

Innoviris : Brussels Institute For Research and Innovation

*Gender and Digitalization : The Case of the
Brussels Region*

Innoviris : Our Mission



Innoviris, the **regional institute for research and innovation** aims to connect, stimulate and financially support companies, research organisations and non-profit organisations in their research and innovation projects.



Innoviris also plays a pioneering role in **science awareness towards society** and launches many initiatives in the field of citizen science

Gender inclusion in Digital : What we do

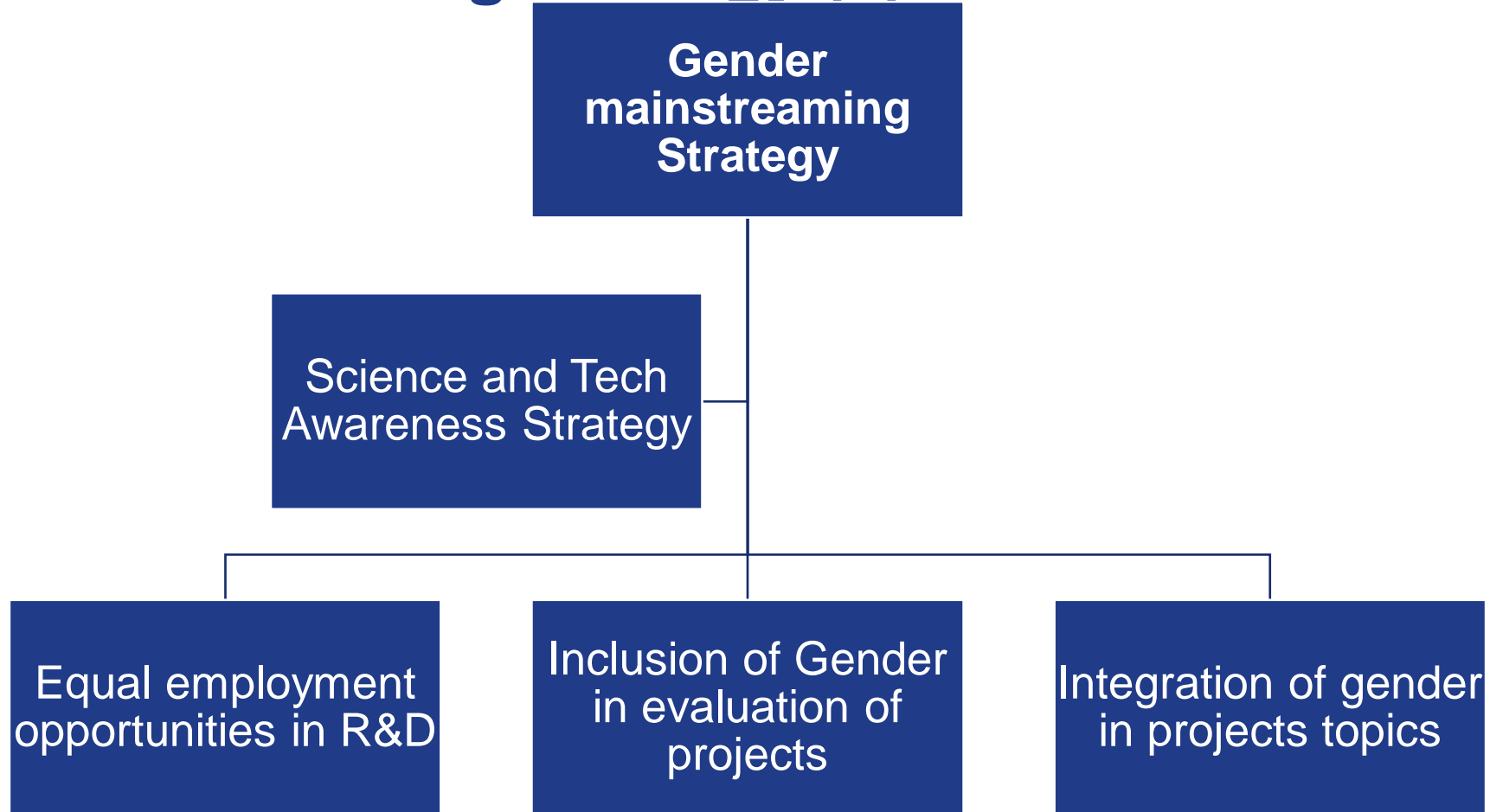
Gender Mainstreaming Strategy

Gender Mainstreaming Strategy

The Brussels Region has adopted the Gender Mainstreaming Ordinance which defines the way in which the gender dimension **must be integrated into the policy lines of the Brussels-Capital Region** in order to achieve greater equality between men and women.

