

## Introducing institutional changes to support gender equality in R&I - EGET workshop with Polish research funders and performers

September 7, 2021, 9:00-13:00 CET

<https://us02web.zoom.us/j/87022129181?pwd=L3h6djErWUFsaVlGalZxdEd0cGl2UT09>

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The meeting is organised as part of the GENDERACTION project funded under "Horizon 2020" Framework Programme. The project has created a Gender Equality Task Force (EGET), which is managed by two key stakeholders in the Nordic countries:

- ❑ **Kilden:** a knowledge centre for gender balance and gender perspectives in research in Norway, organised as an independent department of the Research Council of Norway: [www.genderresearch.no](http://www.genderresearch.no)
- ❑ **Swedish Secretariat for Gender Research:** a knowledge centre for gender research at the University of Gothenburg: [www.genderinsweden.se](http://www.genderinsweden.se)

The overall aim of the EGET is to bring together and develop knowledge amongst Research Funding Organisations, Research Performing Organisations and other national bodies responsible for and/or working with equality. More specifically, the focus of the EGET is to develop knowledge on gender equality in research and innovation, gender mainstreaming as a strategy for structural change as well as fostering intersectional approaches to gender equality.

The aim of the EGET meeting with Polish stakeholders is also to contribute to capacity building through mutual learning and sustainable knowledge on a structural level. This implies fostering dialogues and enhancing shared experiences and knowledge, especially building on Poland's specific prerequisites.

- 09.00-09.05**      **Welcome**  
Magdalena Chrobak-Tatara, Ministry of Education and Science  
Anna Knapińska, National Information Processing Institute
- 09.05-09.10**      **Overview of GenderAction project**  
Magdalena Chrobak-Tatara, Ministry of Education and Science
- 09.10-09.20**      **Women in science in Poland.  
Still winners among losers?**  
Anna Knapińska, National Information Processing Institute  
Aldona Tomczyńska, National Information Processing Institute
- 09.20-09.30**      **Gender equality in the European Research Area (ERA)**  
Magdalena Chrobak-Tatara, Ministry of Education and Science
- 09.30-09.35**      **Introducing the workshop**  
Linda Marie Rustad, Kilden  
Fredrik Bondestam, Swedish Secretariat for Gender Research
- 09.35-10.05**      **What is a Gender Equality Plan (GEP) and why is it  
important? How to develop advocacy and commitment?**  
Linda Marie Rustad, Kilden
- 10.05-10.20**      **The development of a Gender Equality Plan  
by a Research Performing Organisation:  
experiences of the University of Warsaw**  
Anna Cybulko, University of Warsaw
- 10.20-10.50**      **Break-out sessions**  
Moderation by Linda Marie Rustad & Fredrik Bondestam
- Questions to the participants:**
1. Which are the obstacles and needs for developing a comprehensive GEP?
  2. Which are the first concrete steps to implement a GEP at your institution?
- 10.50-11.10**      **Plenary discussion**  
Reporting back from the break-out sessions  
Q&A session

11.10-11.25

**BREAK**

11.25-11.45

**Which are the basic steps to foster institutional change for gender equality through leadership and organisation?**

Fredrik Bondestam, Swedish Secretariat for Gender Research

11.45-12.15

**Break-out sessions**

Moderation by Linda Marie Rustad & Fredrik Bondestam

**Questions to the participants:**

1. Which are the main challenges organising gender mainstreaming/gender equality work at your institution?
2. What are the obstacles and needs for organising institutional change as regards support for fair research careers, fair application for grants?

12.15-12.30

**Plenary discussion**

Reporting back from the break-out sessions  
Q&A session

12.30-12.50

**Scientific evaluation of proposals and internal peer-review processes**

Fredrik Bondestam, Swedish Secretariat for Gender Research  
Q&A session

12.50-13.00

**Concluding remarks and farewell**

Linda Marie Rustad, Kilden

Fredrik Bondestam, Swedish Secretariat for Gender Research

Magdalena Chrobak-Tatara, Ministry of Education and Science

Anna Knapińska, National Information Processing Institute