



Redesigning  
Equality and  
Scientific  
Excellence  
Together

## Factsheet #3

RESET impact and lessons learnt in the  
area of Gender Impact Assessment

## Brief Project Description

RESET is a CSA project funded by the European Union under the Horizon2020 programme, and the call “H2020-SwafS-2020-1”. RESET involves seven large multidisciplinary universities from all over Europe (University of Bordeaux, Aristotle University of Thessaloniki, University of Łódź, University of Porto, Ruhr-University Bochum, University of Oulu, Sciences Po Paris) and aims to address the challenge of Gender Equality in Research Institutions in a diversity perspective. Its core objectives refer to enabling a structural change through the co-design and implementation of context-based Gender Equality Plans (GEPs), and to designing and implementing a user-centered, impact-driven and inclusive vision of scientific excellence.

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

## Core strategies and policies RESET contributes to:

### Gender Equality Strategy 2020-2025

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

### ERA Policy Agenda 2022-2024

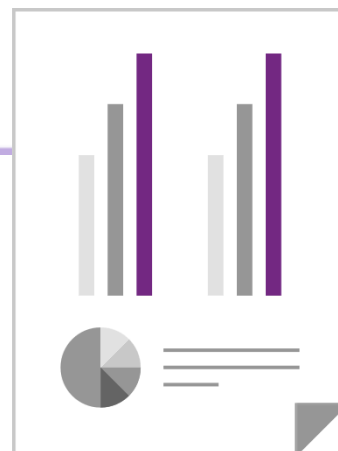
The ERA Policy Agenda sets out voluntary ERA actions for 2022-2024 to contribute to the priority areas defined in the Council Recommendation on a Pact for Research and Innovation in Europe. The policy agenda sets out four priority areas. Priority Area 1 - DEEPENING A TRULY FUNCTIONING INTERNAL MARKET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

## Factsheet #3 illustrates the following tool:

1. Gender Impact Assessment (GIA) checklist

### Did you know?

**Factsheets are concise and informative documents. They present key data, key facts, and an overview of the target topic.**



# Tool #1:

## Gender Impact Assessment (GIA) checklist



## GIA checklist

The GIA checklist, co-designed by the University of Oulu and the RESET partners, is a valuable tool for conducting a gender impact assessment of research content, activities, and products. Gender impact assessment overall aims to enable the integration of gender dimension into research, by emphasising the importance of including sex, gender, and intersectional dimensions across all phases of research. Therefore, the GIA digital checklist includes a series of questions for the planning, execution, and dissemination research phase. These questions as well as integrated definitions allow research teams to independently analyse the role of gender in their projects, identify areas of improvement, and take follow-up actions for further gender dimension integration based on the checklist results. Definitions provided for core gender terms and concepts used in the checklist further raise awareness and enhance gender knowledge. Finally, apart from individual researchers, the GIA checklist can be further employed by research institutions, for instance being integrated into relevant institutional policies, and research funding organisations. The digital version of the GIA checklist can be found [here](#).

>1.800



views of GIA checklist in the  
RESET website within the final  
year of the project

>30



events and trainings in which GIA  
checklist was presented

## Gender Equality Strategy 2020-2025

### Goal 1 - Being free from violence and stereotypes

- 12 checklist questions that foster reflection on gender stereotypes and/or challenge gender stereotypes in the research environment.

### Goal 2 - Thriving in a gender-equal economy

- 8 checklist questions that enable an inclusive participation and equal career progression pathways for researchers in research projects.

## **Goal 4 - Gender mainstreaming and an intersectional perspective in EU policies**

- 32 checklist questions that enable the application of a gender impact assessment policy and any potential adaptations of it in EU research processes.

## **ERA Policy Agenda 2022-2024**

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

- 8 checklist questions that enable an equal participation and an inclusive working environment for researchers in research projects.

### **Outcome 3 - A policy approach to inclusive gender equality, that addresses gender mainstreaming and opening to intersectionality with other diversity dimensions to advance the new ERA**

- 32 checklist questions that enable the application of a gender impact assessment policy for gender mainstreaming in research activities in the ERA.

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

- 32 checklist questions that enable the application of gender impact assessment and, consequently, the informed integration of the gender dimension in research projects and products.

## Lessons learnt - RESET recommendations

It is important to train researchers and explain the importance of taking gender into consideration in research content and teams (not only because of funding issues, but also due to the concrete impacts of gender-blind research).

Resistance has been occasionally encountered from some sectors of the academia due to disciplinary traditions and lack of experience / exposure to the topic of gender dimension integration.

Constant involvement of the top-decision makers of universities is considered critical for the sustainability of a GIA policy.

People attending GIA training have gained valuable insights and perceived this topic as a necessary one, also within the context of EC demands for gender affairs.

### **Recommendation 1 - Accompany GIA activities with systematic awareness-raising efforts**

To ensure meaningful engagement in GIA activities (e.g. GIA policy implementation, GIA training), it is essential to conduct regular, awareness-raising sessions. Such sessions can explain and emphasise the importance of gender dimension integration into research, including intersectionality principles. For instance, GIA training can be embedded in broader training programs and institutional initiatives to further legitimise GIA value within organisational and research contexts.

### **Recommendation 2 - Pursue the contextual adaptation of GIA as a means to counteract potential indifference and resistances**

Recognising that engagement with GIA varies across disciplines - for instance individuals from Social Sciences and Humanities may be more responsive - , it will be beneficial to adapt GIA and any related training to different scientific and research practices. This contextual adaptation can provide evidence-based insights into how GIA enhances the

quality and universal applicability of each discipline, thereby demonstrating its tangible benefits. The alignment of GIA to various disciplines can similarly mitigate perceptions of it being an exaggerated requirement or merely a box-ticking exercise.

### **Recommendation 3 - Form alliances to support GIA implementation and sustainability**

Strategic alliances in research organisations implementing GIA can prove valuable. Stakeholders genuinely interested and committed in GIA affairs can function as change agents and drive progress. In parallel, top management stakeholders can further support GIA institutionalisation and long-term sustainability by embedding it in organisational priorities and agendas.

### **Recommendation 4 - Disseminate GIA checklist in collaboration with SAGER guidelines to strengthen stakeholder reach**

To maximise stakeholder reach and uptake of GIA principles, synergies can be built between the GIA checklist and other research-related guidelines, such as SAGER (Sex and Gender Equity in Research). GIA checklist is designed to be used especially in research project application and preparation phase, whereas SAGER guidelines are produced to be used in the publication phase of research results. GIA operationalisation and long-term sustainability can thus be further ensured by embedding them jointly in academic knowledge production and publication practices.





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