

D 7.2 (18) Final Dissemination and Communication Report

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List of Abbreviations

AT	Austria
BE	Belgium
BMBFW	Federal Ministry of Education, Science and Research, AT
CESAER	Conference of European Schools for Advanced Engineering
CRP	Conference of Rectors and Presidents of European Universities of Technology
CULT	Committee on Culture and Education
CY	Cyprus
CZ	The Czech Republic
DE	Germany
DG R&I	The European Commission's Directorate-General for Research and Innovation
DLR	Federal Republic of Germany's Research Centre for Aeronautics and Space, DE
EARTO	European Association of Research and Technology Organisations
EC	European Commission
EGET	Gender Equality Task Force
EIGE	European Institute for Gender Equality
EIT	European Institute of Innovation & Technology
EKT	National Documentation Centre, EL
EL	Greece
EMBO	European Molecular Biology Organization
EP	European Parliament
EPWS	European Platform of Women Scientists
ERA	European Research Area
ERAC	European Research Area and Innovation Committee
ES	Spain
ESFRI	The European Strategy Forum on Research Infrastructures
EU	European Union
EUA	European University Association
EUROPAEUM	Association of eighteen of Europe's leading universities
EUSA	European University Sports Association
EWORA	Women Rectors Association
FEMM	European Parliament's Committee on Women's Rights and Gender Equality
FWB	Fédération Wallonie-Bruxelles, BE
GEP	Gender Equality Plan
GPC	High-Level Group on Joint Programming
H2020	Horizon 2020, EU funding scheme
HG	Helsinki Group (predecessor of SWG GRI)
IGLO	Informal association of Brussels-based non-profit R&D Liaison Offices
ISAS	Institute of Sociology of the Czech Academy of Sciences
ITRE	Committee on Industry, Research and Energy, EP
JUST	Directorate-General for Justice and Consumers (European Commission)
LERU	League of European Research Universities
MICCIN	Ministry of Science, Innovation and Universities, ES
MIZS	Ministry of Education, Science and Sport, SI
MS	Member States
MT	Malta
NAP	National Action Plan
NIPs	National Impact Plans
NL	The Netherlands
OECD	The Organisation for Economic Co-operation and Development
OPI	National Processing Institute, PL
PL	Poland

PRES	Presidency of the Council of the European Union
R&I	Research and Innovation
RFOs	Research Funding Organisations
RIF	Research and Innovation Foundation, CY
RPOs	Research Performing Organisations
RWP	Research Working Parties
SE	Sweden
SFIC	ERAC Strategic Forum for International S&T Cooperation
SK	Slovakia
SI	Slovenia
STI	Science, Technology & Innovations
STOA	European Parliament's Science and Technology Options Assessment
SWG GRI	ERAC Standing Working Group on Gender in Research and Innovation
SWG HRM	ERAC Standing Working Group on Human Resources and Mobility
SWG OSI	ERAC Standing Working Group on Open Science and Innovation
TUBITAK	The scientific and Technological Research Council of Turkey
UMB	Matej Bel University, SK
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICA	Network of Universities from the Capitals of Europe
WP	Work Packages

Introduction

This deliverable report focuses on all communication and dissemination activities throughout all WPs over the duration of the GENDERACTION project. It summarises these activities and evaluates their effectiveness. The report also reflects on achievements in reaching all target project audiences.

The first part of the report introduces and analyses the performance of the main communication channels, such as the project website, Twitter, videos, newsletters, leaflets, and the data dashboard. This section follows the structure of the tasks set out in the communication and dissemination work package (WP7). The second part of the report contains an overview of communication and dissemination activities connected with GENDERACTION's efforts to communicate with the target groups defined in its Communication and Dissemination Strategy (D7.1). In the end, the lessons learned are discussed.

The communication and dissemination activities were to some extent affected by the COVID-19 pandemic, which coincided with the second half of the project. This led to a shift in focus to online communication at the expense of physical meetings. Additional limitations resulted from the impossibility of reaching some groups of targeted audiences. Some target groups also turned out to be less significant than we expected, while new ones emerged.

This report and the activities carried out under WP7 sometimes go beyond mere communication and dissemination activities – for example, in the case of activities that are closer to advocacy and the transfer of knowledge. Several GENDERACTION outputs were used in or were created for the public consultations. Especially the cooperation with WP5 – Policy advice was crucial in this regard.

The implementation of WP7 tasks was a learning process. Both the circumstances and the willingness to communicate on the part of some target groups were often unpredictable; many achievements are the result of a combination of opportunity and the capacity available within WP7. Overall, more people were reached and more activities were carried out than planned. GENDERACTION used a wide range of communication activities in terms of their content and form and successfully reached all of the project's important target groups.

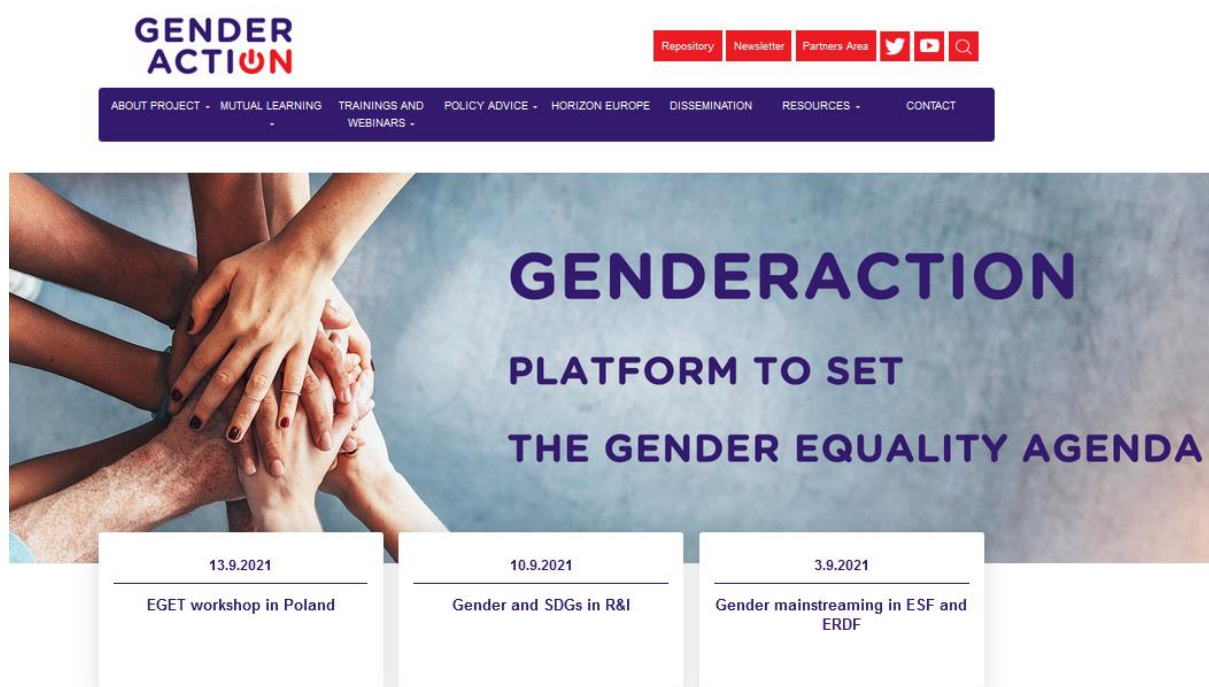
T 7.1 Communication and dissemination strategy

The deliverable published in spring 2017 presented the communication and dissemination strategy for the GENDERACTION project. It defined clear and coherent messages that were tailored to the various project target groups identified in the strategy and reflected the diversity of these actors as well as the EU policy cycle. It included an overview of communication channels (such as the project website, flyers, social media etc.) and it presented the project's visual style and addressed data protection issues. It also set out a detailed plan for communicating the various project outputs and results and addressed the evaluation of the strategy's implementation.¹

T 7.2 External communication

T 7.2.1 Project website

The website is the project's primary communication tool. It contains all relevant information on the project and presents all the outputs and results at a 'public' dissemination level. The website is hosted by the Institute of Sociology of the Czech Academy of Sciences at the web address genderaction.eu and will continue to be available after the project ends.



Since August 2017, the webpage has developed and now comprises 31 pages. It has published 218 posts, received 64,532 unique pageviews, and attracted 34,802 visitors. Overall, the trend in the number of pageviews has grown continuously during the project's implementation; the average number of monthly pageviews increased from 256 in 2017 to 2,898 in 2021.

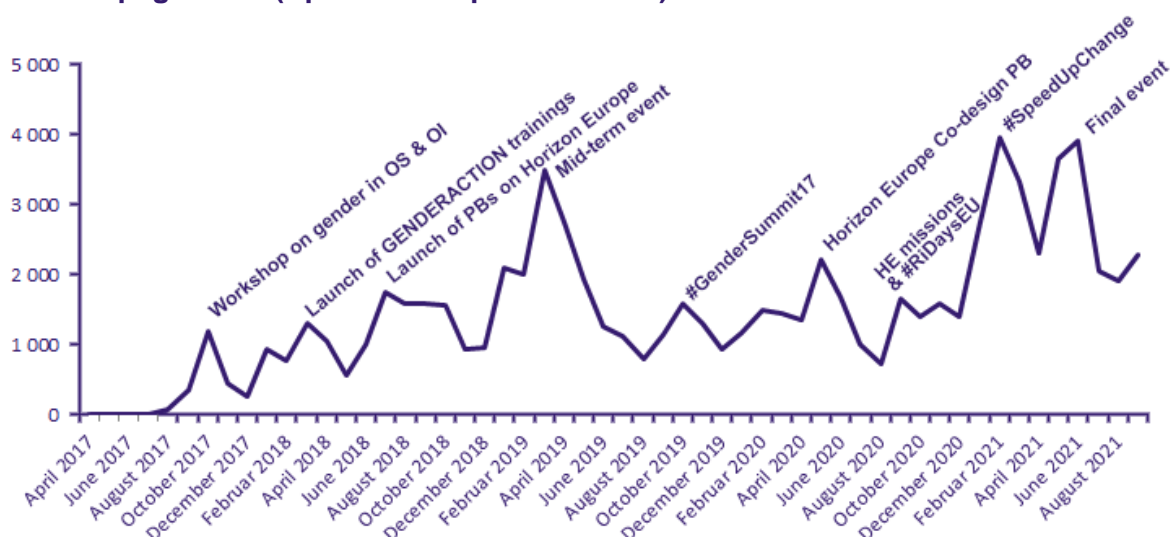
Visitors to the website have been found to come from 192 countries all over the world; most of them have come from Germany, the UK, Spain, Italy, Belgium, Austria, the Netherlands, and Czechia. Most of them used a desktop computer when visiting the genderaction.eu page (73%), but a significant number of visits were made from mobile phones (26%).

¹ Communication and dissemination strategy. 2017. Available at: https://genderaction.eu/wp-content/uploads/2021/02/GENDERACTION_D17_Communication-and-dissemination-strategy.pdf.

In addition to the home page (21,072 pageviews), the most visited pages were the page presenting the Horizon Europe policy briefs (6,269), the page with information about the GENDERACTION project (2,563), the page with recordings of past trainings that have been organised (2,070) and the page informing about GENDERACTION consortium (1,853).

The following chart represents the pageviews for the duration of the project and selected peaks. The most traffic on the website happened before the mid-term conference (March 2019: 3,484 pageviews) and the final conference (July 2021: 3,920) and during the #SpeedUpChange Twitter campaign (February 2021: 3,948 pageviews).

Website pageviews (April 2017-September 2021)



The pageview numbers given in brackets above are the sum for the performance of all the genderaction.eu pages in the specific month; a substantial proportion of these pageviews were recorded for the pages representing the given event or activity indicated in the chart. In many cases, Twitter played an important role in attracting page visitors (see, e.g., #GenderSummit17, Horizon Europe Co-design PB, #RiDaysEU, #SpeedUpChange). A very good score was recorded for the website connected to the final event. Although the decision was made to use another website than genderaction.eu, the score in June 2021, when the call for registration was released, was nevertheless the second-highest score since the beginning of the project.

Interest in visiting the website has logically changed over time, depending on the content and the news it shared. The increase in the number of pageviews over time is relatively positive; however, the share of visitors who return is only about 11% (4,139). This metric was put in place by Google Analytics in April 2019, and data show a moderate improvement in the share returning visitors over time. About 34% of all pageviews are related to returning web visitors. And while the average duration of a session was slightly more than one minute (1:13), returning users tend to stay almost three minutes (2:54).

T7.2.2 Leaflets, newsletters, and social media

A leaflet was created for distribution at conferences and policy events. Social media and the project newsletter shared information about project events and results as well as other relevant news.

Leaflet

A total of three leaflets were created during the project's implementation. The first focused on the introduction of the GENDERACTION project's activities and its consortium and was published in 2017

with a print run of 1,000 copies,² and the second (5,000 copies of which were printed in 2018)³ and the third (1,500 copies of which were printed in 2019)⁴ leaflets described the project's main achievements.



The leaflets were sent to the consortium partners to be distributed in their countries and to be handed out at GENDERACTION events (esp. the mid-term event). Since 2020, however, due to Covid-19 restrictions, there has been no need for the publication or distribution of new versions of the leaflet. Instead of leaflets, two videos, created in 2021, were used to present the project's achievements, and they first screened at the final event of the project (for more see below).

Newsletters

GENDERACTION newsletters provide information about GENDERACTION activities and about new developments in the area of gender equality policies in research and higher education in the EU. Since 2018 the newsletters have been published twice a year (in spring and autumn) in electronic format. The Mailchimp platform was used to distribute them. GENDERACTION newsletters are also available as PDF files. A total of eight issues of the newsletter were published during the project.

The number of subscribers to the newsletters increased over time eightfold (39=>315). Both the announcements on Twitter and the inclusion of subscription options in registration or evaluation forms have proved to be a successful strategy for increasing the number of newsletter subscribers. With the increase in subscribers, the total number of newsletter opens increased, as did the number of URL clicks. However, the open rate relatively decreased, and in the case of the last three issues it stagnated at around 32-37% opens.

