



## ***Community of Practice GEinCEE - supporting implementation of gender equality measures in research and academia***

***Dr Ewa Krzaklewska, Jagiellonian University in Kraków, Poland***

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JAGIELLONIAN UNIVERSITY  
IN KRAKÓW



## About the ACT Project

- “Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe” (<https://act-on-gender.eu/>)
- May 2018 – October 2021
- Horizon 2020 project (agreement no 788204) that involves universities, research centres and research funding organisations
- **ACT seeks to advance gender equality at universities, research centres and research funding organisations by facilitating collaboration between experienced institutions in the implementation of gender equality plans with less experienced ones**
  - Seven Communities of Practice



Different academic disciplines



Gathers practitioners:  
representatives of  
HEIs and RPOs;  
organisations' officials  
and administrators  
and researchers



Focus on region of  
CEE



**GEinCEE**

**Gender Equality in Central  
and Eastern Europe**

# Members

- 20 formal members – universities and research institutes from Czech Republic, Cyprus, Lithuania, Poland, Slovenia and Ukraine
- 2 collaborators







# Exchange of knowledge and expertise



Meetings of the GEInCEE  
Community (face to face, now  
monthly online meeting)



Sharing knowledge between  
members + external experts



Working groups



Conferences and trainings



Cooperation with other  
Communities



## Benefit 1: Gender competence, experience and knowledge

- Enhancing gender knowledge/ competence → trainings/workshops on GEPs implementation, GE argumentation, implicit bias
- Exchange of experience and knowledge, addressing specificity of CEE → CoP's meetings, lectures & discussions

*“I remember that **we got some information about how to learn, how to analyse, how to design and implement a gender equality plan. So, I started to do that.** For example, checking my institutes’ regulations and checking national regulations and I started to do that with a good hand but practises in my institute and other institutions so I have this project on paper so it’s a kind of manual for myself and I am going to do that in the next steps. (...) (Member 1, interview)*

*“This space is especially valuable because of **its unique focus on CEE region, which rather often has been neglected in wider European discussion on gender equality in research and innovations. Thus, participation in the CoP’s activities enriches us with knowledge about gender equality achievements in other RPOs in the region,** expands our understanding of undergoing process, and reinforces our general sensitivity to the topic.”. (Lithuanian Research Centre, blog entry)*

# Online map

<https://geincee.act-on-gender.eu/gender-equality-mapping>

The screenshot displays a web browser window with a Google Map of Central and Eastern Europe. The map is overlaid with numerous green location pins, each accompanied by a small icon representing a building or institution. The pins are distributed across several countries, including Denmark (Dania), Poland (Polska), Germany (Niemcy), Czech Republic (Czechy), Slovakia (Słowacja), Lithuania (Litwa), and Latvia (Łotwa). The left sidebar of the map interface contains a title 'Gender Equality Institut...' and a description: 'This map presents the status of gender equality institutionalisation in chosen HEIs and RPOs in Central and Eastern Europe'. Below the description are two buttons: 'UDOSTĘPNIJ' and 'EDYTUJ'. The sidebar also features three filter sections, each with a red checkmark and a dropdown menu: 'Status of HR Excellence in Research Aw...', 'Bodies responsible for gender equality', and 'Gender equality measures and actions'. The bottom of the browser window shows the Windows taskbar with various application icons and the system clock displaying 16:59.

Gender Equality Institut...

This map presents the status of gender equality institutionalisation in chosen HEIs and RPOs in Central and Eastern Europe  
690 wyświetleń

UDOSTĘPNIJ EDYTUJ

☒ Status of HR Excellence in Research Aw...  
▼ Wszystkie elementy

☒ Bodies responsible for gender equality  
▼ Wszystkie elementy

☒ Gender equality measures and actions  
▼ Wszystkie elementy

Wykonano w Moich Mapach Google

Dane do Mapy ©2021 GeoBasis-DE/BKG (©2009), Google, Inst. Geogr. Nacional, Warunki 100 km



## Benefit 2: Practical tools for collecting data and monitoring interventions

- Need of regular monitoring of GE and organisational culture status quo → GEAM tool survey
- 12 out of 19 member organisations carried out GEAM survey → basis for advocating for organisational change, evidence-based interventions, lobbying national, regional policy makers (policy brief)

*“Our motivation to join the project was to **develop the discussion about gender equality**, promote the idea of equality among university employees and encourage them to complete the survey ‘The Gender Equality Audit and Monitoring Tool’. **Our intention is to collect data on issues** such as: stereotypes, prejudices, bias, organizational culture and climate, behavior, interpersonal experiences etc. and share them with international academic environment. We also plan to deepen the analysis with a qualitative study on employees’ personal experiences related to gender equality”.  
(University of Wrocław, blog entry)*

# Gender Equality Audit and Monitoring

- Survey tool designed for institutions to monitor gender equality progress
- Flexible questionnaire framework that can be adapted to individual institution and its context
- Support from ACT team for technical matters, training
- Ready template for reporting main results
- Currently available in English, Spanish, German, Polish, Portuguese, Lithuanian, Italian, Greek, Slovenian, Ukrainian

