

# Gender Equality in Academia and Research

## The GEAR toolset

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## Bente Knoll

- Landscape Planning (master) and Transport and Traffic Planning (PhD)
- Gender expert and consultant
- Founder and managing director of B-NK GmbH (independent research institute, management consultancy; gender and diversity expertise)
- B-NK is engaged in research and consulting processes within ecological, economic, social dimensions of sustainability
- Located in Vienna/Austria; projects in Austria, Europe, and Central Asia
- Lecturer at various Austrian universities (Gender Studies in Engineering)



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# Gender Equality in Academia and Research

The GEAR toolset

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## Content of my talk

- Brief overview on definition/basics on gender and gender equality (strategies) in Europe
- What does “Gender in Academia and Research” mean?
- Overview on the GEAR tool: Who is it for? What services are provided?
- Outlook: Gendered Innovation platform

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# Gender Equality

Strategies and policies at the European level

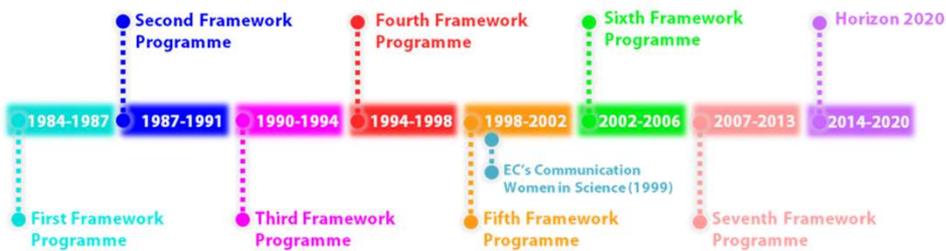
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## Gender Equality in Europe

- In 1957, the Treaty of Rome introduced the principle of equal pay for men and women.
- EU has adopted thirteen directives on gender equality since the 1970s.
- In 1999, based on the Treaty of Amsterdam the promotion of equality between men and women became one of the essential tasks of the EU.
- In 2009, the Treaty of Lisbon confirmed once again the importance of gender equality in the EU.

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## European Research Funding



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## Gender Dimensions in H2020

In Horizon 2020 gender is a cross-cutting issue and is mainstreamed in each of the different parts of the Work Programme, ensuring a more integrated approach to research and innovation.

Three objectives underpin the strategy on gender equality in Horizon 2020:

- Fostering gender balance in research teams in order to close the gaps in the participation of women.
- Ensuring gender balance in decision-making in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- Integrating the gender dimension in research and innovation (R&I) content helps to improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

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## Gender Dimensions in Horizon Europe

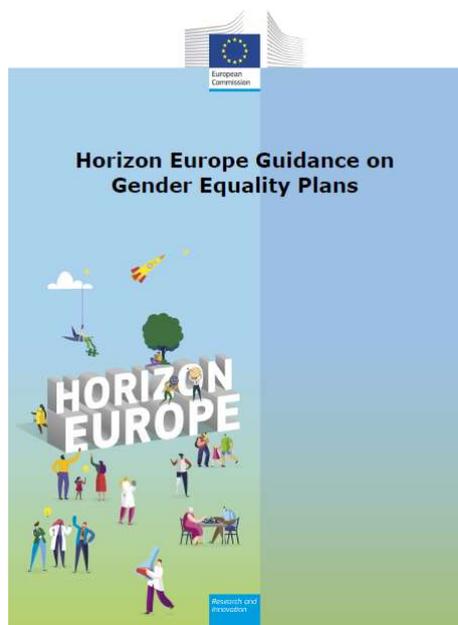
There are 3 main levels at which gender equality is considered in Horizon Europe:

1. Having a Gender Equality Plan (GEP) in place becomes an eligibility criterion for certain categories of legal entities from EU countries and associated countries
2. Integrating the gender dimension into research and innovation content is a requirement by default. It is an award criterion evaluated under the excellence criterion unless the topic description explicitly specifies otherwise.
3. Increasing gender balance throughout the programme is another objective, with a target of 50% women in Horizon Europe related boards, expert groups and evaluation committees, and gender balance among research teams set as a ranking criterion for proposals with the same score.

