Research and Innovation Days Campaign: Analysis Report

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#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

Table of Contents

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

List of Figures

List of Tables

List of Abbreviations

EC   European Commission

ERA   European Research Area

GE   Gender equality

GEP   Gender Equality Plans

GEPI   Gender Equality Plans Implementers

HE   Horizon Europe

R&I   Research & Innovation

SDG   Sustainable Development Goals

STEM   Science, Technology, Engineering and Mathematics

Executive Summary

On the occasion of the European Commission's Research and Innovation (R&I) days 2020, the GEARING-Roles and the GENDERACTION Horizon 2020 projects called on actors from sister projects and researchers working on gendered structural change, as well as institutions and projects from other Work Programmes to participate in a Twitter campaign aimed at raising awareness about the importance of Gender Equality Plans to achieve a more gender-equal R&I sector.

Due to several reasons, the mobilization for the campaign was done on rather short notice, but even then, it reached a significant number of sister projects and actors. It is also worth mentioning that such a campaign has some limitations, as twitter only allows short and targeted messages. This resulted on some topics remaining un(der)addressed. Also for this same reasons, the conclusions that can be drawn from this analysis should be interpreted with some caution, but also because those who engage in such tweets represent a small sample (biased towards the supporters of GE) of the whole research community.

To prepare the campaign, we combined the results of the accounts identification algorithm developed by GEARING-Roles with direct contact with project managers and researchers from other projects. The output of the algorithm identified more than 11.000 Twitter accounts possibly relevant to the campaign. We processed and filtered around 900 of them and pre-selected 250 accounts, of which 150 have been contacted - those that could be reached using Direct Messages on Twitter.

The campaign engaged 147 users (of which 91% female and 9% male) and counted on 369 posts with more than 1.500 likes, reaching around 500.000 users and getting more than 830.000 impressions. Among the used hashtags, #unionofequality and #genderequalityplans were the most applied, while "necessary", "sustainable" and "believe" were some of the keywords appeared in the tweets. We have also evaluated other 2.540 publications containing one of these hashtags: #RiDaysEU, #ERA4Equality or #GEPs to analyse the mentions between different users during these days. The metrics of the GEARING-Roles website have also shown the impact of the campaign. More than 75% of new users during these days arrived to the page most of which were female. The campaign page was the most visited on the website.

Based on these data, the present analysis covers the results of the Twitter campaign and draws special attention to the relation between the actors contributing to the campaign and the content of the published tweets. The aim is to identify how the priorities defined by the European Research Area and Horizon Europe have been received and tackled by the R&I community.

The overall results show that participants stressed the importance of GEPs to the

mainstreaming of gender in research content and methodologies;
to tackle the underrepresentation of women in leadership and decision-making, and in STEM; to raise awareness about gender inequalities; to conquer institutional commitment and to achieve sustainable changes.

Providing that the object of analysis is a Twitter campaign, deeper analyses are inherently limited. From the one side, although there has been a high number and diversified participating actors, they do not represent the whole academic community operating in the European R&I sector. Moreover, the fact that the content analysed comes uniquely from publications on Twitter is itself a limiting factor: this type of communication forces towards simplification and the mentioning of only the main aspects of the subject addressed in the publications. Such limitations are pointed out throughout the analysis, such as the significantly higher mentions of the need for gender mainstreaming in comparison to the fewer direct mentions to the importance of tackling gender pay gap and work-life balance.

We can also learn some lessons about this campaign. One of them is related to the low attention that gender issues in general receive from European projects, apart from structural change projects. Most projects declined the invitation arguing that gender is not a topic covered in their projects. Other projects did not even answer.

1. Contextualisation

1.1. Gender Equality in the EC's Research and Innovation days

The week between 19 and 25 September 2020 marked the European Commission's (EC) R&I days, bringing together policymakers, researchers, entrepreneurs and the public to debate and shape the future of R&I in Europe and beyond. Horizon Europe, the next EC's funding programme for R&I, presents the commitment of "relating EU's research and innovation better to society and citizens' needs; with strong visibility and impact."[1]

Performed entirely virtual this year due to Covid-19, the event connected cutting-edge scientific research to deal with the most pressing challenges of the moment and enact real change in areas ranging from the climate crisis to digitalisation. Although Horizon Europe does not present a gender equality (GE) exclusive mission[2], the orientations towards its first Strategic Plan are clear when providing gender as a cross-cutting factor when implementing the programme, with the view that "the inclusion of gender perspectives will enable better

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[1] European Commission. 'Horizon Europe: The next EU Research & Innovation Investment Programme (2021-2027). Updated presentation [May 2019]. Available at https://ec.europa.eu/info/sites/info/files/research_and_innovation/ec_rtd_he-presentation_062019_en.pdf

[2] Horizon Europe is the first EC Framework programme to present the "missions approach", which holds the common aim of tackling global challenges in line with the SDGs in a coordinated way between policy implementers and citizens/end-users. For more details on the defined missions, see: European Commission. 'Orientations towards the first Strategic Plan for Horizon Europe' (December 2019). Available at https://ec.europa.eu/info/files/orientations-towards-first-strategic-plan-horizon-europe_en

quality and higher societal relevance of research and innovation activities."[3] With GE being a core policy objective for all EU activities and fully represented by SDG5, the new EC Framework programme points at addressing unconscious bias and including the gender dimension into R&I content across the whole programme (including in STEM).

In fact, the end of the R&I days witnessed the reaffirmation of the EC's commitment to GE in R&I. through the official announcement of the new eligibility criterion for Horizon Europe. Every legal entity applying for funding within the next EC's programme will be required to have a Gender Equality Plan (GEP) in plan in place, addressing – at least – the following areas: work-life balance and organisational culture; gender balance in leadership and decision-making; GE in recruitment and career progression; integration of the gender dimension into research and teaching content and measures against gender-based violence including sexual harassment.

1.2. GEARING-Roles Twitter Campaign

As a Horizon 2020[4] project that seeks to promote gendered structural change in higher education and research institutions, the GEARING-Roles and the GENDERACTION teams joined forces and worked in parallel to the EC event to prepare a Twitter campaign with the aim of raising awareness about the need to promote structural and sustainable change towards GE, and the importance of GEPs to achieve this goal.

Launched through the use of the algorithm developed under the scope of GEARING-Roles to identify and connect with sister project managers and researchers, the campaign engaged 147 users (of which 91% female and 9% male) and counted on 369 posts with more than 1.500 likes, reaching around 500.000 users and getting more than 830.000 impressions.

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[3] European Commission. 'Orientations towards the first Strategic Plan for Horizon Europe' (December 2019). Available at https://ec.europa.eu/info/files/orientations-towards-first-strategic-plan-horizon-europe_en

[4] The first EC funding programme to set gender as a cross-cutting issue and to present the goal of integrating the gender dimension into R&I content.
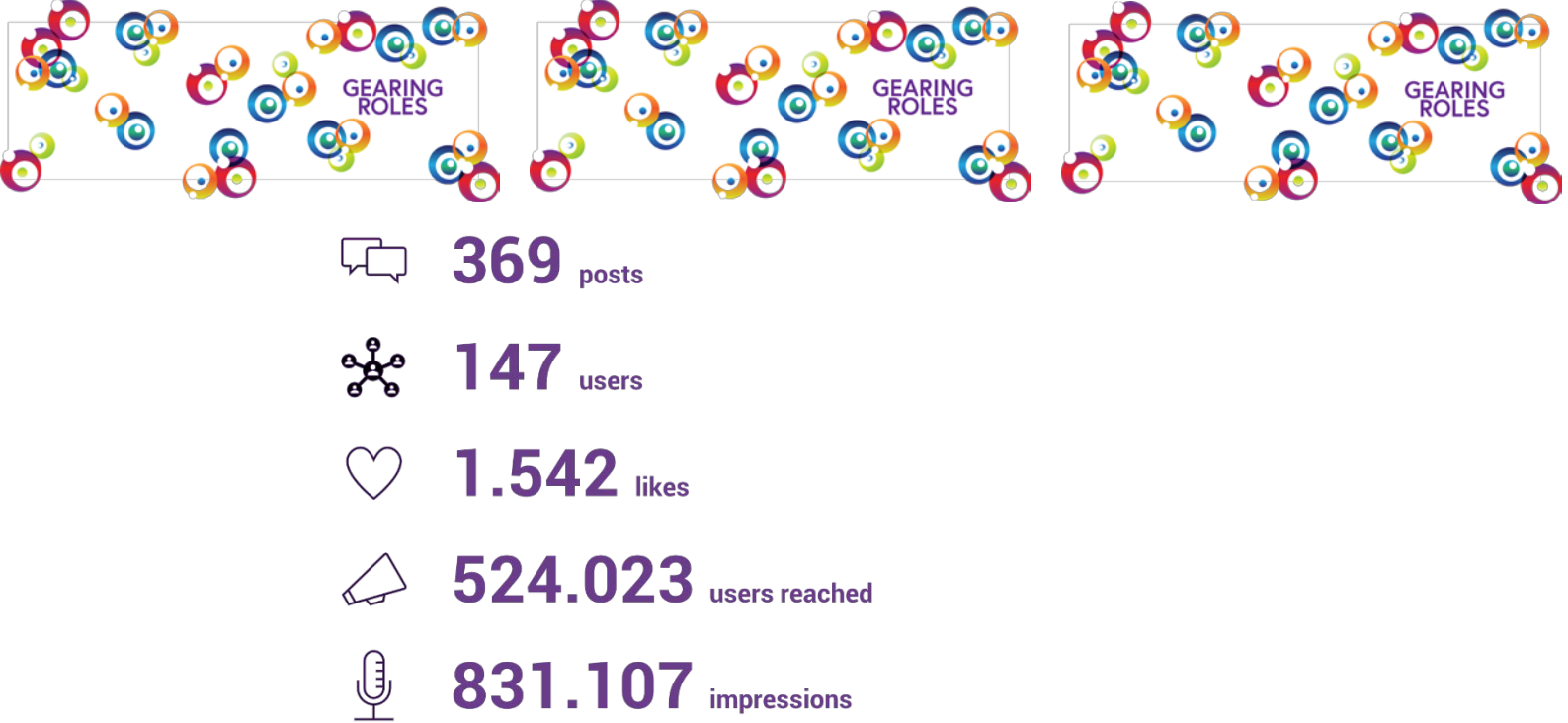
369 posts

147 users

1.542 likes

524.023 users reached

831.107 impressions
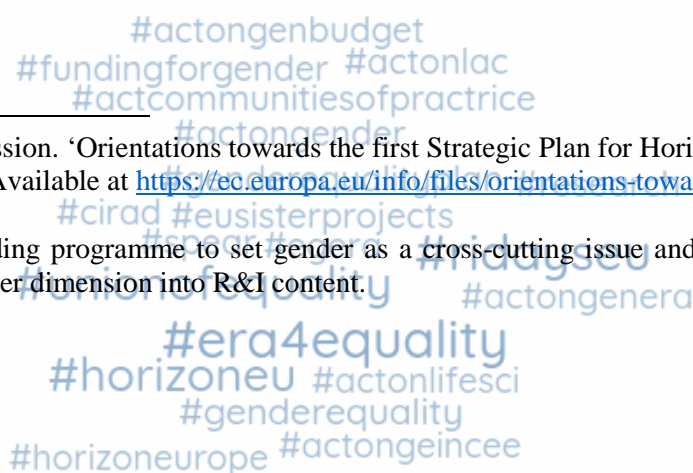
Figure 1. Most relevant metrics of the campaign

From all these interactions, some of the tweets have had more impact than others. To evaluate the metrics impact, we selected some of the items to measure the influence of the campaign, including the most relevant tweets (measures according to the number of followers and the interactions), the most influential users, the related topics shown in the hashtags, the keywords, the location of the tweets, the gender of the users and most linked websites.

Among the used hashtags, #unionofequality and #genderequalityplans were the most applied, while "necessary", "sustainable" and "believe" were some of the keywords appeared in the tweets.