<https://geam.act-on-gender.eu/>

## Benefit 3: Engaging organisational leadership and other stakeholders

- CoP membership supports the process of institutionalisation of gender equality in member organisations
- Putting the topic of GE on agenda of an organisation („not lagging behind”)
- 'Grounding' the actions of practitioners – belonging, courage and expertise

*“(...) I think that I did concrete steps thanks to information, which I get during CoP-meetings. And even creating gender balance implementation-team in my own institute. I’ve heard that it’s a good practise and I **succeeded in raising interest in some people also from managerial board and from the directors circle. And they are ready to implement some plans with me.** So I think it’s a big success at that level.”*  
(Member 1, interview)

## Benefit 4: Support in dealing with resistance

- CoP as a safe space to discuss sensitive issues such as resistance, lack of support
- Sharing good practices in dealing with resistance, already tested by some partners
- Receiving emotional support by those who face reluctance or hostility

*“By participation in the ACT project and especially in the GEinCEE CoP I have faced much more possibilities to link our actions to other participant, **have a supportive group in explaining why gender equality is important and in what ways it does not conflict the University mission - and even could be supportive. The organised trainings, conferences and exchanging the news helps spreading the knowledge and finding solutions to faced problems**”. (blog entry 5)*

# What is ahead of GEinCEE?

## Our aims for the future...

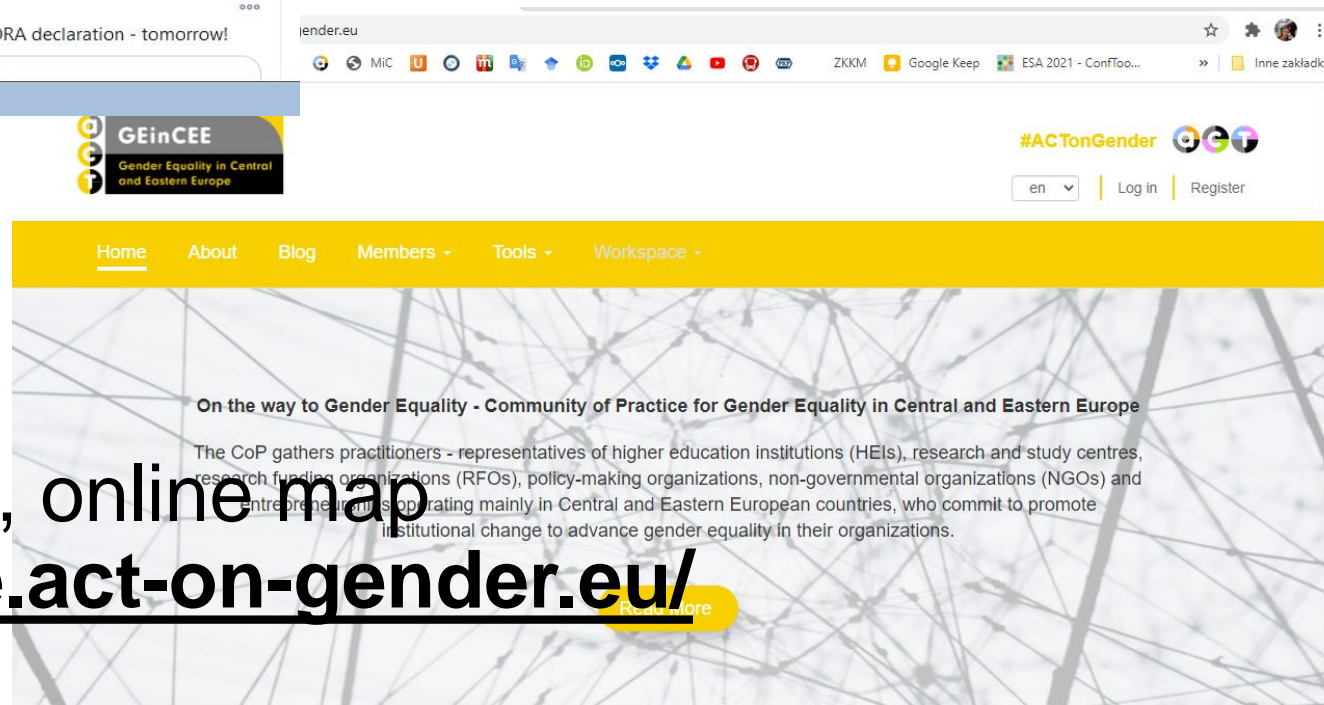




# Twitter

## @ACTonGEinCEE

Website  
Blog, resources, online map  
<https://geincee.act-on-gender.eu/>





**Thank you for your attention!**

[ewa.krzaklewska@uj.edu.pl](mailto:ewa.krzaklewska@uj.edu.pl)

Join our community:  
[actongender@uj.edu.pl](mailto:actongender@uj.edu.pl)