, social and research role.

The research systems at the *University of Bordeaux*[7] is framed within 11 departments combining different types of structures (research units, mixed research units, service units, platforms etc.) These structures are divided into scientific fields (social sciences and contemporary changes; evaluation, behaviour and organisations; law and social transformations; health science and technologies; neuroscience; public health; environmental sciences; engineering and digital sciences; matter and radiation science; archaeology).

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[6] https://www.auth.gr/en/research-en/
[7] https://www.u-bordeaux.fr/recherche/structures-de-recherche

The University of Bordeaux plays a role of a supervisor, co-supervisor or a partner, as well as it pertains to the research federations' partner units attached to the research departments of the institution. In addition to the research departments and laboratories, the University includes specialised institutes and other entities that contribute to the scientific dynamism of the institution.

Conduction of research at the *University of Lodz*[8] is framed within the wide range of disciplines and 10 main research areas: e.g., humanities, environmental studies, STEM and social sciences, and is carried out mostly within various centres. There are 13 faculties at UL divided into smaller units, such as institutes, departments, centres, etc. Apart from these, there are also independent research centres (interfaculties).

The various teams of the R&D ecosystem at the *University of Porto*[9] concentrate their activity in scientific areas aligned within 6 domains listed by the Foundation for Science and Technology (FCT), demonstrating the high interdisciplinarity of the research community of the U.Porto: Arts and Humanities; Engineering Sciences and Technology; Health Sciences; Exact Sciences; Natural Sciences and Social Sciences. The University is organised in organisational units (14 faculties), 17 associated and 22 collaborative laboratories and 11 associated research institutes and centres. The University of Porto also participates in the Portuguese National Roadmap of Research Infrastructures (24 research infrastructures).

The *Ruhr University Bochum*[10] has its research focus areas organised around the interdisciplinary Research Departments and the following fields: solvation science, cyber security, neuroscience, materials research, plasmas with complex Interactions, religious studies, protein science, subsurface modelling and engineering, and closed carbon cycle economy. Being part of the University Alliance Ruhr, RUB is linked regionally, nationally, and internationally through a variety of collaborations and associations. Moreover, there are central research institutions, where researchers from different disciplines conduct research into one joint topic. RUB is also structured in 21 faculties, in which research is conducted both in collaborative projects and in smaller groups.

At the *University of Oulu*, multidisciplinary research is conducted in five focus areas: sustainable materials and systems, digitalisation and smart society, lifelong health, changing climate and Northern environment and understanding humans in change. The research units of the UOULU are embedded into faculties, but also represented by focus institutes and regional separate units. They form a scientific community with unique interdisciplinary strengths.

Thus, the research organisation of RESET institutions is different from one institution to another. Most research structures are not organised into laboratories but embedded

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[8] https://www.uni.lodz.pl/en/science-and-research/scientific-centres
[9] https://www.up.pt/portal/en/research/what-we-research/research-at-the-U.Porto/
[10] https://forschung.ruhr-uni-bochum.de/en

into research units or faculties. This is the reason why we will apply terms of laboratories, faculties, or research units in this document. However, the RESET recommendations and observations provided in this report can be adapted to each context and type of unit, and concern all partners.

One of the central questions evoked within the RESET approach is to which extent the research policies have to be centralised by the university governance (Presidents, Rectors, Vice-Presidents/Rectors) or do laboratories and other research units have to stay autonomous in regard to the questions of equality and diversity? Depending on the local organisation, other forces (joint national research organisations - co-tutelles or national legislation) can intervene and require implementation of measures and actions. What is the role of universities in such cases - administrators, facilitators or observers?

2.3 Main needs and practices identified at RESET institutions

Main needs and practices in terms of GE have been identified in D1.2 - GE Survey Data Report, which consists of four partner-specific GE reports aiming to collect data on the multiple perceptions and experiences of inequalities and gender biases, following an intersectional approach. This report was a first step for the design of GEPs at four partner universities: AUTh, UBx, UL and U.Porto.

The WP1 audit was developed under the four priority areas recommended by the Horizon Europe (European Commission, 2021a):

- Recruitment, retention, career progression including the availability of family-friendly policies
- Leadership and decision making (accountability, transparency, inclusiveness)
- Gender dimension in research and knowledge transfer (content and curricula)
- Gender biases and stereotypes, sexism and sexual harassment.

D1.2 was elaborated upon the results of three sources of data collection:

- Gathering and analysis of secondary data with institutional services.
- Organisation of focus groups with local stakeholders (staff, teachers, researchers, teacher-researchers and top-management).
- Dissemination of a survey which had the aim of collecting perceptions and experiences of personnel from each partner university on gender equality and diversity.

Additionally to this large-scale audit of WP1, WP6 − Act upon governance and upgrade existing excellence policy towards greater inclusiveness provided another perspective to the issues and needs of the community. In the framework of tasks 6.1, 6.2 and 6.4, co-design sessions were organised in order to identify situations and needs in terms of gender equality in recruitment, career advancement, access to decision-making

positions and work-life balance. Members of five universities were asked about their recruitment, decision-making and work-life balance practices as a part of RESET co-designing sessions in November and December 2021. Sessions were facilitated by the representatives of RUB and UBx RESET teams. Other mentor partner - UOULU has also participated in an interview on the topic in order to share its best practices.

The first round of the RESET audit revealed that women's careers progress at a slower pace due to motherhood (D1.2 - GE survey data reports, 2021). Even when there is an attempt to encourage women to access leadership positions, they may perceive it as a pressure to get more responsibilities (RUB, UOULU co-design sessions). In fields, in which women are a minority, promotion to the leadership position can be an additional burden requiring much more time and resources (UBx). Inequalities can also be observed in criteria used to assess performance, which are considered to be blind to particular situations. This supposed blindness commonly results in inequality towards women's careers, since caring roles are mostly taken by women and, therefore, they struggle to achieve the required standards (D1.2 - GE survey data reports, 2021). Differences in time organisation were also noted: women tend to spend more time on teaching and administrative activities, which is not favourable for their career progression, especially in the context where main criteria of scientific excellence are focused on publications, quotes and international mobility.

Furthermore, women are less represented in leadership positions of research units, departments and laboratories. At UBx, 49% of laboratories have only men in their management team (growing to 74% if we do not take deputy directors into consideration). At UL, despite the fact that the Rector is a woman, females are underrepresented in most of the mid-managerial functions. There is a majority of women among employees with lower academic degrees – 59% and the percentage of women with higher degrees achieves 31,5% among PhD with habilitation and professorship. At AUTh, the only faculties where there are more female teachers and researchers than male are the Faculty of Education (60.42%) and Faculty of Philosophy (62.87%) – both known to belong to "more feminine" fields. At U.Porto, vertical segregation is also observed, since women represent only 31,5% of the leadership positions, while they are a majority among administrative staff - 69,9% and researchers - 59,8%. Women also comprise 43,5% of teachers. According to the RESET results, for most women, leadership positions are seen as not attainable or they see themselves as not senior enough pointing out to the perception of disadvantage due to their age and sex. Furthermore, women tend to see these positions as challenging for the balance between personal and professional life.

Data evidencing gender inequalities at country level (She Figures, 2021) is convergent with those collected at the level of RESET partners' institutions and available on the RESET platform: vertical[11] and horizontal segregation (figure 3 and 4):

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[11] See the graph on the platform: https://toolkit.wereset.eu/#/chart/11
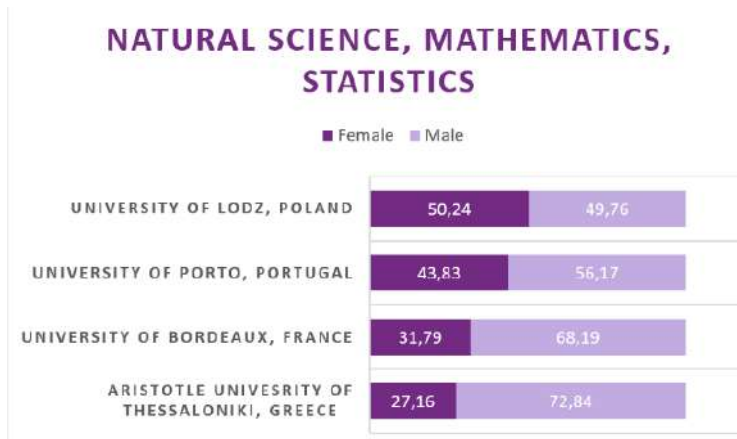
Figure 3 - Pattern of horizontal segregation - proportion of men and women in the field of Natural Sciences, Mathematics and Statistics at 4 RESET universities (Source: RESET platform, 2020)
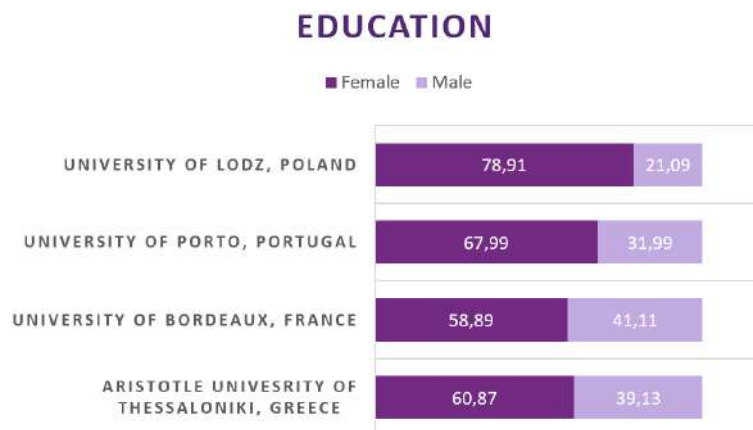

Figure 4 - Pattern of horizontal segregation - proportion of men and women in the field of Education (Source: RESET platform, 2020)

During 2022, the RESET developed a strategy for awareness raising and the sharing of GIA tools (WP7). Training on gender dimension in teaching and research content[12] will also be enriched through the outcomes of WP4 and the development of GEPs (WP1,2;3).

All RESET institutions are concerned with issues of GBV and discrimination tackled within T5.2 (WP5). Gender, age and academic position seem to be the most cited factors of unfair treatment or harassment.

In conclusion to this chapter, we identify the existence of a supportive framework for the mainstreaming of gender equality and diversity in research performing organisations at the European level. At the scale of RESET partner institutions, we observe certain differences and disparities in terms of centralised vs. decentralised research systems and types of units. This, however, does not present a major obstacle to the identification of current needs and incentives.