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#actongenera
#era4equality
#horizoneu #actonlifesci
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Figure 2. Hashtags of tweets

Figure 3. Most relevant keywords included in the campaign

The campaign united the forces of members of the EC, researchers of sister projects, GEP implementers, as well as projects belonging to other work programmes. Despite the wide variety of actors involved, it shall be noted that, as the Impact Analysis of the campaign carried out by UDEUSTO shows, there was a great disproportion between the representation/participation of projects that are already working on gender structural change in relation to projects that do not cover gender issues directly. Although campaign coordinators have contacted more than 150 Twitter accounts after identifying potentially interested users, most of them declined the invitation due to the lack of gender-related work in their projects, while positive responses came mainly from European projects and

researchers already working expressly in the field.

Again, a great disproportion is seen in the gender of the users participating in the campaign. According to the guesses[5] of our algorithm, 91% of users were female, compared to 9% of male.
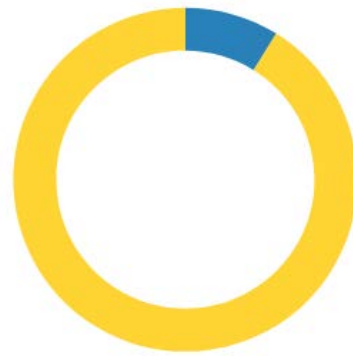
Figure 4. Gender distribution of the campaign

Table 1 shows a list of the most relevant users identified during the campaign.

Jean-Eric Paquet	@jepaqueteu	Director-General for #Research & #Innovation @EUScienceInnov @EU_Commission ⬜⬜ Account managed by my team & me. Personal posts signed JEP #HorizonEU #RiDaysEU

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[5] The accuracy of the tool cannot be guaranteed. Nevertheless, its functioning can be well-used for an analysis of tendency.
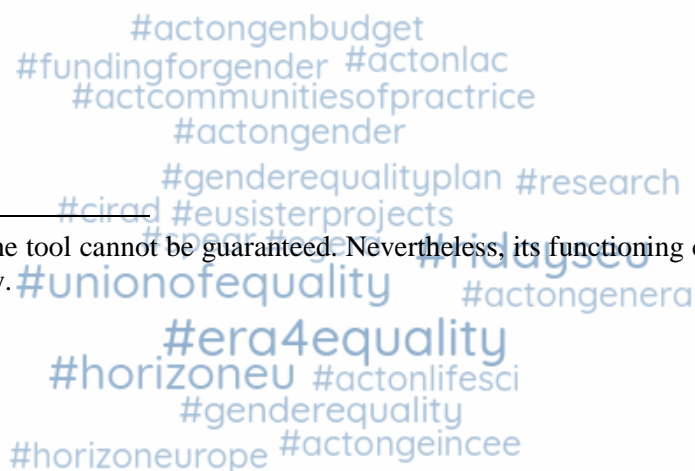
	Name	Handle	Description
	Irene Norstedt	@irenenorstedt	Director @EU_Commission 🇪🇺 People Directorate, DG Research and Innovation @EUScienceInnov #HorizonEU #H2020 □RT ≠ endorsements
	RESILOC	@resiloc	The #RESILOC team is working to inspire local resilience teams in activating social capital of communities to leave no one behind in crises #H2020□□#HorizonEU
	Gender Action	@GENDERACTION _eu	Gender Action is the only organization dedicated to promoting gender justice in all International Financial Institution investments (eg: World Bank, IMF).
	Universidad Deusto	@deusto	#Universidad de Deusto / Deustuko #Unibertsitatea / #University of Deusto. Sapientia melior auro
	Cyprus University of Technology	@cyunitech	Official Account of Cyprus University of Technology. Επίσημος λογαριασμός Τεχνολογικού Πανεπιστημίου Κύπρου.
	SPEAR project	@spearproject	#H2020 funded project focusing on the #development and #sustainable implementation of #GenderEquality plans in #academia and #research

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#actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

	Marcela Linkova	@marcela_linkova	chair of ERAC Standing Working Group on Gender in Research and Innovation, head of @NKC_CZ, coordinator of @GENDERACTION_EU, feminist and film enthusiast
	SUPERAproject	@superaproject	SUPERA - Supporting the Promotion of Equality in Research and Academia: project funded under @EU_H2020 R&I Programme ⬜⬜. Sign up for updates
	Unitat d'Igualtat	@uocigualtat	Twitter de la Unitat d'Igualtat de la @UOCuniversitat
	Ministerio de Ciencia e Innovación	@cienciagob	Ministerio de ⬜Ciencia e ⬜Innovación del Gobierno de España
	Mina Stareva	@MinaStareva	Head of sector - #GenderEquality, DG #Research and #Innovation, European Commission, opinions are personal

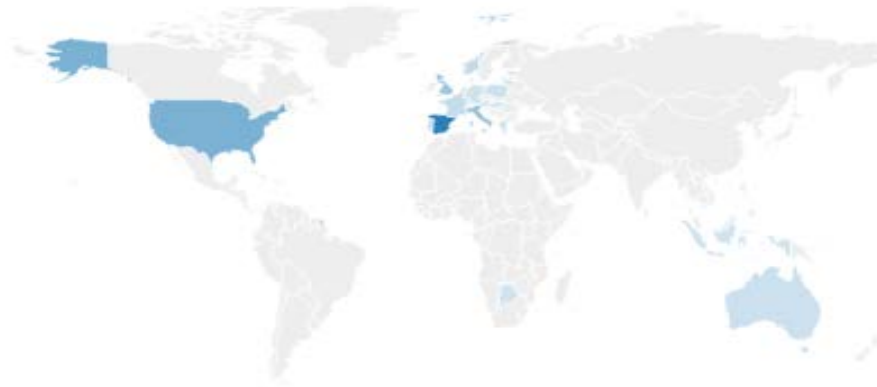*Table 1. Most relevant participating users*

In terms of location, apart from European contributors, the campaign has had an impact in

the United States and Australia, and reached parts of Asia and

Africa:

Figure 5. Location of the tweets

2. Accounts Identification Algorithm

In order to launch the campaign, we used the algorithm developed by the GEARING-Roles project to identify relevant Twitter accounts related with the topics of interest for the campaign. To seed the algorithm, an initial mapping comprising 56 Twitter accounts was used, including not only European projects but also researchers and institutions relevant to the campaign. As a result, the algorithms identified around **11.000 accounts** related to this original seed, ranked by the interest in the topic, using the outdegree metric. Figure 4 shows the graph of this community, where we can observe that there are small groups with strong links between each other. In this situation, the strategy used to contact the accounts was to find the leaders of each community in order to engage more users and try to reach a "wave effect" between communities.

Figure 6. Accounts detected by the algorithm and their links

2.1. Peer to peer communication

To engage these leaders, we defined a peer-to-peer communication campaign, using Direct Messages on Twitter. We obtained the ranked list of accounts of possible interest identified by the algorithm and analysed **more than 900 of them**. Those that had no relation to R&I have been disregarded, as well as those that indicated no interest in GE. This filtering process was conducted by analysing each account and public information on the projects, individuals and institutions connected to them. From this basis, we selected around **250 accounts** and contacted those having the Direct Messages tool open on Twitter, ending up on **150 Direct Messages**.

In addition to the accounts identified by the algorithm, we have also contacted several projects and actors responsible for the dissemination of R&I projects in order to engage them in the campaign, most of which declined the invitations under the justification of a lack of gender-related work in their projects.

2.2. Mentions' Analysis

During the active period of the campaign (from the 21st to the 25th of September 2020), we

have collected 2.540 tweets containing at least one of the hashtags "#RiDaysEU, #ERA4Equality or #GEPs" and extracted all the mentions arising from these publications. The figure below represents the final graph of the extracted tweets; the size of the nodes represents the importance of the node (the higher, the bigger), and the edges represent the mentions. In total, this graph represents 1.484 twitter accounts and 2.261 mentions connected to the campaign.
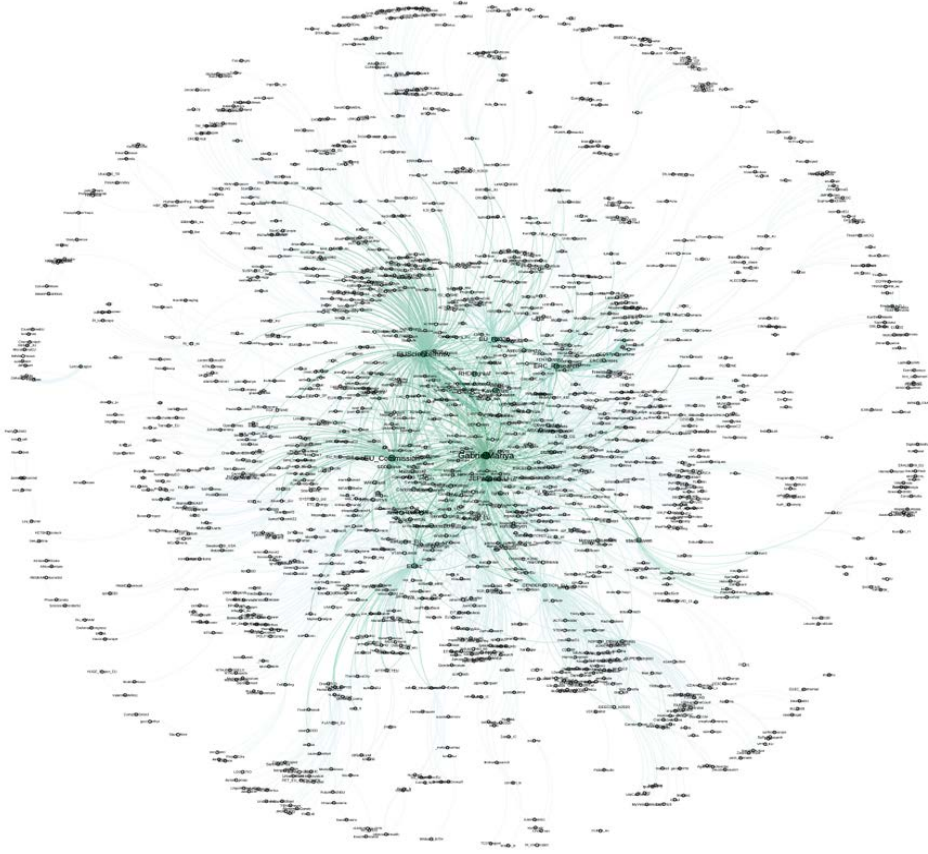
Figure 7. Graph of the mentions in the campaign

If we zoom into the centre of the graph (Figure 6), we can see the the most mentioned accounts are official profiles, such as @EUScienciInnov, @EU_H2020, @ERC_Reseach, @EU_Commision or personal accounts like @GabrielMariya or @JEPaquetEU.

