

ERA of Inclusive Gender Equality

Keeping the Momentum,
Addressing Challenges through
Joint Action

GENDER
ACTION+

13 February 2024
9:00-17:00 CET

Brussels / Belgium

BOSA, WTCIII building, 30 rue Simon Bolivar



X:

@GENDERACTION_EU

#FutureofInclusiveERA



GENEVIÈVE ALMOUZZI PhD (EMBO member, Member of the French Academy of Sciences, fellow of the American Association for the Advancement of Sciences, Director of the Research Center of the Institut Curie from 2013 to 2018 and honorary director since then) is a director of research exceptional class at the CNRS and Principal Investigator at Institut Curie since 1994. She is a world leader in genome organization and function during development and health. In 2019 she was appointed on the ERC Council where she is the Chair of the Working Group on Gender and Diversity.

FREDRIK BONDESTAM is an Associate Professor in Sociology at Uppsala University and the Director of the Swedish Secretariat for Gender Research at the University of Gothenburg. His research covers organizational change in higher education and research, feminist pedagogy, gender-based violence and harassment, risk and masculinities, and gender mainstreaming in theory and practice. Fredrik has also managed government assignments on gender mainstreaming in SE 2013-2017 and currently participates in several EU-funded projects on gender equality and gender-based violence in ERA (GENDERACTIONplus, GenderSAFE, UniSAFE)

SILVIA BOTTARO is Legal and Policy Officer at the European Commission's Directorate-General for Research and Innovation. Silvia works in the Open Science and Research Infrastructures unit, where she contributes to the further development and implementation of the European Open Science agenda and is part of the team supporting the initiative on reforming research assessment. Before joining the European Commission, she coordinated the Open Science Working Group of The Guild of European Research-Intensive Universities.

EMER CAHILL is a Programme Manager in the Irish Research Council, a national research funding organisation that prominently supports individual research grants, from postgraduate to established researcher, across all disciplines. Emer oversees the integration of equality, diversity and inclusion measures into the agencies evaluation processes and works with national and international RFOs to establish best practice. Emer was also responsible for the development and integration of the IRC's policy on Bullying, Harassment and Sexual Violence in 2022.

SOPHIA IVARSSON is a gender and innovation expert at Vinnova, Sweden's innovation agency where she is the leader of the strategic program AI to promote gender equality. She is responsible for Vinnova's gender mainstreaming assignment and she is a head of the RFO Community of Practice in GENDERACTIONplus project.

JANKA KOTTULOVÁ is a researcher and project manager with experience in implementing projects focusing on human resources and gender equality in science. She led the institutional team involved in the Horizon 2020 Equal4Europe project supporting the preparation and implementation of the GEP at the Comenius University in Bratislava. For more than 10 years she has worked as a project manager at EURAXESS Slovakia where she has been mostly involved in planning and coordinating activities focusing on talent circulation and career development of researchers. In 2023 she co-founded Slovak Association of Women Researchers and Innovators (SAVIA).

IZASCUN LACUNZA is a science policy practitioner currently holding the Science for Policy Direction at the Spanish Foundation for Science and Technology. She chaired the "ERAC Triangle Task Force", which brought together experts in gender equality, open science, and human resources in research to review the 2005 Charter and Code for Researchers. This work was taken into consideration in the recent Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe.

MARCELA LINKOVÁ is the head of the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences. She holds a PhD in sociology from Charles University, Prague. Her research focuses on the sociology of gendered organisations and institutional change, gender-based violence in academia, governance of research, and public policies for gender equality in R&I. Marcela is the Member State Co-Chair of the ERA Forum Subgroup on Inclusive Gender Equality; she coordinates Horizon Europe project GENDERACTIONplus and has participated in multiple Horizon 2020 gender equality projects.

SERGEJ MOŽINA is the Slovenian science attaché at the Permanent Representation to the EU in Brussels, with extensive experience in national and EU research and innovation policy-making. He chaired the Research Working Party in the Council of the EU during the Slovenian Presidency in 2021, which chose gender equality in research and innovation as one of the highest political priorities – a fact reflected both among the main European Research Area (ERA) values, principles and priorities in the Pact for R&I and in the first ERA Policy Agenda 2022-2024, both adopted at the time. At the beginning of 2022, the Member States elected him as their co-chair of the ERA Forum.

EVA SOPHIA MYERS is a Gender Equality Specialist and Chief Consultant at the University of Southern Denmark. With a background in linguistics, psychology, and organizational development, she has for the past 20 years specialized in organizational change processes in Academia, as an in-house consultant, head of faculty administration and head of SDU's strategic gender equality initiative. Since 2012, Eva Sophia has had leading roles in EU-funded gender equality projects: FESTA, SPEAR, INSPIRE and GENDERACTIONplus. She is active in equality- and sexism-related initiatives and networks at a national level. At EU level, she serves as an alternate member of the ERA 5 Subgroup.