According to the methodology adopted in RESET, the main needs of research units in terms of gender equality and diversity were identified during the general collection of data within WP1, WP5, WP6 (1st year of the project). They include:

- Increase in women representation in decision-making positions
- Measures to improve work-life balance of personnel
- Mainstreaming of gender inclusive and diversity-oriented communication
- Mainstreaming of gender integration in research and teaching content
- Changes in the system of evaluation of scientific excellence
- Improvement of systems or mechanisms against gender-based violence and discrimination.

The next chapter will provide more details on the approach used to address identified challenges.

3. Engaging laboratories as drivers of change - RESET strategy

3.1 Strategy for identification of initiatives

In this part, we will present the strategy adopted for the implementation of task 5.3 - *Engaging laboratories as drivers for change among their communities, and organising their accountability*. This strategy was firstly developed and tested at the University of Bordeaux, then tailored to other RESET institutional contexts.

First of all, it shall be highlighted that the local political context of UBx can be considered as favourable for labs' mobilisation in terms of gender equality and

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[12] "Gender and diversity dimensions in research and teaching - part 1 & part 2" (WP4, D4.2)

diversity. The representatives of research units participate in regular weekly meetings. The Vice-President (VP) for Research and directors of research departments take part in the Research Council every two weeks. This organisation enabled the UBx RESET team to design its first version of the strategy for the mobilisation of research units (Table 1): to present the project (focus on WP5 and WP7) to the Research Council in 2021. As a next step, the VP for Research sent an email invitation to all directors of the research departments in order to plan a calendar of introductory meetings with RESET members (to present the project's outputs and discuss potential collaborations).

Step 1: Setting contacts

Depending on the size of your university and the number of laboratories it hosts, there are different ways of setting contacts with research units and laboratories.

- If your university includes less than 10 laboratories or research units, representatives of the RESET teams might contact their Directors directly in order to plan a general presentation of the project and a strategy for gender integration into research (WP7). RESET team members may also participate in a formal meeting of the labs (e.g., laboratory board), where they may present a Gender Impact Assessment (GIA), gender inequalities in evaluation of scientific excellence or other project-related subjects.

- If there are 10 or more laboratories, representatives of the RESET teams may contact directors/heads of department (other services or institutions presenting a cluster of laboratories/research units). This top-down strategy saves time and resources, allows centralization of information and favours engagement of a maximum of research units.

In both cases, the teams may rely on the VP/VR for Research (or any other representative of research top management) to support this setting of contact.

Step 2: General presentation

Local RESET teams should prepare a visual and oral support for a presentation of approx. 30 minutes (including exchanges). After the presentation, RESET team members may inquire if there are any members interested in acting as a reference point between the project and the research unit.

Step 3: Keeping engagement

According to the results of the meeting, representatives of the RESET local teams should reach back to the labs in order to inform them on the further development (provide support, information on deadline, potential joint actions and support etc.)

To facilitate this task of mobilisation, local teams may create a spreadsheet file with a list of research units and relevant elements to identify, communicate and collaborate on.

Table 1 - First strategy for mobilisation of laboratories presented by the UBx RESET team for partners (autumn 2021)

This first version of the RESET strategy has proven to be not adapted to all RESET partners. Due to the differences in the hierarchical organisation and the decentralised

system of units, most of local teams had difficulties in terms of establishing contact with laboratories or research units. With the multiplicity of other simultaneous tasks to implement within all project's work packages, this task was not directly endorsed by all RESET partners.

Thus, in 2022 the UBx worked on elaborating a new strategy. It consists of a short survey disseminated to partners' research units. The results were uneven, as this survey does not provide a comprehensive list of all existing practices and initiatives of research units. Nevertheless, it highlights some emblematic and inspiring actions.

The template of the survey was prepared by the UBx team and then adapted to each local context through translation and development of the online version. The structure of the surveys includes five parts:

1. **Identification of the unit and potential respondent** (if applicable, a referent for equality and diversity issues in the unit (e.g., focal person).
2. **Initiatives** (opportunity to describe existing initiatives (since 2020) according to the objective, date, means, scope, duration, target audience).
3. **Planned initiatives** (by highlighting the unit's potential projects for equality/diversity in the next two years).
4. **Suggestion for collaboration** (asking if a person / structure is interested in a future collaboration with the RESET project (webinar, workshop, Q&A, conference etc.)
5. **General comment** or **suggestion**.

The main thematic areas for initiatives derived from the analysis carried out in WP1 and the recommendations of the Horizon Europe framework programme (European Commission, 2021a):
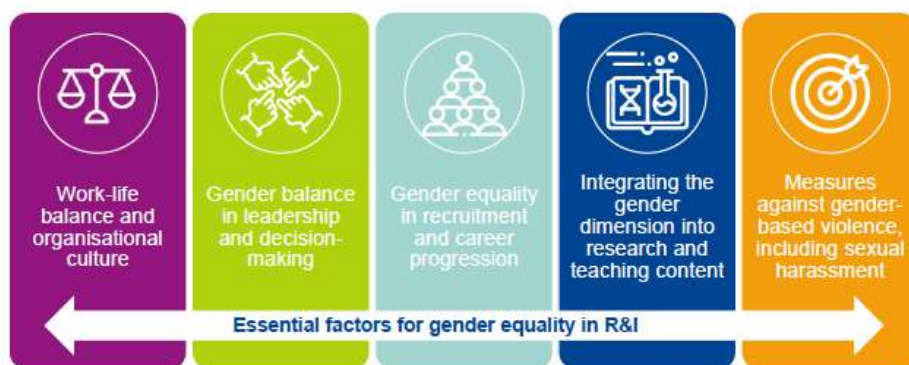

Figure 5 - Recommended areas of action for GEPs (Source: European Commission, 2021a)

From these recommended areas, we chose the following topics: Recruitment and career advancement, Work-life balance, Organisation of team work, General policy of the

laboratory, Training/awareness raising, Decision-making, Gender-based violence, Discrimination, Organisation of events/conferences, Communication/gender-inclusive language, Research dissemination, Research methodology, Other.

The implementation of this survey was not only a way to identify existing or planned practices, but also to engage laboratories or faculties members by offering them opportunities for future collaboration with RESET. The strategy for dissemination of the survey was the following:

- At UBx, the VP for Research forwarded the survey to all directors of departments and laboratories by email. In parallel, the UBx team sent an email with an invitation to the survey to the members of the existing network of referents for Equality (laboratories of the National Centre for Scientific Research - CNRS[13]). The respondents were mainly researchers - referents for equality and two directors. Among 20 respondents, the majority were representatives of Natural Sciences, Mathematics & Statistics and Health & Welfare fields. In addition to that, some bilateral meetings were organised for further collaboration – namely with the LaBRI (IT) and the Neurocampus Research Department (Neurosciences). Finally, UBx local team prepared and ran a dedicated GEB meeting with representatives of the UBx governance, research departments and laboratories (March 2023). The focus of the meeting was on gender mainstreaming in research. Its content will be further described in the next chapter.

- AT UL, the local strategy included establishing contact with the middle-management of faculties (deans, vice-deans, directors of institutes, etc.). Within this approach, it was easier to engage with research teams from the Humanities and Social Sciences Faculty. However, they were able to gather data from other faculties too. UL also used a GEB meeting as an opportunity to centralise information: the survey was disseminated to the representatives of several faculties. Through this approach, they tried to identify if there is a need to appoint a referent for equality or encourage GE initiatives at faculties. In total, there were 7 answers from different UL research units (researchers and managers).

- At U.Porto, the survey and several reminders were sent to all research units. 14 answers were registered (mainly from heads of faculties, researchers or managers). According to the U.Porto RESET team, not all existing initiatives were mentioned. Thus, the local team considers them rather as examples of existing practices and not a comprehensive exercise. At U.Porto, a specific GEB meeting was also dedicated to this topic.

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[13] The CNRS makes it mandatory to name a person-referent for equality in each laboratory under its responsibility (including laboratories of the UBx in *co-tutelle*).

- At AUTh, the survey was disseminated to researchers via e-mail. Bilateral calls and discussions were held with laboratories and specific actions that include gender mainstreaming in research were communicated to the task leader.

- Mentor partners - RUB and UOULU also participated in the survey in order to highlight some practices relevant for sharing with GEP-implementing partners (Annex 1).

In the next sub-chapters, we will provide details on the strategy applied by the RESET partners to select labs' incentives and good practices in terms of gender equality and diversity, as well as on our approach to mobilise labs and research units.

3.2 Strategy of mobilisation of laboratories

The RESET project provides institutional stakeholders not only with some innovative tools and policies to integrate gender equality and diversity in their practices and research activities (D1.3 Gender Equality Plans, D5.4 toolbox on GIL, D7.2 GIA checklist, etc), but also with methodologies to mobilise communities – through GEP actions, organisation of meetings or workshops. Since the T5.3 leader is UBx, most of the initiatives described below take place at this institution. The other RESET partners are encouraged to implement similar activities at their institutions in the next few months.

3.2.1 GEP actions towards mobilisation of laboratories

Among common or similar GEP actions for mobilisation of researchers and research units, several laboratories are subjects for running of gender audit on leadership positions (Aristotle University of Thessaloniki, 2022 ; University of Lodz, 2022). GEPs of AUTh, UL and UBx include actions dedicated to the gender mainstreaming into teaching activities (for teachers-researchers) and gender integration into research and GIA for researchers (Aristotle University of Thessaloniki, 2022 ; University of Bordeaux, 2022 ; University of Lodz, 2022).

In its turn, GEP of U.Porto contains actions targeting CoPs of the research units, providing training by scientific areas: how to integrate gender into research, gender dimension in the criteria used to attribute the Scientific Excellence Prize; how to foster equal representation of gender in research teams that apply to funding implementation of an internal certification for the promising gender mainstreaming practices of research units (University of Porto, 2022).

The GEP of UBx also contains some specific actions targeting labs: for example, the promotion of a principle of rotation of managerial responsibilities with research activities. Another action concerns the development of HR support activities in laboratories, namely informing personnel about their rights related to parenting and WLB. Moreover, task 5.3 is reflected in the action of encouraging laboratories to promote equality and diversity and promote RESET incentives as resources for potential actions. In addition to that, laboratories are incited to appoint their own Equality and Diversity Officers, referents or contact points. GEP of UBx also foresees organisation of

exchange sessions (best practices on gender mainstreaming and GIA) with representatives of laboratories - contributing in this way to the establishment of a network.