GEARING
ROLES

GEARING
ROLES

GEARING
ROLES
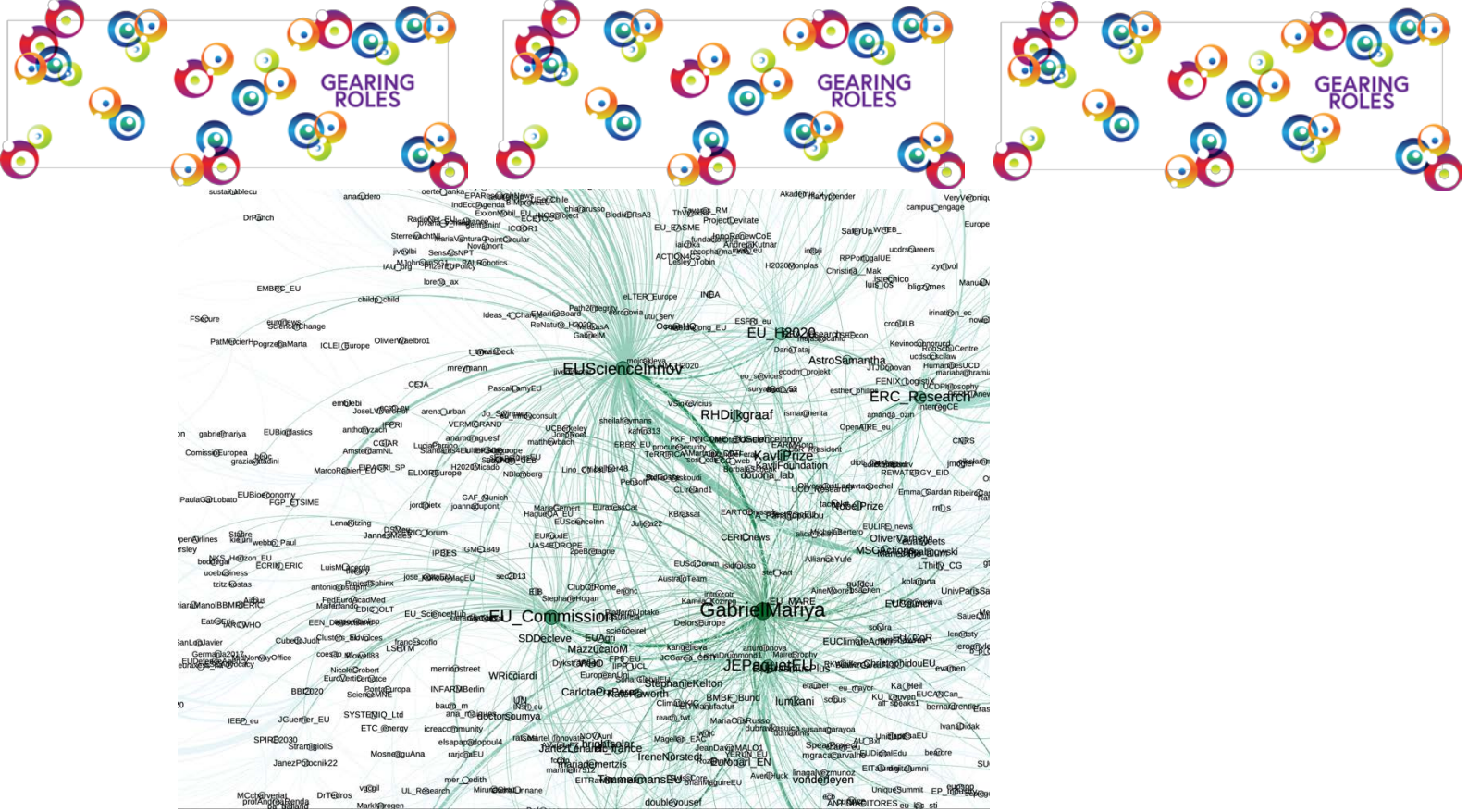
Figure 8. Zoom into the centre of the graph

There has been a strong activity among the accounts of R&I projects, researchers, universities, companies and organisations participating in them as well.
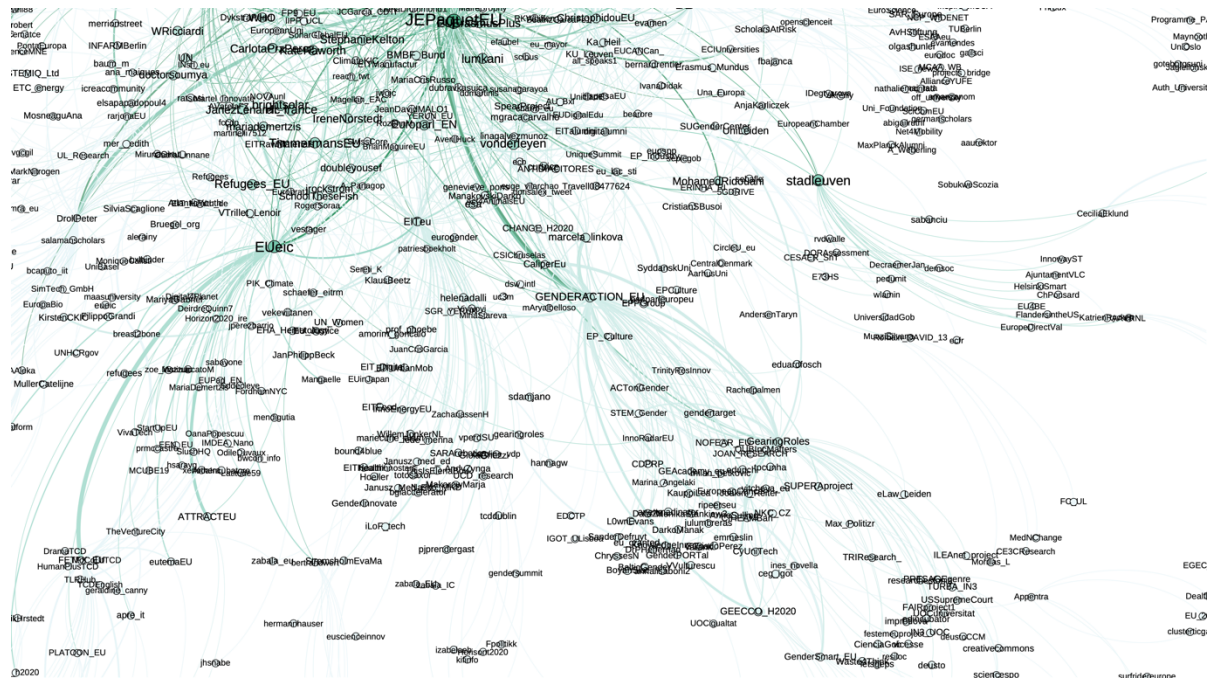
Figure 9. Zoom into projects' Twitter accounts

Using the PageRank algorithm[6] (which was the first algorithm used by Google to analyse the relevance of nodes (e.g., websites) and filtering the value to remove the less relevant ones, we obtained the following picture. In the upper right, the strong relationship between different sister projects is represented, such as GEARING-Roles, GENDERACTION or ACTGender, among others, as well as between different researchers in this topic.

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[6] Page, L., Brin, S., Motwani, R., & Winograd, T. (1999). *The PageRank citation ranking: Bringing order to the web*. Stanford InfoLab.
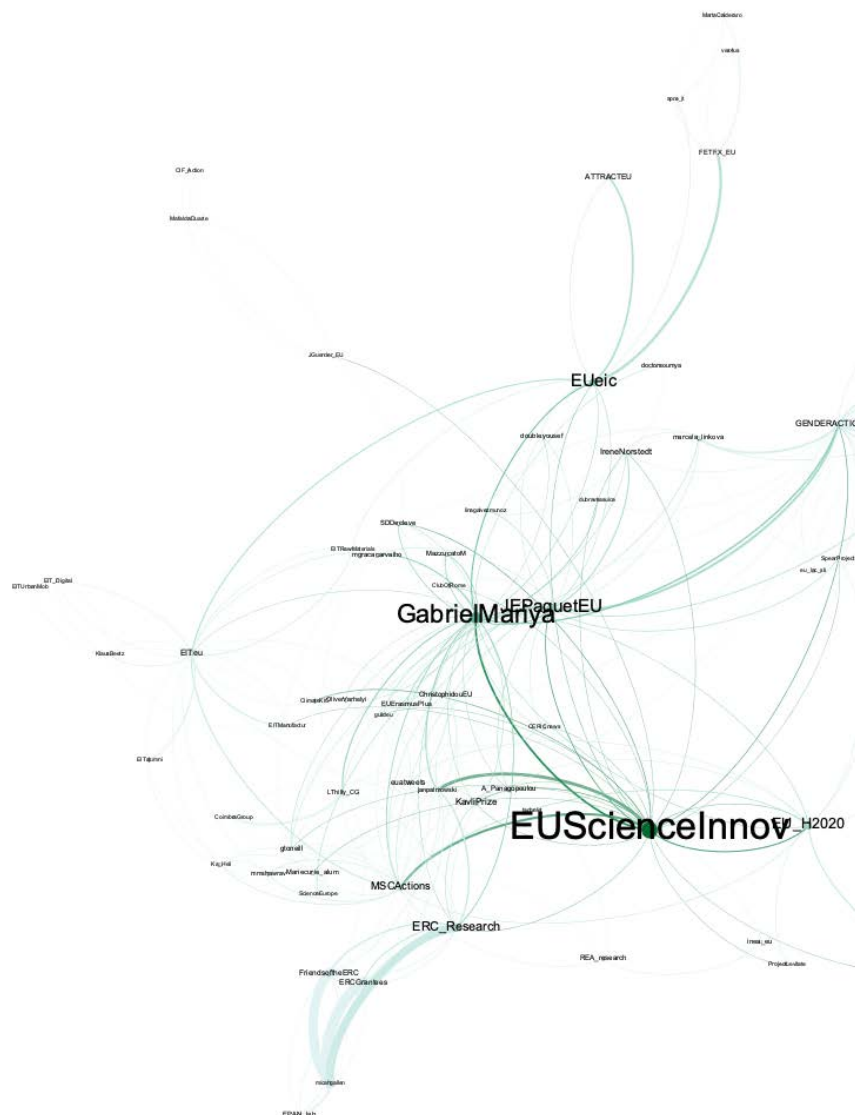
Figure 10. Zoom into sister projects and researchers on the topic

Additional information about the campaign can be obtained, for instance, through the degree that measures the importance of a node in the network, which is calculated by adding the number of edges connecting each node. In this sense, the average degree represents the measure of how many edges are in set compared to the number of vertices in set. In this case, the average degree of this network is near to 2 (1, 766). Figure 8 shows that there are

a few accounts with a very high number of interactions, while most of the accounts have a very few of them.
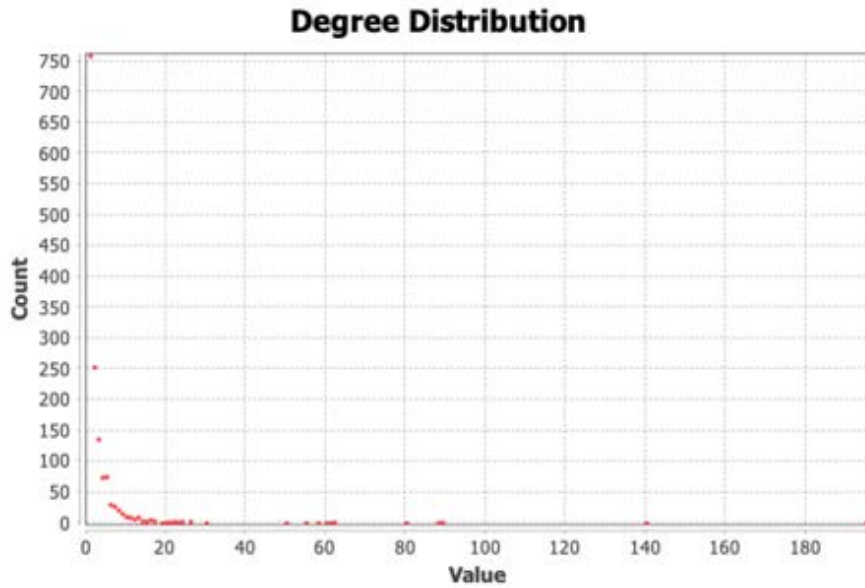
Figure 11. Degree distribution

Table 2 exposes the most relevant nodes, including the in-degree (the number of mentions that they received) and the outdegree (the number of mentions that they produced).

