Housekeeping

🔇 All participants will be muted for the duration of the webinar.

💬 A chat function is available and will be monitored.

🎤 The session is **recorded** (plenary sessions)

💬 **Please use the chat function to submit questions.**

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Agenda

10:00-10:10	**Welcome and Introduction**, Dr Branwen Hide, UKRO
10:10-10:50	**Gender Equality Plans in Horizon Europe**, Prof Anne Laure Humbert and Dr Charoula Tzanakou, Centre for Diversity Policy Research and Practice, Oxford Brookes University
	Q&A time, Dr Phil Holliday, UKRO
10:50-11:00	*Comfort Break*
11:00-11:40	**Group discussions – breakout rooms**
11:40-11:55	**Feedback session,** Blazej Thomas, UKRO
11:55-12:00	**Event close,** Dr Branwen Hide, UKRO

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Gender Equality in Horizon Europe

UK Research Office Brussels

Dr Branwen Hide (she/her/hers)

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Why is Equality, Diversity & Inclusion Important

Continuing gender imbalance prevents the obtaining

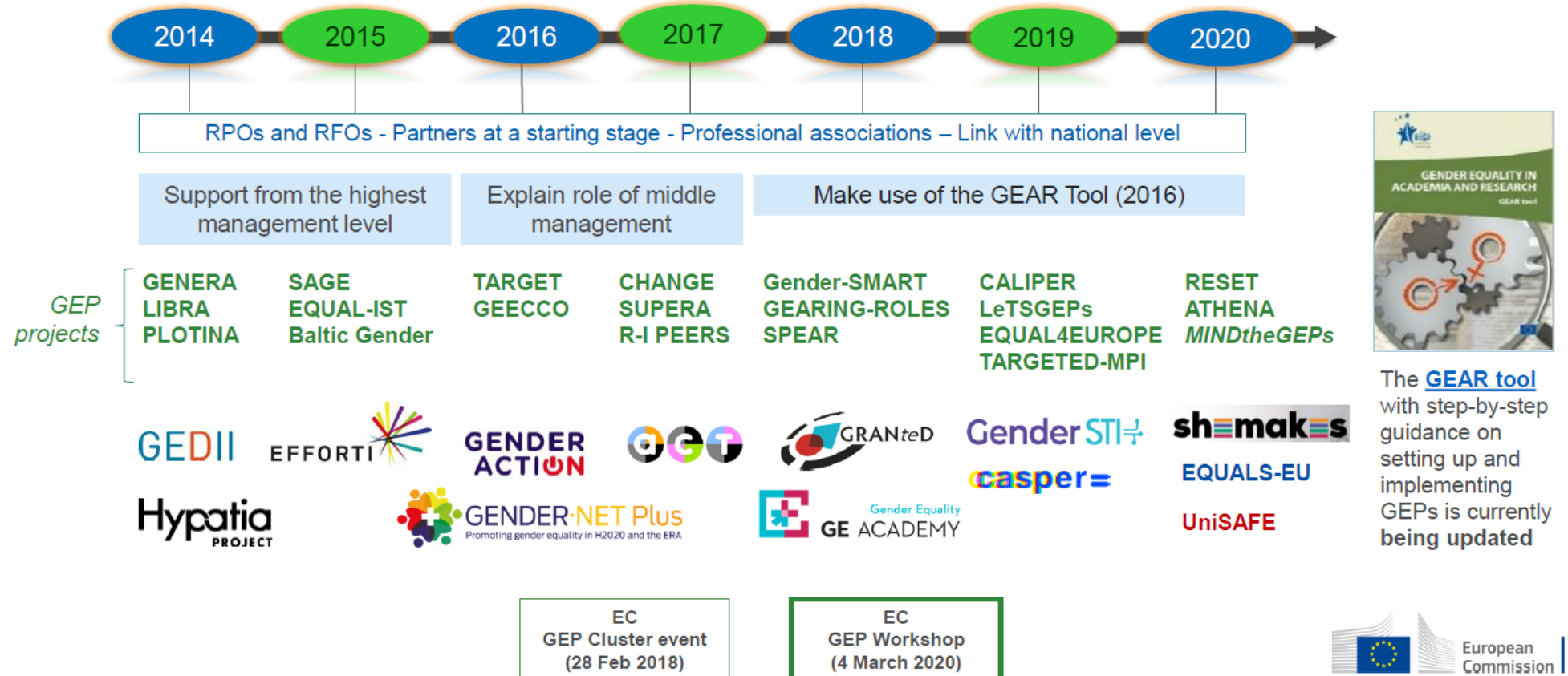**full potential of Europe's R&I systems**

- It enables higher societal relevance of R&I

- Contributes to a more gender and equal society

- It helps to rethink gender norms and stereotypes

- It helps to rethink standards and reference models.