[https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en)



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## GEPs

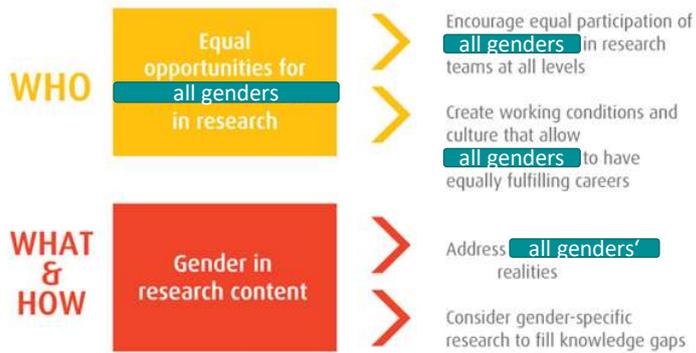
For Horizon Europe calls for proposals with deadlines in 2022 and beyond, applying public bodies, research organisations and higher education institutions, from EU Member States and associated countries, must have a GEP or equivalent strategy in place to be eligible for funding.

<https://op.europa.eu/en/publication-detail/-/publication/fc3b06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>



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## Gender Dimensions in Research

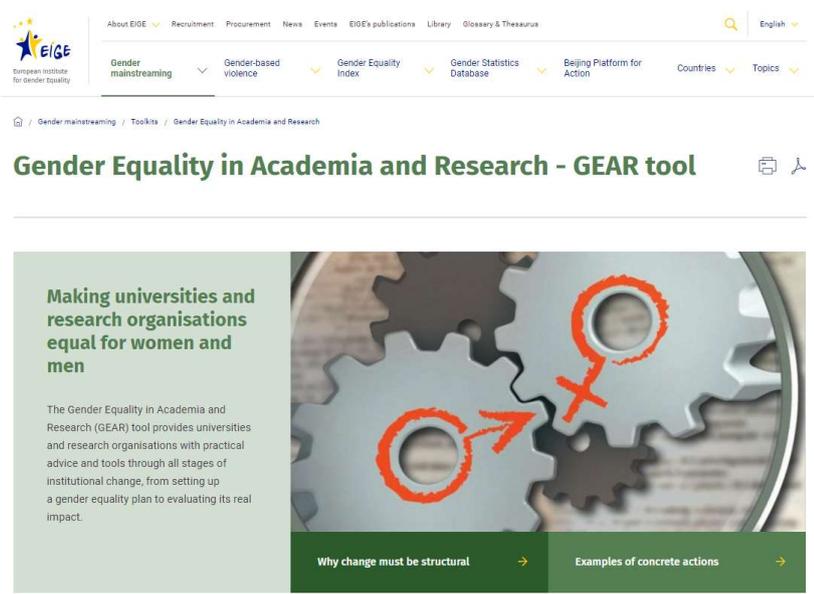


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## GEAR

A useful tool – Gender Equality in Academia and Research

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European Institute for Gender Equality

About EIGE Recruitment Procurement News Events EIGE's publications Library Glossary & Thesaurus

Gender mainstreaming Gender-based violence Gender Equality Index Gender Statistics Database Beijing Platform for Action Countries Topics

Gender mainstreaming / Toolkits / Gender Equality in Academia and Research

## Gender Equality in Academia and Research - GEAR tool

### Making universities and research organisations equal for women and men

The Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

Why change must be structural → Examples of concrete actions →

<https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide>

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## What can you find in this online tool?

- A practical definition of 'gender equality plan' for the particular context of higher education and research institutions.
- A step-by-step guide on the process to set up, implement, monitor and evaluate gender equality plans. The guide also contains hints about obstacles and challenges you may face, along with suggestions on how to overcome them. You can also find a list of basic requirements and success factors for realising it.
- An action toolbox with concrete examples of actions to be designed and implemented within a gender equality plan.
- Advocacy arguments to promote gender equality in your organisation.
- Background information about the EU and national legislation and policies supporting gender equality in research.
- Key resources that can support the structural change process.

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## What is a Gender Equality Plan (GEP)

In the specific context of research organisations and higher education institutions, the European Commission considers a **Gender Equality Plan** as a set of actions aiming at:

- 1 | Conducting impact assessment / audits of procedures and practices to identify gender bias;
- 2 | Identifying and implementing innovative strategies to correct any bias;
- 3 | Setting targets and monitoring progress via indicators.