² https://genderaction.eu/wp-content/uploads/2018/08/genderaction_flyer_final.pdf.

³ https://genderaction.eu/wp-content/uploads/2018/08/GENDERACTION_flyer2.pdf.

⁴ https://genderaction.eu/wp-content/uploads/2018/08/genderaction_flyer_2019.pdf.

Tab. 1: The performance of the newsletters

Issue	Σ of subscribers	Opens
01/2018 (PDF , mailchimp)	39	21 (54%)
02/2018 (PDF , mailchimp)	60	36 (60%)
03/2019 (PDF , mailchimp)	159	70 (44%)
04/2019 (PDF , mailchimp)	177	91 (51%)
05/2020 (PDF , mailchimp)	219	81 (37%)
06/2020 (PDF , mailchimp)	237	77 (32%)
07/2021 (PDF , mailchimp)	280	100 (36%)
08/2021 (PDF, mailchimp)	315	Not published yet
Σ		476

When it comes to specific newsletter posts, the one that attracted the most attention from readers was the invitation to the final event (85 clicks/URL opens).

Newsletters are an effective way of reaching people who cannot be reached on social media, for example. The six-month periodicity for publishing the newsletter also seems optimal, both in terms of allowing sufficient time for enough new information on project activities to accumulate and in terms of an acceptable information load of subscribers

Twitter: an overview

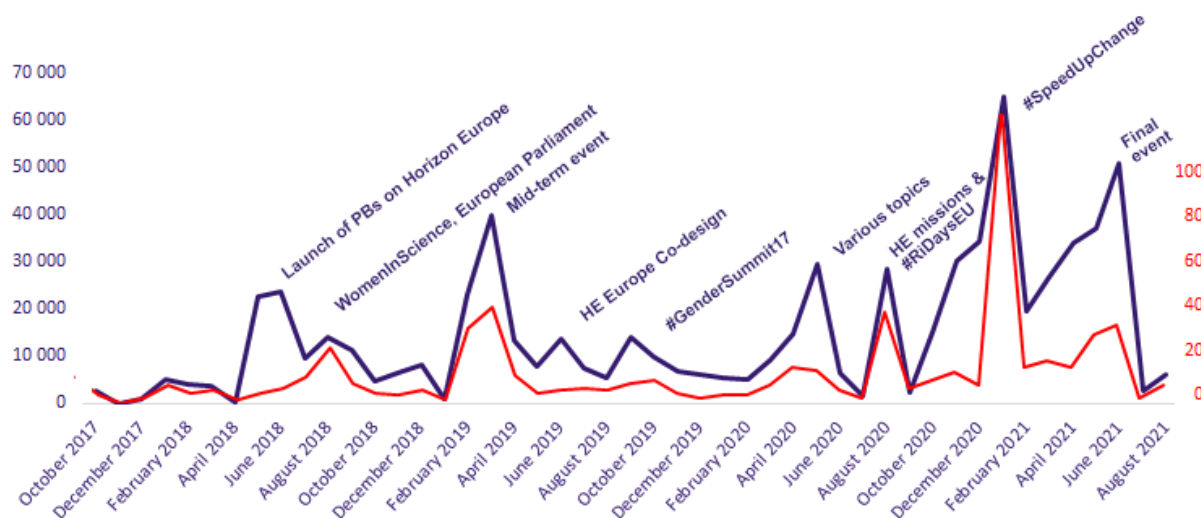
From October 2017 to September 2021, GENDERACTION has published 629 tweets (1,581 when retweets are included) and generated 701,934 impressions⁵ and 14,555 engagements (retweets, likes, post expands, and so on).⁶ The project's Twitter profile has 1,411 followers.

The following chart presents some impressions and tweets and selected events or activities that contributed the most to the statistical peak. The number of impressions usually increases with the number of tweets, but this is not true as a rule. For example, in June 2018, when GENDERACTION started publishing the first Horizon Europe Policy Briefs, and in July 2019, when GENDERACTION's position on the Horizon Europe Co-design was shared and we invited the Twitter community to contribute to the public consultation on this document, just one or two of the published tweets were responsible for generating most of the monthly impact.

⁵ Impressions on Twitter are the total number of all the times that a tweet has been seen. This includes not only the number of times it appears in one of your follower's timeline but also the number of times it has appeared in a search or as a result of someone liking the tweet.

⁶ The total number of times that a user interacts with a tweet, clicks anywhere on the tweet, which includes retweets, replies, follows, likes, links, cards, hashtags, embedded media, username, profile photo, or tweet expansion.

The number of impressions and tweets (October 2017-September 2021)



As in the case of the genderaction.eu website, we managed to attract the attention of the public, especially when calls were published to register for the mid-term (April 2019) and final (June 2021) events, when the policy brief series on Horizon Europe and its consultations were published (June 2018, July 2019, September 2020), and during Twitter campaigns (#RiDaysEU – September 2020, #SpeedUpChange – February 2021). We also took advantage of the opportunity to join in events organised by other stakeholders (for example, Women in Science in the European Parliament, where the GENDERACTION coordinator gave a speech – September 2018; the #GenderSummit17, where we managed to highlight ongoing consultations on Horizon Europe and our position on it – October 2019; or #RiDaysEU's, where we organised an accompanying campaign of a sister projects on GEPs – September 2020).

The 20 top-performing tweets have more than 5,000 impressions (see the list in the attachment). The average number of impressions per tweet is 1,121; the top-performing tweet, which was the invitation to join the #SpeedUpChange campaign, reached 19,845 impressions (this tweet also has the highest number of engagements: 263; 44 retweets and 40 likes).

Joint Twitter campaigns

During the project's implementation, GENDERACTION organised and joined several Twitter campaigns.

- #GendeRRIng campaign | 8 March 2019

This campaign was organised by sister projects GEECCO, ACT on Gender, TARGET, SUPERA, EFFFORTI, and GENDERACTION to highlight why gender equality is important for individuals working in research-funding or research-performing organisations. The campaign took place on 8 March 2019.⁷ The campaign received 141 tweets, 128,246 impressions, and 2,202 engagements.⁸

- #ERA4Equality / #RiDaysEU / #GEPs | 22 September 2020 at 5-9 pm

On the occasion of the European Commission's Research and Innovation (R&I) days in September 2020 and their workshop 'Get Ready: A New ERA for Equality Is Calling', the GENDERACTION and GEARING-Roles called on sister projects, researchers working on structural change, and research-performing institutions to participate in a Twitter campaign aimed at raising awareness about the

⁷ <https://genderaction.eu/8-march-twitter-campaign/>.

⁸ <https://www.gendertarget.eu/2019/03/08/genderring-twitter-campaign-march-8/>.

importance of gender equality plans (GEPs) for achieving gender equality in R&I.⁹ The campaign was joined by 147 users who produced 369 posts, which received more than 1,500 likes, reached around 500,000 users, and generated more than 830,000 impressions.¹⁰

- #SpeedUpChange | 8–12 February 2021



In cooperation with the GEARING-Roles project, GENDERACTION initiated a campaign to coincide with the International Day of Women and Girls in Science in 2021. The five-day campaign focused on the kinds of tools and measures that national authorities should use or are using to support gender equality in research and innovation.¹¹ The campaign gathered 877 posts on Twitter made by 323 users. In total, these posts reached 1,255,531 people and generated 2,378,594 impressions and 2,732 engagements. A qualitative content analysis of the #SpeedUpChange campaign tweets was performed and supported the ongoing work of the ERAC Standing Working Group for Research and Innovation (SWG GRI) on GEPs. The campaign was successful not only in that it increased the visibility of the importance of national authorities' work in the area of gender equality in R&I and increased the numbers of impressions and engagements. The campaign was also a success in terms of its reach, thanks to the involvement of several national authorities such as ministries, governmental bodies, and important research institutes. For more details see the report of the campaign.¹²

- #COUNTERIT | 21-25 June 2021



SUPERA, GEARING-Roles, GE Academy, CALIPER, and GENDERACTION joined forces to launch the #COUNTERIT campaign on social media in June 2021 aimed at increasing the visibility of strategies for dealing with resistance to gender equality.¹³ The data on the campaign were not available at the time of submitting this report.

The cooperation of Horizon Europe's sister projects through communication on Twitter proved to be very

effective and successful. The dates of 8 March (International Women's Day) and 11 February (International Day of Women and Girls in Science) are especially suitable for joining forces. Better coordination of these initiatives seems to be necessary so that different activities do not clash and compete with each other.

Solo Twitter initiatives

- #StayPositive #HappyFriday | April – June 2020

In spring 2020, GENDERACTION launched a series of tweets to spread good news about achievements and positive developments in gender equality in research and innovation (R&I). The campaign was inspired by The Happy Broadcast.¹⁴ Consortium partners and the Twitter public were invited to get involved.¹⁵ The campaign was conducted without the involvement of sister projects and generated 14,372 impressions and 301 engagements.

⁹ <https://genderaction.eu/call-to-action-ri-days-twitter-campaign/>.

¹⁰ The Campaign report: https://genderaction.eu/wp-content/uploads/2020/09/RD-Campaign-Analysis-Report_final.pdf, selected Tweets: <https://genderaction.eu/the-importance-of-geps-made-visible-during-ri-days/>.

¹¹ <https://genderaction.eu/speedupchange/>, <https://genderaction.eu/speedupchange-campaign-1st-overview/>,

¹² https://genderaction.eu/wp-content/uploads/2021/02/11-Feb-2021-Campaign-Report_final.pdf.

¹³ <https://genderaction.eu/join-us-resistance-campaign/>.

¹⁴ <https://www.thehappybroadcast.com/>.

¹⁵ <https://genderaction.eu/good-news-about-gender-equality-in-ri/>.



- Mobilisation of the community for Horizon Europe consultations | September-October 2020 & 2021

In October 2019, we invited the public (via Twitter & the Web) to contribute to the public consultation on the Implementation Strategy of Horizon Europe and the Horizon Europe Co-design. In September 2020, we asked the community to contribute to the public consultation on Horizon Europe's priorities for the next four years¹⁶ and on the Horizon Europe missions.¹⁷ Our proposals to include gender in the Horizon Europe Missions received about 50 supporters. The materials on the Horizon Europe Missions were also successfully highlighted on Twitter during the #RiDaysEU. In sum, 42 tweets were created and 42,246 impressions and 1,042 engagements were generated.

- #Future4Gender | April 2019

The GENDERACTION mid-term event took place in April 2019. The event hashtag was used in 76 Tweets that generated 37,977 impressions and 809 engagements.

- #DeepeningERA | June 2021

Even though the event hashtag appeared in a smaller number of tweets than the mid-term event hashtag, the project's final conference attracted more attention. The 60 tweets generated 55,525 impressions and 923 engagements.

The following table compares the performance of GENDERACTION tweets according to the campaign, event, and WP. In addition to the number of impressions and engagements, it also indicates the average performance of both indicators.

Tab. 2: GENDERACTION's contributions to Twitter campaigns, events, and activities and to the visibility of individual WPs (October 2017-September 2021)

Name/hashtag of the campaign/initiative/WP	Σ of Tweets	Impressions		Engagements	
		Σ	Ø	Σ	Ø
Joint Twitter campaigns					
#GendeRRIng	8	6,773	847	136	17
#ERA4Equality/ #RiDaysEU/#GEPs	6	5,541	924	201	34
#SpeedUpChange	77	70,512	916	1,435	19
#COUNTERIT	9	9,052	1,006	183	20
Solo Twitter campaigns					
#Future4Gender	76	37,977	500	809	11
#DeepeningERA	60	55,525	925	923	15
#StayPositive	15	14,372	958	301	20
Mobilisation for HE consultations	42	42,246	1,006	1,042	24
Tweets according to WPs					
WP2 – Management	22	24,733	1,124	727	33
WP3 – NAPS	18	20,399	1,133	508	28
WP4 – Trainings and MLWs	87	117,802	1,354	2,526	29
WP5 – Strategic policy advice	143	151,505	1,060	2,944	21
WP6 – Gender in internat. cooperation	24	26,773	1,116	616	26
WP7 – Communication	261	285,908	1,095	5,754	22

Among the joint Twitter campaigns, the #SpeedUpChange campaign performed best in terms of the number of tweets, impressions, and engagements it generated. However, in terms of average impressions per tweet, the #COUNTERIT campaign performed better. Also, the

¹⁶ https://ec.europa.eu/info/news/share-your-views-horizon-europes-priorities-next-four-years-2020-sep-01_cs.

¹⁷ <https://missions-get-involved.ec.europa.eu/>.

#ERA4Equality/#RiDaysEU was more successful than the #SpeedUpChange campaign in terms of the average engagements per tweet.

The #COUNTERIT and the #SpeedUpChange campaigns ran from Monday to Friday and were organised only a few months apart. However, the involvement of GENDERACTION in these two campaigns was different. The timing of the #COUNTERIT campaign clashed with preparations for the project's final conference; therefore, less time was available. Consequently, the decision was made to join the event by issuing a call for participation and highlighting the achievements in the area of combating resistance to gender equality measures produced by other projects or institutions. As a result, only a few tweets were prepared (2-3 per day). In the case of #SpeedUpChange campaign, GENDERACTION was the main organiser. In order to support participation, the decision was made to react to each tweet or account that had joined the campaign using the hashtag. While in the case of the #SpeedUpChange campaign we managed to get out of the 'gender in science' Twitter bubble as a result of participation from institutions such as ministries and other governmental bodies, the GENDERACTION tweets in the #COUNTERIT campaign probably reached audiences that were already informed and interested in this topic. Both of these strategies are legitimate and yielded results.

It is interesting to see, according to the table above, that the campaign connected to European Research and Innovation Days (#ERA4Equality/ #RiDaysEU/#GEPs) had the highest average number of engagements (34 per tweet) that were aimed at increasing the visibility and the importance of GEPs. In this case the use of the event hashtag (#RiDaysEU), which had enormous reach, probably helped to reach this score.