3.2.2 Workshops with GEB members at U.Porto and UBx

The existence of the RESET project enables sharing good practices and boosts incentives, namely through joint workshops. During the first two years of the project, RESET teams implemented several types of workshops gathering a variety of stakeholders. In February 2023, U.Porto ran a GEB meeting dedicated to the integration of gender dimension in research and potential actions of research units. 20 participants (from various services and faculties) co-designed a SWOT matrix on "What elements can we identify for gender mainstreaming/gender equality in the research units?" The main outputs are the following:

Strengths	The RESET project is identified as a catalyst for raising awareness and gender mainstreaming, namely through the functioning of communities of practitioners and the GEP of the university and local research units.
Weaknesses	Lack of expertise on questions of gender equality is perceived as an obstacle by research units' teams. The variety of units' contexts (scientific fields) and related stakes makes it difficult for researchers to understand the relevance of integrating gender equality in their practices and policies.
Opportunities	Strong legal support of gender mainstreaming at the national and European levels represents an efficient lever for the U.Porto GEB members. The Horizon Europe funding requirements on integration of gender dimension in research is seen as an opportunity. Furthermore, an increasing emphasis on GE as a criterion for evaluation of scientific excellence encourages research units to be more engaged in the process of gender mainstreaming.
Threats	U.Porto GEB members identify resistance to change and existence of gender stereotypes as major threats. Gender mainstreaming is often associated with a political commitment or personal opinions.

Table 2 - Main results from the U.Porto's GEB SWOT matrix on "What elements can we identify for gender mainstreaming/gender equality in the research units?"

During this workshop, members suggested some strategies to encourage units to embrace a gender mainstreaming process. The main actions could concern promotion of gender-inclusive language, integration of gender dimension into research (through the RESET GIA tools) and access to leadership positions. Another suggestion concerned awareness-raising through thematic events gathering all units (though difficult for practical implementation).

Local RESET team of the University of Bordeaux also ran a GEB meeting dedicated to gender mainstreaming in research and laboratories (March 2023). It was an occasion for the UBx RESET team to present data from the RESET platform[14] on gender inequalities in academia at the EU level and compare them within RESET institutions. A member of the research support service also presented sex-disaggregated data on decision-making positions in research departments and laboratories - showing a strong imbalance between women and men: at UBx, 49% of laboratories have only men in their management team (up to 74% if we do not take deputy directors into consideration). This GEB meeting also hosted a presentation of the Charter "Labs in Transition" by members of the UBx Institute for Transitions[15]: a way to raise awareness on the existence and stakes of this document that has started its dissemination at the university labs. Then, a PhD student from the Bordeaux School of Economics presented results of a research on gender gap in research productivity in France (according to the different age generations and scientific fields[16]). The local RESET team ended with a presentation of the EU and national requirements in terms of gender mainstreaming into research; GIA procedure and tools. Some emblematic initiatives of laboratories and research units were also presented and discussed with GEB members.

These presentations lead GEB members to the conclusion that many actions are implemented (or could be implemented at the scale of laboratories/research units). However, multiple laboratories have a *co-tutelle status* - they are connected with other national research institutions (e.g. CNRS, INRIA). In this case, the engagement of the UBx may be not sufficient to implement concrete actions. Initiatives should be outcomes of the bottom-up approach, though encouraged by the university and other research institutions (providing resources and time). The general perception is that the situation has been progressively improving in laboratories, but inequalities are still present, especially in access to decision-making positions. Lack of human and financial resources to implement policies on equality was also highlighted.

In March 2023, UBx RESET team was also invited to the meeting gathering top-management of research departments, chaired by the Vice-President for Research. It was an occasion to (re-)present the Horizon Europe and national requirements in terms of gender integration into research and WP7 GIA tools. The RESET team also commented sex-disaggregated data concerning heads of laboratories and highlighted some of the prominent laboratory-scale incentives. The aim of this session was to inform the research top and middle management, draw awareness on gender inequalities and possible actions to reduce them. After the presentation, participants debated on one action of the GEP - *Promoting the idea of rotating managerial responsibilities within research teams, and helping laboratories to put this principle into practice*. They agreed with the implementation of this task but highlighted the

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[14] https://toolkit.wereset.eu/#/

[15] The purpose of the Institute for Transitions is to promote, accelerate, lead and coordinate all of the UBx's environmental and social transition activities in the various fields of activity (training, research, innovation and life on campus) in conjunction with local partners.

[16] The research is still ongoing.

importance of developing training on research responsibilities - to encourage women to apply for decision-making positions.

On the basis of this experience, other partners are encouraged to implement local GEB sessions on the topic of research units and gender integration into research. It is crucial to inform top management and the university community on challenges linked with gender inequalities in academia.

3.2.3 Workshops with laboratories at UBx

Communication Workshop

Upon the invitation of INRIA - National Institute for Research in Digital Science and Technology, Bordeaux Computer Research Laboratory (LaBRI) and Bordeaux Institute of Mathematics (IMB), UBx RESET team members ran a workshop on gender-inclusive language (in February 2023). The content of this workshop was elaborated on the basis of the results of task 5.4 – *Promoting a unique standard of gender neutral, non-discriminatory, positive forms of communicatio*n. Recommendations and good practices from D5.4 - *Toolbox for gender-neutral, diversity-oriented institutional communication* - were adapted to the French language by the RESET team in collaboration with the institutional Communication Office.

The workshop lasted 1h and its structure included a theoretical and practical part with a presentation of 8 recommendations. The session ended with a set of participatory exercises fostering application of more inclusive ways to present visual information and write texts, job offers or fiction. It gathered 40 participants: researchers, PhD students, teachers and administrative staff.

With the support of RESET and UBx, the labs created a specific tool - bookmark with recommendations (fig. 7) on gender-inclusive and gender-neutral communication, which was given out to participants of the workshop. Next workshops of this type are planned for the LaBRI and IMB in September 2023.
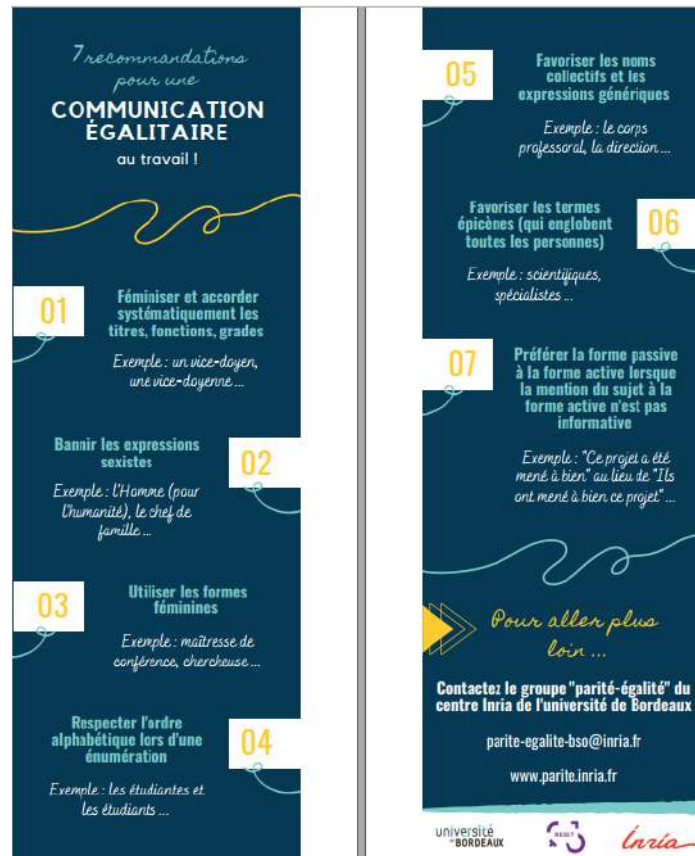
Figure 6 - Bookmark elaborated in the framework of a GIL workshop with the INRIA, 2023

Thematic Lunch.

In December 2022, the LaBRI Parity Committee (UBx) organised a thematic lunch around the subject of Gender-Based Violence in HEIs. It was an occasion for members of the university monitoring unit against acts of violence, discrimination, moral and sexual harassment and gender-based violence to share relevant tools: a set of cartoons and the *Alertomètre*[17] tool developed in the framework of the GEP actions. These tools were developed to raise awareness on GBV at university. This action contributes to the sustainability of the RESET's and university's anti-discrimination and harassment strategies.

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[17] D5.2 - Report on the RESET network's structural engagement against sexual harassment through the work of new or enhanced units

Workshop with a Network of Referents for Equality.

The National Centre of Scientific Research (CNRS) set a requirement for its member units to appoint a referent for equality within each unit. Thus, since 2022, all UBx laboratories in *co-tutelle* with CNRS have a referent for equality. The practice to appoint a referent also exists in other UBx, U.Porto and UL laboratories.

With the support of the VP for Research, the UBx RESET team set a contact with these referents and organised a joint workshop in 2022. It had the following objectives: to inform members of the network on the situation at UBx in terms of equality and diversity, present available RESET tools and to exchange on potential ideas and needs for the implementation of laboratory-scale actions. Under the supervision of the VR for Research, the UBx RESET team also plans running other workshops in 2023 and 2024 to disseminate project's tools and co-design new actions.

3.2.4 Engaging laboratories through the mainstreaming of GIA

WP7 - *Mainstream the gender dimension in the design of research activities and products* is led by UOULU. The activities of this WP contribute to the development of T5.3 and create a synergy between two tasks.

In RESET, faculties, institutes, centres, laboratories and other types of research performing units comprise one of the main target groups for application of gender impact assessment. Their members are the main recipients of GIA tools developed within the framework of WP7 activities.

Mobilisation of laboratories with the help of WP7 has started even before the launch of GIA tools - with the test of the checklist's draft by several researchers and COPs at U.Porto, UBx, AUTh, UL, UOULU and RUB. This process continued with the dissemination of GIA tools on the institutional websites (AUTh, UBx). Now that the GIA guidelines, protocol, and a first version of the checklist are created, research units present living labs for researchers to test, take ownership and adapt the checklist to their projects and needs.

Other WP7 outcomes: explanatory videos on the procedure in local languages and online version of the checklist[18] have to be widespread to further mainstream the gender dimension in the design of research activities and products. In 2022 RESET partners ran a joint webinar and local communication and dissemination events on GIA. These actions have to be further developed to mobilise researchers and encourage them to apply GIA tools. Thus, all RESET partners are encouraged to draw synergies between T5.3 (WP5) and WP7: reinforcing RESET strategy for mobilisation of laboratories and promoting gender mainstreaming in research and training activities.

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[18] https://wereset.eu/gia-checklist-for-research-proposals/

In conclusion to this chapter, the identification of the strategy to mobilise laboratories has been a challenging and time-consuming process for all RESET partners. The diversity of research units, research systems and contexts does not enable direct alignment of the approach. However, some local RESET teams have managed to embark on mobilisation of certain research units through discussions with relevant stakeholders, organisation of events and dissemination of tools.