Twitter account	Indegree	Outdegree	Degree
EUScienceInnov	183	12	195
GabrielMariya	108	32	140
JEPaquetEU	74	15	89
GENDERACTION_EU	25	64	89
EU_Commission	87	1	88
b_p_cahill	2	78	80
EU_H2020	47	15	62
EITeu	21	41	62
ERC_Research	42	19	61
GearingRoles	23	37	60
MSCActions	37	21	58
EUeic	50	5	55

DrollPeter	2	48	50
IreneNorstedt	9	21	30
ºjanpalmowski	7	19	26

Table 2. Most relevant Twitter accounts, according to the degree metric

We have also performed an evaluation of the sentiments manifested in these tweets, using the well-known library NLTK, and the VADER sentiment analysis tools.[7] The evaluation included both tweets published in English and in other languages. For the sake of clarity, such an evaluation considers that 1 is a very positive sentiment and -1 a very negative one; the figure below shows that the overall picture of the R&I campaign is very positive (the average value is of 0.54).
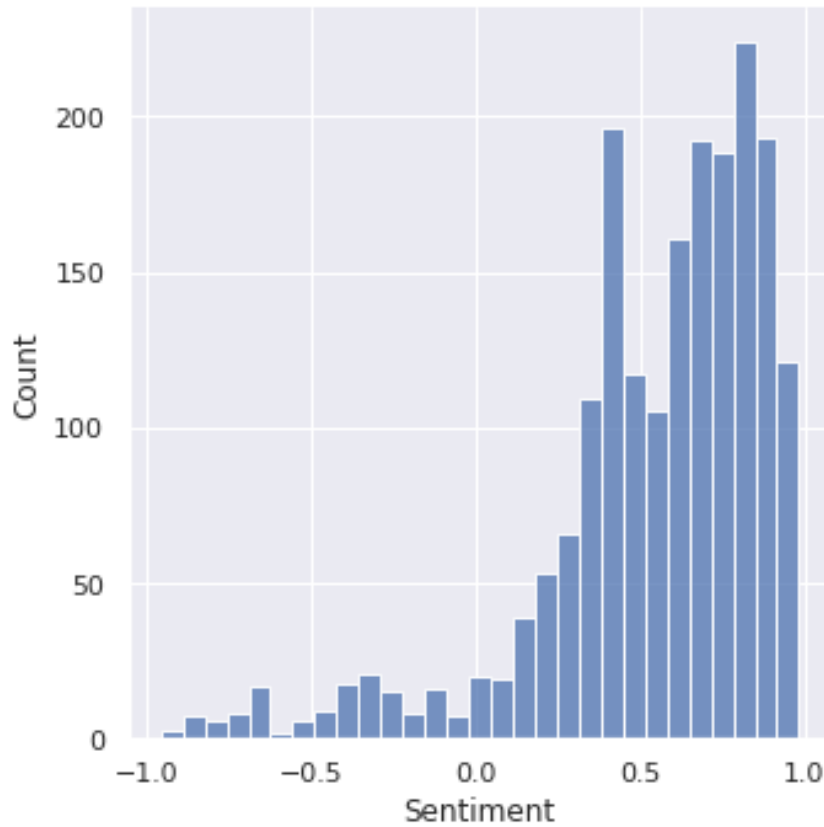
Figure 12. Sentiment analysis' results

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[7] Hutto, C.J. & Gilbert, E.E. (2014). VADER: A Parsimonious Rule-based Model for Sentiment Analysis of Social Media Text. Eighth International Conference on Weblogs and Social Media (ICWSM-14). Ann Arbor, MI, June 2014.

2.3.Impact on the GEARING-Roles Website

Another means to analyse the impact of the campaign is by observing the behaviour identified in the GEARING-Roles website in that period of time. Following are some of the figures that we have extracted from the analytic tool. Figure 10 shows the most visited pages on the website. The campaign webpage was the most visited during these days - surpassing even the homepage.
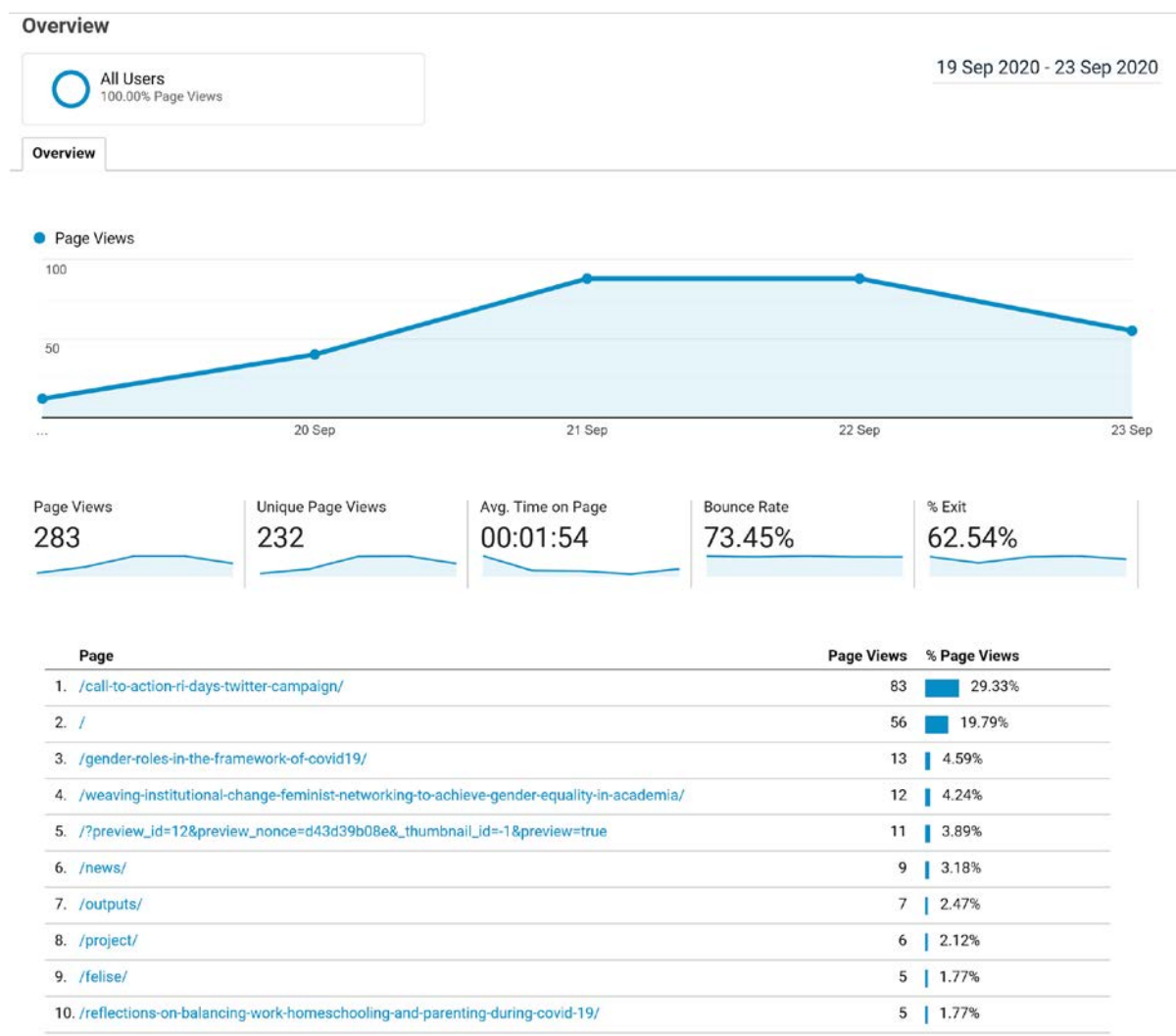
Figure 13. Most visited pages in the GEARING-Roles website

In addition to that, this campaign allowed us to get new visitors to the website (more than

75%), as Figure 11 shows.
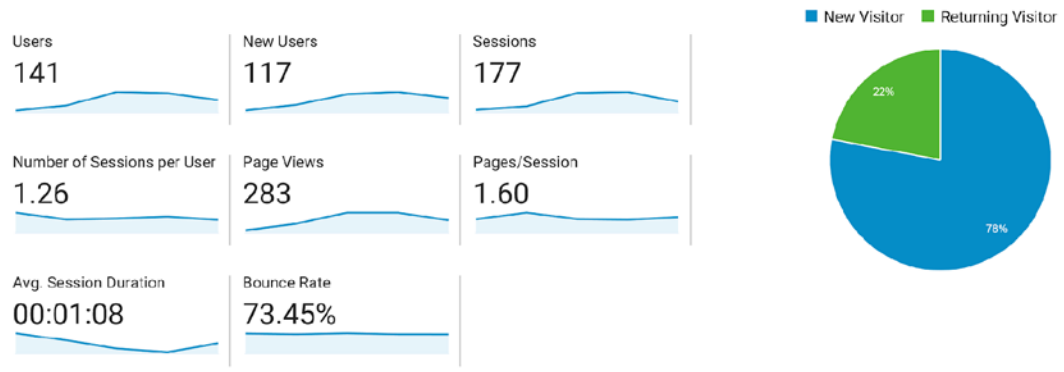
Figure 14. New visitors in the GEARING-Roles website

Finally, Figure 12 demonstrates the trend pointed by the Twitter accounts, confirming what Figure 3 had shown before: most of the users were female.

Gender	Acquisition			Behaviour			Conversions		
	Users	New Users	Sessions	Bounce Rate	Pages/Session	Avg. Session Duration	Goal Conversion Rate	Goal Completions	Goal Value
	44 % of Total: 31.21% (141)	36 % of Total: 30.77% (117)	49 % of Total: 27.68% (177)	83.67% Avg for View: 73.45% (13.92%)	1.31 Avg for View: 1.60 (-18.31%)	00:00:25 Avg for View: 00:01:08 (-63.02%)	0.00% Avg for View: 0.00% (0.00%)	0 % of Total: 0.00% (0)	US$0.00 % of Total: 0.00% (US$0.00)
1. female	28 (63.64%)	24 (66.67%)	29 (59.18%)	79.31%	1.45	00:00:41	0.00%	0 (0.00%)	US$0.00 (0.00%)
2. male	16 (36.36%)	12 (33.33%)	20 (40.82%)	90.00%	1.10	00:00:02	0.00%	0 (0.00%)	US$0.00 (0.00%)

Figure 15. Visitors of the website during the campaign classified by gender

3. Content analysis methodology

Drawing on the context of the EC's R&D days and the Twitter campaign jointly developed by GEARING-Roles and GENDERACTION, this analysis aims to evaluate the content of the publications coming from the campaign in question, as they reflect the response of R&D projects, researchers and other stakeholders to the EC priorities in relation to GE in the sector for the next period. Such an analysis can be a powerful means to identify common objectives and emerging challenges from the implementation of strategies seeking GE in Europe. To do so, we have employed a qualitative approach, aimed at verifying the alignment of R&I projects, researchers and stakeholders participating in the campaign with the ERA priorities and the objectives of the next EC Framework programme, Horizon Europe.

At first, we based the analysis taking into account the six ERA priorities defined in the last ERA Progress Report, that is: a) more effective national research systems; b) research infrastructure (here including tools and access to new methodologies); c) open labour market for researchers; d) gender equality and gender mainstreaming in research; e) 'knowledge circulation' and 'open access'; and f) international cooperation.[8]

Second, in line with the ERA priorities, we considered the objectives and commitments of Horizon Europe currently provided in the orientation document for the programme's first Strategic Plan, namely: a) promote a European Open Science Cloud (EOSC); b) expand participation and spread excellence; c) enhance dissemination and exploitation of results; d) reinforce the innovative capacities of Europe; e) foster partnership; and f) simplification of processes.[9]

Finally, as previously mentioned, Horizon Europe does not present a GE exclusive mission; however, it provides gender as a transversal factor to be included in the whole programme, in all areas of knowledge. This objective is especially covered in the programme by the new eligibility criterion of having a GEP in force – or at least under planning – in order to have access to funding. With this in mind, the third and last group of variables considered in this analysis correspond to the minimum areas to be englobed in the GEPs, that is: a) gender mainstreaming; b) career progression; c) leadership and decision-making; d) organisational culture and work-life balance; e) gender pay gap; f) inclusive communication; and g) sexual harassment.[10]

Throughout the exposure of the results of the campaign content and the analysis itself, the sections will be divided into five categories, represented by the different groups of participating actors: 1) Influential Participants and Highest Impact Tweets; 2) Sister Projects; 3) Projects from Other Work Programmes; 4) GEP Implementers (GEPIs); and 5) Other Actors. This will help us verify trends in priorities of each group, as well as common goals

[8] European Commission. 'European Research Era: Progress Report 2018'. Luxembourg: Publications Office of the European Union, 2019. doi 10.2777/118067

[9] European Commission. 'Orientations towards the first Strategic Plan for Horizon Europe' (December 2019). Available at https://ec.europa.eu/info/files/orientations-towards-first-strategic-plan-horizon-europe_en

[10] European Institute for Gender Equality. 'Gender Equality in Academia and Research: GEAR tool'. Luxembourg: Publications Office of the European Union, 2016. doi 10.2839/272753
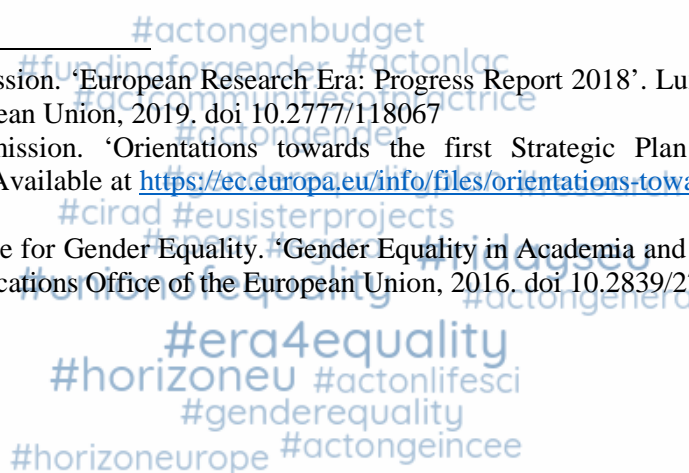
and challenges for the future, allowing then the promotion of collaborative and comprehensive strategies that take into account the specificities of different areas and contexts.

