

The logo features four interlocking gears in red, orange, blue, and green, each with a small white circle in the center.

GEARING ROLES

Gender Equality Actions in Research Institutions to transform Gender Roles

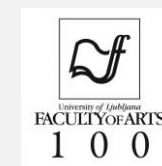
Presentation Title: Training for gender sensitive
decision-making and leadership

Presentation Date: 16/10/2020

Presentation Location: ACT Matching Events



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About

Project

GEARING-Roles is a strong multidisciplinary consortium of 10 European academic and non-academic partners that will design, implement, and evaluate 6 Gender Equality Plans (GEPs) following the steps described in the GEAR tool (define, plan, act and check) with the firm objective of challenging and transforming gender roles and identities linked to professional careers, and work towards real institutional change.

In line with the call goals GEARING-Roles ('Gender Equality Actions in Research Institutions to traNsform Gender ROLES') targets the questioning and transformation of traditional gender roles at the micro, meso, and macro levels, with four main Objectives:



Female Career Progression

To remove barriers to female recruitment and devise Personal Career Development Plans (PCDPs)



Education and research

To provide alternative references in traditionally male dominated areas (STEM) and in those where women are majority but kept under glass ceilings (Health & Care, Hum, Law, SSCC in general) by strengthening the gender dimension in research programs and methodologies, fostering gender-knowledge and scientific production in relation to gender and feminist studies, and by reinforcing women researchers' careers



Leadership and Decision-making

To address gender imbalances in the representation, processes, and the promotion of women leadership in research institutions



Promotion of Gender Equality in Research Organisations and Key Stakeholders for the Reinforcement of ERA

Disseminate the common framework and outputs for institutional gender assessment, planning, monitoring and evaluation to establish commitment to gender equality in major European stakeholder organisations and build a sustainable long-term network of organisations advancing gender equality

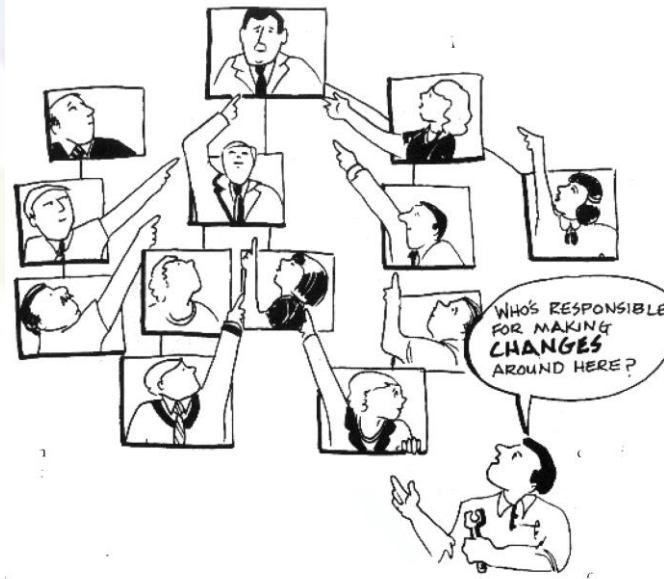


Our goals regarding Leadership:

Encourage equal representation and participation in leadership and decision-making.



Analyse and redefine leadership models from a gender perspective



Support awareness raising and behavioural changes towards inclusive leadership



GEARING Roles approach to gender sensitive decision-making and leadership:

Provide Inspiration:



-Promote knowledge Exchange and sharing of experiences among GEP implementers leaders