4. Emblematic initiatives of laboratories and research units

Following the identification of needs and initiatives of research units, we proceeded with the analysis of the survey results (Annex 1). The list is not exhaustive, though it allows to highlight measures that may be relevant and applicable to other contexts. The initiatives were chosen according to the following criteria:

- Possible support of the initiative with the RESET outputs and activities (GEP activities, project's tools, links with WPs).
- Initiatives easily adaptable to different contexts and scientific fields.
- Potentially "impactful" initiatives - according to the needs and gaps identified in WP1 and WP6 (part 2).

Our analysis reveals that all known unit or laboratory-scale initiatives are not isolated actions, but embedded into larger strategies towards equality and diversity. Table 2 sums up 9 identified initiatives detailed further in the sub-chapters.

Thematic area	Name	Research unit	Link with RESET WP/ incentive / tool	Target group
Aristotle University of Thessaloniki				
Entrepreneurship Career advancement	Gender responsive smart innovation and entrepreneurship	Data and Web Science Lab – School of Informatics	WP6 – Career advancement D6.1 – Joint roadmap on establishing institutional standards and frameworks for recruitment and career promotion towards equality, diversity and scientific excellence.	Female researchers in the field of IT (STEM).

Gender mainstreaming in research Gender-inclusive language	Citizen Science Hub	Laboratory of Geoinformatics – School of Spatial Planning and Development	WP4 training on gender integration into research. WP7 – GIA checklist, guidelines and protocol. D5.4 – Toolbox for gender-neutral, diversity-oriented institutional communication.	Researchers General public
University of Bordeaux				
Policy making	Charter Labs in Transition	UBx Institute of Transitions and local research units	D5.1 – RESET academic core charters revised, including engagement for scientific excellence, gender equality and diversity.	Local research units and their heads.
Policy making	From figures to action: 15 recommendations for a more inclusive Neurocampus	Neurocampus – Research Department on Neuroscience	RESET survey developed under WP1. GEP of the University of Bordeaux.	Department's community.
Gender mainstreaming in research	Conference : Taking gender issues into account in training and research – focus on IT	Bordeaux Laboratory of Research in Computer Sciences - LaBRI	WP7 – dissemination of the RESET GIA checklist, guidelines and protocol.	Researchers Doctoral students.
University of Lodz				
Communication	RESET media campaign	Faculty of Philology	D5.5 – RESET media campaign.	Faculty community.

			D5.4 – Toolbox for gender-neutral, diversity-oriented institutional communication.	
Policy making Recruitment GIL	Gender mainstreaming	Faculty of Philosophy and History	D5.5 – RESET media campaign. D6.1 – Roadmap on recruitment and career promotion.	Faculty community
University of Porto				
Organisation of events Gender mainstreaming in research	Gender mainstreaming	Institute of Sociology	WP4 training on gender integration into research. WP7 dissemination of the RESET GIA checklist, guidelines and protocol.	Institute's researchers.
Participation in the international conference Gender mainstreaming in research	Global Women's Breakfast	LEPABE	WP4 training on gender integration into research. WP7 – dissemination of the RESET GIA checklist, guidelines and protocol.	Researchers.

Table 3 - Summary of initiatives towards equality and diversity (GEP - implementing institutions, 2022)

4.1 Aristotle University of Thessaloniki

At AUTh, gender and diversity mainstreaming incentives of research units are centred around the subject of gender integration into research and data analysis. Both actions were developed with the assistance of the RESET project (tools for GIA).

4.1.1 Data and Web Science Laboratory – School of Informatics

The Data and Web Science Laboratory[19] (DataLab) is an active research group engaged in research and innovation on ICT complex data science and engineering technologies offering end-to-end multi-way and multi-scope analytics. It carries out gender mainstreaming through two main actions:

1) Gender integration into research, in particular in the process of data analysis. Within the context of collecting data from wearables and with respect to physiological gender differentiations, DataLab researchers create models and algorithms that consider such characteristics and produce gender-sensitive results. Moreover, the DataLab team quantifies and mitigates gender biases throughout the whole process of their proposal building.

2) Gender-responsive smart innovation and entrepreneurship: DataLab participates in collaborative efforts for co-creating sustainable mechanisms to increase gender-responsive smart innovation and entrepreneurship, by fixing practices and culture across the European ecosystems. DataLab will contribute to integrating gender dimension into the various stages of the research & innovation lifecycle by implementing a capacity building-program in "Human-Centred AI and Data Science" addressing female entrepreneurs. The program can support female researchers in transitioning from the field of Artificial Intelligence (AI) research to the field of AI entrepreneurship and empower women entrepreneurs to connect with digital innovation ecosystems.

4.1.2 Laboratory of Geoinformatics – School of Spatial Planning and Development

The Laboratory of Geoinformatics[20] (LabGeo) is one of the recent research units established at the AUTh (2020), and it is active in the areas of Geoinformatics and Geospatial Engineering, namely in research & development programmes in the EU and national funded projects. It also provides consultation services to public organisations and private firms. LabGeo mainstreams gender equality in its activities by:

- Collecting gender-disaggregated data.
- Accommodating for, and even leveraging any identified gender aspects for the development of its technological solutions.
- Verifying research outputs for the use of appropriate terminologies and language that do not reflect gender stereotypes and do not assume only two genders.
- Using gender inclusive language in the dissemination, communication activities and promotional material, as well as in the interfaces of the developed software.

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[19] https://datalab.csd.auth.gr/
[20] http://labgeo.web.auth.gr/

- Providing equal opportunities and access for all genders to the activities of the projects.
- Maintaining ethical communication standards by respecting the dignity of individuals and eliminating any form of gender bias in the project's activities.

LabGeo is currently leading the establishment of the Citizen Science Hub (CSH) of AUTh in the context of the INCENTIVE EU project[21]. Gender Equality has been put at the forefront of the values that AUTH's CSH will operate. This is proved by the results of the co-creation activities that took place during the project (before the establishment of the Hub), and include concepts of gender equality in the co-design exercises (INCENTIVE, 2022).

Recently, the EU launched the Destination Earth (DestinE)[22] initiative to create a digital model of the Earth that will be used to monitor the effects of natural and human activity on our planet, anticipate extreme events and adapt policies to climate-related challenges. LabGeo - as European Space Agency subcontractor - is leading the community building activities for the extraction of user requirements of the Core Service Platform of DestinE. LabGeo mainstreams gender equality in this initiative by considering and investigating gender-related aspects in the elaboration of the user-case requirements and especially in the framework of user needs identification and system demonstration. Particular attention is also devoted to the gender balance in the activities for stakeholders' engagement and in the community of end-users that is being built, as well as in the Tender's Evaluation Board[23].

Both research units of the AUTh demonstrate efficient and strong strategies to integrate gender mainstreaming in their productions. LabGeo engagement towards gender-inclusive language can be deepened with the use of the RESET D5.4 *Toolbox for gender-neutral, diversity-oriented institutional communication*.

Initiatives taken by these laboratories towards gender mainstreaming in research can be taken as an example of actions to implement by other research units, relying on the RESET tools developed in the framework of WP7 and the GEP actions of AUTh:

- B2.1.1: Host awareness-raising/informative seminars for the university community on the importance of gender mainstreaming in research; mainly, host educational seminars for research and laboratory teams, in order to facilitate understanding and apply gender dimensions in research methodologies and content.
- B2.1.2: Distribute and publish a protocol/guide for researchers on gender mainstreaming in research proposals and programs.

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[21] https://incentive-project.eu/
[22] https://ec.europa.eu/commission/presscorner/detail/en/IP_22_1977
[23] Tender's Evaluation Board – board that will evaluate the use cases that will be submitted to application for funding.

- B2.1.3: Distribute informative material on good practices promoting equal and balanced gender participation in research teams.

Another recommendation would be to consider dissemination of other RESET results in order to implement actions linked with WLB and occupational equality in AUTh laboratories.

4.2 University of Bordeaux

At the UBx, we identified several initiatives that are developed in favour of equality and diversity, namely incentives applying to career advancement, organisation of working time and parity of representation. Besides regular collection of sex-disaggregated data for the unique social report, the University also carries out an annual collection of sex-disaggregated data within research units in the framework of the evaluation by *Haut Conseil de l'évaluation de la recherche et de l'enseignement supérieur* (High Council for the Evaluation of Research and Higher Education). This independent public authority is responsible for evaluating all higher education and research structures. Through its analyses, evaluation and recommendations, it accompanies, advises and supports the process of improving the quality of higher education and research in France. For this evaluation, laboratories have to collect sex disaggregated data and information on actions implemented towards equality, diversity and environmental transitions.

In terms of labs' incentives, most of approaches identified by RESET are bottom-up initiatives, the leaders of which are the Neuroscience Department (Neurocampus) and the laboratory of computer science – LaBRI. Both units present a comprehensive and ambitious strategy aiming at impelling sustainable structural change towards equality and diversity. Within the RESET project, several laboratories were additionally mobilised through the dissemination and testing of the GIA checklist (WP7).

4.2.1 Charter Labs in Transition

This charter[24] is a result of the collaboration of a working group composed of 35 stakeholders, including representatives of 10 out of 11 UBx's research departments and referents for sustainable development of the UBx. Its elaboration was propelled by the recently created Institute for Social and Environmental Transitions. The objective behind this Charter is to encourage implementation of local actions to answer contemporary social and environmental challenges.

This document introduces a list of nine commitments around societal and environmental issues, as well as practices in governance and management. It encompasses gender equality issues under the concept of the societal transitions. The laboratories of the UBx are encouraged to sign it and reinforce in this way their engagement for the environmental and societal transitions. Therefore, the Charter has two main objectives: collective reflection on working conditions and setting up of

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[24] Further description of this charter is provided in D5.1 - RESET academic core charters revised, including engagement for scientific excellence, gender equality and diversity (2023)

indicators leading to an action plan. This strategy implies that heads of research departments will encourage research units and laboratories to endorse the Charter and implement concrete actions (through the plan).

The local RESET team participated in the selection of the gender-sensitive indicators for the laboratories to monitor the labs' situation: gendered distribution of categories of lecturers, professors, PhD, post-docs, administrative staff; distribution of scientific and administrative responsibilities, gender-disaggregated data on promotions.

The Charter also sets indicators and provides a guide for measuring the carbon footprint of buildings, travels, IT equipment and other activities.

This top-down initiative towards labs has been disseminated since the beginning of 2023. The expected impact of this action is an increase in the level of awareness and accountability of lab members concerning environmental and social transitions.