LYDIA GONZÁLEZ ORTA holds a PhD in Social Sciences and a GEMMA Erasmus Mundus Master in Women's and Gender Studies. She has published on gender equality policies and women's human rights and has collaborated with Spanish research & cooperation projects on gender studies and gender equality policies. Since 2018, Lydia González has been working on European projects on gender and science at the Spanish Foundation for Science and Technology (FECYT) where she has been appointed the Spanish National Contact Point of Horizon Europe for *cross-cutting gender issues*.

RACHEL PALMÉN is senior researcher at the Internet Interdisciplinary Institute at the Universitat Oberta de Catalunya in Barcelona, where she is part of the Gender and ICT research program. She gained her PhD in community participation from the Centre for Regional Economic and Social Research, Sheffield Hallam University. Her current research interests include gender equality and science, and specifically the implementation of inclusive gender equality plans and policies from an intersectional perspective. She has worked on various EU-funded projects; currently, she coordinates INSPIRE: The European Centre of Excellence on Inclusive Gender Equality in Research and Innovation.

SILVIA PENATI is a full professor in theoretical physics, working at the Physics Department of University of Milano-Bicocca, Italy. Her main activity revolves around research in theoretical high energy physics. Silvia has always felt strongly committed to attracting more women towards physics and counteracting any form of potential discrimination. She has chaired a COST project that included about 500 theoretical physicists all around Europe, which beyond ensuring top quality research outputs, adopted specific measures for promoting the involvement of women scientists at all levels. She is the Scientific Leader of the CoARA Working Group on Inclusive Evaluation of Research TIER.

MOA PERSDOTTER is working with gender mainstreaming and diversity within R&I at Sweden's innovation agency Vinnova. She has a master's degree in political science from Lund University and was the former Director of VentureLab - Lund University's startup incubator. Right now, she is part of a core team at Vinnova focusing on how AI can be used to promote gender equality and is one of two who represents Vinnova and Sweden in the Nordic Innovation Task Force for Diversity. In the European Union's Horizon Europe funded project GENDERACTIONplus she manages the RFO CoP together with Dr Sophia Ivarsson.

ANNE PÉPIN is Gender Sector Team Leader at Unit Democracy & European Values, the European Commission's Directorate General for Research and Innovation (DG RTD). She joined the Gender Sector in 2017 as a senior policy officer, with responsibilities for developing gender equality policies at the European Research Area level and dedicated provisions and strategic programming in the Horizon Europe EU framework programme for research and innovation. She is on leave from her permanent position as a research director at the French National Centre for Scientific Research (CNRS). She has coordinated several EU-funded projects devoted to the promotion of gender equality in higher education and research organisations, including the GENDER-NET ERA-NET.

ELENA PHALET is a member of the ERA Action 5 Subgroup on Inclusive Gender Equality and chairs a Belgian inter-federal consultation group on gender issues. She holds a master's in philosophy from the University of Leuven with additional degrees in history and international relations. She started her career in information services and knowledge management in both the private and public sectors. She joined the Belgian Federal Science Policy Office in 2004, where she first worked on various cultural heritage projects before joining MERI, the BELSPO service for Monitoring and Evaluation of Research and Innovation, where she works as a data analyst and policy advisor focusing on R&D in the not for profit sectors.

JENNIE ROTHWELL is the Senior Manager of the Centre of Excellence for Equality, Diversity and Inclusion in the Higher Education Authority in Ireland. The HEA's Centre of Excellence oversees the implementation of equality, diversity and inclusion policy frameworks for the higher education sector in Ireland. The HEA leads Work Package 6 of GENDERACTIONplus on promoting institutional change through GEPs. Before joining the HEA, Jennie worked in the higher education sector as a humanities researcher looking at gender in cinema and literature.

HELENE SCHIFFBÄNKER is a senior researcher at JOANNEUM RESEARCH, Austria. Her research focus is on gender bias in research assessment and on the implementation of gender equality measures in research organisations.

ANNA WAHL is Professor of Gender, Organization and Management at the Royal Institute of Technology (KTH), Stockholm. Her current research interests are the gendering of management in different contexts, work for change and the impact of gender equality in organisations. She is part of the research program (2021-2027) *Men in focus – exploring homosocial cultures and sexual harassment*, an action-oriented project including studies in four sectors in Sweden: universities, fintech, construction and performing arts. Between 2017 and 2022 she was Vice President for Gender Equality and Values, in charge of implementing gender mainstreaming and organizational change at KTH.