3.1. Campaign's Content

An overall observation of the hashtags and words used in the tweets published as part of the campaign shows that in addition to keywords such as #eusisterprojects and #unionofequality – which mainly connects the posts to the campaign and reinforce its impact as a whole – the participants went further and expressed the reasons why GEPs are an important tool for institutional change towards a more gender-equitable ERA. Such reasons correspond to the variables described above (i.e. ERA priorities, Horizon Europe objectives and commitments, and areas of intervention of GEPs), and are precisely the object of this analysis.

3.2. Influential Participants and Highest Impact Tweets

With the aim of understanding the general spectrum of the campaign, the analysis first draws attention to the posts coming from influential actors and the ones that have demonstrated the highest impact during the campaign. These posts demonstrate the large and open commitment on the part of actors from high-level impact institutions and groups, such as the EC itself, the Spanish Ministry for Science and Innovation, strong sister projects, and higher education institutions, to promote GE in the R&D sector. Among the participants coming from these bodies, the campaign counted on the support of Jean-Eric Paquet (Director-General for R&I at the EC), Irene Norstedt (responsible for the Health Directorate within the DG for R&I at the EC), Marcela Linkova (Chair of ERAC Standing Working Group on Gender and Innovation and Coordinator of the GENDERACTION project), and Mina Stareva (Head of Sector – Gender, DG R&I at the EC).

When observing their publications, it can be noted that they revolved not only around the need to question the gender disparities existing in the field, but also stressed a shared goal of fighting inequalities through the implementation of GE strategies that reach the structural level of discriminatory practices and are sustainable over time. Overall, these publications demonstrated the existence of a common political ground in terms of priority and beliefs regarding the next steps to be taken in relation to GE in R&I, and the commitment of the respective institutions and projects to mainstream gender into R&I as a means to ensure excellence and provide a more-gender equal labour market in the sector remained clear.

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#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

Jean-Eric Paquet ✔
@JEPaquetEU

.@EU_Commission is committed to achieving #GenderEquality & @EUScienceInnov promotes institutional change through sustainable #GEPs.

Join me at #RiDaysEU session 'A new ERA for Equality is calling' on Sept 22! #InternationalEqualPayDay

➡️ research-innovation-days.ec.europa.eu/register

EUROPEAN RESEARCH & INNOVATION DAYS

Day 1: 22 September, 17:00-18:00
HUB 4: Horizon Europe

WORKSHOP
Get ready:
A new ERA for Equality is calling

Speakers : Jean-Eric Paquet
Marcela Linková
Curt Rice
Moderator: Lina Galvez Muñoz

👤 Lina Galvez Muñoz and 2 others

4:09 PM · Sep 18, 2020 · Twitter Web App

17 Retweets **5** Quote Tweets **46** Likes

Ministerio de Ciencia e Innovación ✔
@CienciaGob

At Spain's Ministry of Science and Innovation, we consider Gender Equality Plans to be key drivers for gender mainstreaming at research institutions & universities.

We call on EU institutions to continue supporting gender equality structures in R&I

#RiDaysEU #ERA4Equality #GEPs

Gender Equality Plans are key drivers for gender mainstreaming at research institutions and universities.

MINISTERIO DE CIENCIA E INNOVACIÓN

GEARING ROLES
GENDER ACTION

👤 GENDERACTION

5:03 PM · Sep 22, 2020 · Twitter Web App

14 Retweets **3** Quote Tweets **43** Likes

Irene Norstedt
@IreneNorstedt

Congratulations to @JEPaquetEU @linagalvezmunoz @marcela_linkova & @curtrice for an inspiring session at #RiDaysEU on @EU_Commission's commitment to achieve #GenderEquality & promote institutional change through sustainable #GEPs

@UN_Women @EU_Justice @helenadalli @eurogender

Jean-Eric Paquet ✔ @JEPaquetEU · Sep 22
Gender Equality is a 🔑 priority for the @vonderleyen @EU_Commission.

Happy to participate in the "new ERA for Equality" session at the #RiDaysEU, & explore the importance of implementing #GenderEquality Plans in research organisations.

🌐 research-innovation-days.ec.europa.eu

6:02 PM · Sep 23, 2020 · Twitter Web App

6 Retweets **29** Likes

Universidad Deusto ✔ @deusto · 22 sept.
#GEPs at universities enable actions to be taken in favour of equality between women and men in teaching, research and within the university community. This helps to promote mainstreaming and foster the promotion of women in research careers #RiDaysEU #ERA4Equality #HorizonEU 🇪🇺

"Gender Equality Plans at universities enable actions to be taken in favour of equality between women and men in teaching, research and within the university community. This helps to promote mainstreaming, break away from androcentrism and foster the promotion of women in research careers."

José María Guibert Ucín. Rector of the University of Deusto

GEARING ROLES
GENDER ACTION

#GEPs #HorizonEU

💬   🔁 8   ❤ 24   📤

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
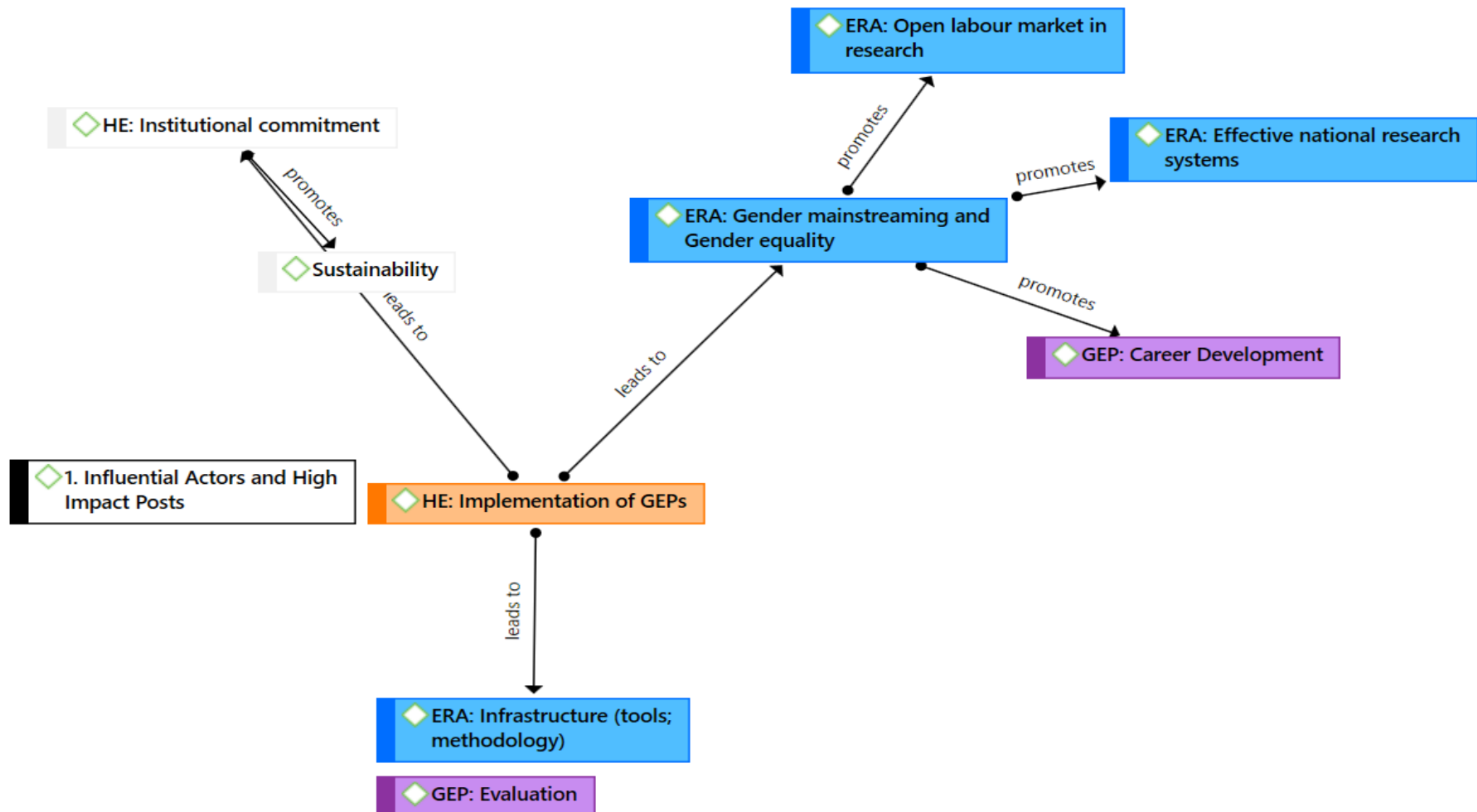#genderequality
#horizoneurope #actongeincee

Figure 16. High impact tweets, according to the degree metric

The scheme below describes clearly the most mentioned priorities in relation to GE in R&I in the publications made by influential actors and in the highest impact posts:

Figure 17. Interconnections of tweets and the EC priorities – participants group 1

3.3. Content by Sister Projects on Structural Change

The second analysed category concerns the publications coming from sister projects working directly on structural change. Not only do they form an exclusive category because they are the most represented numerically in the campaign, but also because their publications were extensive in content given their expertise in the topic. The opinions coming from such tweets portray the views of scholars and practitioners who have previous and close links to gendered institutional change in R&I in Europe and are therefore of special value for this analysis.

Observing these publications, we notice that, in addition to aligning with the call of the EC and other institutions mentioned above for structural and sustainable changes towards GE, the sister projects' posts made a mention to almost all ERA priorities and Horizon Europe's objectives and commitments. Once again aligned with the former category, the need for gender mainstreaming was widely emphasized by sister projects as a means to achieve excellence in R&I, with a special remark for the inclusion of a gender perspective into STEM areas. Connected to the idea of mainstreaming gender in R&I and having a higher participation of women in the field, sister projects also called attention to the importance of promoting a more equal labor market in research that allows female career progress, as well as leadership and decision-making.

Apart from being identified by sister projects as meaningful tools to "lift barriers and create opportunities" to break gender stereotypes, GEPs were also pointed out as a means to obtain stronger institutional commitment, to monitor and evaluate changes, and to raise awareness about gender issues, as they would "open eyes to gender equality".

Finally, as scholars and practitioners carrying out a continuous work on gendered institutional change, these posts contained a high number of mentions to the importance of international cooperation and the promotion of partnerships, as well as of research infrastructure, for the success of measures seeking GE in higher education and research institutions. According to them, GEPs provide tools and methodologies for research institutions to strengthen ties with each other and with stakeholders, in addition to allowing co-creation and the definitions of common concrete actions to "reach true, sustainable and long-lasting equality goals".