4.2.2 Neurocampus Department

Neurocampus[25] is a research department gathering several laboratories, units and multidisciplinary teams studying brain functions and its pathologies. Gender equality is one of the central matters within the policies of this department. They reinforced their efforts towards equality in 2020 with the creation of the Neurocampus Parity Committee and the 5-year objective of assessing and addressing gender inequalities. The RESET project has been one of the sources for their actions and is mentioned on the webpage of the Neurocampus Parity Committee[26].

Since the launch of the Committee, several actions were implemented, such as a two-days training session in June 2022 "Leadership for Women" supporting career advancement. To understand the stakes of gender inequalities in Neuroscience, this training was launched through an open conference on gender cognitive biases.

The main action of the Neurocampus towards gender mainstreaming is the elaboration of a survey to implement an Action Plan for Equality, for which the RESET project can be considered as a catalyst and source for actions. Researchers from this department participated in the RESET events and meetings and the Director of the department is a member of the UBx Gender Equality Board. In its turn, the Neurocampus Parity Committee invites RESET local members to participate in the operational meetings on gender mainstreaming activities and other gender- and diversity-related events.

Thus, a Neurocampus survey was elaborated on the basis of the RESET WP1 questionnaire. It was conducted between March and June 2022 and was disseminated online targeting all members of the Neurocampus community. The analysis of results also integrated analysis of data provided by the human resources department of the

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Neurocampus. As a consequence, the committee was able to identify priority areas and elaborate a plan with 15 recommended actions in favour of equality and diversity.

Over a quarter of the Neurocampus personnel responded (more than 205 of answers, where 64% were females). Compared to the Neurocampus general composition (56% women), the results can be considered as representative with a slight overrepresentation of women.

The next step is an organisation of thematic task forces to work on the 15 actions recommended in the plan. Those actions are about access to decision-making and governing bodies, training, data analysis, evaluation, funding, WLB and communication. The Action Plan is still under development, but this action is a good illustration of how the RESET - as a European project- can be an incentive for actions of other institutions, namely the laboratories.

In 2023, Neurocampus also has been paying a particular attention to the integration of gender and diversity in the evaluation of calls for projects. The Bordeaux Neurocampus and GPR BRAIN_2030 launched a call for innovative projects. Despite the fact that women comprised one third of applicants, no female researchers were awarded in 2022.Thus, in 2023 call, Neurocampus added the following statement to the description of the call:

> In line with the UB policy on inclusive scientific excellence, submitted proposals need to **provide a brief description of the diversity of the consortium**. *Note that diversity takes many forms in terms of gender, nationality, age, professional seniority, etc. During the evaluation, parity will also be taken into account*[27].

To summarise, the Neurocampus of the University of Bordeaux has developed an emblematic and complete strategy for gender and diversity mainstreaming at several levels that may lead to the sustainable structural change. After a comprehensive audit, they have been implementing actions for integration of gender and intersectional dimension into research, recruitment, career advancement, and gender-inclusive communication.

4.2.3 LaBRI and INRIA

The LaBRI (Laboratoire Bordelais de Recherche en Informatique) is a laboratory of Research in Computer Science of the UBx. It functions under the system of *co-tutelle* with the INRIA (National Institute for Research in Digital Science and Technology). Together, they have been developing a gender mainstreaming strategy with a variety of initiatives. Like the Neurocampus, LaBRI's engagement towards equality is supported by the Parity Committee initiated by the INRIA, which gathers representatives from the LaBRI and other STEM laboratories.

LaBRI has also been highly involved in cooperation with the RESET project: e.g., joint organisation of a conference for the launch of the exhibition "Digital wings" (2021). This exhibition integrates results of the comic booklet developed in collaboration between the RESET, the Metropole of Bordeaux and the creative studio "Croc en Jambe" (a collective of authors of comic books). The aim of this collaborative work was to demonstrate existing sexist bias in the field of digital development and artificial intelligence, as well as almost a total lack of women and its consequences. The booklet has been inspired by a book "L'intelligence artificielle, pas sans elles!" ("IA, not without women!") by Bernheim & Vincent, 2019. In 2023, this initiative was translated in English and highlighted in the RESET website on the occasion of the International Women's Day[28].

The conference started with a presentation by Isabelle Collet: "Equality practices in technology: towards more gender diversity" introducing stereotypes present in the ICT field and tools to overcome them. Then the RESET team shared one of the first results of the project - GIA tools (guidelines, protocol and checklist). The event ended by a discussion on the importance of the GIA and gender-related obstacles in the ICT field.

Another prominent action of the LaBRI is the creation of a Charter for Equity, Diversity and Inclusion (2022)[29].

The LaBRI, INRIA and IMB (Bordeaux Laboratory of Mathematics) take part in the project *"Moi Informaticienne, Moi Mathématicienne"* (I (am female) - Computer Scientist, I (am female) - Mathematician)[30]. Generally, the University of Bordeaux aims to increase the attractiveness of its computer science and mathematics courses for girls. To do so, during school holidays, they invite girls from middle and high school for a week to visit research units and laboratories and attend conferences, round tables and activities, facilitated by female PhD students, researchers and teachers in the fields of IT and mathematics. In 2023, 54 young girls participated in this event. It is a way to encourage girls to join scientific research careers in fields in which they are underrepresented.

On the occasion of the IEEE 34th International Symposium on Computer Architecture and High Performance Computing[31], LaBRI and a Chair for Diversity and Inclusion invited the members of the local RESET team to join a science coffee break with researchers (2-3 November 2022, Bordeaux). For this occasion, the RESET UBx team developed a poster informing on the GIA checklist (figure 7). The format of this break included presentation of the poster and exchanges on the subject of GIA and a lack of women in the field of ICT. At the end of the event, a short survey (17 answers) was sent

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[28] https://wereset.eu/resources/campaigns/iwd2023-digital-wings/

[29] Further description of this charter is provided in D5.1 - RESET academic core charters revised, including engagement for scientific excellence, gender equality and diversity (2023)

[30] https://math-interactions.u-bordeaux.fr/Nos-projets-evenements/Moi-Informaticienne-Moi-Mathematicienne

[31] https://project.inria.fr/sbac2022/

to participants in order to collect their opinions on the GIA checklist and its results were shared with WP7 leader – UOULU.

The close collaboration and synergies between the LaBRI, INRIA and the RESET project is another bright example of the alignment between European and national requirements and local needs. This collaboration is one of the driving forces for gender mainstreaming.

Figure 7 - Poster on GIA elaborated by the UBx RESET team for a Science Coffee Break organised by the LaBRI (November 2022)

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Conference Chair for Diversity and Inclusion

This LaBRI initiative consists in the appointment of a person responsible for diversity and inclusion in the operational organisation of the IEEE 34th International Symposium on Computer Architecture and High Performance Computing. The function of this Chair was to contribute to some actions, namely:

- Awareness raising on issues of gender-based violence and discrimination and providing information on contact points.

- Organisation of a specific space for people who seek a calm environment (breastfeeding, disability, taking rest etc.)

- Respect of gender parity among keynote speakers.

- Dissemination of badges with a choice of pronouns (he/she/they).

- Conformity of technical aspects to the needs of people with disability (microphones, light, physical access).

- Vegetarian options in the menu.

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Due to the RESET analysis, the most engaged units are the ones where gender imbalance in the academic field is higher. The bottom-up mobilisation appears when there is a need identified by population. However, initiatives can only be efficient and sustainable with the support of the top management (Basu, 2015) - hence the importance of the Charter Labs in Transition. At UBx, few other incentives were identified in the laboratories of Social Sciences and Humanities (Annex 1). In order to ensure the sustainability of an equality culture, RESET will continue to put efforts for dissemination of these incentives and promotion of new actions.

UBx laboratories may count on RESET inputs, especially in the framework of WP7 checklist and protocol. The Joint Statement for equality, diversity and scientific excellence (D6.5, 2022) and the indicators suggested in D5.1 - RESET academic core charters revised, including engagement for scientific excellence, gender equality and diversity could be used by units as guidelines for the implementation of gender mainstreaming policies towards a more inclusive evaluation of scientific excellence. These RESET resources, along with actions developed by the Neurocampus and LaBRI should be disseminated to and replicated by other research units, especially in the fields of Human Science and Medicine. In addition to that, other actions towards gender and diversity mainstreaming and occupational equality should be developed, following the GEP actions:

- *Th. 2 Action no. 7: Promoting the idea of rotating managerial responsibilities within research teams, and helping laboratories to put this principle into practice.*

- *Th 3 Action no. 8: Informing the university community about GIA tools (Gender Impact Assessment) and supporting users, including visits by RESET teams to laboratories.*

- *Th 3 Action no.9: Mobilising the members of STEM, HSS and BMS research teams to use, assess and develop GIA tools. Overseeing the process of adapting the checklist to the specificities of these three major scientific fields.*

- *Th 3 Action no. 11: Continuing to encourage, support and champions initiatives taken by laboratories to promote equality and diversity. Making RESET a resource.*

- *Th 3 Action no. 12: Encouraging laboratories to appoint their own Equality and Diversity Officers. Ensuring that these officers work in coordination with their counterparts elsewhere in the university, providing training on matters of equality and diversity.*

- *Th 3 Action no. 13: Organising sessions where we can exchange best practices on gender equality and how to take gender into account in research projects, with representatives of different laboratories from the University of Bordeaux and the RESET network.*

4.3 University of Lodz

At the University of Lodz, RESET incentives have advanced implementation of the faculty-scale actions towards gender equality and diversity. Below, we will highlight initiatives launched by the Faculty of Philology and the Faculty of Philosophy and History both carrying out research and teaching activities. According to the RESET team of UL, it is easier to mobilise faculties in Social Sciences and Humanities than in the STEM field.

4.3.1 Faculty of Philology

The Faculty of Philology[32] maintains strong relationships with the RESET team: RESET team members are representatives of this faculty, the Dean and the Head of the Women's Studies Centre are involved in the activities of the local Gender Equality Board and have been engaged in the mainstreaming of challenges faced by the transgender and non-binary people in academia. GEB of UL issued a statement on communication with transgender and PhD students[33] targeting academic staff. The document is available at the multiportal and on the institutional website, and was distributed to all faculties.

RESET has also inspired other initiatives and dissemination activities at the Faculty of Philology. The first exhibition of the RESET media campaign "Faces of Campus"[34] -

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[32] https://wizytowkafilolog.uni.lodz.pl/en/

[33] https://www.uni.lodz.pl/fileadmin/user_upload/Stanowisko_Rady_ds_Ro%CC%81wnego_Traktowania_w_sprawie_oso%CC%81b_transp%C5%82ciowych.pdf

[34] Media Campaign Faces of Campus - https://wereset.eu/resources/campaigns/media-campaign-faces-of-campus/

Behind the Scenes was promoted through the social media of the Faculty[35]. This action values the roles of women in research support services and promotes the collective aspect of excellence. Moreover, the Women's Studies Centre - a part of the Faculty, regularly publishes project's materials, advertises RESET-related activities, such as webinars[36], campaigns[37] or tools.