## The GEAR Step-by-Step Guide

### Step-by-Step Guide for establishing a Gender Equality Plan

- [Step 1: Getting started](#)
- [Step 2: Analysing and assessing the state-of-play in the institution](#)
- [Step 3: Setting up a Gender Equality Plan](#)
- [Step 4: Implementing a Gender Equality Plan](#)
- [Step 5: Monitoring progress and evaluating a Gender Equality Plan](#)
- [Step 6: What comes after the Gender Equality Plan?](#)

<https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide>

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The screenshot shows the EIGE website interface. At the top, there is a navigation menu with options like 'About EIGE', 'Recruitment', 'Procurement', 'News', 'Events', 'EIGE's publications', 'Library', and 'Glossary & Thesaurus'. Below this is a secondary menu with 'Gender mainstreaming', 'Gender-based violence', 'Gender Equality Index', 'Gender Statistics Database', 'Beijing Platform for Action', 'Countries', and 'Topics'. The main content area is titled 'Gender Equality in Academia and Research' and includes a breadcrumb trail: 'Home / Gender mainstreaming / Toolkits / Gender Equality in Academia and Research'. The page features a sidebar with links to 'Back to toolkit page', 'What is a Gender Equality Plan?', 'EU objectives for gender equality in research', 'Why change must be structural', and 'Who is this guide for?'. The main content area is divided into three sections: 'Examples of actions', 'Structures to support gender equality work', and 'Awareness-raising and competence development'. The 'Structures to support gender equality work' section lists several initiatives: GenderNet, Gender Balance Committee, Gender and Diversity Controlling, Gender Project Manager, and WISER (Centre for Women in Science and Engineering Research). The 'Awareness-raising and competence development' section mentions a 'Compulsory awareness-raising session for B.A. students'. At the bottom of the page, there is a URL: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/examples> and the 'bnk' logo with the text 'Büro für nachhaltige Kompetenz'.

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# Gendered Innovation

A useful tool – gender in research content

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The screenshot displays the homepage of the Gendered Innovations website. The header features the title "Gendered Innovations" in white on a dark red background, followed by the subtitle "in Science, Health & Medicine, Engineering, and Environment". Navigation links for Home, Contributors, Links, Translations, and Contact Us are visible, along with a search bar.

The main content area is divided into several sections:

- Left Sidebar:** Contains navigation menus for "What is Gendered Innovations?", "SEX & GENDER ANALYSIS" (General Methods, Specific Methods, Terms, Checklists), "CASE STUDIES" (Science, Health & Medicine, Engineering, Environment), "INTERSECTIONAL DESIGN", "POLICY RECOMMENDATIONS", "VIDEOS", and social media links for Facebook and "How to cite website".
- Central Content:** Features a large image of a biological cell with the text "SEX AND GENDER METHODS FOR RESEARCH | Gendered Innovations".
- Right Sidebar:** Lists vertical categories: SCIENCE, HEALTH & MEDICINE, ENGINEERING, and ENVIRONMENT.
- Featured Case Studies:** Includes "Marine Science: Analyzing Sex" (with a colorful fish image), "Chronic Pain: Analyzing How Sex and Gender Interact" (with an illustration of people), and "Facial Recognition: Analyzing Gender and Intersectionality in Machine Learning" (with a face image).
- Bottom Right:** A text box titled "Why Gendered Innovations?" explaining that the site employs methods of sex, gender, and intersectional analysis to create new knowledge.

The URL <http://genderedinnovations.stanford.edu/> is provided at the bottom left, and the "bnk" logo and name are at the bottom right.

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What is Gendered Innovations?

SEX & GENDER ANALYSIS

General Methods

Specific Methods

Terms

Checklists

CASE STUDIES

Science

Health & Medicine

Engineering

Environment

INTERSECTIONAL DESIGN

POLICY RECOMMENDATIONS

VIDEOS

Print

Tweet

Facebook

## Engineering & Technology Case Studies

### Demonstrate Gender Methods In Design

This page provides practical examples of how sex and gender analysis leads to gendered innovations.



Assistive Technologies for the Elderly



Extended Virtual Reality: Analyzing Gender



Facial Recognition: Analyzing Gender & Intersectionality



Gendering Social Robots: Analyzing Gender



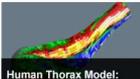
Haptic Technology: Analyzing Gender



HIV Microbicides: Rethinking Research Priorities and Outcomes



Inclusive Crash Test Dummies: Rethinking Standards & Reference Models



Human Thorax Model: Rethinking Standards and Reference Models



Machine Learning: Analyzing Gender



Machine Translation: Analyzing Gender



Making Machines Talk: Analyzing Gender Assumptions



Video Games: Engineering Innovation Processes

<http://genderedinnovations.stanford.edu/case-studies-engineering.html>



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 Büro für nachhaltige Kompetenz (Consultancy for Sustainable Competence)

B-NK GmbH is to integrate gender and diversity perspectives in urban and transport planning, landscape architecture, mobility research as well as in sustainable (urban) development.

Lecturer at **Technische Universität Wien**  
 Courses in Gender Studies in Engineering



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