Among GENDERACTION's solo initiatives, both the mid-term (#Future4Gender) and final event (#DeepeningERA) performed very well; the latter event attained a higher score in terms of average visibility and engagement. This is not only due to the increased number of people following the GENDERACTION Twitter account in 2021 compared to 2019 but is also very likely the result of the organisational partnership that was formed with the Slovenian presidency (SI PRES) and with a number of high-level speakers whose institutions, as well as the speakers themselves, are active on Twitter. The GENDERACTION efforts to mobilise participation in the Horizon Europe consultations also delivered interesting results.

If we look at the amount of communication in relation to individual WPs, we find that there is more communication surrounding WP7, with its campaigns, than the other WPs, but not in terms of average impressions and engagements per tweet. WP5 – Strategic Policy Advice and WP4 – Trainings and MLW both performed very well, too. Surprisingly high scores on average were recorded for tweets about WP2 – Management, most of which contained information about meetings of the project's Executive Board, the General Assembly, or the final conference task force, accompanied by a picture. Showing people's faces or pictures from 'behind the scenes' proved to be very effective at attracting viewers' attention on twitter

The primary language used on the GENDERACTION Twitter account is English. However, translations of selected policy briefs that were created under WP5 – Strategic Policy Advice were, in cooperation with consortium members, published with accompanying texts in other languages. Overall, 59 tweets were created in French, German, Greek, Serbian, Slovak, Spanish, and Polish. These tweets generated 13,737 impressions and 326 engagements. The success of attempts to reach the specific target-language audience varied, as does the use of Twitter and the size of the population in each country. Spanish and German tweets had the highest impression rates.

Twitter and especially TweetDeck, a tool mainly used to manage Twitter account, were useful not just for communication, the dissemination of information, and calls for action but also for checking for windows of opportunity (see also the information on the EU impact plan below) and contacting stakeholders, specific individuals, and other European gender equality projects. Participating in the activities of other Twitter accounts and joining in their events are both practices that have helped to






increase the overall reach. The move to the online sphere due to Covid-19 was probably also helpful, and time will tell if a return to off-line events will have any significant impact on this form of online communication.

Overall, the use of Twitter has proven to be an effective way of reaching a certain segment of the project's target groups. GENDERACTION has also successfully managed to use the tool for different types of opportunities and activities (such as action calls, the presentation of GENDERACTION outputs and work in progress, increasing visibility, the sharing of interesting information on gender equality in research, cooperation with HE sister projects, and communication with stakeholders and target groups).

Videos

Three short project videos were created to boost the dissemination of the project outputs in a form accessible to the relevant audiences. Furthermore, two summary project videos were developed to present project achievements at the project's final conference. The first three videos were based on GENDERACTION policy briefs and deliverables and were created at the end of 2020. The last two introduce GENDERACTION achievements both at the European and at the Member State level.

Tab. 3: Overview of GENDERACTION videos performance

		Number of views		
		YouTube	#DeepeningERA website	Σ
	The role of RFOs in the promotion of gender equality in R&I ¹⁸	418	57	475
	Gender equality policies in ERA: Good practice criteria ¹⁹	236	-	236
	Why do we need gender equality actions? ²⁰	400	52	452
	GENDERACTION: Our greatest achievements ²¹	34	85	119
	GENDERACTION: The project impact ²²	24	75	99

The two most successful videos have more than 400 views. At the end of 2020, the project's YouTube channel was created.²³ In addition to these videos, it contains recordings of some of the

¹⁸ <https://www.youtube.com/watch?v=gHK98Ubjonk>.

¹⁹ <https://www.youtube.com/watch?v=SjNEjugZYcs>.

²⁰ <https://www.youtube.com/watch?v=wJDYb2nk2U>.

²¹ <https://www.youtube.com/watch?v=BU7Vcy9BRM8>.

²² <https://www.youtube.com/watch?v=4KK09G8-6y4>.

²³ <https://www.youtube.com/channel/UCJcQ7Imi1GFGbSSagSuGgPA>.

GENDERACTION webinars and other events. The GENDERACTION YouTube channel has altogether 2,259 views and 30 subscribers and offers more than 200 watch time hours.

T7.2.3 Mid-term event



On 9 April 2019, GENDERACTION organised a conference²⁴ to mark its two-year existence and the 20th anniversary of EU activities aimed at promoting gender equality in research and innovation. With the next framework programme and a review of the European Research Area and its priorities on the horizon, the conference that took place in Brussels brought together 68 key stakeholders (we expected between 40 to 50 in Communication and dissemination strategy) to discuss recent developments in Member States and the European Commission and to address priorities and concerns for the future.

To set the agenda for the conference, GENDERACTION prepared a policy brief on the future of gender equality in European research and innovation²⁵ that identified crucial recommendations for future policy. Key recommendations include: taking an intersectional approach to gender equality, developing provisions in Horizon Europe to incentivise Widening countries to take concrete actions for gender equality, involving the business enterprise sector in gender equality work, reinforcing requirements to integrate the gender dimension in research and innovation in Horizon Europe and national funding programmes, and the active promotion of gender equality in international cooperation.

After the welcome addresses from the GENDERACTION coordinator Marcela Linková, the European Commissioner for Justice, Consumers and Gender Equality Věra Jourová, and the Director of Directorate B Open Innovation and Open Science, DG RTD, Jean-David Malo, the keynote speech was given by a prominent feminist political scientist, Prof. Mieke Verloo. Prof. Verloo dealt in her speech with the complexity of gender equality from three perspectives: intersectionality, the dynamic nature of gender relations, including the engagement of mainstream non-gender actors, and the embeddedness of these processes in a fast-changing Europe, which has seen a resurgence of conservative politics and attacks on gender equality. She concluded with a call for more research into how ‘bad practices’ travel and how to continue safeguarding gender equality work in a situation of negative feedback loops.

The event continued with three panels: Research Funders and Gender social responsibility, Structural change for gender equality, Innovation and gender: digitisation, AI, and ethics. The panels included representatives of EU MS national authorities and RFOs as well as experts, policymakers, scholars, and representatives of the European Commission. The event concluded with the round table: Gendering the Future of R&I.

Participants who provided feedback on the event were satisfied, 71% of them totally satisfied. Participants expressed the most satisfaction with the keynote speech. All the respondents also expressed satisfaction with how relevant the event was for their work.

²⁴ <https://genderaction.eu/future4genderinresearch/>.

²⁵ https://genderaction.eu/genderaction-discussed-the-future-of-gender-equality/genderaction.eu/wp-content/uploads/2019/04/GENDERACTION_PolicyBrief11_Future-of-GE-in-European-RI.pdf.



- [Programme \(PDF\)](#)
- [Policy Brief on the Future of Gender Equality in European Research and Innovation \(PDF\)](#)
- [Video & photo gallery](#)
- [Press release](#)
- [Report on the event](#)

T7.2.4 Final conference

Deepening the ERA Through Gender Equality

8 - 9 July 2021 | 9.30 - 13.00 CET



#DeepeningERA
Register at www.deepeningera.eu



The final conference, titled '**Deepening the ERA through Gender Equality**', provided a platform for Member States, research funders, ERA stakeholders, and experts to reflect on the recent advances in gender equality at the national and European levels and on emerging needs that should be addressed in the new ERA. Building on the results of the GENDERACTION project, the conference provided an opportunity to discuss the key lessons and options of the EU's coordination of gender equality policy, with a focus on gender equality plans as the main instrument for promoting institutional changes.

A total of 195 people from 26 European countries attended the online event organised jointly by GENDERACTION and the Slovenian Presidency of the Council of the European Union. The event gave 25 speakers the floor to 25 speakers in four debates and two keynote sessions.

The event opened with welcome addresses from the European Commissioner for Innovation, Research, Culture, Education and Youth, Mariya Gabriel, and the Minister of Education, Science and Sports of the Government of the Republic of Slovenia, Simona Kustec. A draft version of the Ljubljana Declaration on Gender in Research and Innovation was also presented at this event. The four panel debates covered developments in gender equality at the MS national level, a debate among ERA stakeholders about gender equality plans, the role of RFOs in achieving gender equality, and a discussion among representatives of ongoing and upcoming Council of the EU presidency trios.

Overall 76% of conference attendees who provided feedback were satisfied (60% very satisfied). Even more positive were ratings given to the video sessions (80% of respondents were either satisfied or very satisfied). Examples of topics that respondents mentioned that require policy attention but were not covered by the conference include: women and science, gender equality in research in the private sector, or the topic of sustainability of gender equality work. Most of the respondents were, however, very satisfied with the topics covered by the conference. Some of their final remarks were:

Brilliant speakers, very engaged facilitators and perfect technical support! Thank you very much for the great event!

Please organise some more programmes like this.

Excellent initiative, great videos.

Very well done, from the technical point of view and in terms of content.

Thank you for allowing me to participate.

You are doing very good work!

In the Communication and dissemination strategy the estimated number of participants was 80, so the plan was thus exceeded almost 2.5 times. Another achievement is the fact that the event hosted a large number of speakers from EU13 Member States (38%). And also many of the participants came from these countries. This means that the event fundamentally contributed to dialogue and future cooperation between old and new Member States and closing the gap between them.



#DeepeningERA

GENDER ACTION
S2021EU

- Website of the event: www.deepeningera.eu (the website will be accessible for one year, until June 2022), the event on genderaction.eu ([invitation to registration](#), [summary](#))
- [Programme](#) (PDF)
- [Press release](#) (PDF)
- [Video](#)

T 7.2.5 EU impact coordination

Following a decision taken by the general assembly of the project in October 2019 and a discussion of the proposal at the project review meeting in December 2019, the positions of the EU Impact Coordinator and the assistant coordinator were established for the duration of the period between May 2020 and March 2021 (later extended until the end of September due to Covid-19 pandemic). The EU impact coordination entailed revising the Communication and dissemination strategy to include the EU impact plan, and the execution of the communication and dissemination tasks. The decision of the general assembly was motivated by an agreement in the consortium that many of the results, recommendations, and papers were developed during the first three years of the project, and it is vital to boost the impact of the project at both the EU level and the MS level.

On 18 and 19 February 2020, the GENDERACTION Mutual Learning Workshop 'Communicating Gender Equality Policy in R&I and Creating Impact' took place in Prague.²⁶ One of the tasks was to discuss a draft and further develop an EU impact plan. Consortium members were also asked to compile their national impact plans (NIPs, see below). Both the EU and the national impact plans were meant to use the GENDERACTION outputs and support or initiate progress in gender equality in research and innovation in their countries or at the EU/global level and support the implementation of the Communication and dissemination strategy.

²⁶ <https://genderaction.eu/communication-impact-building/>.

The EU impact plan

The main goal of the EU impact plan was to increase general awareness and to build the ownership and uptake of gender equality objectives and measures in R&I in terms of (1) implementation in Horizon Europe and the ERA and (2) implementation by the European Commission, the European Parliament, and other ERA stakeholders. The plan also contains supporting goals, actions/activity for reaching these goals, indicator(s), target group(s)/stakeholder(s), message/content/strategy, what kind of GENDERACTION output will/can be used, who is responsible for the implementation of the activity, and what is the due date for fulfilling the plan (see the table in the attachment).

The EU impact plan was created in spring 2020 and has been regularly updated and evaluated since then (in June 2020, January 2021, July 2021). The draft was shared with the consortium partners and was posted online throughout the period of its implementation. In addition to the tasks it sets out, the EU Impact Plan contains a list of windows of opportunity and stakeholder contacts with the information about when they were approached, what kind of GENDERACTION output they were approached with, and what their reaction was. Although some of the planned activities have been postponed, reduced, and/or even cancelled due to the COVID-19 pandemic (especially personal meetings), GENDERACTION successfully managed to fulfil the EU Impact Plan and its updated version (for the details of this evaluation see the WP2 deliverable on project impact²⁷).

Checking for and taking advantage of windows of opportunity (which included, e.g. following the work of the ITRE Committee of the European Parliament, following topical hashtags on Twitter, subscribing to the public consultation alerts of the European Commission, and joining in the events of other stakeholders focused on similar or identical topics) proved to be a very effective way of increasing the visibility of GENDERACTION and increasing the awareness of gender issues in various aspects of research and innovation. The EU Impact Plan was very helpful for monitoring communication with stakeholders and target groups. The success of their reach will be addressed in one of the following chapters.

National Impact Plans (NIPs)

The first drafts of NIPs were developed in February 2020 at the Mutual Learning Workshop on Communication in Prague and were completed over the ensuing months. The NIPs (and their implementation) were then presented by the consortium partners (along with the EU Impact Plan) at the project's General Assemblies (28 April 2020, 27 October 2020, 27 April 2021 and 8 September 2021). In June 2021, the consortium partners were asked to submit an evaluation of the 2020 NIPs and an update for the year 2021.

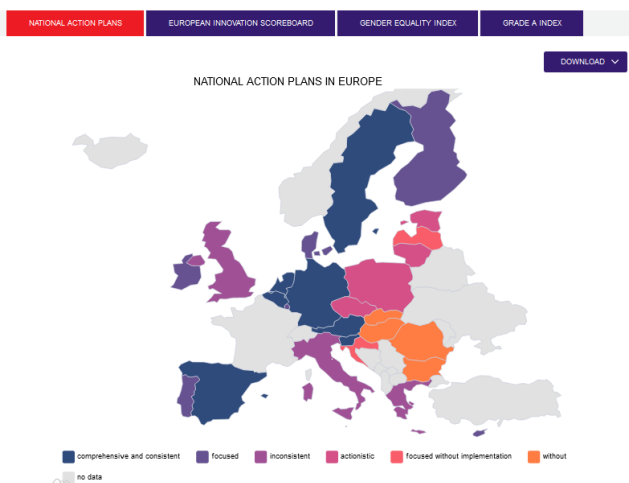
The 11 NIPs created by the consortium partners differed from each other in terms of their thematic focus and their scope, depending on the options and position that each partner organisation had, on current developments at the national level and in the budget allocated for WP7. As well as disseminating GENDERACTION inputs (including the policy briefs translated into national languages), the consortium partners were asked to use the help of the European Gender Equality Taskforce (EGET). The EGET, run by Linda Rustad of Kilden, Fredrik Bondestam of the Swedish Secretariat for Gender Research, and Gemma Irvine of the Maynooth University, were intended as expert visits to the consortium members' countries and helping partners to make advances at the national level.