Sister Projects on Structural Change	No. of tweets	Message

	5	"We stand with our #SisterProjects on expressing the value of Gender Equality Plans (GEPs) for engendering and balancing research & innovation! Learn more: https://GENDERACTION.eu/call-to-action-ri-days-twitter-campaign/ @GearingRoles @GENDERACTION_EU #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality In CALIPER project we put GEPs in the core of our actions. We support nine STEM Research Organisations in seven countries across Europe to develop their own GEPs!"
Caliper		"@CaliperEu has a unique aim: To link #research and #innovation in STEM with #GenderEquality leveraging GEP's best results that will derive from the project. @GearingRoles @GENDERACTION_EU #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality Our aim is to link the Research Organisations of our consortium with stakeholders link the Research Organisations of our consortium with stakeholders from their Innovation ecosystems to achieve a greater endorsement of GEP's practices."
		"1/3 #GenderEquality Plans for #STEM orgs is what we seek. We have 3 key goals driving us to form synergies with #SisterProjects and support each other! This is why we participate in @GearingRoles & @GENDERACTION_EU campaign! #RiDaysEU #ERA4Equality #HorizonEU #UnionOfEquality GEPs are valuable for STEM Research Organisations, as they can indicate the right steps towards the integration of gender dimension in research & develpment."
		"2/3 #GenderEquality Plans for #STEM orgs is what we seek. We have 3 key goals driving us to form synergies with #SisterProjects and support each other! This is why we participate in @GearingRoles & @GENDERACTION_EU campaign! #RiDaysEU #ERA4Equality #HorizonEU #UnionOfEquality A well established GEP can foster the participation of more female researchers

		in Research & Innovation and inspire young women to pursue a career in STEM fields." "3/3 #GenderEquality Plans for #STEM orgs is what we seek. We have 3 key goals driving us to form synergies with #SisterProjects and support each other! This is why we participate in @GearingRoles & @GENDERACTION_EU campaign! #RiDaysEU #ERA4Equality #HorizonEU #UnionOfEquality GEPs constitute a meaningful solution for STEM Research Organisations to address gender imbalances in decision-making bodies and attain sustainable gender equality in career progression."
LeTSGEPs	2	"We in LeTSGEPs believe that GEPs are important because planning is essential to reach true, sustainable and long-lasting gender equality goals! #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality" "GEPs are necessary because they provide the methodology requires to develop Gender equality through continuous engagement, strategy and vision. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality"
SPEAR	2	"Happening now at #RiDaysEU ! Workshop "Get ready: A new ERA for Equality is calling" Why are Gender Equality Plans important for our partner @SyddanskUni? Check the answer: Thanks to the GEP-framework, our institution is now at the forefront of implementing innovative gender measures at Danish universities. #HorizonEU #UnionofEquality #GEPs #ERA4Equality @EUScienceInnov @eurogender @EU_H2020 Why are GEPs important for our #SPEAR project? #UnionofEquality #ERA4Equality #GEPs #RiDaysEU" "We in SPEAR believe that GEPs are important because they structure, systematize and drive important changes for equal opportunity and against (gender) inequality."

SUPERA	2	"Why is it so important to develop gender equality plans in research organisations & to support new institutions to engage in this amazing process? #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality" "Thanks to GEPs, the research performing and funding orgnisations in our Consortium will be able to manage and monitor the steps needed to address gender inequalities and imbalances in research and academia. #SuperaH2020 #RiDaysEU #ERA4Equality" "We need to redefine the concept of "excellence", which is still deeply gendered. Only research outputs obtained with gender-sensitive methods an gender equal approaches deserve to be considered excellent. In SUPERA, we believe that GEPs are important because it´s only by achieving gender equality that research organisations can obtain excellent research outputs and a positive impact for the entire society. #SuperaH2020 #RiDaysEU #ERA4Equality
TARGET	1	"We support this campaign to highlight the importance of Gender Equality Plans (GEPs). We in #TARGET believe that GEPs are important and necessary because… inequality is unfair and bad for research. GEPs hep us - to tackle gender blindness - to recognise the problem of sexual harassment - to increase the presence of women in decision-making positions - to include the gender dimension in research content - to link gender equality and sustainability in research content #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality @GearingRoles @GENDERACTION_EU"

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality #actongeincee
#horizoneurope

| GEECCO | 4 | "We support the campaign to raise awareness about the importance of Gender Equality Plans (GEPs). We in @GEECCO_H2020 believe that GEPs are important and necessary because… - GEPs are necessary because gender equality does not happen by itself. - GEP helped TUW to formulate our vision as well as concrete objectives and actions for gender equality. - Thanks to GEP TUW have a binding document that we can refer to when we question gender biased results. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality @GearingRoles @GENDERACTION_EU

"We support the campaign to raise awareness about the importance of Gender Equality Plans (GEPs). We in @GEECCO_H2020 believe that GEPs are important and necessary because… - GEPs are necessary to create commitment at several levels – from top to middle management. - Thanks to GEP we will increase awareness about gender issues in the University.

"We support the campaign to raise awareness about the importance of Gender Equality Plans (GEPs). We in @GEECCO_H2020 believe that GEPs are important and necessary because… - El plan d' igualtat de gènere és l'instrument per a avançar en aconseguir una major justicia social i una recerca i una innovació de major qualitat. - Gràcies als plans d'igualtat a la UPC hem pogut avançar en la reducció de les desigualtats en la carrera profesional de les investigadores, en l'increment del nombre de dones en els òrgans de decisió i en la introducció de la perspectiva de génere."

"We support the campaign to raise awareness about the importance of Gender Equality Plans (GEPs). We in @GEECCO_H2020 believe that GEPs are important and necessary because… - GEPs are necessary because they OPEN EYES TO GENDER EQUALITY - GEP will help us to cross barriers and stereotypes at PK - Thanks to GEP women get better chances for their engineering career development." |

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality #actongeincee
#horizoneurope

Change	1	"In CHANGE we believe that knowlegde co-production is an important aspect for creating relevant gender equality knowledge for research organisations, which enhances the acceptance of a GEP. #CHANGErs" #RiDaysEU #UnionOfEquality #HorizonEU #GEP #ERA4Equality
GenderSmart	2	"GEPs guarantee the transparency of actions identified and then carried out. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality @CIHEAMBari @WUR @AgenceRecherche @CICYTEX @Cirad @CyUniTech @teagasc @NKC_CZ @MyYellowWindow "We in #CIRAD, member of the @GenderSmart_EU project, believe that #GEPs are important because… Within Gender-SMART, Cirad, GEPs helped us to co-create actions that will make a difference! "We in #CIRAD, member of the @GenderSmart_EU project, believe that #GEPs are important because… GEPs help us to lift barriers and create opportunities in our institutions."

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

The following scheme, with the variables presented in the publications of sister projects, provides us with a clearer view of the relationships

existing between the implementation of GEPs and the priorities set at the European level:

Figure 18. Interconnections of tweets and the EC priorities – participants group 2

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera

#era4equality
#horizoneu #actonlifesci
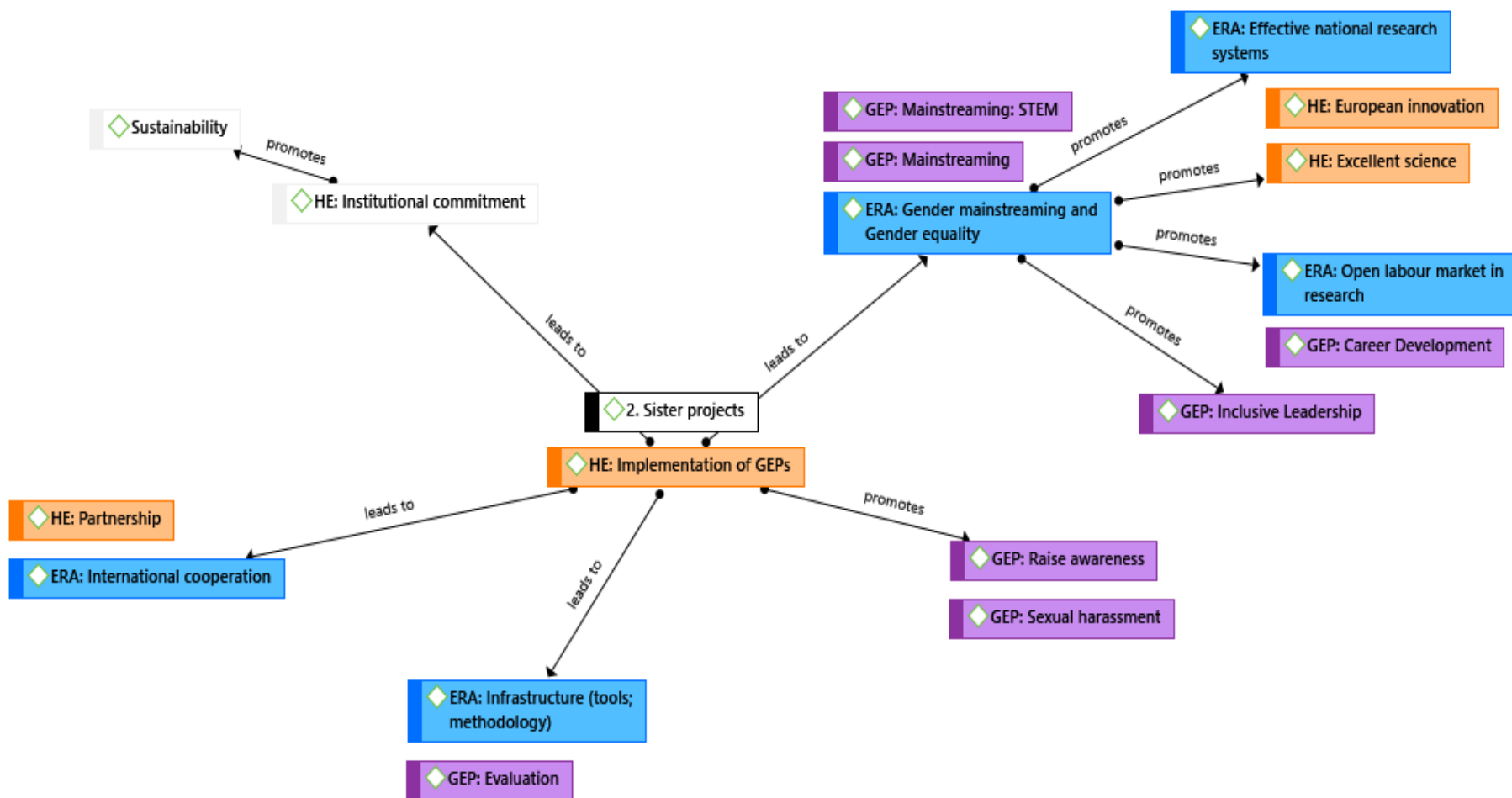#genderequality
#horizoneurope #actongeincee

3.4. Content by GEP Implementing Institutions

Also represented by actors dealing directly with gendered structural change in their institutions, GEPIs' posts resemble considerably those of sister projects. As with the latter, GEPIs presented a major mention to the importance of gender mainstreaming in research content and methods in order to ensure excellence in results, and once again, the call for rethinking the idea of excellence arose. In addition to that, an often-present issue in the discourses regarding the access of women to research funding and international research mobility was brought to light in one of the campaign's posts, in which GEPs were identified as powerful to enhance and secure the access of women to mobility and international cooperation projects abroad.

Probably given the different areas of specialisation represented in GEPIs posts – that range from geography and agriculture to social sciences –, such publications provided some diversified topics and perspectives that had not been mentioned in the previous categories. Among the numerous topics mentioned, the importance of GEPs for ensuring that advances towards GE do not retrocede in the post-Covid context as a non-priority issue was pointed out by the Mediterranean Agronomic Institute of Bari (CIHEAM). Moreover, the Institute of Geography of Lisbon (IGOT) stressed the need to take into consideration how migrants experience differently their gender identity in the migration context when thinking about GE goals.

