



# Challenging Gender (In)Equality in Science and Research

Žilinská univerzita v Žiline, UNIZA H2020 Scientific Cafe, 12.9.2018

Veronika Mešková  
(on behalf of the CHANGERS ☺)



This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.



Why? in order to support women at the university

Is there a need? YES! Let's see the table on the next slide  
😊

Project implementation: May 2018-April 2022

Cooperation with stakeholders &  
decision making bodies



This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.

# Status quo, UNIZA, July 2017

Indicator	Total	Women	% of women
Nr. of employees	1486	823	55,38%
Nr. of admin staff	373	294	78,82%
Nr. of research/academic staff	764	268	35,08%
Professors	99	24	24,2%

Decision making body	Total	Women	% of women
Academic Senate	44	9	20,45%
Rector 's Advisory Board	15	4	26,67%
Scientific Board	31	4	12,90%
Management Board	14	2	14,29%

**1.3.4 Table 2: First draft of Gender Equality Action Plans for CHANGE Institutions**

Partners	UAVR	UNIZA	NIB	IFAM	BBC
<b>SHORT-TERM ACTION</b>					
Institutional gender benchmarking report (indicators for monitoring)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Gender trainings and national gender expert seminars	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Demonstrate commitment from highest management levels for gender equality (e.g. press release, information letter to all staff, talk during staff meeting etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Making gender equality knowledge available for staff and management (e.g. CHANGE and institutional websites; staff meetings; newsletters; etc.)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Develop guidelines for the use of gender sensitive language	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Already established	Already established	Already established
Cooperation and knowledge exchange with other national institutions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>MIDDLE-TERM ACTION</b>					
Use gender sensitive language in official communication	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Already established	Already established	Already established
Raise awareness on the unconscious bias	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Set-up meetings (or panel discussions) to discuss gender-related issues in the context of promoting staff and gender-sensitive career development	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Set-up mentoring activities for women's career development	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Set up organisational gender equality trainings for HRM and management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Dissemination of examples of gender-inclusive science and research	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Organize external events in order to encourage girls to decide for STEM studies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Promoting work-life balance (develop internal guidelines): work schedule's flexibility; parental leave; mobility, dual-career couples	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Promoting return grants	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>LONG-TERM ACTION</b>					
Promotion of including the gender dimension in research activities (where relevant)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Awarding gender-sensitive research	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Increasing numbers of women as principal investigators (PI) in research projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Gender balanced decision making boards and committees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Institutionalisation of gender-sensitive career development plan	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Institutionalisation of annual gender benchmarking report (including relevant data on HR management, teaching and research activities; e.g. as part of annual organisational report)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>



# Thank you for your attention!

# CHANGE!



7 institutions from 6 countries

[www.change-h2020.eu](http://www.change-h2020.eu)



universidade de aveiro  
theoria poiesis praxis



המכללה האקדמית בית ברל  
אכאדמי וואכאדמיס  
Beit Berl College



This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.