Implementation of the NIPs was influenced by the Covid-19 pandemic, especially in 2020. For example, planned EGET visits were postponed and later moved online. In general, NIPs have contributed to the better and more coordinated dissemination of GENDERACTION outputs and more efficient targeting of

²⁷ <https://genderaction.eu/about-project/deliverable-reports/>.

the most important GENDERACTION stakeholders at the national level (see the chapter on assessment of reaching stakeholders at the national level below).²⁸

T 7.2.6 The GENDERACTION dashboard



The dashboard is designed to showcase the results of WP3 analyses of the implementation of National Action Plans NAPs²⁹ and present data on women in science from external sources (Eurostat, OECD, She Figures). The dashboard is open to the public and accessed via the project website.

The variety of dashboard functions and filters makes it a tool that can be usefully employed by different stakeholders, including national authorities and policymakers, researchers, and experts interested in exploring statistics on the presence of women in science.

The dashboard offers statistics on: students, graduates, researchers, and employees. Each category contains subsections that provide more detailed insight, the nature of which depends on the specifics of a given category. Dashboard components (data, charts, maps) can be employed by users for their own reports and analyses (i.e. for the purpose of monitoring trends in male/female participation in different disciplines of study over time or to learn how an approach to NAP implementation correlates with a country's standing in innovation performance), and download data and visualisations in different formats (CSV, XLS, PNG). The dashboard also uses a storytelling approach to data, offering insights into statistics and what they mean. It provides in-depth analysis and expert commentary on the interactive reports, in line with European Union documents and GENDERACTION policy briefs. This allows users to grasp the broader context of the data it presents.

An assessment of reaching GENDERACTION target audiences

This chapter will focus on communication and dissemination activities in terms of how well the project was able to reach its target audiences. Overall, GENDERACTION has managed to reach and keep in touch with all the important target audiences. Various forms of tools and tailored message content were used to achieve this. The arrival of the Covid-19 pandemic in 2020 meant fewer occasions for personal meetings and events in the second half of the project; however, it has likely led to an increase in the number of participants in GENDERACTION's online actions. During the implementation of the project, some important new target groups were identified. In contrast, other groups were found to be less significant than they appeared to be at the beginning of the project, when the communication and dissemination strategy that defined these target groups was created, or they even proved to be impossible to reach.³⁰

Information about the number of individuals and organisations that were reached from among the target audiences discussed in the chapters below were collected across from all the members in the GENDERACTION consortium. These figures always represent the minimum number reached because it was not always possible to determine which target group a participant belonged to (e.g. in the case of

²⁸ For selected outputs of NIPs in 2020 see: <https://genderaction.eu/national-impact-plans-in-2020/>; and for outputs in the first half of 2021 see: <https://genderaction.eu/national-impact-plans-2021/>.

²⁹ Within their National Action Plans (NAPs), European Union Member States and Associated Countries are asked to develop policies for implementing European Research Area (ERA) Roadmap.

³⁰; https://genderaction.eu/wp-content/uploads/2021/02/GENDERACTION_D17_Communication-and-dissemination-strategy.pdf.

the mid-term and final events) or to distinguish the target group that website visitors, social network followers, and newsletter subscribers belong to. And, of course, sometimes people belong to more than one target group. Another crucial thing to consider is the relatively limited size of the group of people with an interest in the issues that GENDERACTION focuses on, and that regular contacts were often established with many individuals from the target audience.

Stakeholders at the national level

National target audiences were addressed by all GENDERACTION key communication, dissemination, and exploitation instruments developed under WP3, WP4, WP5, WP6, and WP7. In addition, an important tool for reaching the national and local audiences were the National Impact Plans (NIPs) created by many consortium partners.

In total, two Trainings for national representatives, five for NCPs, twelve webinars, twelve Mutual Learning Workshops (including two bilateral meetings), two trainings for national representatives and stakeholders (traineeships),³¹ and 2 EGET online events were successfully organised during the course of the project. Overall, around 1,000 people took part in these events. In addition, representatives of national authorities were invited to participate in the mid-term and final events both as speakers and attendees and those who were members of ERAC SWGGRI were regularly informed about GENDERACTION achievements, events, and outputs.³²

Furthermore, twelve consortium partners created a total of eleven NIPs: the Czech Republic (by ISAS), Austria (by BMBWF), Bosnia and Herzegovina (by EUPC), Cyprus (by RIF), Germany (by DLR), Greece (by EKT), Malta (by MFIN & UOM), Poland (OPI), Slovakia (UMB), Slovenia (MZS), and Spain (MICINN) that focused on stakeholders at national levels.³³ The decision was also made to disseminate GENDERACTION outputs among French stakeholders.³⁴ The translated policy briefs were also disseminated via Twitter and the project website in appropriate national languages.³⁵

GENDERACTION events, outputs, and other GENDERACTION-related information managed to reach at least around 55 national research attachés, more than 250 civil servants, 350 NCP representatives, and 150 employees of RFOs. Overall, 18 national umbrella organisations or bodies were contacted too. As mentioned above, the total number of people reached was significantly higher; however, it is not always possible to distinguish which particular group they belong to.

³¹ <https://genderaction.eu/mutual-learning/past-ml/>.

³² See the D 5.2 Annual Reports to the Standing Working Group on Gender in Research and Innovation, pp. 6-9.

³³ Data available for Austria, Belgium, Bosnia and Herzegovina, Czechia, Cyprus, Germany, Greece, Malta, Poland, Slovakia, Slovenia, Spain, Sweden, and Turkey.

³⁴ A list of 28 French stakeholders was created composed of RFOs, national authorities, NGOs, associations, and women in science networks and media. Of them 24 of them were addressed with invitations to GENDERACTION events and with GENDERACTION outputs.

³⁵ Overall, 59 tweets were created in French, German, Greek, Serbian, Slovak, Spanish, and Polish to present translations of policy briefs. These tweets generated a total of 13,737 impressions and 326 engagements. The success of reaching language-specific audiences varied, as did the use of Twitter and the size of each country's population. The highest impression rates were generated by the tweets in Spanish and German. Translated policy briefs and other documents were also presented at the consortium website: Czech – <https://genderaction.eu/preklady-vystupu-genderaction/>; French – <https://genderaction.eu/policy-briefs-french/>; German – <https://genderaction.eu/policy-briefs-auf-deutsch/>; Greek – <https://genderaction.eu/policy-briefs-greek/>; Polish – https://genderaction.eu/przeglady_polityczne/; Serbian – <https://genderaction.eu/dokumenti-genderaction-projekta-o-politikama/>; Slovak – <https://genderaction.eu/genderaction- stanoviska/>; and Spanish – <https://genderaction.eu/informe-de-politicas/>.

Tab. 4: The number of people from target audiences reached at the national level

Target audience	Main GENDERACTION communication instruments	Number of people reached
Research attachés	WP3 and WP6 reports, WP4 trainings and workshops, communication with the EU PRES, mid-term event, final event, policy briefs, position papers, IGLO presentation	55
Civil servants	WP3 and WP6 reports, trainings, and workshops (including EGET events), traineeships, bilateral meeting, mid-term event, final event, policy briefs (including translations), position papers, activities within NIPs	≥248
NCPs	Trainings, policy briefs, position papers, WP3, WP4, and WP6 reports, activities within NIPs	364
RFOs	Mid-term event, final event, policy briefs (including translations), position papers, reports, activities within NIPs	143
RPOs	Mid-term event, final event, policy briefs (including translations), position papers, reports & deliverables, activities within NIPs	190
National umbrella organisations	Policy briefs (including translations), position papers, reports	18

Research attachés

GENDERACTION attempted to reach research attachés through Research Working Parties (RWP).³⁶ This process, however, proved to be very complicated and stable contacts failed to be established. The plan to engage with them – for example, through working breakfasts with the RWP – proved to be impossible because of tight schedules and political constraints that would have involved securing the support of a presiding Presidency of the Council of the EU, which given the extremely tight schedule of Horizon Europe negotiations and other dossier during the life of the project, it proved to be impossible.

The partial contact with this target group was managed through the work of WP3, when research attachés among national representatives to the EU were approached within the scope of the work on the implementation of ERA Priority 4. Some of them were also involved in GENDERACTION efforts to engage stakeholders at the national level in connection with the mid-term and final events and in the case of cooperation with the Council of the EU presidencies. In addition, the GENDERACTION project coordinator was invited by the Informal Group of the RTD Liaison Offices for the Marie Skłodowska Curie Actions to make a presentation on 11 April 2019 about Gender priorities in research and how to address gender in a proposal.³⁷

Civil servants

At least 250 civil servants were sent policy briefs, position papers, and reports and were invited to attend Mutual Learning Workshops and other events organised by GENDERACTION. Bilateral meetings and traineeships were also used to help increase the capacity building among civil servants. Policy recommendations, reports, and methodologies produced by GENDERACTION were also communicated by the project coordinator (and SWG GRI chair) and WP leaders (SWG GRI subgroup chairs) at meetings of these bodies and via email. This ensured that GENDERACTION policy recommendations fed directly into national-level discussions.

The NIPs from Austria, Cyprus, Germany, Greece, Malta, Slovenia, and Spain focused (among other things) on civil servants working in ministries. In Austria, for example, the criteria of good practices for the implementation of ERA Priority 4 were presented and discussed (in January 2021) during the Gender

³⁶ <https://www.consilium.europa.eu/en/council-eu/preparatory-bodies/working-party-on-research/>.

³⁷ <https://genderaction.eu/gender-priorities-in-research/>.

Equality and Diversity Management training for BMBWF departments dealing with performance agreements. A total of 45 participants attended the event. This activity followed up on the work that was done as part of GENDERACTION WP3.³⁸ In Slovenia, the draft of the new National Strategy for Research and Innovation 2021-2030 was prepared. It seeks to make gender equality one of its priority intervention areas and to accelerate the implementation of ERA Priority 4. In Spain, the cabinet of the Minister for Science and Innovation recommended including GENDERACTION materials in the GE trainings organised at the Ministry and at its public bodies.

NCPs

The main tool used to target NCPs were trainings. Overall, 17 trainings (12 webinars and 5 trainings) took place, which were attended by more than 300 participants. The trainings were organised in cooperation with NCP networks such as: COSMOS2020, RICH2020 or APRE NCPs. Some GENDERACTION consortium members also organised workshops for their NCPs within the NIPs (e.g. Czech Republic, Cyprus, Germany). Close cooperation was further developed and used for the dissemination of GENDERACTION outputs in Slovakia with the national NCP. In March 2021, the NCP networks and representatives were sent a call for an expression of interest in organising webinars on gender equality topics, including the GEPs.³⁹ To distribute this call, 25 Twitter NCP accounts were collected and tagged in the tweet.⁴⁰ Last but not least the Polish GENDERACTION team presented consortium outputs at online event organised by local NCP on July 2021 and during the training on GEPs on September 2021.⁴¹

RFOs

Out of the 11 NIPs created, 10 at some stage addressed representatives and employees of RFOs. Overall, more than 143 representatives of RFOs were contacted by GENDERACTION in connection with policy briefs, positions, or reports or in connection with specific activities organised under various NIPs and/or they were invited to and participated in the mid-term or final events.

In Czechia, the guidelines for implementing gender equality measures at RFOs were created in 2020 and used the GENDERACTION policy brief on the role of research funders⁴² as a background document. The policy brief on RFOs was also translated into Czech⁴³ and distributed at several online and offline national events among around 60 representatives of state RFOs. In Spain, GENDERACTION materials were promoted at the regular meetings with RFOs in an effort to inspire the design of calls issued by the State Research Agency. In Malta, Cyprus, and Greece, existing contacts with RFOs were strengthened by means of ad hoc information-sharing activities. In Poland, in September 2021 EGET experts participated in the workshop organised among other groups as well for representatives of Polish RFOs. The event focused among other things on fair grant applications, the scientific evaluation of proposals, and internal peer-review processes.⁴⁴

³⁸ The policy brief 'Guidelines on Criteria of Good Practice for Strengthening the Implementation of ERA Priority 4' https://genderaction.eu/wp-content/uploads/2021/07/GENDERACTION_Policy-Brief_12.pdf and the deliverable report 'Monitoring of ERA Priority 4 Implementation': https://genderaction.eu/wp-content/uploads/2021/02/GENDERACTION_D06_Monitoring-ERA-priority-4-implementation.pdf.

³⁹ <https://genderaction.eu/webinars-for-horizon-europe-ncps/>.

⁴⁰ https://twitter.com/GENDERACTION_EU/status/1367857157673205766.

⁴¹ <https://www.gov.pl/web/ncbr-en/webinar-gender-equality-plans---a-new-criterion-in-horizon-europe>.

⁴² https://genderaction.eu/wp-content/uploads/2021/07/GENDERACTION_Policy-Brief_10.pdf.

⁴³ https://genderaction.eu/wp-content/uploads/2020/05/GENDERACTION_PolicyBrief_9_role_poskytovatelu.pdf.

⁴⁴ <https://genderaction.eu/eget-workshop-in-poland/>.

RPOs

Although RPOs were not among the primary target groups of the project, more than 190 representatives and employees of RPOs were reached through GENDERACTION dissemination activities and outputs. Seven NIPs indicated RPOs as (one of) their target groups.⁴⁵

As well as the dissemination of policy briefs, position papers, and reports and invitations to and participation in the mid-term and final events at the national levels, GENDERACTION outputs were also used, for example, as a reference model and as a driver to improve the most important GEPs in Spain. In Austria, good practice criteria for the implementation of ERA Priority 4 were added to the requirements for the next period of performance agreements with public universities, the Austrian Academy of Sciences, and other RPOs. The Mutual Learning Workshop was also organised in Austria in September 2021 in cooperation with EGET and it focused on finding a common position on GEPs in RPOs within the framework of Horizon Europe and on related support structures that could be shared by the three federal ministries involved in science, research, and innovation.