GEP Implementers	No. of tweets	Message
CIHEAM Bari	2	We @CIHEAMBari believe that #GEP is important now more than ever not to backtrack in our path towards advancing gender equality in the post-Covid new normal. https://bit.ly/3gZ9XZS #RiDaysEU #ERA4Equality #GEPs #HorizonEU @GearingRoles @GENDERACTION_EU e @GenderSmart_EU "We @CIHEAMBari believe that #GEPs are important to enhance and secure women researchers' mobility in the implementation of international cooperation projects abroad. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #Gendermainstreaming @GearingRoles @GENDERACTION_EU e @GenderSmart_EU"

| *SU Gender* | 9 | "We are participating in @GearingRoles twitter campaign to raise awareness about gender equality Research and Innovations Days! Avrupa Araştırma ve İnovasyon günlerinde toplumsal cinsiyet eşitliğine dikkat çekmek için tweetliyoruz! #RiDaysEU #ERA4Equality #Gendermainstreaming"

"So what's a GEP? It stands for Gender Equality Plan. Through the GEARING Roles @EU_H2020 project, @sabanciu is creating its own GEP. #RiDaysEU #ERA4Equality #Gendermainstreaming"

"Through each program we carry out, we contribute to gender mainstreaming. Here is what Purple Certificate Program thinks about it #RiDaysEU #ERA4Equality #Gendermainstreaming"

"Teachers are central to Purple Certificate Program gender mainstreaming activities. #RiDaysEU #ERA4Equality #Gendermainstreaming"

"Today's the second day of @GearingRoles twitter campaign to raise awareness about gender equality at Research and Innovations Days! Avrupa Araştırma ve İnovasyon günlerinde toplumsal cinsiyet eşitliğine dikkat çekmek için tweetliyoruz! #RiDaysEU #ERA4Equality #Gendermainstreaming"

"Our Curious Steps program is a gender and memory walk in #Istanbul's 3 different neighborhoods where we integrate gender perspective into storytelling and history-writing. #RiDaysEU #ERA4Equality #Gendermainstreaming #genderequality"

"At SU Gender we work towards gender equality in higher education through our Gender Equality Program. #RiDaysEU #ERA4Equality #Gendermainstreaming"

"Today's the 3rd & last day of @GearingRoles twitter campaign for gender equality at #RiDaysEU ! #ERA4Equality #Gendermainstreaming"

"Curious Steps Gender and Memory Walks integrates gender mainstreaming into stories of #Istanbul . #RiDaysEU #ERA4Equality #Gendermainstreaming" |

PRESAGE	1	"Did you know? @sciencespo created its first Gender Equality Action Plan in the wake of a European research programme: #EGERA. The work continues today with @SUPERAproject https://bit.ly/2VxBRon #ScPoEgalitéFH #RiDaysEU #ERA4Equality #GEPs #HorizonEU"
NKC gender & science	1	"We join the campaign started by @GENDERACTION_EU and @GearingRoles on why GEPs are important in achieving of #gender #equality in #research and #innovation. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality"
OBU CDPRP		"Why are Gender Equality Plans important in Higher Education/Research Institutions? #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality @gearingroles; @GENDERACTION_EU We at Oxford Brookes University believe that GEPs are important because… They contribute towards ensuring the very best staff and student experience where all our community can flourish in a culture of respect and support, where we celebrate difference and thrive on each other's success."
ETAG	1	"We in Estonian Research Council #BelieveThat GEPs are #important because... to fix systematic #inequality, you need a PLAN. @GearingRoles @GENDERACTION #RiDaysEU #ERA4equality #GEPs #horizoneu #UnionOfEquality"
IGOT	2	"@ceg_igot believes in the importance of Gender Equality Plans. #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality We at CEG and IGOT believe Gender Equality Plans are important because: ● Gender inequalities are still present in research contexts; ● Gender is a key component of excellent research; ● Sustainable change requires formal commitment." "A @ceg_igot project, 'MigRural — Return mobilities to Rural Portugal' believes in the importance of Gender mainstreaming in Human Geography. #RiDaysEU #ERA4Equality #Gendermainstreaming #HorizonEU #UnionOfEquality" Here in MigRural - Return mobilities to Rural Portugal: an assessment of the production of place there's the belief that Gender mainstreaming in Human Geography is important because the experiences of persons who migrated and migrate can strong differ depending on their gender identity."

Cyprus University of Technology	1	The @CyUniTech participates in #RiDaysEU Twitter campaign aiming to raise awareness about the importance of Gender Equality Plans #GEPs @GENDERACTION_EU @GearingRoles @GenderSmart_EU @tsaltasd #ERA4Equality #HorizonEU #UnionOfEquality "We in Cyprus University of Technology believe that GEPs are important because we fight for the things we care about but in ways that others want to join our efforts."
QUB Inclusion Matters	1	"Why are Gender Equality Plans important? @GearingRoles @GENDERACTION_EU #RIDaysEU #GEP #HorizonEU #UnionofEquality #ERA4Equality We in QUB Inclusion Matters believe that GEPs are important because acknowledgement of the yriad ways that gender can have an impact is crucial if we want to achieve sustainable equality and equitable opportunities."
JOANNEUM RESEARCH	1	@GENDERACTION_EU and @GearingRoles Why we care about #GEPs #ERA4Equality #HorizonEU #UnionOfEquality #RiDaysEU "At JOANNEUM RESEARCH we believe that GEPs are important because... gender and diversity competence enables versatile thinking, ensuring excellence and quality of research results.."
UOC Unitat d'Igualtat	1	"Why a Gender Equality Plan is so important for all of us? Check out the programme for the European Research and Innovation Days workshop "Get ready: A new ERA for Equality is calling" https://researchinnovationdays.ec.europa.eu/programme #RiDaysEU #ERA4Equality #GEPs #UnionOfEquality At Unitat d'Igualtat we believe that GEPs are important because gender inequalities need to be addressed, and we need to do it in a way that is coherent with our goals, sustainable and accountable."
Knowledge and Innovation	1	"Gender Equality Plans #GEPs promoted over last years in European research institutions have been making the difference in the costruction of a real #UnionOfEquality and a #ERA4Equality. We support them in #HorizonEU #RiDaysEU @gearingroles @GENDERACTION_EU"

GEARING
ROLES

GEARING
ROLES

GEARING
ROLES

University of Deusto	2	"#GEPs at universities enable actions to be taken in favour of equality between women and men in teaching, research and within the university community. This helps to promote mainstreaming and foster the promotion of women in research careers. #RiDaysEU #ERA4Equality #HorizonEU" "Deusto Research @DeustoResearch 22 sept. @deusto Supports Gender Equality Plans and the promotion of structural change to strengthen ERA. https://drive.google.com/file/d/1oHDG8OrmfZO6OD2OH2gS16fdV2lLxjiv/view #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality"

Following are the connections identified in the publications made by GEPIs around the ERA priorities, the Horizon Europe objectives, and the aspects to be covered by GEPs:

GEARING
ROLES

GEARING
ROLES

GEARING
ROLES

HE: Partnership

ERA: International cooperation

leads to

GEP: Raise awareness   leads to   HE: Im

leads to

leads to

HE: Institutional commitme

promotes

Sustainability
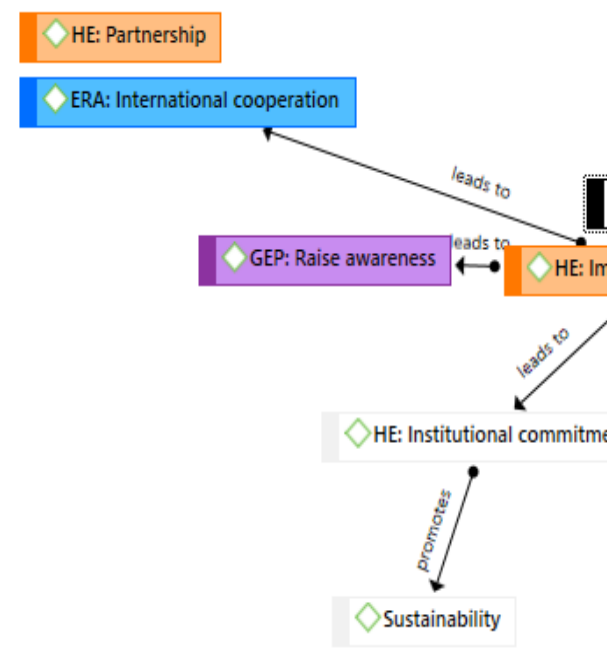
#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera

#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

Figure 19. Interconnections of tweets and the EC priorities – participants group 3

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

3.5. Content by Projects from other Work Programmes

Similar to some of the GEPIs' posts, the content published by projects pertaining to other Work Programmes presented a different perspective of the priorities to be followed in the search for a more gender-equal R&I sector. The high number of STEM representatives in this category may explain such a variation, as these contributions come from fields related to environmental sustainability, justice, social security, technology, among others.

Although the need for mainstreaming gender into R&I was also the most appointed topic in these posts, there was a significantly greater mention to gender mainstreaming in STEM among the tweets coming from projects from other Work Programmes. The remaining priorities such as international cooperation and partnerships, excellence, innovation, and an equal labour market in research, in turn, can be found scattered among these posts, counting on fewer mentions in comparison to the previous groups of contributors.

Projects from other WPs	**Work Programme**	**Message**
NO FEAR	Secure Societies	This #RIDaysEU NO-FEAR joins @GearingRoles and @GENDERACTION_EU in voicing support for #GEPs. Gender equality is important to emergency medicine and the fight against #COVID19 ! #ERA4Equality #HorizonEU #UnionOfEquality
RESILOC	SU-DRS01-2018-2019-2020 - Human factors, and social, societal, and organisational aspects for disaster-resilient societies	The dynamically diverse @resiloc team welcomes the #ERA4equality voices at #RiDaysEU as the challenges ahead require all to actively contribute and access & inclusion are an absolute precondition for joint action across the shared strategic objectives! @GearingRoles #GEPs https://gearingroles.eu/call-to-action-ri-days-twitter-campaign/

European Data Incubator	H2020-EU.2.1.1. - INDUSTRIAL LEADERSHIP - Leadership in enabling and industrial technologies - Information and Communication Technologies (ICT)	Balance is always the key - that's why gender equality is such an important fight. In EDI, we are proud to have so many amazing and gender balanced teams! #RiDaysEU #ERA4Equality #GEPs #HorizonEU #UnionOfEquality "We in European Data Incubator believe that Gender mainstreaming is important because algorithms and data science solutions should be gender neutral and inclusive!"
ILEAnet	Secure Societies SEC-21-GM-2016-2017 - Pan European Networks of practitioners and other actors in the field of security	The #ILEAnet project is proud to count many women among its most active partners: Work Package leader, Steering Committee members and National Contacts! @GearingRoles @GENDERACTION_EU
Perform	SEAC-1-2014 - Innovative ways to make science education and scientific careers attractive to young people	PERFORM @TURBA_IN3 @IN3_UOC @UOCuniversitat investigates how innovative science education methods based on performing arts can foster young peoples' engagement with STEM in secondary schools. Their thoughts on gender mainstreaming. #RiDaysEU #ERA4Equality #HorizonEurope "We in Perform believe that Gender mainstreaming in science education is important because more girls than boys still struggle to identify, on a cultural level, with science and hence do not aspire to scientific careers. Perform performed a series of arts-based science education activities by bringing female early career researchers at schools who closely worked with students in providing performances with scientific content. Their presence was inspiring for young girls."
Waste4Think	H2020-WASTE-2015-two-stage H2020-EU.3.5.4. - Enabling the transition towards a green economy and society through eco-innovation	The @waste4think Project contributes to improving #gender #equality. In the proposed ecosolutions, we encourage the participation of #women in the design of new policies trough #technology. Technology is the future and needs women @GearingRoles @GENDERACTION_EU

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

Improdova	H2020-SEC-07-FCT–2016-2017	@improdova provides solutions for an integrated response to High-Impact Domestic Violence (HIDV), based on empirical research on police & other frontline workers' response to domestic violence in Europe. Gender's role in their project: #RiDaysEU #ERA4Equality #UnionOfEquality "We in Improdova believe that Gender mainstreaming in Responses to Domestic Violence is important because… ● DV is an inherently gendered phenomenon linked to structural forms of societal inequality ● GM is an approach of addressing these broader trends of inequality ● GM is crucial especially for frontline responder organisations: police officers, doctors, and social workers increasing awareness for early detection and intervention."
AlgoJus	Das Projekt wird durch den **Digitalisierungsfonds Arbeit 4.0 der AK Wien** gefördert und in Kooperation mit der FH St. Pölten durchgeführt.	"We in ALGOJUS believe that Gender mainstreaming in ethics of algorithmic decision making is important because... ● Increasing digitalisation affects society as a whole ● While algorithmic decision support is often regarded as "neutral", it harbours the potential of ingrained bias and reproducing existing inequalities ● GM can avoid the reproduction of explicit and implicit societal prejudices in technology design
FAIR	Justice Action Grant (European Commission)	We in FAIR believe that Gender mainstreaming in Access to Fundamental Rights is important because… • Rights of the accused and victims both need to be gender sensitive • Any contact with the criminal justice system, as victim or perpetrator, should reflect GM as a value addressing needs • Crime perpetrators and victims exhibit the intersectionality of gender, class, and ethnicity
DYCON	ERC ADG	Last June our Head @ZuazuaEnrique talked about ithe Gender Roles in Mathematics with Marta Macho Staedler invited by @GearingRoles Available audio at https://cmc.deusto.eus/gender-roles-in-maths/ #RiDaysEU #ERA4Equality

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractice
#actongender
#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

GEARING
ROLES

GEARING
ROLES

GEARING
ROLES

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera
#ridayseu
#unionofequality
#actongenera

#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

The mentioned variation in the priorities of publications made by projects from other Work Programmes remains clearer in the scheme that describes the correlations of their mentions to the European objectives for GE in the next R&I framework:

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

GEARING
ROLES

GEARING
ROLES

GEARING
ROLES

◇ GEP: Raise awareness

promotes

◇ GEP: Mainstre

promotes

◇ ERA: Open labour market in research

◇ GEP: Career Development

◇ GEP: Inclusive Leadership

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#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
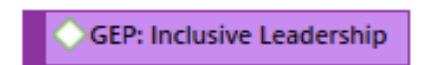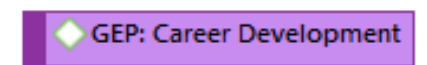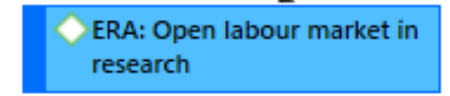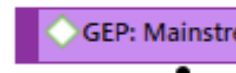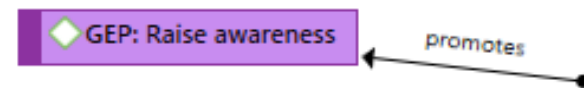#genderequality
#horizoneurope #actongeincee

Figure 20. Interconnections of tweets and the EC priorities – participants group 4

3.6. Content by Other Actors

Finally, the contributions of actors coming from other contexts mostly focused on promoting equality in leadership and decision-making and mainstreaming gender in R&I in general and in STEM areas.

