ONLINE DISCUSSION ON INTEGRATING GENDER EQUALITY IN UNIVERSITIES AND RESEARCH INSTITUTIONS
AGENDA

The online discussion runs between 10.00 a.m. and 16.00 p.m. CET. (or from 11.00 a.m. till 17.00 p.m. CEST, which is the relevant time zone for most EU countries).

10.00 – 10.05 CET   Welcome and introduction
Preliminary note: the discussion focuses on the particular context of 'research organisations'. These are understood as including both universities and public research centres without teaching mandate.

10.05 – 11.30 CET   Identifying key success factors, challenges and pitfalls in relation to initiatives promoted by research institutions aimed at promoting gender equality
Working towards gender equality within research institutions, notably in the context of a Gender Equality Plan, may be characterised by particular challenges. There might also be key success factors that are specific for this context. We would like to hear your experiences and views on these matters. In this session, the following questions will be addressed:

- Which are the main challenges and obstacles that are or have been experienced when implementing gender equality initiatives in research institutions? How these can be overcome?
- Which are in your opinion 'key success factors' for implementing gender equality initiatives in research institutions?
- Which warnings or tips would you share with other stakeholders who wish to take up gender equality work in research institutions?
- Are there, in your opinion, basic requirements that need to be in place for any actions towards gender equality in research organisations to bring forward positive results? If so, which are these?

11.30 – 12.30 CET   Understanding how effectiveness of gender equality initiatives in research institutions is and/or can be assessed
One of the criteria that EIGE uses for the selection of 'good practices' is that such practices should have proven to be 'effective'. Applying the criterion of 'effectiveness' of gender equality measures in the context of research organisations might pose particular challenges. We would like to hear your views about the following issues:

- How would you define 'effectiveness' of gender equality measures in the context of research organisations?
- What can be considered 'evidence' of effectiveness or positive impact?
- How can effectiveness be measured and documented?
- Which are, in your opinion, the particular *benefits* of gender equality change in research institutions that can be put forward as arguments for engaging in work towards gender equality?

12.30 – 14.30 CET   Defining qualitative criteria for identifying and selecting good practices in integrating gender equality in research institutions

As a standard, EIGE applies the following criteria for the selection of good practices:

- The practice should have been working well (the practice is implemented, or at least shows substantial achievement);
- The practice could be replicated elsewhere (is transferable);
- The practice is good for learning how to think and act appropriately.

Two more criteria have been added by EIGE for the collection of experiences that positively affect gender equality in research organisations:

- The identified practice has to be embedded within a wider gender mainstreaming strategy, and/or a gender equality plan.
- The practice has to show effective achievement in terms of advancement of gender equality.

The above are put forward as *preliminary* criteria for the selection of good practices. Good practices are sought in the framework of the preparation and implementation of Gender Equality Plans in research institutions. We would like to ask you the following questions:

- We may start by considering what we can call a 'practice': what would you regard as a 'practice'? How would you delineate a 'practice' in the framework of work towards gender equality in research organisations?
- Do you have comments or observations to make in relation to the preliminary criteria put forward by EIGE?
- Which other criteria would you suggest for a practice to be considered a 'good practice'?
- Can you think of any example that corresponds to the criteria?

14.30 – 16.00 CET   Identifying stakeholders' needs, requirements and priorities in relation to support measures that could be made available for research institutions to take up initiatives to progress gender equality

We are interested to hear how research organisations can be supported in their work towards gender equality. We want to think more particularly about the needs of the different stakeholders in these organisations, what each of these people can do and how they can be supported.

- Who are the main profiles whose needs in terms of support should be considered?
- Which are the needs of these people respectively, and what kind of support would be helpful for them?
- Which are the needs that should be addressed in the first place? Can we prioritise what should be done?
- EIGE plans to launch an online tool to build competence for developing and implementing Gender Equality Plans in research organisations. What can and what should such online tool (in the form of guidelines) bring?