In Czechia, the briefing note that summarises the findings from the GENDERACTION deliverable on the implementation of ERA Priority 4 was attached to the cover letter of the annual statistical report on women in R&I and was distributed to 60 heads of public research institutes and universities. In addition, the GENDERACTION materials were repeatedly shared with more than 200 members of the Community for Change, which is made up of persons interested in or responsible for promoting gender equality at RPOs. In Malta, Gender Equality and Sexual Diversity Committee of the University of Malta was regularly informed about GENDERACTION inputs and at Matej Bell University in Slovakia the GEP was development as an example for other Slovak universities to follow.

In Poland, in September 2021 the EGET workshop organised for representatives of both RFOs and RPOs took place, followed by participation of Polish GENDERACTION team at the training on GEPs for PROs organised by Polish NCP.

National umbrella organisations

Overall, 19 national umbrella organisations were addressed with GENDERACTION outputs or event invitations. For example, in Czechia the Czech Women's Lobby was successfully mobilised to contribute to the public consultation on the Horizon Europe Missions. GENDERACTION policy briefs were distributed among several French national networks, such as CLASHES (Collective against Sexual Harassment in Higher Education), EFiGiES (Network of Students and Researchers in Feminist Studies), Women Engineers, Women and Sciences association or the Permanent Conference of Equality and Diversity mission officers (CPED). In Germany, GENDERACTION outputs were presented at the event of the Network of H2020-funded gender-related projects with German participation.

In Malta, the Council for Maltese Living Abroad, the Consultative Council for Women's Rights, and the National Commission for the Promotion of Equality were provided with information about GENDERACTION outputs. In Greece, the Greek Association of Female Professors (ELEGYP) played an active role in a national event organised under the GENDERACTION project by EKT in 2019. ELEGYP presented the findings of a study it conducted among Greek universities over recent years, while representatives of the General Secretariat discussed their participation in a related EU-project and possible ways of collaboration with other Greek institutions for promoting gender equality.

European stakeholders

During its implementation, GENDERACTION was established and made contact with more than 90 individuals from the EC and its bodies, 54 members of the European Parliament and its services, 11 representatives of ERA stakeholders, and 10 other European umbrella organisations. GENDERACTION also cooperated actively with many Horizon 2020 projects.

⁴⁵ Austria, Belgium-Flanders, Greece, Malta, Poland, Slovakia, and Spain.

Tab. 5: The number of people from target audiences contacted by GENDERACTION at the European level

Target audience	Main GENDERACTION communication instruments/activity	Number of people reached
European Commission	WP3, WP4, and WP6 reports, policy briefs, position papers, public consultations, Twitter, meetings, participation at the events (final conference, mid-term events, R&I days)	≥89
European Parliament	Policy briefs and positions (especially the position on Horizon Europe partnerships), ad hoc communication and consultations, meetings (online & in person)	54
Stakeholder umbrella organisations	Policy briefs, policy notes, invitations to and participation in the mid-term event & final conference	19
European (sister) projects	Active and passive participation at GENDERACTION/sister projects events, participation in advisory boards, MLW and the survey on structural change projects, policy briefs, policy papers, cooperation on the Horizon Europe missions papers, ad hoc meetings, Twitter (including campaigns)	≥25

European Commission

The EC is one of the main target groups of the GENDERACTION project. The outputs of WP3, WP5, and WP6⁴⁶ in particular contained new findings and suggestions for improving gender equality in ERA, including the new Horizon Europe framework programme and international cooperation in science, technology, and innovation. GENDERACTION took part and mobilised the gender in science community for participation in several EC consultations and attended several events dealing with Horizon Europe Missions. We used the EU R&I Days as a platform to spread the word about GENDERACTION outputs by sharing links during the session chats, through a campaign to support GEPs on Twitter that was organised with sister projects, and through the coordinator's participation as a speaker.

Some of the **top EC representatives** accepted the invitation to speak at GENDERACTION events: Commissioner for Gender Equality - Vera Jourova, Director of Directorate B Open Innovation and Open Science Jean-David Malo in 2019 (mid-term event), Commissioner for Research & Innovation Mariya Gabriel, and director of DG Research & Innovation Jean-Eric Paquet in 2021 (final conference).

The frequent communication took place with representatives of the **Gender Sector** (DG R&I) through which the coordinator (and SWG GRI chair) communicated with the European Commission and disseminated the methods and recommendations contained in reports and policy briefs. Apart from ad hoc meetings, calls, and consultations (among other things as well as the drafted EU impact plan), members of the Gender Sector participated in several GENDERACTION events (e.g. the workshop on EU Structural Change projects, mid-term and final conference). In addition, one representative from the DG Social & Regional Policy joined the GENDERACTION Mutual Learning Workshop on gender equality in ESF/ERDF funds in 2021.

Another important group of stakeholders connected to the European Commission are its **advisory bodies and working groups**. Of these groups particular attention was paid to the Horizon Europe Mission Boards, who were responsible for drafting documents with suggested actions (research projects, policy measures, or even legislative initiatives) for solving some of the greatest challenges facing our world, like fighting cancer, adapting to climate change, protecting our oceans, living in greener

⁴⁶ Policy briefs, policy notes, position papers, and other documents.

cities, and ensuring soil health and food. A list of 75 Mission Board members was created and the members were sent the policy brief on missions in 2019, papers with recommendations on gender equality measures and how to consider sex and gender tailored to each mission in 2020, and they were received an invitation to the final event in 2021. In many cases, GENDERACTION outputs received a positive reaction. Other bodies addressed were the Group of Chief Scientific Advisors (policy briefs on gender in ERA and a final conference invitation), and the EU-Africa Advisory Group (see more below under Global Stakeholders). It, however, needs to be added that it proved impossible to engage with the national shadow committees for Horizon Europe, whose members were anonymous, and it would be an ethical violation to try to contact them.

GENDERACTION was in regular contact with the EU Commission, and its representatives and the representatives of the consortium used various channels to remain in touch with the EC and to support gender equality in the ERA by strengthening measures already introduced and implementing new ones.

Summary:

- GENDERACTION events were attended by the top four EC representatives (two commissioners, two DG directors)
- Regular communication with the Gender Sector
- 25.9.2019 | 'Think Gender, Think Different', panel debate | Brussels | European Research & Innovation Days | Marcela Linková, ISAS
- 22.10.2020 | 'Get Ready: A New ERA for Equality Is Calling' | online | European Research & Innovation Days | Marcela Linková, ISAS
- 5 documents on the gender mainstreaming of Horizon Europe missions
- 3 Horizon Europe Mission online workshops participation
- Members of Horizon Europe Mission Boards, Chief Scientific Advisors, and EU-Africa advisory group contacted
- 5.12.2018 | **ERAC Workshop** | Brussels | WP3 – Analysis and Monitoring of NAP Implementation | Angela Wroblewski, IHS

The Council of the European Union – Competitiveness Council

During the implementation of the project the GENDERACTION consortium worked with the representatives of the rotating presidencies (PRES) of the Council of the EU. The final event, which took place on 8 and 9 July 2021, was organised jointly with the Slovenian PRES. At a panel debate titled 'Enabling a Just Transition – the Importance of Gender Equality in the New ERA', the final event brought together representatives of the current and upcoming presidency trios from Portugal, Slovenia, France, the Czech Republic, and Sweden. After this session, the Ljubljana Declaration was introduced as the document that sets out the priorities in the area of gender equality in R&I. DLR, the German consortium partner, presented GENDERACTION at a German PRES conference as part of the NIPs on 11-12 November 2020.⁴⁷ Last but not least, a GENDERACTION policy brief was created and presented by the coordinator at the Finnish PRES event, which was organised to celebrate the 20th anniversary of EU activities in the field of gender equality in research.⁴⁸

Summary:

- 08.-09.2021 | 'Deepening the ERA through Gender Equality', the final GENDERACTION conference, organised jointly with the Slovenian PRES
 - 09.07.2021 | panel debate 'Enabling a Just Transition – the Importance of Gender Equality in the New ERA'
- 11.11.2020 | GENDERACTION presented 'Impetus for Europe – Equality-Oriented Structures and Diversity in Research' at the German PRES conference

⁴⁷ <https://www.eu2020.de/eu2020-en/events/-/2334596>.

⁴⁸ <https://genderaction.eu/newpathwayshelsinki-call4action/>.

- 24.09.2019 | Finnish PRES conference titled ‘Research and Innovation Excellence through Gender Equality: New Pathways and Challenges’

European Parliament

The European Parliament committees for Women’s Rights and Gender Equality (FEMM), Industry Research and Energy (ITRE) and Culture and Education (CULT) and the Science and Technology Options Assessment (STOA) were among the recipients of GENDERACTION policy recommendations and events invitations.

More than 50 people from the European Parliament were contacted during the GENDERACTION project. Among them, 29 were EU MEPs (13 members of ITRE, 14 members of FEMM, and 2 members of CULT), 7 were experts from EP fractions, 1 was a committee scientific advisor of ITRE, and 6 were representatives of EP services such as the STOA or the EP research service. A total of 5 meetings took place with 7 MEP or MEP assistants (4 physically, 1 online).

At this occasions, GENDERACTION primarily provided information about the outputs it produced in relation to Horizon Europe and offered collaboration and its expertise. EP representatives were, of course, invited to attend the mid-term and final events. Since 2018 the GENDERACTION coordinating organisation (ISAS) has been listed in the EP transparency register⁴⁹ and it regularly monitored the agenda of all of the above-mentioned committees.

In 2018 the GENDERACTION coordinator was invited to speak at the **Women in Science conference**⁵⁰ organised under the auspices of the Spanish MEP Soledad Caberon Ruiz and by MEP Dan Nica, the rapporteur for the legislative proposal of the Horizon Europe programme. In her speech, the coordinator presented GENDERACTION proposals for integrating the gender perspective in the new Horizon Europe framework programme and highlighted the importance of this for the advancement of European research.⁵¹ As an accompanying activity, three **meetings** with two **EU MEPs** and three MEP assistants from Czechia were held at which the GENDERACTION project was presented.

Because of the timing, project members’ limited familiarity with EP procedures, and limited access to the persons who were involved in the design of specific Horizon Europe positions,⁵² closer cooperation between GENDERACTION and ITRE was not established in 2019. An exception to this was the **consultation** that GENDERACTION provided on the wording **of the amendment to the drafted position on Horizon Europe** for Mr Jakob Dalunde (SWE), the shadow rapporteur for the Green Party. In 2021 ITRE started to work on the position to Horizon Europe Partnerships. After finding out the planned schedule of drafting this position, GENDERACTION created a **policy brief** and sent it to the (shadow) rapporteur(s). An online meeting with one rapporteur (an MEP from Malta) was organised as a follow-up. This fast action probably helped to strengthen considerations of gender equality in the final ITRE document.

The FEMM and CULT committee members were also contacted with information about GENDERACTION and its outputs and with invitations to our events. However, because these committees were not requested to give opinions on any of the ITRE documents that were in the GENDERACTION viewfinder, the cooperation of these committees with GENDERACTION was limited.⁵³ GENDERACTION joined the celebrations of #EPGenderEqualityWeek on Twitter and offered consultations on the documents ‘Artificial Intelligence in Education, Culture and the Audiovisual

⁴⁹ <https://ec.europa.eu/transparencyregister/public/consultation/displaylobbyist.do?id=473027832884-08>.

⁵⁰ <https://genderaction.eu/m-linkova-in-ep/>.

⁵¹ https://genderaction.eu/wp-content/uploads/2018/09/EP_GENDERACTION_Linkova_final.pdf.

⁵² The experience was made that it is always better when the national line is involved in communication with MEPs. However, owing to a lack of capacities and late timing, a decision was made that all MEPs would be contacted by the WP7 coordinator. In case of the Horizon Europe documents, the shadow rapporteurs for Horizon Europe documents from the Czech Republic belonged to conservative parties, the openness of which to gender equality is low and therefore there were no reactions.

⁵³ In case of the report ‘Promoting Gender Equality in Science, Technology, Engineering, and Math Education and Careers’ created by FEMM, ITRE was invited to give an opinion but refused to do so.

Sector',⁵⁴ 'Closing the Digital Gender Gap: Women's Participation in the Digital Economy',⁵⁵ and 'Promoting Gender Equality in Science, Technology, Engineering, and Math Education and Careers'.⁵⁶ In 2019, GENDERACTION provided consultation on the European Gender Equality Strategy (in the context of Digital Policies for Gender Equality).

Based on experience gained from efforts to work with the European Parliament, it can be concluded that it is essential to monitor the agendas of committees, find out the timing of the position design, and making use of lines of communication with MEPs at the national level. In the case of cooperation with FEMM members, it is a question whether it makes sense to expect collaboration that will have a positive impact on the implementation of project tasks. Most of the communication with FEMM committee members concerned the provision of contacts and input on and reactions to subjects that are similar to, but nonetheless different, from the ones covered by the project. There was minimal communication with the CULT committee too. However, the committees' agendas may change in the future, and less relevant committees could become more important. At the time of the project's implementation, the key document was the ones on Horizon Europe, on which ITRE worked. It fundamentally framed the focus of GENDERACTION in the context of communication with the EP.

Summary

- 25.09.2018 | Women in Science Conference in European Parliament | Brussels | Gender Equality in the ERA Community to Innovate Policy Implementation | Marcela Linková, ISAS
- 25.09.2018 | Meeting with MEP Martina Dlabajová and Dita Charanzová | Hana Tenglerová, Marcela Linková, ISAS
- 25.09.2019 | Meeting with assistants/advisors of Pavel Poc and Miroslav Poche | Hana Tenglerová, Marcela Linková, ISAS
- 25.09.2019 | Meeting with assistant Pavel Telička | Hana Tenglerová, Marcela Linková, ISAS
- 11.04.2021 | How to Promote Gender in Partnerships | Policy brief
- 23.04.2021 | Online meeting with MEP Josianne Cutajar | Lydia Gonzalez, Zulema Altamirano
- 117 e-mails with MEPs, MEP assistants, advisors, and EP service personnel

Relevant stakeholder umbrella organisations

The leading European science and research organisations that form the ERA stakeholder platform, CAESAR, EARTO, EUA, LERU, and Science Europe, and other umbrella organisations, such as EMBO, UNICA, EUROPAEUM, CRP, Coimbra Group or EUSA, were other important target groups of the GENDERACTION project.