MARIJKE WEEWAUTERS is the national strategy advisor and liaison officer of the Institute for the Equality for Women and Men. In this context, she has several functions. She is a member of interdepartmental working groups on gender and gender-based violence. She is also a member of the Interministerial Conference on Women's Rights. She represents Belgium in various international and European institutions such as the EIGE expert forum, Equinet and COPA, the Council of Europe's policy monitoring body on the Istanbul Convention. Recently, she has been appointed a member of the Commission on Financial Assistance to Victims of Intentional Acts of Violence.

HEIDI HOLT ZACHARIASSEN is Senior Adviser for the Committee for gender balance and diversity in research (KIF) appointed by the Ministry for Higher Education and Research in Norway where she works on GEP implementation, gender-based violence, organizational change, innovation and research careers. She is the national delegate for the Norwegian Ministry to the ERA Forum Subgroup on Inclusive Gender Equality and leader of the work package on intersectionality and inclusion in the EU-funded project GENDERACTIONplus. She is a member of the international gender advisory board at the University of Southern Denmark.



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PROGRAMME

9.00	Welcome and introduction to the conference	<ul style="list-style-type: none">Conference host: MOA PERSDOTTER / Vinnova
9.10	Conference Opening	<ul style="list-style-type: none">MARIJKE WEEWAUTERS / Senior Strategic Policy Advisor, Institute for Equality for Women and Men
9.30	Recent advances and continued gaps in policy design and implementation: Main findings from GENDERACTIONplus policy benchmarking	<ul style="list-style-type: none">MARCELA LINKOVÁ / GENDERACTIONplus project coordinator, ISAS CR
9.45	Audience engagement	
10.00	From gender to gender+ equality: Intersectionality and inclusiveness in R&I	<p>Panellists:</p> <ul style="list-style-type: none">FREDRIK BONDESTAM / UniSAFEHEIDI HOLT ZACHARIASSEN / GENDERACTIONplusRACHEL PALMÉN / INSPIREHELENE SCHIFFBÄNKER / GRANteD <p>Moderator: EVA SOPHIA MYERS / University of Southern Denmark</p>
10.45	Comfort break	
11.15	Toward inclusive gender+ approaches: Looking ahead toward FP10	<p>Panellists:</p> <ul style="list-style-type: none">GENEVIÈVE ALMOUZZI / Chair of the Working Group on Gender and Diversity, European Research CouncilSOPHIA IVARSSON / Vinnova, the head of the GENDERACTIONplus RFO Community of PracticeSERGEJ MOŽINA / Permanent Representation of the Republic of Slovenia to the EU and ERA Forum MS Co-ChairANNE PÉPIN / Gender Sector Team Leader, DG Research & Innovation, European CommissionSILVIA PENATI / CoARA, Scientific Leader of the Working Group on Inclusive Evaluation of Research TIER <p>Moderator: MARCELA LINKOVÁ / GENDERACTIONplus project coordinator, ISAS CR</p>
12.15	Moderated discussion with the audience	
12.30	Lunch	
13.30	Toward an inclusive research environment: Synergising existing instruments to advance inclusive gender equality	<p>Panellists:</p> <ul style="list-style-type: none">FREDRIK BONDESTAM / Swedish Secretariat for Gender ResearchIZASKUN LACUNZA / Spanish Foundation for Science and TechnologyJENNIE ROTHWELL / Higher Education AuthorityEMER CAHILL / Irish Research CouncilJANKA KOTTULOVÁ / SAVIA <p>Moderator: HEIDI HOLT ZACHARIASSEN / Kif Committee</p>
14.30	Research and innovation quality through inclusive gender analysis in R&I	<p>Panellists:</p> <ul style="list-style-type: none">LYDIA GONZÁLEZ ORTA / Spanish Foundation for Science and TechnologyHELENE SCHIFFBÄNKER / Joanneum ResearchSOPHIA IVARSSON / VinnovaSILVIA BOTTARO / European Commission, CoARA Working group on Improving practices in the assessment of research proposals <p>Moderator: MOA PERSDOTTER / Vinnova</p>
15.30	Comfort break	
16.00	Maintaining the momentum	<p>Panellists:</p> <ul style="list-style-type: none">MARCELA LINKOVÁ / MS Co-Chair, ERA Forum Subgroup on Inclusive Gender EqualityANNE PÉPIN / Gender Sector Team Leader, DG Research & Innovation, European CommissionELENA PHALET / BELSPOANNA WAHL / Royal Institute of Technology <p>Moderator: MOA PERSDOTTER / Vinnova</p>
17.00	End of event	