Another important dissemination and information activity was the meeting with GEB representatives organised by the Dean of the Faculty of Philology (March 2023). It was devoted to the presentations of 1) the RESET project; 2) role of GEB and its activities; 3) Gender Equality Plan of UL; 4) Anti-Discrimination and Anti-Mobbing procedure of UL. It was attended by over 50 representatives of the academic staff. Local team plans to organise similar meetings with other university faculties.

For the upcoming years, other Faculty actions are planned, namely in terms of the general policy of the unit, training and awareness raising activities, organisation of events and communication. RESET activities will be promoted and advertised through the website and social media of the Faculty and its units. Additionally, they foresee a collaboration with the Student Network of Gender Studies[38]. They plan to continue to run the GEMMA Guest Lectures series (at least one lecture per semester) in the academic year 2023/2024. In the spring semester of 2023, there are two lectures: on feminist approaches to migration and bordering and the rights of transgender people. Starting from 2023/2024, the Faculty will launch the new Master degree programme - Women's and Gender Studies (GEMMA).

4.3.2 Faculty of Philosophy and History

According to the results of the local RESET audit, the Faculty of Philosophy and History[39] of the University of Lodz has concentrated its effort on GE on recruitment and career advancement.

Women comprise almost 50% among recently hired teachers-researchers. As for the administrative staff, the Dean of the Faculty started administrative negotiation of an increase of salaries to diminish results of high inflation, acknowledging that it hits female staff the most.

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[35] https://m.facebook.com/filolog.ul/posts/pfbid0R1SvbQcEBjFNFXQX8iWmmCxMNjXHrURpFigA9oBMpna3v934UVy1aBpxbeX6rWANl?_rdr

[36] Webinar « Crossed-views on sex and gender-based violence » (25/11/2021) - , webinar #RESET your project with gender (15/11/2022) - https://wereset.eu/newsroom/events/reset-webinar-crossed-views-on-sex-and-gender-based-violence/ https://wereset.eu/newsroom/news/webinar-reset-your-research-project-with-gender/, Networking event Women in Sciences – (15/02/2023) - https://wereset.eu/newsroom/news/women-in-sciences-online-event/

[37] International women's day 2022: Digital Campaign "Young Researchers, the real influencers" - https://wereset.eu/resources/campaigns/international-womens-day-2022-digital-campaign-young-researchers-the-real-influencers/

[38] https://www.facebook.com/VirginiaWoolfSociety?ref=br_rs.

[39] https://wizytowkawydzfilhist.uni.lodz.pl/en/

At the beginning of the 2022/2023 academic year, a letter was sent by the Vice-Dean for Quality of Education to all 150 teachers-researchers of the Faculty with 8 points of instructions on how to use an inclusive language towards non-binary students. This emblematic initiative could be further developed through the adaptation and dissemination of the RESET Toolbox for gender-neutral, diversity-oriented institutional communication (D5.4 - Toolbox for gender-neutral, diversity-oriented institutional communication).

Finally, gender analysis has been included for the first time in the Summative Evaluation Tool - SET process. SET is the University's centrally-implemented system for the summative online evaluation of courses and teaching. It is designed to facilitate students' feedback on learning and teaching for students, teachers and academic managers.

Other planned actions for the next years concern:

- Regular awareness-raising and communication actions on the issues of LGBTQIA+, transgender and non-binary students (these have been actually disseminated to all faculties by the GEB statement).
- Organisation of webinars or seminars as optional and non-obligatory initiatives. These actions must be perceived as improvement and not as ideological enforcement, which could intensify backlash and opposition.
- Actions to eliminate discrimination against transgender students in the usage of the USOS system and MS Teams (though they must be agreed with other universities using USOS as an electronic system of students' authentication and evaluation).
- Gender analysis will be maintained in SET evaluation.
- Any discriminatory practices that appear in anonymous SET evaluation will be carefully analysed and eliminated.
- Information on available seminars and training on equality and diversity will be distributed among the employees (through RESET WP4 activities).
- Students with special didactic needs will be informed of their rights and provided with some individual help (workshop and assistance is actually already provided by the Academic Support Centre[40]).

The Faculty of Philosophy and History demonstrates an ambitious and full commitment and provides an example of a sustainable policy towards gender equality and diversity, work/studies and personal life balance at the University of Lodz.

Nevertheless, there are still few faculties that implement concrete actions towards equality and diversity at UL. In their strategy, they rely on the RESET incentives and adapt them with local actions. A general recommendation would be to disseminate

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[40] https://www.uni.lodz.pl/wydzialy-i-jednostki-ul/akademickie-centrum-wsparcia-ul

these practices, especially towards the fields of STEM and Medical Sciences (often the most difficult to engage with).

The dissemination of the first phase of the RESET media campaign "Faces of Campus" that took place in 2022 improves visibility of women in research. The GEP of UL also foresees the dissemination of the second phase of this media campaign with an exhibition "Work=Life of Campus". It may be a good lever to highlight the importance of implementing actions towards work-life balance at the research units and faculties.

Laboratory members can also count on WP4 training activities to raise awareness on GIA. Recommendations of the *RESET Toolbox for gender-neutral, diversity-oriented institutional communication* (D5.4, 2021) may be used to complete the Faculty of Philosophy and History actions towards inclusive language.

4.4 University of Porto

At the University of Porto, we would like to highlight initiatives of the Institute of Sociology and the Laboratory for Process Engineering, Environment, Biotechnology and Energy.

4.4.1 Institute of Sociology

At the Institute of Sociology (IS-UP), most of the initiatives in favour of equality and diversity are centred on research content and dissemination, as well as awareness raising.

The social dimension and centre of interest of the Institute's research field favour an integration of gender dimension in publications: e.g., promotion through a book chapter on sexuality, gender and corporeality in later life (Dias & Lopes, 2021); an article on the female Brazilian migrants' contributions to the aesthetic-political activism approach (Guerra et al., 2020). Research projects on gender equality and diversity were also highlighted, among which "Limpezas em tempo de pandemia: entre a precariedade e os riscos na saúde das trabalhadoras dos serviços de limpeza" (Housekeeping in time of pandemic: between precariousness and health risks for female cleaning service workers) that builds on the assessment of the impacts of COVID-19 on health risk exposure and working conditions of female cleaning service workers in Northern Portugal. It aims at preventing the negative impacts of the pandemic on working conditions, promoting self-care, developing risk management strategies and training materials for companies.

Before the launch of the RESET project, researchers from IS-UP have already published a comprehensive report on U.Porto Gender Equality Indicators in the framework of GIA. The GIA.UP project[41] was launched in 2020 and its first activity was to find out more about the institution in terms of gender inequalities. It had a strong instrumental value and symbolised the importance of this topic for the University's strategic development.

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[41] https://repositorio-aberto.up.pt/bitstream/10216/136694/2/504102.pdf

The main results and conclusions from the GIA.UP project can be consulted in its final report (Lopes & Peixoto Freitas, 2021).

At IS-UP, gender mainstreaming is also developed through communication and the use of gender inclusive language. On the occasion of the first IS-UP International Summer School[42] (4-9 July 2022), one entire day was dedicated to the issues of feminism and gender identities. The topics were discussed through a round table, workshop and forum-theatre.

For the upcoming years, two other initiatives are planned:

- Organisation of a "Sociological Coffee" in 2023: to raise awareness on the issues encountered by women in academia. Several female researchers will be invited to speak and share with other participants their lives and work trajectories, difficulties they faced or levers they used in building their academic/scientific careers. This event is believed to draw attention to the multiple obstacles and issues encountered by women in different phases of their academic/scientific jobs and possible ways to deal with them and overcome challenges.

- Sessions of a reading group aims at honouring women with ground-breaking contributions in the field of Social Sciences and Humanities: Simone de Beauvoir (January 2023), Margaret Mead (November 2023), Hannah Arendt, Rosa Luxemburg and Harriet Martineau.

The Institute of Sociology has a strong commitment to the issue of gender equality and initiated a variety of actions. However, their initiatives are mainly focused on awareness raising, which risks not being sufficient to provoke structural change in practices. Some particular actions on recruitment or career advancement can be developed with the support of RESET.

4.4.2 Laboratory for Process Engineering, Environment, Biotechnology and Energy - LEPABE

LEPABE[43] is a research unit operating in the fields of Chemical, Environmental and Biological Engineering at the Faculty of Engineering of the University of Porto (FEUP). Members of LEPABE participated in the Global Women's Breakfast (GWB)[44] initiative in 2021 and 2022. These events aim to celebrate the accomplishments of women in science and inspire younger generations to pursue scientific careers. This event gathered all types of research, educational and industrial organisations, as well as scientific societies and governmental entities. This incentive is a good way to stimulate

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networking and increase visibility of gender issues, namely by encouraging multidisciplinary and international cooperation of researchers.

At the University of Porto, RESET analysis singled out few initiatives, which have promising potential impact. A general recommendation would be to implement actions on the policy of research units about recruitment, career advancement and WLB on the basis of the local GEP and other RESET outputs, as in case of:

- *A.3.1 - Develop a communication campaign that makes researchers of the underrepresented gender visible in all research fields.*

- *B.1.1 - Promote the implementation of an internal certification of promising practices for research units that develop specific measures to promote an equal representation of gender.*

- *Priority area B2: Promote equal opportunities in the recruitment processes.*

- *Priority area B3: Foster equal opportunities in the career progression processes.*

- *Priority area C1: Implement a Gender Impact Assessment (GIA) protocol in research.*

4.5 Emblematic incentives of research units at RESET mentor universities

Initiatives of research units within mentor universities are mostly framed within the general policy and awareness-raising activities. They implement actions towards gender equality and diversity through organisation of conferences and workshops (UOULU; Cluster of Excellence CASA & Collaborative Research Centre SFB 1280, RUB), application of home office arrangement (Collaborative Research Centre SFB 1280, RUB) or task forces on well-being (UOULU). In this report, we would like to highlight two relevant initiatives.

The first one is the implementation of a local Equality and Diversity Plan at each faculty of UOULU (will be elaborated in 2023 along with the updated version of the Equality and Diversity Plan of the University). The Faculty Plan consists of one to three actions to implement. This scheme enables reinforcement of units' responsibility and accountability in terms of gender equality and monitoring of impact.