The plan was to ask representatives of selected networks for personal meetings and later offer workshops on gender in Horizon Europe, especially on GEPs. However, owing to COVID-19 and work delays on Horizon Europe implementation materials, these activities were not implemented in the end. The representatives of these organisations were, however, provided with information about policy briefs and reports and received invitations to speak at the GENDERACTION final event.

In 2020 the 'newsletter' presenting the main policy developments in gender equality in research and innovation was sent to the management 14 European platforms and organisations.⁵⁷ In addition, on 8 July 2021 GENDERACTION organised within its final conference a panel debate of ERA stakeholders titled 'Making Gender Equality Plans a Reality: ERA Stakeholder Perspective'. Among its participants were Paul Boyle (Vice-President of EUA), Jadranka Gvozdanovic (leader of the EDI group in LERU),

⁵⁴ [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2020/2017\(INI\)&l=en](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2020/2017(INI)&l=en).

⁵⁵ [https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2019/2168\(INI\)&l=en](https://oeil.secure.europarl.europa.eu/oeil/popups/ficheprocedure.do?reference=2019/2168(INI)&l=en).

⁵⁶ https://www.europarl.europa.eu/doceo/document/A-9-2021-0163_EN.html.

⁵⁷ More than 1,600 recipients were forwarded this information according to the Mailchimp data (most of them from Austria, Switzerland, France, Ireland and Netherlands) [https://mailchi.mp/37ecd78911c9/the-latest-policy-developments-in-gender-equality-in-ri?e=\[UNIQID\]](https://mailchi.mp/37ecd78911c9/the-latest-policy-developments-in-gender-equality-in-ri?e=[UNIQID]).

Marc Schlitz (President of Science Europe), Oana van der Togt (representing EARTO), and Rik van de Walle (President of CESAER).⁵⁸

Summary

- 22.6.2020 | [Policy Developments in Gender Equality in Research & Innovation](#) | 'newsletter'
- 08.07.2021 | [Making Gender Equality Plans a Reality: ERA Stakeholder Perspective](#) a panel debate at 'Deepening the ERA through Gender Equality' (the GENDERACTION final conference).

European projects

Cooperation with 'sister projects' took place at various levels. There was cooperation on Twitter campaigns and on efforts to mobilise participation in the Horizon Europe consultations, which were mentioned above (see the chapter on Joint Twitter campaigns), and cooperation with two sister projects on creating the documents for Horizon Europe Missions (Baltic Gender and Gender-SMART) and on organising the Mutual Learning Workshop aimed at a best-practice exchange in connection with EU-funded projects on structural change in Berlin.⁵⁹

Members of the GENDERACTION consortium also participated – as both the speakers and attendees – in events organised by sister projects or were members of advisory boards (ERA-NET GenderNET). In the second half of 2021 GENDERACTION fielded the survey 'Structural Change Projects, Time for a Change?' to explore whether there was any interest among sister project consortia to reflect on and discuss potential improvements in the joint efficiency and coordination of activities and an interest in sharing experiences in different areas of project implementation.⁶⁰ The results of the survey will be shared by the end of the project with European Commission and other sister projects.

Summary:

- July[07.] 2018 | GENDERACTION in GEECCO newsletter no. 2 of Gender Equality in Engineering through Communication and Commitment | [Sister project section: GENDERACTION](#)
- March[08.] 2019 | #GendeRRing Twitter campaign | GEECCO, ACT on Gender, TARGET, SUPERA, EFFFORTI
- 28.01.2020 | [Taking Structural Change into the Future](#) | [PLOTINA final conference](#) | Bologna | Alexandra Bitusikova, Matej Bel University in Banska Bystrica, Slovakia
- 22.09.2020 at 5-9 pm | #ERA4Equality / #RiDaysEU / #GEPs Twitter campaign | GEARING-Roles and other sister projects
- July 2021 | [gender-net-plus.eu](#) | [GENDER ACTION Policy Brief: How to Promote Gender in Partnerships](#)
- April 2021 | [GEARING Roles newsletter](#) | International Day of Women in Science
- 8–12 February 2021 | #SpeedUpChange Twitter campaign | GEARING-Roles project the campaign and other sister projects
- February 2021 | [GEECCO newsletter](#) | #Support of #SpeedUpChange campaign
- 21–25 June 2021 | #COUNTERIT Twitter campaign | SUPERA, GEARING Roles, GE Academy, CALIPER and others
- ERA-NET GenderNET | Marcela Linková, membership in Advisory board
- June–July 2021 | Structural Change Projects, Time for a Change? | Survey among sister projects

Stakeholders at the global level or with a global focus

Overall, more than 100 stakeholders with a global focus were approached by GENDERACTION. In most cases they were sent the outputs of GENDERACTION WP6 that deal with gender in international cooperation in science, technology, and innovation – for example, a policy brief on this topic, the

⁵⁸ A recording of the panel is available at:] of the panel: https://www.youtube.com/watch?v=-J-cGNkX58s&list=PLEudxOE6o2v_LBGGJHez4rSYfJM698m4Q&index=7.

⁵⁹ <https://genderaction.eu/best-practice-event1/>.

⁶⁰ https://docs.google.com/forms/d/1gtpBCVy4J5_1FtdHR2BUi6n9torigHa9f1WrwtT9q1o/edit.

Methodological Framework to Assess Gender in STI, A Comparative Analysis and Recommendations on Gender in International Cooperation in STI, and a list of contacts for organizations in third countries that are dealing with women and gender in STI.⁶¹

Tab. 6: Number of people from target audiences at global level

Target audience	GENDERACTION outputs/activity	Number of people reached
UNESCO: - Global network of UNESCO Chairs on Gender	Policy briefs and the outputs of WP6 focused on gender in international cooperation in STI, an invitation to speak at the mid-term event	3
OECD: - Gender initiative & Directorate for Science, Technology and Innovation	Policy briefs and the outputs of WP6 focused on gender in international cooperation in STI	2
EC: - the EU-Africa Advisory Group - SFIC	Policy briefs and the outputs of WP6 focused on gender in international cooperation in STI	30
Organisations in third countries that are dealing with women & gender in STI	Mutual learning workshops, policy brief(s)	≥100

Stakeholders responsible for international cooperation in STI

GENDERACTION sent the WP6 outputs to the representatives of the Global network of **UNESCO** Chairs on Gender and the **OECD's** Gender Initiative and its Directorate for Science, Technology and Innovation. The GENDERACTION team also took part in the UNESCO Open Science consultation and used policy brief on gender in open science and open innovation developed within WP5.

Members of the GENDERACTION Advisory Board on Gender in International Cooperation in Science, Technology and Innovation included, for example, Inés Sánchez de Madariaga, UNESCO Chair on Gender Equality Policies in Science, Elizabeth Pollitzer from Portia, which organises Gender Summits in the world's regions, and Martina Hartl, head of the **Strategic Forum for International Scientific and Technological Cooperation** (SFIC), who shared WP6 outputs with members of this important body.

After the start of the sister project **GenderSTI** in 2020, a research project on gender equality in science, technology, and innovation in dialogue with third countries, we shared our experiences with their representatives and ensured follow-up to the work and findings achieved in GENDERACTION WP6. GENDERACTION also managed to form ties with European projects focused on science diplomacy. In June 2020 GENDERACTION participated in consultations and a workshop focused on the further development of the UNESCO Open science recommendations.

The EU-Africa Advisory Group was established by the European Commission in 2021. Its members were sent outputs from WP6 – Gender in International Cooperation in STI. One of the members who was addressed especially welcomed the word-wide list of organisations operating in the area of gender equality in STI, which included organisations from eight African countries. Following this, GENDERACTION was listed among relevant stakeholders for possible future cooperation with the Advisory Group.

Summary:

⁶¹ <https://genderaction.eu/policy-advice/gender-dimension-in-sti-international-cooperation/>.

- UNESCO, OECD, the Global Research Council, and the EU-Africa Advisory Group were addressed
- Martina Hartl, SFIC Chair, member of the GENDERACTION advisory body on gender and international cooperation
- 01.02.2021 | GenderSTI meeting to present WP6 findings and discuss possible collaboration | Averil Huck, Marcela Linková
- 12.02.2021 | [Gender in Science Diplomacy and S4D4C](#), participation at the S4D4C final event
- 14.06.2020 | Questionnaire for inputs into the development of the UNESCO Open Science recommendations
- 24.09.2020 | participation in the UNESCO Regional Consultation on Open Science for Eastern Europe

Global gender in R&I/women in science organisations

A database of organisations was created in 2019 and updated in 2021 to ensure networking for international cooperation on gender in STI. However, some organisations from some countries did not consent to their inclusion in the database because of possible security threats that could pose for their members (e.g. the groups supporting LGBTQIA+ persons). Currently, the database contains more than 100 contacts.

Two mutual learning workshops were organised one with participants from Croatia, Czechia, Egypt, El Salvador, France, Jordan, Kosovo, Malta, the Netherlands, Romania, Senegal, Slovenia, South Africa, Spain, Tunisia, and Turkey),⁶² and the second focused on the Balkan and Danube region.⁶³ One of the outputs of the first Mutual Learning Workshop was a policy brief on gender in international cooperation in science, technology, and innovation, which the workshop participants had contributed to.

Summary:

- 07.–08.11.2019 | [Mutual Learning Workshop on Gender in International Cooperation in STI](#) | Malta
- 22.06.2020, [Policy Brief No. 15: Gender Perspectives in International Cooperation in STI](#)
- 10.–11.3.2020 | [Mutual Learning Workshop on Gender in International Cooperation in R&I for the Danube and Balkan Region](#)
- searching, collecting, and contacting women in science organisations in third countries

Research community

The research community was addressed through communication activities targeted at European networks of research organisations that have already been mentioned above (see the chapter on Relevant stakeholder umbrella organisations). Furthermore, GENDERACTION consortium members accepted invitations to speak at several events with research community audience. Members of the GENDERACTION project were also maintained contact with EPWS, as some GENDERACTION members are also members of EPWS.

GENDERACTION and its outputs were presented at the following events:

- 17.09.2021 | Lessons learned from ERA Roadmap priority 4: why national strategies for gender equality in R& are still needed | online 11th European Conference on Gender Equality in Higher Education | Angela Wroblewski, IHS
- 17.09.2021 | Building feminist futures in European research: major shifts, continued contestations, new challenges | online | [Closing lecture of 11th European Conference on Gender Equality in Higher Education](#) | Marcela Linková, ISAS
- 02.07.2021. [Gender Equality Plan Development: Fulfilling the Horizon Europe requirements and beyond!](#) | Examples from the GENDERACTION project | Dalibor Drljača, EUPC

⁶² <https://genderaction.eu/mutual-learning-workshop-malta/>.

⁶³ <https://genderaction.eu/mlw-for-dabube-and-balkan-region/>.

- 21.02.2021 | Gender Summit newsletter | Supporting the Gender Summit Community: GENDERACTION Database of Gender & Science Structures Outside the EU: add your organisation
- 22.10.2020 | [Get Ready: A New ERA for Equality Is Calling](#) | online | European Research & Innovation Days | Marcela Linková, ISAS
- 25.09.2019 | Think Gender, Think Different. panel debate | Brussels | European Research & Innovation Days | Marcela Linková, ISAS
- 05.2019 | [EPWS newsletter](#) | Time to Push Gender Equality: The Future of Gender Equality in European Research and Innovation, conference, Brussels, 9 April 2019
- 16.11.2018 | [Open Science Forum 2018](#) | Luxembourg | [DEBATE – Gender Issues in Open Science and Open Innovation](#) | Marcela Linková, ISAS
- 22.08.2018 | 10th European Conference on Gender Equality in Higher Education | Dublin | panel: [What Are We Talking about When We Talk about Gender Equality in European Research Policy](#) | Angela Wroblewski, IHS | Roberta Schaller-Steidl, BMBWF | Magdalena Chrobak-Tatara, OPI | Marcela Linková, ISAS
- 04.09.2018 | [Roundtable on Horizon Europe](#) at Technology Centre CAS | Prague | Marcela Linková, ISAS

General public

The project aimed to increase awareness about gender equality and the gender dimension in research and innovation as a priority of European research policy through various communication channels. The project **website and social media** (especially Twitter) were already discussed in detail in previous sections of the report; other means of communication that were used included engagement with the media and writing articles for the press.

To recap, the website has substantial reach with 64,532 unique pageviews, and attracted 34,802 visitors. Tweets generated 701,934 impressions 14,555 engagements. The project's Twitter profile is followed by 1,411 accounts. GENDERACTION also produced 5 press releases and was mentioned in 80 media outputs; including online magazines such as Times Higher Education or Euroactive. Opportunities will be also used to present the GENDERACTION works in various databases such as GenderPortal, RRI tools, CORDIS, the HE results platform, and Zenodo.

Press releases and media response

A total of 5 press releases were written and disseminated at both the European level and the national level of the consortium partners.