Innoviris, as the **administration responsible for research and innovation in the Brussels Region**, is implementing this gender mainstreaming strategy in its Research and Innovation policy

Gender Mainstreaming Strategy (II)



Science and Tech Awareness Strategy

Brussels Region programs and initiatives

Subsidies:

- *STEM Projects: open call*
- *STEM Project call – thematic calls– 250/300k*
- *Science Vouchers*
- *I Love Science Festival call – 600k*

Other Initiatives :

- *Women in Tech*
- *Women Award in Technology and Science*
- *CanSat and other gender-inclusive science awareness campaigns*

Subsidies

- **STEM Projects** : Annual calls to which non-profit organisations, universities and companies can subscribe to raise awareness on science and technology among young people and society
 - *STEM Projects: open call*
 - *STEM Project call – thematic calls*

Subsidies on STEM projects

- **STEM projects thematic calls** : call for projects which aims to show young people that science is not abstract or complicated, but a core element of our daily life. In 2019, mathematics was the central theme and in 2020, two calls were organized, on food and health.
 - In all calls for projects, special attention is given to women. To this end, a non-binding criterion is included in the grant form, which consists of an explicit assessment of how the project raises awareness of science and technology among youth and women. The aim is to raise awareness of these dimensions among project promoters.

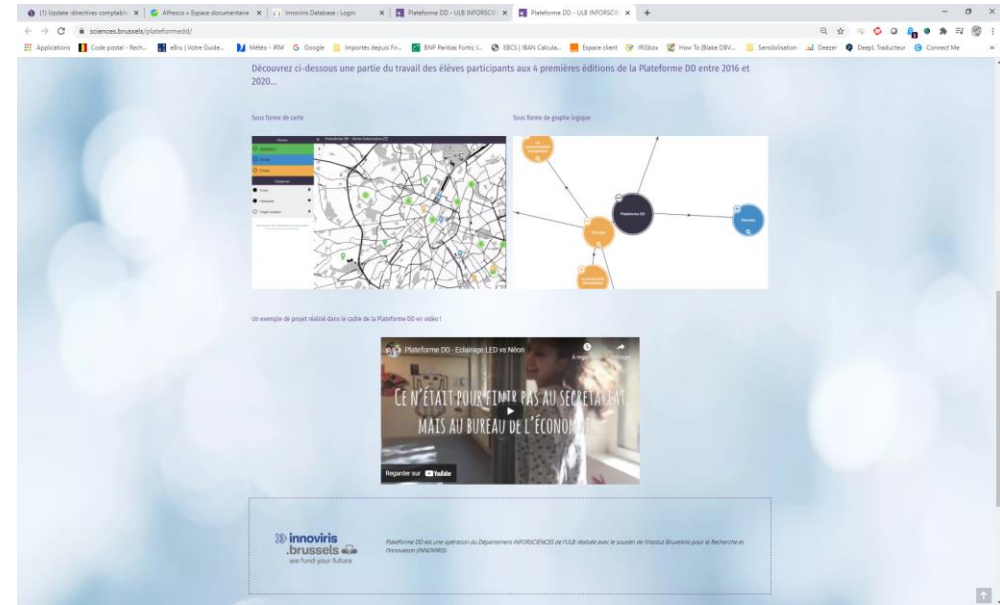
Subsidies on STEM projects (II)

- **Effort to strenghten the monitoring of the gender inclusion**
 - Starting from this year, there will be a systematic monitoring of the gender dimension through evaluation forms. This will allow us to carry a more structural follow up of the impact of these projects on gender inclusion, by assessing the number of girls and women reached by these projects

Examples

STEM Projects:

- Plateforme DD – ULB
- Think Eat Exhibition



Other initiatives



- **The Brussels Science Ambassador Award** : This prize aims to put remarkable female scientists in the spotlight and to inspire young girls about scientific studies and careers.
- For one year, the Ambassador will undertake and support activities specifically aimed at raising awareness among girls and women.
- This prize is awarded every two year.



Women in Tech Initiative

Objectives :



- Unite partners active in the digital field around common objectives
- Raise awareness and inform women about the opportunities offered by the new jobs in the digital sector (ex : Women Code Festival)
- Stimulate the creation and growth of companies in this field and support (future) female entrepreneurs
- Encourage women entrepreneurs (Empowerment) to share their technical and innovative experience.

Other initiatives in the Gender Mainstreaming Strategy

Other initiatives

Equal opportunity policy	Monitoring of gender aspects in R&D projects	Inclusion of gender aspects in program topics
<p>Innoviris is actively committed to gender-neutral job offers and inclusive communication with staff. Mandatory gender training is also provided to all selection panel chairs.</p>	<p>Innoviris is monitoring the division of women and men in the R&D projects teams through an ex ante and ex post analysis.</p>	<p>Innoviris has had several calls in the past that include gender aspects, and includes a gender dimension in all projects on science awareness.</p>

What's next in 2021 ?

- Innoviris will develop a new STEAM strategic action plan for the next five years. The aim is to set concrete objectives for reaching target groups such as females and include the question of gender bias in research
- For the development of this action plan, consultations will be held with regional partners and a survey will be organised with the Brussels ecosystem for science awareness.



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