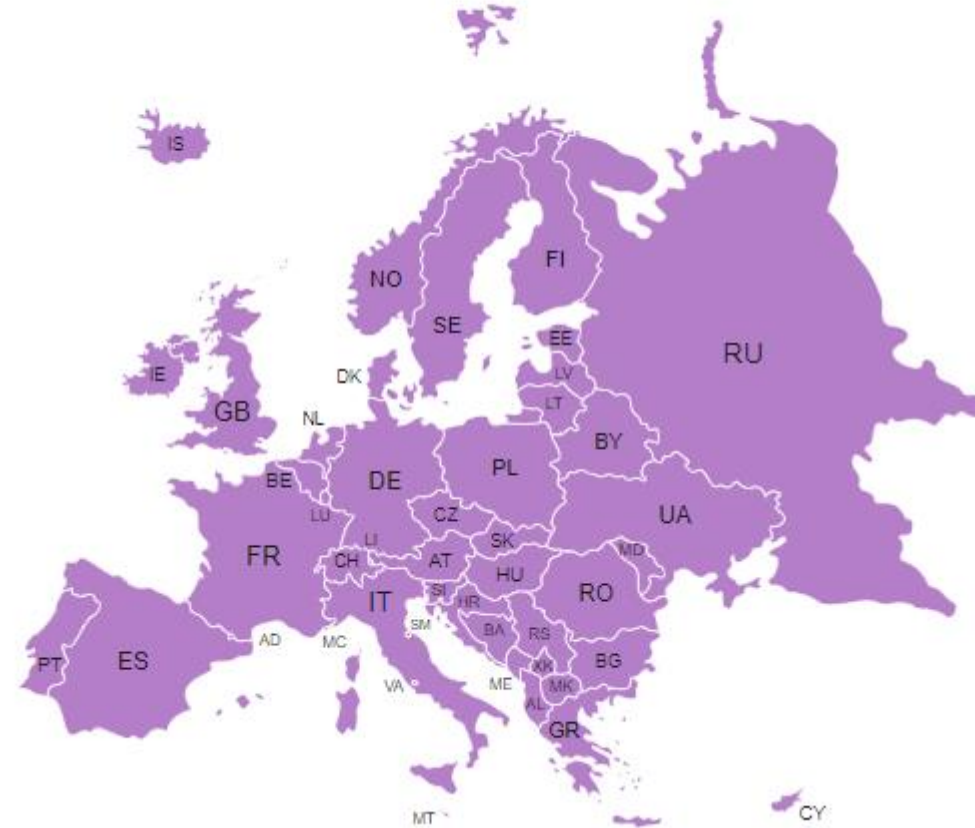
-Develop a training programme for gender sensitive decision-making and leadership



Identify best practices

Identified best practices

In this interactive maps you will find some of the best practices that we have identified in Europe.



Promote knowledge Exchange and sharing of experiences among GEP implementers leaders

Workshops in the context of Pairing Events

1. Session 1: General overview of Gender in Leadership
2. Session 2: Flows of Decision-Making at GEP implementing partners
3. Session 3: Gender Biases in Decision-Making
4. Session 4: Gender Stereotypes
5. Session 5: Leadership Styles
6. Session 6: Wrap Up: Experiences about Leadership and Decision-Making in HEIs





Develop a training programme for gender sensitive decision-making and leadership

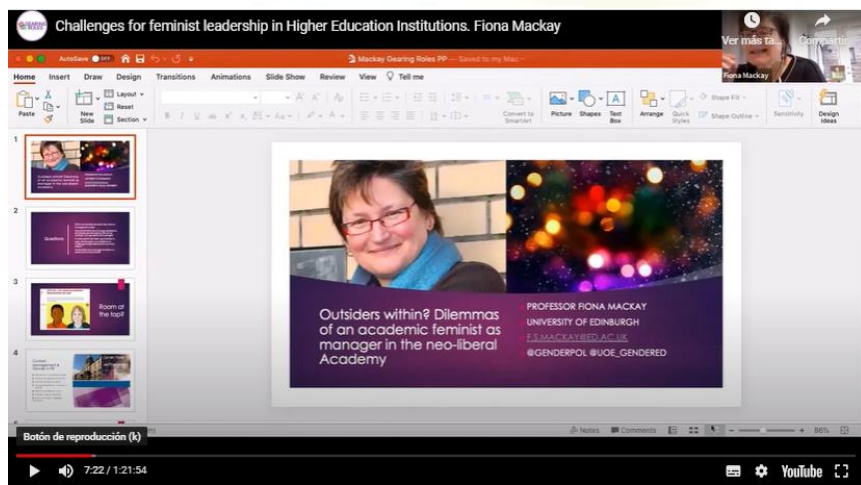
4 online webinars organized in collaboration with the GE-Academy project+

Two-day Leadership Programme

Open Webinars:



Closed webinars:



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MULTIDIMENSIONAL APPROACH
(individual, group, institutional)

1. Equal representation

Identify resistances (e.g., quota) & levels (explicit/implicit)
Set organizational objectives (public image, legislation)

2. Redefine leadership

Cultural change / OB approaches
Link to Strategy / Organizational goals

3. Raise awareness

Raise individual awareness (Top-down / Bottom-up)
Demonstrate Unconscious Bias (experiential)

Role of managers in GEP:

Public support / Org. priority / Ensure shared understanding



@GearingRoles



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<http://gearingroles.eu>



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