- 12.07.2021 | [Deepening the European Research Area Through Gender Equality: Time to Keep the Momentum Going!](#)
- 05.06.2020 | [Country's Research and Innovation Perform Better When Gender Equality Is Supported](#)
- 12.04.2019 | [Time to Push Gender Equality in European Research and Innovation](#)
- 18.02.2019 | [NKC – gender a věda Sociologického ústavu partnerem v dalším projektu Horizontu 2020](#)
- 18.05.2017 | [NKC – gender a věda povede konsorcium k projektu GENDERACTION](#) [the Centre for Gender and Science will lead the GENDERACTION project]

GENDERACTION appeared in the following media and publications:

- 24.07.2018 | kifinfo.no | [No More Norwegian Input to the EU](#)
- 03.12.2018 | kifinfo.no | [Taking up the Fight against Right-Wing Populism: 'We Must Keep Gender in EU Research'](#)

- 07.07.2018 | vedavyzkum.cz | [Členské státy EU vytvořily platformu pro prosazování genderové rovnosti ve výzkumu a inovacích](#)
- 20.02.2019 | vedavyzkum.cz | [Nové projekty na podporu genderové rovnosti](#)
- 13.05.2019 | vedavyzkum.cz | [Budoucnost genderové rovnosti v Evropě](#)
- **23.10.2019** | timeshighered.com | [Call for Athena SWAN to be Rolled Out across Europe](#)
- 25.10.2019 | vedavyzkum.cz | [Marcela Linková: Nemůžeme být lídři a přitom plýtvat potenciálem žen](#)
- 26.11.2019 | kifinfo.no | [Europe Wants More Gender Research](#)
- 07.03.2020 | vedavyzkum.cz | [Evropská Unie rovnosti se týká i výzkumu a inovací](#)
- **29.06.2020** | euroactive.com | [Marcela Linková: The New ERA Must Do More for Gender Equality](#)
- 27.09.2020 | vedavyzkum.cz | [Marcela Linková: Plány genderové rovnosti jako podmínka účasti v Horizontu Evropa](#)
- **05.10.2020** | timeshighered.com | [Europe Expected to Tie Research Funding to Gender Equality Action](#)
- 22.04.2021 | RAD-on: reports/analyses/data: [Women at Universities of Technology 2021](#)
- **07.2019** | **Special Feature: Gender Equality. The Project Repository Journal, Vol. 2** | [Advancing Gender Equality in Research and Innovation](#)
- 07.2021 | Podpora genderové rovnosti v Evropském výzkumném prostoru | [PROGRAM HORIZONT 2020. PŘÍBĚHY A VÝSLEDKY /STOPY ČR V PROGRAMU HORIZONT 2020, page 62-64](#)
- 02.07.2021 | vedavyzkum.cz | [Konference: Deepening the ERA Through Gender Equality](#)

Overall, GENDERACTION successfully managed both to be present at the events of other stakeholders or projects and to appear on platforms unrelated to the project. However, the response from the media that focus on research or European politics was rather weak and so was the reach of the press releases.

Consortium-related websites

Information about GENDERACTION appeared continuously as well on partner-related websites and platforms. More than 60 texts were published during the life course of the project.

- 23.07.2021 | [Projekt GENDERACTION prináša politický prehľad zaměřaný na európske partnerstvá](#)
- 19.07.2021 | [She Figures 2021: Νέα στοιχεία για την πορεία προς την ισότητα των φύλων στην έρευνα και καινοτομία](#)
- 14.07.2021 | [She Figures 2021: The Path towards Gender Equality in Research and Innovation](#)
- 13.07.2021 | [Případová studie: Jak porazit rakovinu](#)
- 12.07.2021 | [Jedna velikost nestačí: Jak porazit rakovinu?](#)
- 08.07.2021 | [Ministrica prof. dr. Kustec na konferenci o enakosti spolov v znanosti Genderaction](#)
- 08.07.2021 | [Ljubljanska deklaracija za enakost spolov v Evropskem raziskovalnem prostoru](#)
- 03.07.2021 | [Γυναίκες ερευνήτριες στο προσκήνιο](#)
- 01.07.2021 | [Webinar on Gender Equality Plans](#)
- 30.06.2021 | [Gender Equality in the Digital Age - The Role of EKT](#)
- 28.06.2021 | [Τελικό Συνέδριο του έργου GENDERACTION, στο οποίο συμμετέχει και το ΙΔΕΚ στις 8 και 9 Ιουλίου 2021](#)
- 27.06.2021 | [Evropský projekt GENDERACTION vrcholí konferencí](#) (also published at HorizonEurope.cz, vedavyzkum.cz, soc.cas.cz: [CZ](#), [ENG](#) and [msmt.cz](#))
- 27.06.2021 | [Evropský projekt GENDERACTION vrcholí konferencí](#)
- 27.06.2021 | [Final conference of the H2020 project GENDERACTION](#)
- 25.06.2021 | [Sexuální obtěžování a násilí a mezinárodní mobilita](#)
- 25.06.2021 | [“Konferenz ‘Deepening the ERA Through Gender Equality’ zur Anmeldung geöffnet”](#)
- 25.06.2021 | [Ισότητα των φύλων στην ψηφιακή εποχή - Ο ρόλος του ΕΚΤ](#)
- 17.06.2021 | [GENDERACTION policy brief focuses on European partnerships](#)
- 31.05.2021 | [Horizont Evropa - FAQ](#)

30.04.2021 [Dołączyliśmy do grona partnerów projektu unijnego GenderAction \(We joined the GENDERACTION EU project consortium\)](#)

27.04.2021 | [Η Ευρώπη ενισχύει τη δέσμευσή της για ισότιμη συμμετοχή των γυναικών στην Έρευνα και Ανάπτυξη](#)

22.04.2021 | [Czy na politechnikach istnieje szklany sufit dla kobiet](#)

19.04.2021 | [Το ΕΚΤ ενισχύει τη θέση των γυναικών στην Έρευνα & Ανάπτυξη](#)

14.04.2021 | [GENDERACTION: final conference in July](#)

11.03.2021 | [8 March: We Strengthen the Position of Women in Research & Development](#)

09.03.2021 | [Novinky z Evropy 2](#)

08.03.2021 | [8 Μαρτίου: Ενισχύουμε τη θέση της γυναίκας στην Έρευνα & Ανάπτυξη](#)

26.02.2021 | [Global sustainable development goals](#)

10.02.2021 | [#SpeedUpChange Campaign Celebrates a Great Success](#)

21.01.2021 | [IDWGS 2021: Help Us #SpeedUpChange](#)

15.01.2021 | [Novinky z Evropy: Gender SMART a GENDERACTION](#)

08.01.2021 | [My a Evropa](#)

22.09.2020 | [Marcela Linková na EU Research & Innovation Days](#)

15.06.2020 | [What's New in the Centre for Gender and Science?](#)

19.02.2020 | [#IamRemarkable They Said and Truly They Were](#)

13.02.2020 | [#IamRemarkable είπαν και είναι πραγματικά](#)

13.01.2020 | [GENDERACTION: Visions on Gender Equality in the EU](#)

21.11.2019 | [Gender in International Cooperation in Science, Technology and Innovation](#)

15.07.2019 | [Sharing Experiences and Good Practices for Gender Equality in Research and Innovation at GENDERACTION](#)

12.07.2019 | [Ανταλλαγή εμπειριών και καλών πρακτικών για την ισότητα των φύλων στην έρευνα και την καινοτομία, σε εκδήλωση του GENDERACTION](#)

10.07.2019 | [Εκδήλωση «Ενισχύοντας την Ισότητα των Φύλων και τη Διάσταση του Φύλου στην Έρευνα και την Καινοτομία»](#)

28.06.2019 | [Training event 'Enhancing Gender Equality and the Gender Dimension in Research and Innovation'](#)

18.06.2019 | [Εκδήλωση «Ενισχύοντας την Ισότητα των Φύλων και τη Διάσταση του Φύλου στην Έρευνα και την Καινοτομία»](#)

18.06.2019 | [Training event 'Enhancing Gender Equality and the Gender Dimension in Research and Innovation'](#)

13.06.2019 | [Εκδήλωση «Ενισχύοντας την Ισότητα των Φύλων και τη Διάσταση του Φύλου στην Έρευνα και την Καινοτομία»](#)

03.06.2019 | [Εκδήλωση «Ενισχύοντας την Ισότητα των Φύλων και τη Διάσταση του Φύλου στην Έρευνα και την Καινοτομία»](#)

22.05.2019 | ['Enhancing Gender Equality and the Gender Dimension in Research and Innovation' event for policy-makers](#)

21.05.2019 | [Εκδήλωση «Ενισχύοντας την Ισότητα των Φύλων και τη Διάσταση του Φύλου στην Έρευνα και την Καινοτομία»](#)

14.05.2019 | [Gradual Reduction of Gender Imbalances in Research and Innovation, According to the 'She Figures 2018' Report](#)

14.05.2019 | [Training event 'Enhancing Gender Equality and the Gender Dimension in Research and Innovation'](#)

06.05.2019 | [Μειώνονται σταδιακά οι ανισότητες μεταξύ των φύλων στην έρευνα και καινοτομία, σύμφωνα με τη μελέτη «She Figures 2018»](#)

15.04.2019 | [GENDERACTION: Future of Gender Equality in Europe \(also published at vedavyzkum.cz, genderaveda.cz, newsletter NKC\)](#)

15.04.2019 | [ΙΣΟΤΗΤΑ ΦΥΛΩΝ](#)

09.04.2019 | [The Future of Gender Equality in European Research and Innovation](#)

08.03.2019 | [Číslo správy She Figures 2018 ukazuje, že počet vedkýň rastie, rýchlosť toho rastu však nie je dostatočná](#)

08.03.2019 | [Number of Women with Research Careers Is Slowly Growing, 'She Figures 2018' Show](#)

19.02.2019 | [NKC – gender a věda se stalo partnerem v dalším projektu Horizontu 2020](#)
11.01.2019 | [Linková: „Žijeme v genderově segregované společnosti“](#)
03.10.2018 | [Linková: Gender equality in horizon europe: Recommendations from genderaction project](#)
26.07.2018 | [GENDERACTION: Main Results of Year Number 1](#)
26.07.2018 | [GENDERACTION Launches Horizon Europe Policy Briefs Series](#)
21.07.2018 | [H2020 Project GENDERACTION Kicked Off in Prague](#)
29.06.2018 | [GENDERACTION: Gender v Horizontu Evropa](#)
25.06.2018 | [Policy Briefs on Gender Aspects in Horizon Europe Published](#)
28.05.2018 | [Pozrite si webinár na tému 'How to Address Gender Issues in Societal Challenges' 6](#)

GENDERACTION project info

- ISAS: [CZE](#) & [ENG](#), the institute's web: [CZE](#) & [ENG](#)
- [MZSIN: GENDERACTIO project info](#)
- [EKT: GENDERACTION project info \(ENG, GRE\)](#)
- [BMBWW \(ERA portal\): 'Deepening the European Research Area \(ERA\) through Gender Equality' conference, GENDERACTION policy brief series, GENDERACTION project info](#)

Databases

Following databases will be used after the end of the project to increase the availability of all public project outputs.

- [GenderPortal](#)
- [RRI tools](#)
- [CORDIS](#)
- HE results platform
- Zenodo

Conclusion: highlights and lessons learned

The final conference belongs without a doubt among the biggest achievements of the project communication. The successful cooperation with the SI PRES and top representatives of the most important GENDERACTION target groups (as speakers for the final conference) proves that GENDERACTION has become a major player in gender equality in R&I policies in Europe and has successfully managed to increase the visibility and the need to adopt political measures. GENDERACTION also attracted the participation of EU13 stakeholders and audiences in numbers that are unprecedented for similar events. This fundamentally contributed to the fulfilment of one of GENDERACTION's goal, which was bridging the gap between EU15 and the EU13 Member States. In addition, GENDERACTION collaborated on the drafting of the Ljubljana Declaration, which sets out the priorities in gender equality in R&I of the current and upcoming EU PRES and by doing this supported the uptake of the topic as one of the priorities of the SI PRES.

The **policy briefs series** and positions **on Horizon Europe** were a communication output that was found to have high reach and impact. The GENDERACTION team used successfully the ongoing consultations of documents for this new Framework programme published by the European Commission to stress the need to pay attention to gender equality.

Furthermore, after an initial need to learn about ITRE's operations, GENDERACTION successfully managed to use the window of opportunity that opened in 2021 when ITRE started with drafting the position on the **Horizon Europe Partnership**. The team was able to obtain the time schedule of the work on the opinion and created a policy brief on gender in partnerships that was distributed to the rapporteur and shadow rapporteurs well before the deadline for the submission of amendments to this opinion paper. In the end, gender equality was more strongly reflected in the ITRE position. The team

also successfully established contact with the **Horizon Europe Mission** Board Members and created materials on gender in each mission thematic area. Both these outcomes, position on Partnerships and documents on Missions were not planned but arose as a result of the current situation.

The third communication and dissemination highlight that warrants mention relates to the project's **Twitter account** and what it achieved in reaching many of the representatives of GENDERACTION's target groups and as a useful window of opportunity search tool. The cooperation with H2020 projects focused on gender equality in particular proved to be very useful, however, these activities will need more coordination in the future in order to increase their impact and not to compete with each other.

The experience of the implementation of WP7 – Communication and dissemination has shown that good timing and the knowledge of how different stakeholders work can make a major contribution in ensuring the impact and uptake of project outputs. Many circumstances, however, cannot be predicted. Not all plans are possible to realise. Therefore, it proved appropriate to devote part of the working time to actively searching for windows of opportunity and using them. The EU Impact plan and also NIPs proved to be very helpful tools for WP7 implementation and creation of the project's impact.

Through activities mentioned in this report, GENDERACTION contributed to successful awareness-raising about and implementation of measures of the European Commission and ERA Priority 4. The COVID-19 pandemic only partly affected the project's communication and dissemination activities. Many of these activities were moved online, others were postponed, while others were cancelled. The transition to online, however, very likely had the effect of increasing the number of people reached by the project and made GENDERACTION events accessible to much wider audiences.

The GENDERACTION team did not manage to get in touch with some target groups that it intended to reach due to political and time constraints. On the other hand, it successfully established contacts with others and took advantage of current opportunities to achieve impact and exploit its results.

