



Gender Equality  
**GE ACADEMY**

# **GE ACADEMY Webinars' Series**

## **Introduction to Gender Equality Plans**

**31<sup>st</sup> October 2019, 15.00-16.45 CET**

**Trainers: Nathalie Wuiame / Chiara Oppi / Amaia Lusa Garcia**

### **Description:**

**WHY:** This webinar is part of the GE Academy capacity building program. It aims at exploring the concept of institutional change for Gender Equality in Research organizations, and how Gender Equality Plans (GEPs) can be a mean for implementing them in view of achieving the 3 main ERA objectives.

**FOR WHOM:** It offers a learning opportunity to HR managers and officers, equality officers and middle managers and whoever is or is envisaging to get involved in Gender Equality in research issues and feels the need of an introduction to the topic.

**WHAT:** After an initial insight on gender inequalities in research in Europe and the ERA policy frameworks the GEAR (Gender Equality in Academia and Research) toolkit will be presented, as a step by step guide that provides universities and research organisations with practical advice and tools through all stages of institutional change (design, implementation, monitoring and evaluation).

Furthermore, concrete case studies will be illustrated: participants will have the opportunity to know from the direct experience of HE institutions which have successfully initiated and implemented Gender Equality Policies mostly with their own means and/or national funds, such as the University of Ferrara (Italy) and also from Research Organizations which are developing their own GEPs via H2020 funded projects, as it is the case for the Universitat Politècnica de Catalunya (Spain) partner of the GEECCO Project.

### **Benefits for attendants**

You will have the opportunity to familiarize with policy frameworks and facts and figures on Gender inequalities in Research and you will get a practical understanding on Gender Equality Plans to reach gender equality in your organization, learning about existing tools and good practices and posing your questions to key note speakers thanks to 3 dedicated Q&A sessions. We want you to participate in an active way! The webinar aims at fostering interactivity in a format which is traditionally mostly oriented to knowledge transfer, so you can expect our speakers to propose some 'live' polls or other interactive exercises.

### **Registration link:**

[https://zoom.us/webinar/register/WN\\_yrvYzKedQ3mE0E4VMOMYdg](https://zoom.us/webinar/register/WN_yrvYzKedQ3mE0E4VMOMYdg)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 824585.



## Provisional agenda

Time	Topic
Start: ▶ 15:00 - 15:05	<b>Vasia Madesi</b> , ViLabs -GE ACADEMY coordinator & <b>Maria Sangiuliano</b> , Smart Venice Introduction to the project's goal and objectives and to the webinar
▶ 15:05 - 15:25	<b>Nathalie Wuiame</b> , Yellow Window- Title of presentation: "Institutional Change Through Gender Equality-Training for agents of change"
? 15:25 - 15:35	First Q&A Session
▶ 15:35 - 15:55	<b>Chiara Oppi</b> : UniFe, Italy, research fellow- Title of presentation: "The long journey towards a change in governance: eight years of gender report at the University of Ferrara"
? 15:55 - 16:05	Second Q&A Session
▶ 16:05 - 16:25	<b>Amaia Lusa Garcia</b> , UPC, professor of Industrial Engineering - Title of presentation: "Gender Equality at Universitat Politècnica de Catalunya: achieving an institutional change by means of Gender Equality Plans"
? 16:25 - 16:35	Third Q&A Session
▶ 16:35 - 16:45	<b>Maria Sangiuliano</b> , Smart Venice, <b>Vasia Madesi</b> , Vilabs- Wrap up and conclusions

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## Key-note speakers



### **Nathalie Wuiame**

Nathalie Wuiame, managing director of CESEP srl and lecturer at Rennes University (France) in gender equality on the work floor. Nathalie has developed her expertise on gender equality for 25 years. Since 2008, she delivered trainings on gender mainstreaming, gender budgeting and gender equality. She is a member of the European Network of legal experts in gender equality (equalitylaw.eu)

She has been involved since 2000 in evaluation and monitoring of the integration of gender in research policies. She was involved in the gender impact assessment study of the Human Potential and Socio-Economic Knowledge of the 5th Framework Programme in the Gender monitoring of the Mobility actions under FP6 and the feasibility study for the creation of the European Platform of women's scientists. More recently, she took part in the development of the "gender in Research Toolkit" and in the research on the review of institutional capacity for gender mainstreaming, both conducted by Yellow Window.



### **Chiara Oppi**

Chiara Oppi is a research fellow at the Department of Law and a contract lecturer at the Department of Economics and Management of the University of Ferrara in the field of management accounting. She is part of the national group for Gender Report at the Conference of University Rectors of Italian Universities and a co-author of the Guidelines for Gender Report in Italian Universities (Fondazione CRUI, 2019), already part of the good practices in different Italian universities' GEPs.

She has followed in the last years the process of institutional change within the University of Ferrara, and she is part of the Scientific Committee for the Gender Report that publishes the gender reports of the University of Ferrara.



### **Amaia Lusa Garcia**

Amaia Lusa Garcia is a University Professor of the Department of Business Organization of the Universitat Politècnica de Catalunya. She is an Industrial Engineer and holds a PhD from the UPC. Her research activity, at the IOC Research Institute of the UPC, focuses, on the one hand, on the development and application of quantitative techniques for the resolution of supply chain design and planning problems and, on the other hand, in the design of methodologies and instruments to detect and eliminate gender inequalities. She is a member of the research groups of the UPC SCOM and GIOPACT (Gender Equality at Architecture, Science and Technology). She works on Gender Equality issues since 1997 and she is one of the people that designed the 1<sup>st</sup> Gender Equality Plan at UPC in 2007. She is the responsible, at UPC, of the GEECCO H2020 project, and she is a permanent member of the Gender Equality Unit of UPC.

## How to access the webinar

Feel free to book at your earliest convenience: we can accommodate a limited number of attendees, on a first come-first served basis (you will receive a confirmation e-mail)

➔ [https://zoom.us/webinar/register/WN\\_yrvYzKedQ3mE0E4VM\\_OMYdg](https://zoom.us/webinar/register/WN_yrvYzKedQ3mE0E4VM_OMYdg)



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Please join our meeting from your computer, tablet or smartphone