Other Actors	No. of tweets	Message
i_EU_LAC	1	The women managers of scientific policies, programmes and projects also need Gender Equality Plans and policies. We all contribute to #ERA4Equality. @GENDERACTION_EU @GearingRoles @EARMAorg #RiDaysEU #GEPs
Ministerio de Ciencia e Innovación	1	At Spain's Ministry of Science and Innovation, we consider Gender Equality Plans to be key drivers for gender mainstreaming at research institutions & universities. We call on EU institutions to continue supporting gender equality structures in R&I. #RiDaysEU #ERA4Equality #GEPs "Gender Equality Plans are key drivers for gender mainstreaming at research institutions and universities."
eLaw Leiden	1	"Without considering diversity, gender, and inclusivity, algorithms risk exacerbate existing biases like gender stereotyping. eLaw at Leiden University believes that GEPs are essential to help, among others, promote the online account for privacy, diversity, inclusion, and advocate for the freedom of identity that everyone should have online and offline."

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#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality
#actongenera

#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

The following scheme exposes the connections arising from the publications of institutions belonging to the category "Other Actors" with the priorities set under ERA and Horizon Europe:
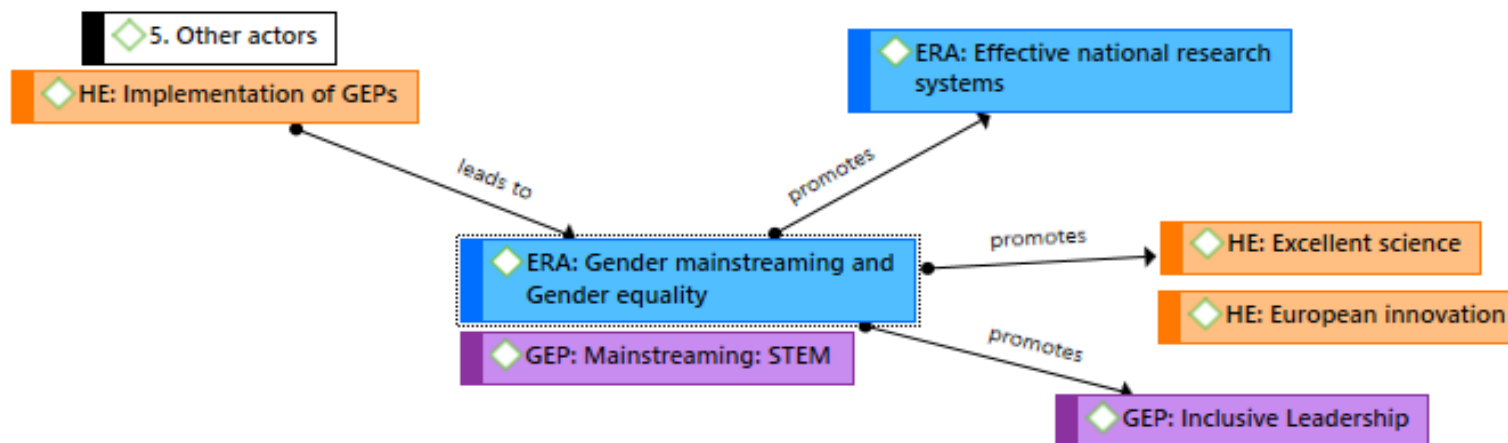
Figure 21. Interconnections of tweets and the EC priorities – participants group 5

GEARING ROLES · **GEARING ROLES** · **GEARING ROLES**

#actongenbudget
#fundingforgender #actonlac
#actcommunitiesofpractrice
#actongender

#genderequalityplan #research
#cirad #eusisterprojects
#spear #egera #ridayseu
#unionofequality #actongenera
#era4equality
#horizoneu #actonlifesci
#genderequality
#horizoneurope #actongeincee

4. Data Analysis

In a first instance of analysis, it is worth remarking that the origins of the contributions to the Twitter campaign in question are multiple and represent a considerable range of institutions and actors forming the current European R&I scene. Such a range allows for the analysis of the set institutional priorities and possible challenges in relation to GE from a broader and intersectoral spectrum that takes into account the needs and goals of the diverse branches of R&I.

Reasoning on the content presented by the publications, while these come from the most different countries and areas of specialisation, their calls do not vary proportionally. On the contrary, they show that, overall, gender gaps in R&I coincide and interconnect in all areas, requiring comprehensive and coordinated GE strategy for the next period. By mirroring the content produced in the campaign posts to the ERA priorities, the Horizon Europe objectives and commitments, and the main coverage points of GEPs, certain trends can be identified. First, the need for mainstreaming gender in all R&I areas – including STEM – is prominent in all observed groups of participants. While the most influential actors, sister projects and GEPIs manifested the importance of including gender as a transversal factor in R&I in general, projects from other Work Programmes and those from the Other Actors category have demonstrated a greater concern with introducing a gender perspective into STEM areas.

At this point, it is worth noticing that the idea of gender mainstreaming repeatedly appears in the publications as a direct connection to the achievement of maximum excellence in the European R&I sector, and to the promotion of equal opportunities for women and men in the field. Such priorities go thoroughly in line with the objectives set by both ERA, Horizon Europe and GEPs for the next R&I framework, reflecting the EC's commitment to take gender as a cross-cutting factor in all R&I projects, promote an open labour market for researchers, reinforce the innovative capacities of Europe, and enhance excellence.

Concerning the importance of GEPs as tools for structural change towards GE in R&I, the wide mention of their capacity to provide the adequate methods and infrastructures for ensuring the efficient implementation of GE measures also aligns with the EC priority of strengthening research infrastructure. Precisely at the current global technological context, and especially considering the new realities presented by the Covid-19 pandemic, more than ever research infrastructures can be understood as the proper tools and methodologies that enhance continuous and coherent progress in R&I. Mainly observing the contributions made by sister projects and GEPIs – that is, by scholars and practitioners with extensive knowledge of gender change processes – what is seen is the great importance attributed to tools and methods that allow for co-production in the design of GE strategies, knowledge exchange, international cooperation, as well as the adequate monitoring and evaluation of their outcomes.

Once more, such objectives connect to the ERA priorities and the
Horizon Europe objectives of fostering partnership and international cooperation and promoting a European Open Science Cloud for spreading knowledge and excellence. Not only the contributions of sister projects and GEPIs have demonstrated a commitment to these goals, but also those arising from projects of other Work Programmes and other actors. Such a wide commitment coming from diverse contexts and fields of specialisation meets exactly the purpose of the respective priorities: it allows the intersection of areas and actors, enhancing the dissemination of knowledge and promoting more coherent R&I.

At this point, it is worth commenting on the fact that some topics remained un(der)addressed in the campaign as a whole. Those relate to the promotion of inclusive communication, the fight against sexual harassment, gender pay gap, and work-life balance. One the one hand, this might be explained by the fact that all those are represented in the minimum areas to be tackled by GEPs. This means that they are often not general objectives, but specific and practical measures taken to achieve broader priorities, which suggests that they are intrinsically comprehended within the points that were largely pointed out, such as gender mainstreaming in the content and methods, as well as in practices of the R&I sector. On the other hand, the lower mention of these points could also indicate a lack of awareness on the part of the actors, or a trend in the hierarchy of priorities. Such rationales, however, would depend on a deeper study of the underlying reasons for the fewer mentions of these points in order to be confirmed. When reasoning on these limitations, what must be recalled is that this analysis is based on a Twitter campaign, which inherently calls for simplification in terms of content inserted into tweets, therefore favouring the overmention of the contents considered the most comprehensive and of high priority.

From the one side, although there has been a high number and diversified participating actors, they do not represent the whole academic community operating in the European R&I sector. Moreover, the fact that the content analysed comes uniquely from publications on Twitter is itself a limiting factor: this type of communication forces towards simplification and the mentioning of only the main aspects of the subject addressed in the publications. Such limitations are pointed out throughout the analysis, such as the significantly higher mentions of the need for gender mainstreaming in comparison to the fewer direct mentions to the importance of tackling gender pay gap and work-life balance.

Likewise, it is worth recalling that the EC's objective of simplifying the processes to access funds in Horizon Europe has not received any mention throughout the campaign. Such an absence may derive from the fact that the requirement for applicant entities to have a GEP in place as an eligibility criterion does not correspond to the idea of simplifying processes. Nevertheless, looking at this contradiction from a GE perspective, we can verify that within the EC itself there has been an election of priorities hierarchy, in which the need for gendered structural change appears to prevail over the simplification of processes.

5. Conclusions

In general, the results of the campaign have shown that, despite some variations, there is common ground between the most diverse actors and fields of specialisation involved in the R&I sector on the objectives to be pursued in the next R&I conjuncture. The special attention given to the importance of gender mainstreaming in all areas and the power of partnerships and international collaboration presents a promising picture for the next period with respect to GE in R&I in Europe. In fact, the prominence of gender mainstreaming as a means to achieve a wider range of priorities is largely supported by experts in the field, who argue that significant change cannot be achieved by adding women-focused programs at the margins".[11] [12]

In addition to that, connected to all priorities set by ERA and Horizon Europe is the significance of raising awareness about gender issues to achieve effective outcomes. In the observed context, the involvement of actors with such an impact at the European R&I field not only promoted high-impact awareness raising but also serves as a strong means to create links between key stakeholders and limits for GE's initiatives to remain on the political agenda on an ongoing basis.

All the above connects to the essentiality of obtaining institutional commitment in order to achieve sustainable progress towards GE. Here, it is worth highlighting an interesting point that appeared in some of the posts, that is, the idea of connecting GE to the broader sustainability agenda as a means to "confirm the validity and importance of such initiatives" and draw institutional attention to the topic.[13]

In fact, the EC's decision to transform GEPs into eligibility criteria for access to funds for R&I projects aligns with this idea and is likely to help the achievement of the maximum potential of GE strategies. What cannot be disregarded, however, is the fact that a limited - and biased towards the supporters of GE - fraction of the European R&I community is represented in this analysis. This leads us to the need for caution in the interpretation and broadening of this comprehensively positive scenario in relation to the GE issue in the future of the European R&I.

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[11] Emebet, Mulugeta. 'Gender Mainstreaming in Teacher Education Policy: A training module' (UNESCO-IICBA, 2012, p. 6). Available at https://unesdoc.unesco.org/ark:/48223/pf0000221707

[12] O'Connor, Pat (2020). Why is it so difficult to reduce gender inequality in male-dominated higher educational organizations? A feminist institutional perspective. *Interdisciplinary Science Reviews*, 45(2), 207-228, doi: 10.1080/03080188.2020.1737903

[13] As stressed by Dr. Nurseli Yesim, Gender Equality Specialist at Özyeğin University, in her speech during the 2nd GEARING-Roles Annual Conference.

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