Annex

Top 20 Tweets per number of impressions

Join @GENDERACTION_EU & @GearingRoles to celebrate the International Day of #Women and #Girls in #Science! Share between 8 & 12 Feb. 2021 your ideas about what national authorities should do to support #GenderEquality in R&I under #SpeedUpChange 👉 https://genderaction.eu/speedupchange/ #IDWGS pic.twitter.com/riiuR1I9AP	19,845
The mutual learning workshop on #Gender in the #ESF / #ERDF funds organised by our Spanish team from @CienciaGob & @FECYT_Ciencia is taking place now. We are very pleased that more than 30 participants from all over the #Europe are taking part in the event.	14,381
On 15 April we are holding another two sessions of the exploratory Mutual Learning Workshop on #gender and #digitalisation. Join us 👉 https://www.eventbrite.ie/e/exploratory-mutual-learning-workshop-on-gender-and-digitalization-tickets-147095437413 ... #SWGGR1 @EqualityMU @eurogender @GENTIC_UOC @EUeic @w4techEU @womenintech #womenintech #womeninnovators #intersectionality pic.twitter.com/OkfieSmHvh	12,805
We are excited to share our 3rd video. 👉 What has been achieved so far in gender equality in the European Research Area and why we need to go on? Have a look at our video! 👉 https://t.co/BpwQObV9s7 #ERA #research #innovation #EU #policy #GenderEquality #GEP	11,943
#SWGGR1 Position paper on the current #COVID19 outbreak and gendered impacts on researchers and teachers https://genderaction.eu/wp-content/uploads/2020/06/SWGGR1_Position-paper-on-COVID-19.pdf ... #ERAC @EP_GenderEqual @EP_Industry @eurogender @GabrielMariya @EUScienceInnov @JEPaquetEU #gender #research #innovation	10,481
The 5th policy brief: #openscience & #openinnovation policy documents & analyses R #gender blind. This time we highlight missing issues & bring recommendations 4 better promotion of gender in the #ERA community http://genderaction.eu/horizon-europe/ #innovation #science	8,364
We R launching @GENDERACTION Policy Brief Series on #Gender in #HorizonEU. @H2020 set important ground, #FP9 must do better on #genderequality, #genderdimension and #genderedinnovations. Join us in making a push for more #genderequality in #FP9 https://t.co/RV7flylbZI https://t.co/nIHFGM5YG9	8,259
Making #GEPs a reality: #ERA Stakeholder perspective. Discussion with Paul Boyle @euatweets, Jadranka Gvozdanović @LERUnews, @marcschiltz1 @scienceeurope, @oana_vd_togt @EARTOBrussels and @rwdwalle @CESAER_SnT at #DeepeningERA right now! pic.twitter.com/Wa1hbCrG8W	8,100
Briefing paper n.3 on #gender in #horizoneurope is here! Gender needs 2B considered when deciding on the use & distribution of #resources & in the #design of communities & #cities & the necessary #technologies for this http://genderaction.eu/horizon-europe/ #Industry #Climate #Energy #Food	7,636
7 days left until the start of our final event! 🚀 25 amazing speakers 🚀 4 loaded debates with representatives of @EU_Commission, #ERASTakeholders, EU Member States & #RFOs 🚀 more than 100 attendees 2 connect with & much more!	7,570

Register at: http://www.deepeningera.eu #DeepeningERA pic.twitter.com/iFPrY6OlhD	
The 7th @GENDERACTION_EU policy brief calls 2 action 2 properly integrate #genderequality #policies in the “Strengthening the #ERA” part of the #HorizonEurope proposal http://genderaction.eu/horizon-europe/ #science #innovation #SwafS #data #language #SDG5 #decisionmaking #Europe #STEM	7,513
! Join us and have your say on (missing) #GenderEquality in the proposal of implementation of the new FP for #research and #innovation! See our opinion on @EU_Commission #Survey on #HorizonEurope Co-design 2021-2024 https://t.co/gj3niub0kU https://t.co/t6hpysRM77	7,064
#Future4Gender conference in pic & video. Thanks all for coming! #research #innovations #gender	6,300
The week of celebration of the International Day of #Women & #Girls in #Science is just beginning! Join us under #SpeedUpChange & share your ideas about what national authorities should do to support #GenderEquality in #research https://t.co/DSzLwy0hKU #IDWGS #UnionOfEquality https://t.co/foER9TxpWN	6,126
@GENDERACTION_EU 2nd policy brief on #HorizonEU - #genderequality inadequately addressed in Pillar II, #SGD5 missing.Cluster1 #Health must address #sex & #gender;Cluster2 #Inclusive & #Secure Societies 2 include genderequality as separate intervention area http://genderaction.eu/horizon-europe/	6,045
Day 2 of our final event will start with a discussion of #RFOs. Our panellists are Reda Cimmerman, @FritchRochelle @EnriquePlayan, @MitroiMarius, @moa_persdotter & @AstridZuurbier. Join us & register at http://deepeningera.eu #genderequality #research #policy #DeepeningERA pic.twitter.com/yEoHQHafLd	5,905
🔊REGISTRATION OPEN! Join our final event organised in cooperation with the Slovenian Presidency of the Council of the #EU @SLOtoEU <small>SI</small> EU Register at: http://deepeningera.eu We look forward to seeing you on 8 and 9 July! #DeepeningERA #GenderEquality #research #ERA pic.twitter.com/Pafp6IFbZU	5,573
In this #DeepeningERA session will Reda Cimmerman #LietuvosMoksloTaryba #LMT <small>LT</small> , @FritchRochelle @scienceirel <small>IE</small> , @MitroiMarius @uefiscdi <small>RO</small> , @moa_persdotter @vinnovase <small>SE</small> , @EnriquePlayan @AgElInves <small>ES</small> & @AstridZuurbier @NWONieuws <small>NL</small> debate key #GenderEquality issues for #RFOs. pic.twitter.com/TqfwmOB9vR	5,044
Call for abstracts for the XI European Conference on #Gender #Equality in #HigherEducation to be held in #Madrid on 16-18, September 2020 http://upm.genderequalityconference2020.com	5,029

The EU Impact Plan table and overview of implemented activities

Main goal: Increase the visibility of the gender equality issue and ensure gender equality and gender in research content are considered in Horizon Europe and ERA policies			
What do we want to achieve?	Increase general awareness and build ownership and uptake of gender equality objectives and measures in R&I in terms of (1) their implementation in HE and ERA, (2) and by the Commission, the European Parliament and other ERA stakeholders		
Indicator(s):	- the number of dissemination activities, the number of people reached, articles and other media coverage, the number of supporting materials, meetings, events organised, presentations, measures implemented		
Supporting goals	Actions/activity to reach the goal	Indicator(s)	Target group(s)/stakeholder(s)
Ongoing mutual information between GENDERACTION and the EC Gender Sector	Consultations with the Gender Sector	Ad hoc calls & meetings	Gender Sector
Ongoing check for windows of opportunity	Following the agenda and meetings of stakeholders, looking for events and other opportunities for the further development of GA dissemination activities...	Newly discovered opportunities & steps taken	EC, EP, ERA stakeholders, EU Presidency, Research Working Party...
Continuation of established dissemination activities and strengthening their reach	Twitter & website updates, newsletter publication, all registration forms of GA events have a click box for newsletter subscription, more frequent invitations for newsletter subscriptions on Twitter, newsletter content	Content & materials & their reach, increasing followers & subscribers	All
Supporting and monitoring impact activities among GA partners	Increased communication on dissemination with GA partners, ongoing monitoring of national impact plans, cooperation on possible support for the EU Impact Plan from the national level of GA partners, providing supporting materials.	WP leader calls, calls with partners (consortium calls), e-mail communication, supporting materials	All consortium members
Dissemination of D3.2. results	Press release, texts/interviews offered to the media, and other dissemination tools (small Twitter campaign: a series of tweets with the main findings, website)	Materials, communication activities and their reach, media response	All (EC, researchers, partner projects, EU covering media, national media, NCPs, ERA stakeholder platform, EP, etc.)

Tailored dissemination of all GENDERACTION outputs on the EU & global level	Based on the list of stakeholders, GA outputs and previous dissemination activities, we developed a plan to fill in the gaps in previous communication: reaching new/hitherto neglected target groups or stakeholders and increasing the tailoring of communication content if appropriate.	E-mail communication & supporting materials, a detailed plan of what was or is to be sent to whom, and what messages and strategies we intend to use to reach stakeholders	All
	<ul style="list-style-type: none"> Mission Board Members 	Communication, supporting materials, meetings	Horizon Europe Mission Board Members
	<ul style="list-style-type: none"> EP MPs/assistants (from ITRE, CULT, FEMM, STOA) 	e-mails, materials, calls, meetings	EP
	<ul style="list-style-type: none"> NCPs 	e-mails, materials, participation in events, workshops & trainings	NCPs + NCP Academy
	<ul style="list-style-type: none"> ERA stakeholders 	e-mails, materials, participation in the final event	ERA stakeholders
	<ul style="list-style-type: none"> Other EU R&I stakeholders 	e-mails, materials, calls, meetings, participation in/co-organising events	EU stakeholders
	<ul style="list-style-type: none"> Global stakeholders (UNESCO, UN, OECD) 	e-mails, materials, participation in/co-organising events, participation in their public consultations	global stakeholders
	<ul style="list-style-type: none"> EU MS level through people active in SWGGRI (in particular from countries that are not in the GA consortium: CH, IRL, SWE, NL...) + FRA stakeholders 	e-mails, materials, calls, meetings	SWGGRI, FRA stakeholders
	<ul style="list-style-type: none"> Presidencies of the Council of the EU 	e-mails, materials, calls, meetings, joint SI Pres and GENDERACTION organisation of the final event & panel dedicated to ongoing and future PRES trios.	EU MS representations
Final event	Organisation of the final event	Final event, media coverage, Commissioners and other important stakeholders present	All
Twitter campaign	Twitter campaigns	Tweets, reach, materials	Twitter public (individuals from stakeholder organizations)
Video	Creation of videos		Public

Sister projects cooperation		Joint Twitter campaigns, invitations to speak at events, expert cooperation (2 documents for the Mission Boards), survey on the better coordination of structural change projects	HE gender equality projects (RRI, OA, science diplomacy)
Other dissemination	GA outputs in GenderPortal, RRI tools, CORDIS, <u>HE results platform</u>		

Activities within the EU Impact Plan, 2020-2021:

- GENDERACTION has liaised successfully with **Horizon Europe Mission Board** members. In 2019, we shared with them our policy brief on Missions. In 2020, short documents were prepared on the integration of the gender dimension in each mission with tailored recommendations (two of them were created in cooperation with our H2020 sister projects: BalticGender and GenderSMART).
- GENDERACTION was active in mobilising the community to join in **Horizon Europe consultations (1&2)** and it participated in the consultation by providing input.
- GENDERACTION outputs were made were given visibility during the **European Research and Innovation Days** (through our Twitter account and participation in online discussions). Marcela Linková, the coordinator of GENDERACTION, took part in the workshop 'Get Ready: A New ERA for Equality Is Calling'. In cooperation with our sister project Gearing Roles, we coupled the workshop with a Twitter campaign to showcase the importance of gender equality plans. More than three dozen entities, including H2020 sister projects and institutions involved in their implementation, have joined the campaign.
- Selected GENDERACTION outputs were disseminated to ERA stakeholders and Members of the European Parliament who are members of the ITRE and FEMM Committees.
- GENDERACTION established contact via e-mail with global stakeholders (such as the OECD Gender Initiative and the Global Network of UNESCO Chairs on Gender) and has contributed to the UNESCO consultations on gender in Open Science and emphasised the importance of gendered aspects in OS policies as well (following the work done on our policy brief and deliverable on this issue).
- During the first wave of the COVID-19 pandemic, GENDERACTION launched a Good News in Gender in R&I campaign on Twitter to spread some positivity.
- GENDERACTION realised the translation of selected policy briefs in national languages to increase their reach at the level of Member States (Czech, French, German, Greek, Polish, Serbian, Slovak, and Spanish). They were shared in individual national languages on Twitter.
- GENDERACTION continued its dissemination of the latest project outputs, such as D3.2 'Report on the Monitoring of ERA Priority 4 Implementation', the two-page 'Gender Equality and Research and Innovation Performance Go Hand in Hand' and 'Why We Need Gender in ERA'; and a press release were created and disseminated, as well as new policy briefs on disruptive measures and gender in international cooperation in STI.
- The number of followers of the GENDERACTION Twitter account increased by 10% and the number of newsletter subscribers by 40% in 2020.
- GENDERACTION has taken part in following consultations in 2021:
 - consultation on Diversity, Inclusion and Work Culture (EuroScience); Science for Policy/Science Advice Eco-systems in Europe (European Commission);
 - Communication on the Global Approach to Research and Innovation, Europe's Strategy for International Cooperation in a Changing World (European Commission);
 - Pact for R&I in Europe (European Commission);
 - Declaration of Digital Principles – the 'European Way' for the Digital Society (European Commission).
- GENDERACTION continued to monitor the meetings of the European Parliament's Committee on Industry, Research and Energy (ITRE) and to follow the start of the negotiations on Horizon Europe Undertakings. The GENDERACTION's position on this document was formulated and some ITRE members were contacted to inform them about it.
- In cooperation with other H2020 projects focused on gender equality in R&I we co-organised two awareness-raising campaigns (#SpeedUpChange, #COUNTERIT). GENDERACTION also started to map opinions on the possibility of better coordination among current projects (especially those focused on structural change) to improve efficiency and to share experiences in different areas of implementation. A questionnaire was created to determine the level of interest there might be in this kind of cooperation and to indicate which areas to focus on primarily. The respondents were also asked to give their opinion on the possibility of creating

recommendations for the European Commission to improve the design and implementation of GEPs and the design and implementation of structural change/GE in R&I. The results of the survey will be presented in autumn 2021.

- GENDERACTION has also made use of a number of opportunities to inform about its outputs and has joined in public discussions and participated in the events of other stakeholders. At the launch of #OpenResearchEurope, on the occasion of the release of LERU's Note on the Implementation of Open Science, and during the Czech Open Science Day, we stressed the need to mainstream gender equality in open science and open innovation policies. The Guideline Paper titled 'Research Evaluation in the context of Open Science and Gender Equality', created by the ERAC 'Triangle Task Force' and released on 2 July 2021 quotes GENDERACTION outputs (see here for more). GENDERACTION also drew attention to the gender aspects of international cooperation in science during the Science Diplomacy event and as a follow-up to the publication of 'Fostering Gender Equality in the EU's Foreign and Security Policy', a document created by the Committee on Women's Rights and Gender Equality of the European Parliament.