At RUB University, the Cluster of Excellence CASA[45] implements some inspiring actions (Annex 1). The unit created a network of experienced females in academia and industry, who are willing to provide mentoring support for CASA female Early Career Researchers scheme. In 2022, they started the "Women in IT Security"[46] Campaign which intends to

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[45] https://casa.rub.de/en/about
[46] https://casa.rub.de/en/equal-opportunities/women-in-it-security

promote female role models and to enhance the visibility of various career paths and opportunities in the sphere of IT security. Their overarching goal is to recruit and attract more women to study and work in the field and to pursue scientific careers in IT.

This part of the report demonstrates how issues of gender equality and diversity have been tackled by the laboratories or research units in various contexts. Two years after the project's launch, we were able to observe the impact of RESET actions and incentives on the local research environments. To continue gender and diversity mainstreaming, it is essential to widen and intensify the appropriation, use and dissemination of project's experience and tools, such as the GIA checklist, toolbox on gender inclusive and diversity-oriented communication or training developed under WP4. Since its beginning, the RESET project has been providing not only the basis for the actions (survey, action plan, communication and awareness raising activities), but also has become a driver for some activities or organisations of conferences, science coffee breaks and working groups.

To maximise the impact, research units and laboratories can participate in the co-design of the update of GEPs (2.0). Along with awareness raising and preventing actions, labs and research units should also target spheres of recruitment and access to decision-making and aim to develop some bottom-up approaches. Particular attention should be drawn to the scientific fields, in which we observe lack or absence of relevant GE and diversity initiatives, such as Health, Engineering, and Natural Sciences.

5. Impact pathway and steps forward

5.1 Impact pathway

In this part, we will present our vision of the "Impact Pathway" methodology that was inspired by the guidance provided in D2.1 - Monitoring and Evaluation Plan (RESET, 2021) with a reference to the "Theory of Change" (Sharpe, 2011 ; Funnell & Rogers, 2011). From the analysis of existing initiatives, RESET incentives and GEP actions towards gender mainstreaming, we selected a list of potential initiatives that could be further implemented at the scale of research units. A list of RESET inputs, suggested activities, outputs and outcomes is presented for each thematic area (Figure 8).

The figure below presents a "forecast" of the impact pathway for RESET incentives adapted to the scale of research units. The suggested outputs and outcomes are based on results of two years project experience (elaborated in the previous chapters) and the general audit carried under WP1.
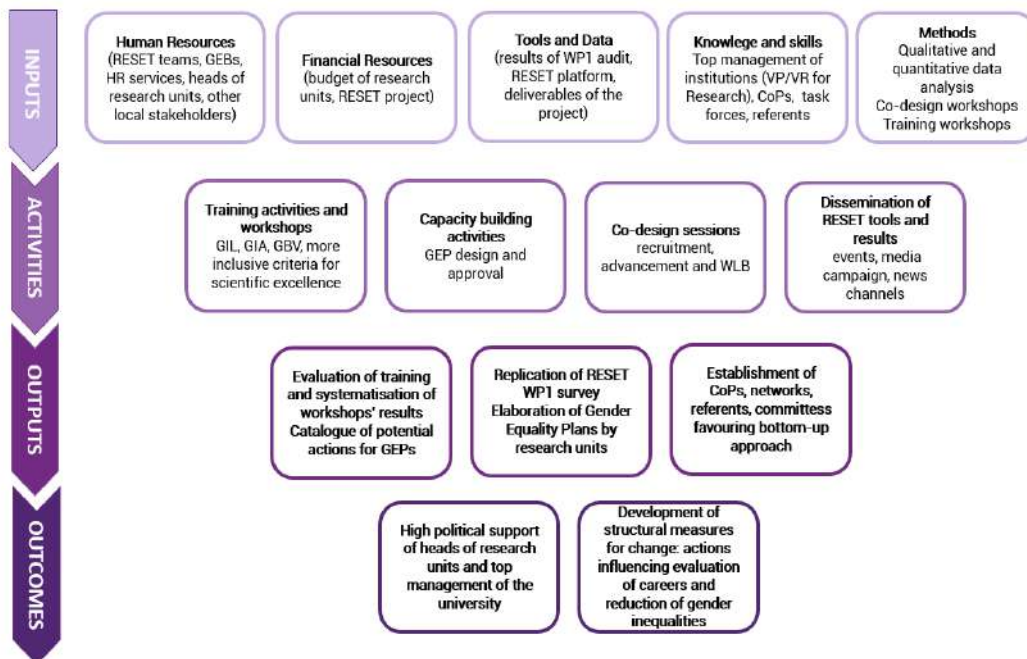

Figure 8 - Impact pathway: RESET incentives adapted to the scale of research units

This version of the impact pathways will be continuously monitored during the project and the analysis will be provided along with the WP2 final evaluation report of the project.

5.2 Steps forward

Relying on the project analysis, available sources (Alexandre, 2023 ; CNRS, 2023), and impact projection, RESET partners are recommended to implement the following 3 steps strategy for gender and diversity mainstreaming in research units:

6. **Measuring**: before engaging in any action for equality or diversity mainstreaming, it is important to understand the situation and identify current and potential needs. It includes elaboration of a survey and data analysis (see Neurocampus, part 4.2.2), as well as evaluation of existing training activities and results of workshops. Research units can apply and adapt the methodology developed by RESET in the framework of WP1 and WP4 (secondary data analysis, survey, focus groups, co-design activities).

7. **Understanding**: once the priorities are identified, institutions may proceed with the tailored training and awareness raising activities (referring to and applying RESET WP4 resources). This approach may include two phases. Firstly, to identify and train people in charge of the implementation of actions (heads of research units and decision-makers, researchers, HR staff, Gender Equality Officers). They have to be aware of stakes, challenges and be able to run actions. The second phase concerns communities at large (personnel or related stakeholders). This approach favours progressive cultural change.

8. **Acting**: The awareness of situation, tools and methods fosters co-design and implementation of specific structural actions towards equality and diversity - influencing imbalance and inequalities in recruitment, career advancement, WLB and creating favourable working environment.

To maximise the impact of actions, research units or laboratories require manifestation of political support from decision-makers. Support and promotion of gender equality and diversity via particular policies does not only highlight these issues and recognize their importance, but also demonstrates willingness to tackle current societal challenges - making HEIs and RPOs main actors of change.

Allocation of human and financial resources is fundamental for gender mainstreaming. Due to the RESET analysis, we observe that GE and diversity initiatives are often carried out by a few members of personnel interested in the topic (bottom-up approach), though they do not benefit from any extra-time or financial reward. In this case, the solution may be to appoint a Referent/Officer for Equality and Diversity (including allocation of specific working time).

Moreover, implementation of the laboratory-scale actions should also rely on communities of practitioners, networks or task forces (for example, on WLB, parenting, support of early career researchers, in line with RESET WP5 and WP6 activities).

Finally, collaboration and exchange of practices is essential (including local, national and international stakeholders). Gender mainstreaming in research should be built on

taking into consideration results of international conferences (LEPABE at U.Porto), sharing of best practices or dissemination of European projects' tools (figures 9 & 10).
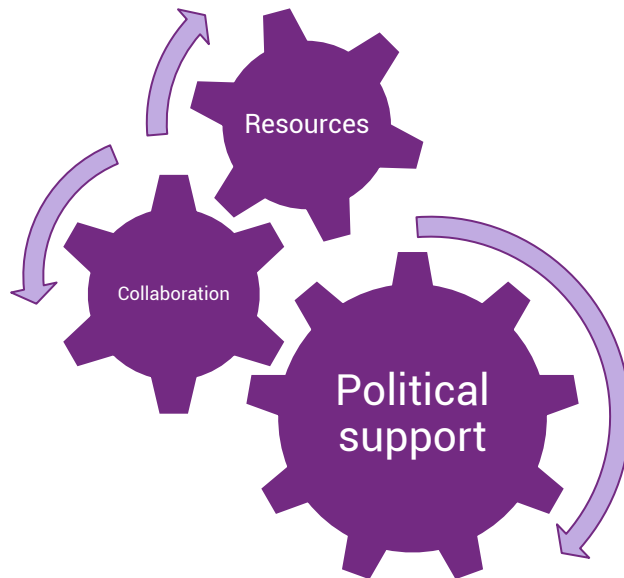

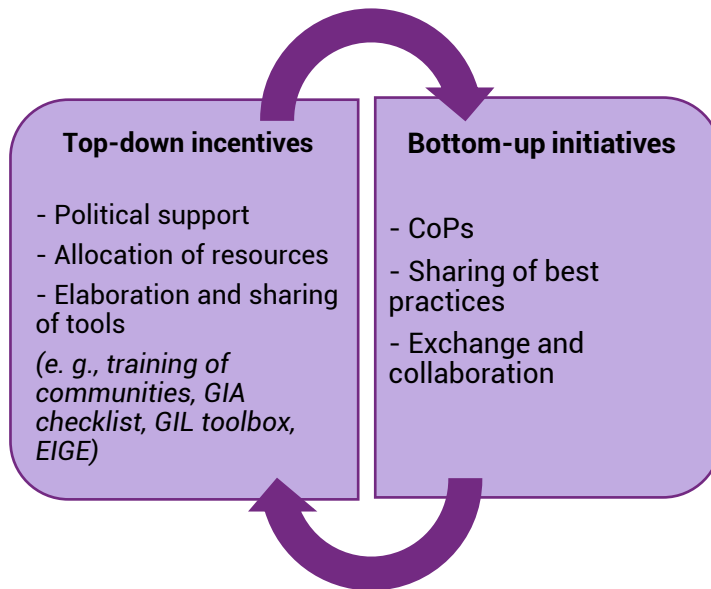*Figure 9 - Mechanism for mobilisation of research units and laboratories*

Figure 10 - Circulation between top-down and bottom-up initiatives for gender mainstreaming in the research units

Within the T5.3, one of RESET's objectives is to trigger emulation among research units on the topic of equality and diversity by promoting initiatives and tools. RESET partners will engage in a work on a common blueprint for the implementation of such initiatives. The future strategy is supposed to rely on:

- Collaboration with local GEBs and other relevant stakeholders.
- Working with WP8 on relevant communication activities to promote emblematic initiatives of research units (RESET website, social media, newsletter, local and project events).
- Using the RESET platform and forum to present and promote these initiatives[47].
- Promotion of the D5.3 report through the update of the GEAR tool; dissemination of good practices in the European Research Area.

The RESET platform and forum are seen as one of the drivers for the implementation of task 5.3. To disseminate good practices, the platform may contain a list of identified incentives and initiatives. The RESET forum could be used to highlight some of these actions and make institutional stakeholders react and exchange - collecting their opinions and feedback for the future GEPs.