- It helps to develop new perspectives and stimulate new

  questions.

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Funded Gender Projects

Horizon 2020-SwafS Gender Projects

Timeline: 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020

RPOs and RFOs - Partners at a starting stage - Professional associations – Link with national level

Support from the highest management level	Explain role of middle management	Make use of the GEAR Tool (2016)		

GEP projects

GENERA LIBRA PLOTINA	SAGE EQUAL-IST Baltic Gender	TARGET GEECCO	CHANGE SUPERA R-I PEERS	Gender-SMART GEARING-ROLES SPEAR	CALIPER LeTSGEPs EQUAL4EUROPE TARGETED-MPI	RESET ATHENA *MINDtheGEPs*

GEDII EFFORTI GENDER ACTION GOT GRANteD Gender STI sh=mak=s
EQUALS-EU

Hypatia PROJECT GENDER·NET Plus — Promoting gender equality in H2020 and the ERA GE ACADEMY (Gender Equality) casper= UniSAFE

EC GEP Cluster event (28 Feb 2018)

EC GEP Workshop (4 March 2020)

GENDER EQUALITY IN ACADEMIA AND RESEARCH — GEAR tool

The **GEAR tool** with step-by-step guidance on setting up and implementing GEPs is currently **being updated**

European Commission

- ❑ Contribute to policy discussions
- ❑ Help to shape EU policy
- ❑ Reduce fragmentation
- ❑ Develop tool kits and resources
- ❑ Develop a community of practise
- ❑ Training and development

Approach under Horizon Europe

To eliminate gender inequalities and intersecting socio-economic inequalities, including those based on disability, ethnicity, and LGBTIQ, throughout research and innovation systems.

- [Pact for Research and Innovation in Europe](#) - Gender equality and equal opportunities for all
  - gender balance in research teams at all levels, including in management and decision-making
  - combatting gender-based violence and harassment and tackling gender bias
  - the integration of the gender dimension ad intersectionality in the content of R&I
  - combating discrimination on all grounds
- [Future governance of the European Research Area](#) (ERA) - Promote gender equality and foster inclusiveness
  - Develop a policy coordination mechanism to support all aspects of gender equality and their implementation
  - Develop a strategy to counteract gender-based violence including sexual harassment in the European R&I system
  - Develop a strategy to assure gender equality in working environments
  - Develop a policy approach that addresses gender mainstreaming to advance the new ERA
  - Develop principles for the integration and evaluation of the gender perspective in research and innovation in cooperation with national Research Funding Organisations

Approach under Horizon Europe

Novelties in Horizon Europe

Broader understanding of discrimination looking at the interconnected nature of social categorizations such as race, class, and gender (intersectionality)	Integration of the gender dimension of research and innovation	Public bodies wanting to participate in Horizon Europe will need to have a Gender Equality Plan (GEP) in place from 2022
Specific funding for topics related to gender studies and intersectionality as well as gender equality plans	Promoting gender equality under the European Innovation Council (EIC),	Gender balance in research teams, evaluation panels, boards and expert groups

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Resources

Additional Resources

- [Horizon Europe Programme Guide](#)

- [HE Strategic Plan](#)

- [A Union of Equality: Gender Equality Strategy 2020-2025](#)

- [Ljubljana Declaration on Gender Equality in Research and Innovation](#)

- [Factsheet: Gender Equality Strategy 2020-2025](#)

- [Factsheet: Horizon Europe, gender equality](#)

- **[Horizon Europe Guidance on Gender Equality Plans](#)**

- [The European Research Area](#)

- [Statement on Gender & Diversity in EIC](#)

- [ERC Working Group on gender Issues](#)

- [Gender Innovations](#) & [Gendered Innovations 2](#)

- **[UKRO Gender and Intersectionality Factsheet](#)**

Group Discussions

- **What is your organisation's approach to the Horizon Europe Gender Equality Plans requirements?**
E.g. who is leading on GEP preparation?

- **What has been working well and achieved so far?**
Sharing best practice

Feedback session - key points

Rooms will close after ~30 min.

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