Besides that, RESET partners are encouraged to organise at least three activities per year (2023 and 2024) with laboratories or research units, encouraging appropriation of RESET tools and WPs. Table 3 contains is a list of suggested activities:

Activity	Link with RESET
Running of gender audit.	WP1
Integration of lab members in the training sessions "Gender and diversity dimensions in research and teaching - part 1 & part 2".	WP4 D4.2
Workshop on gender-inclusive language open to all lab members.	T5.4 D5.4
Organisation and participation to international, national and local conferences, workshops and events on GE and diversity, enhancing multidisciplinarity, collaboration and networking.	WP5 WP8
Co-design sessions and workshops on recruitment, work-life balance, decision-making, scientific excellence, inviting heads of laboratories and team leaders.	WP6
Awareness raising and capacity building activities on gender mainstreaming in research content; enrichment of the RESET checklist by COPs.	WP4 WP7

Table 4 - List of suggested activities to implement in laboratories and research units

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[47] https://toolkit.wereset.eu/#/home

Each activity has to be planned considering its potential impact in terms of capacity, number of events and participants. Their objectives and target groups should be adapted locally and the potential strategy should be discussed with GEBs and other relevant local stakeholders. In the framework of WP8, RESET teams will promote dedicated videos related to these initiatives via the RESET Youtube channel, and include a page on RESET website promoting best practices of laboratories and research units.

9. Conclusion

This report demonstrates an interrelation between RESET WPs, their results and impact of their dissemination on local research units. Due to the process of identification of existing needs, biases and practices under WP1 (2021), we may observe that the implementation of RESET actions triggered mobilisation of multiple laboratories and other research units, enabling development of local initiatives towards equality and diversity. This process took place on two levels. The first is represented by the top-down incentive: respect of European, national and institutional laws and regulations. In this case, the adoption of GEPs in 2022 was a catalyst for the mainstreaming of an inclusive gender equality policy. The second level embraces initiatives that appeared as results of bottom-up mobilisation using outputs of the project to support their successful implementation.

National and institutional contexts are important factors that establish a frame for the initiatives of the research units: it can be recommendations from the ministries (U.Porto), incentives from the national research organisations (UBx) or regional legislation (RUB). Belonging to universities (and other institutions), research performing organisations may reflect their dynamics, but they may also have their specific needs and biases, depending on the historical development of the disciplines. This may be addressed through development of tailored action plans, charters or other policy documents.

The RESET WP5 survey reveals that specific scientific fields are more than others concerned by the issues related to gender inequalities and discrimination. Most of the initiatives come from fields, in which women are usually underrepresented (STEM) - or from those who promote gender equality and diversity in their everyday research and teaching work (Education, Psychology and other Humanities departments).

Thus, another challenge raised by this report is adjustment of the RESET strategy in order to mobilise laboratories from fields "that do not feel concerned" by the mainstreaming of gender equality and diversity and do not make it result into "window dressing". The impact pathway and outcomes presented in part 5 provide some key ideas for partners to disseminate the identified initiatives and promote their replication that should lead to the implementation of sustainable and efficient inclusive policies.

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Table of all initiatives identified at RESET institutions

Name of the unit	Initiative	Done	Planned
Aristotle University of Thessaloniki			
Data and Web Science Lab – School of Informatics	Integration of gender dimension in research activities, in particular in the process of data analysis.	X	
	Implementation of a capacity building program on "Human-Centred AI and Data Science" addressing female entrepreneurs.		X
Laboratory of Geoinformatics – School of Spatial Planning and Development	Gender mainstreaming in community building activities in research projects: (i) collection of gender-disaggregated data (ii) accommodation for any identified gender aspects for the development of its technological solutions; (iii) use of gender-inclusive language (iv) equal opportunities and access for all genders to the activities of the projects (v) ethical communication standards by respecting the dignity of individuals and eliminating any form of gender bias in the projects activities.	X	
	Gender mainstreaming in the DestinE project.	X	
University of Bordeaux			
Neurocampus Department	Constitution of a Parity Committee.	X	
	Adaptation of the WP1 RESET survey to the Neurocampus (2022)	X	
	Organisation of a conference "Cognitive gender bias", Renata Coura (2022).	X	
	Training session "Leadership for women", Renata Coura (2022).	X	
	Elaboration of a GEP (on the basis of the survey's results).		X

	Integration of gender and diversity dimension in criteria for the call for projects "Seed projects" (2023).	X	
Institute of Neurodegenerative Diseases	Implementation of a communication strategy to raise awareness and inform laboratory members about gender equality and diversity issues (newsletter, management committee, Twitter, Intranet, mailing list, etc.)	X	
School of Neuroscience	Promotion of female participation in lab activities (keynote speakers, management, visiting scholars).	X	
LaBRI (in collaboration with INRIA & IMB)	Participation in the INRIA Parity Committee.	X	
	Conference "Taking gender dimension into account in training and research (2021)" (with RESET).	X	
	Mentoring programmes and thematic lunches around equality and diversity.	X	
	Gender-inclusive language workshop – French (28 February 2023).	X	
	Elaboration and adoption of a Diversity, Parity, Inclusion Charter (2023).	X	
	Organisation of the event "Moi Informaticienne, Moi Mathématicienne", inviting middle and high school female students to discover scientific careers in STEM.	X	
	Integration of a Diversity Chair for the organisation of conferences.	X	
Institute of Biochemistry and Cell Genetics	Parity & diversity within the laboratory board.	X	
	Organisation of conferences and seminars on gender equality and diversity.		X
Cultures, Education and Societies Laboratory	Attempt to set general meetings of laboratories during the afternoon and not at the end of the day to improve WLB, namely care of young children.	X	
Oenology Joint Research Unit	Regular awareness campaigns with poster on sexist/sexual violence and discrimination.	X	

	Dissemination of contacts of referents for cases of GBV or GE issues (in the laboratory and at UBx).	X	
	Participation in monthly meetings of the *Café de l'égalité* (New Aquitaine region) – with local partners (other labs, public services).	X	
From Prehistory to the Present: Culture, Environment and Anthropology	Organisation of two 2-hour scientific meetings on the topic of gender in archaeology for members of the unit and master students (between February and May 2021).	X	
Institute of Mechanics and Engineering	Incentives to encourage women and people with minority backgrounds to take part in public service exams, provide them with training for professional or recruitment interviews.	X	
	Nomination of an ombudsman.	X	
	Promotion of the recruitment of people with disabilities.		X
University of Lodz			
Faculty of Philology	Promotion of RESET media campaign Faces of Campus on the Faculty social media	X	
	Women's Studies Centre regularly publishes materials, adverts of RESET-related activities (webinars, campaigns, etc.)	X	
	The Dean and Head of the Women's Studies Centre are involved in the activities of the Gender Equality Board and have been engaged in mainstreaming the challenges that transgender and non-binary people have to face	X	
	GEMMA Guest Lectures will be organised (at least one lecture per semester)		X
	The Faculty hopes to open Master's Degree in Women's and Gender Studies (2023-2024)		X
	Cooperation with Student Network of Gender Studies		X
Institute of Psychology	Supporting young parents academic career and work time flexibility addressing needs of young parents and other staff having care responsibilities		X

	In 2022 the dean of the faculty started negotiating increases of salaries, to diminish the results of high inflation, which hit most intensively the female staff	X	
	At the beginning of the academic year 2022/2023 a letter has been sent to all 150 academic teachers of the faculty with 8 points of detailed instruction on how to use an inclusive language towards the transgender and non-binary students of the faculty	X	
Faculty of philosophy and history	In SET evaluation, gender analysis has been included for the first time	X	
	Further awareness-raising communication as for the issue lgbt+, transgender and non-binary students and teachers is planned to be sent regularly		X
	Further actions to eliminate discrimination against transgender students in USOS system and MS Teams tool are planned		X
	General policies will exclude any discrimination against women, especially as for their retirement, comeback to work after maternity leave, access to money distributed for research etc.		X
	Any discriminatory practices that appear in anonymous SET evaluation will be carefully analysed and possible discrimination eliminated		X
	Information on available seminars and training on equality will be disseminated among the employees.		X
	Students with special didactic needs will be informed of their rights and they will receive individual help		X
University of Oulu			
Anonymous	Workshops have been organised internally and externally, funded project has explored gender issues, related to which there has been active dissemination of the results to the academic audience as well as to the public	X	
	Gender and equality issues have been taken into account in all recruitments	X	

University of Porto			
Institute of Sociology of the University of Porto	Publications on the topic of gender equality / diversity	X	
	Research projects on the topic of gender equality / diversity	X	
	Events on the topic of gender equality / diversity	X	
	Sociological Coffee Breaks, to raise awareness on the issues faced by women in academia		X
	Highlight of women in science during reading groups		X
Centre for Legal Research - Faculty of Law, University of Porto	Integration of gender dimension within a call for a Research grant for Master Students		X
	Integration of reflections on gender equality in every activity to develop: research projects, scientific events, etc.		X
Linguistics Centre of Porto University	Publications on the topic of gender equality / diversity		X
	Events on the topic of gender equality / diversity		X
Institute for Comparative Literature	Project entitled "Literature and Frontiers of Knowledge: politics of inclusion". Within this project, the Unit, among other issues, aims to address gender equality and diversity by reflecting about the connections between politics and the power / gender relations	X	
Centre for Architectural and Urban Studies	The centre seeks equal representation in the working and mission groups. The same care is taken when setting up evaluation panels or recruitment panels	X	
LEPABE	Participation to Global Women's Breakfast	X	X
Ruhr University Bochum			
Collaborative Research Centre SFB 1280	Person responsible for gender equality	X	
	Individualised coaching for postdocs and high quality programs for PhD students	X	

	Deployment and generalisation of home office since the pandemic	X	
	Training sessions on research dissemination and career advancement, in collaboration with RUB		X
	Implementation of a policy, or code of conduct, to summarise the centre values and guidelines in terms of equality. The code is intended to help researchers overcome everyday hurdles by identifying fields of action, measures and responsibilities.		X
Cluster of Excellence CASA (Cyber Security in the Age of Large-Scale Adversaries)	Person responsible for gender equality	X	
	Organization of a workshop - Everyday Sexism and Sexualized Violence – Effects and How to Deal With It (2 November 2022)	X	
	Creation of a network of advanced females in academia and industry who are willing to provide mentoring for CASA female Early Career Researchers. In 2022, started the "Women in IT Security" Campaign https://casa.rub.de/en/equal-opportunities/women-in-it-security which intends to promote female role models and to make visible the variety of career paths and opportunities exist in IT security - especially for women	X	X
	Will to recruit more female researchers for CASA and diversify the cluster of excellence by more categories of diversity		X
	New workshop offers, e.g., Mental Health in Academia and Unconscious Bias in Recruitment Committees		X