

CH
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CHANGE “CHAlleNging Gender (In)Equality in science and research”



universidade de aveiro
theoria poiesis praxis



NATIONAL INSTITUTE OF BIOLOGY



המכללה האקדמית בית ברל
الكلية الأكاديمية بيت برل
Beit Berl College

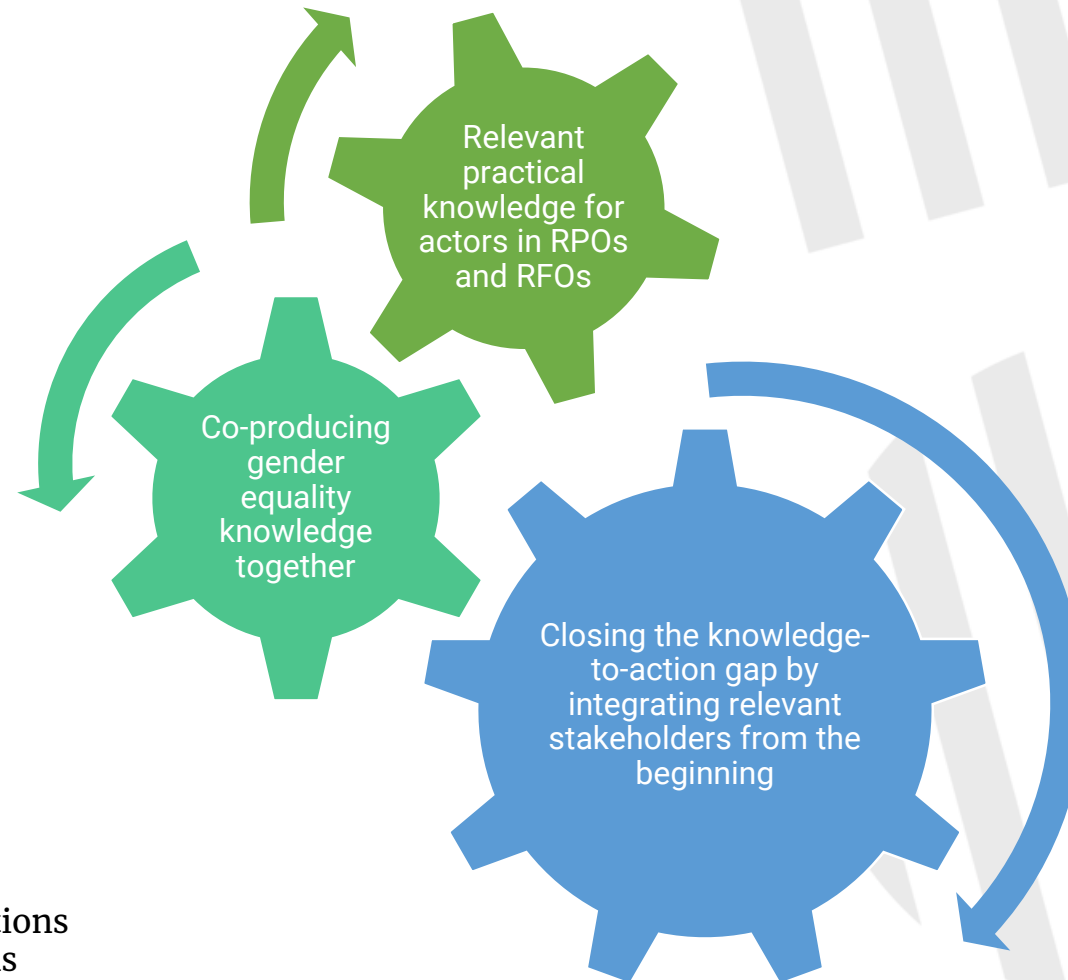


This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.

Background

- **Gender in-equalities** in science and research are well researched (Thaler & Wächter 2005; Caprile et al. 2012; European Commission 2012; Carvalho & Machado, 2017; Carvalho et al, 2013; Carvalho & Machado, 2011, Dahmen & Thaler 2017).
- But due to
 - the *knowledge-to-action gap* (described by Strauss et al. 2009) respectively
 - the research-to practice-gap (discussed by Roxborough et al. 2007)
 recommendations fell through resistances and were too seldom put into action.
- Additionally different gender equality knowledges from scholars and practitioners led to **feminist knowledge conflicts** (Bustelo et al. 2016).

The CHANGE approach



RPOs = Research Performing Organisations
RFOs = Research Funding Organisations



The aim of CHANGE



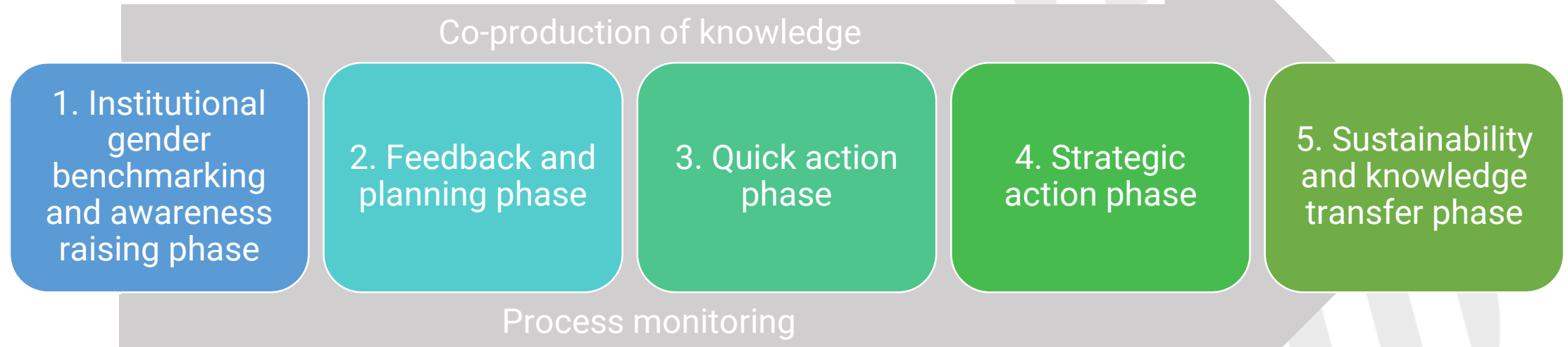
Is to support research performing organisations (RPOs) to implement gender equality plans and become resource centres skilled to provide gender equality knowledge and expertise to other RPOs and also RFOs (research funding organisations).



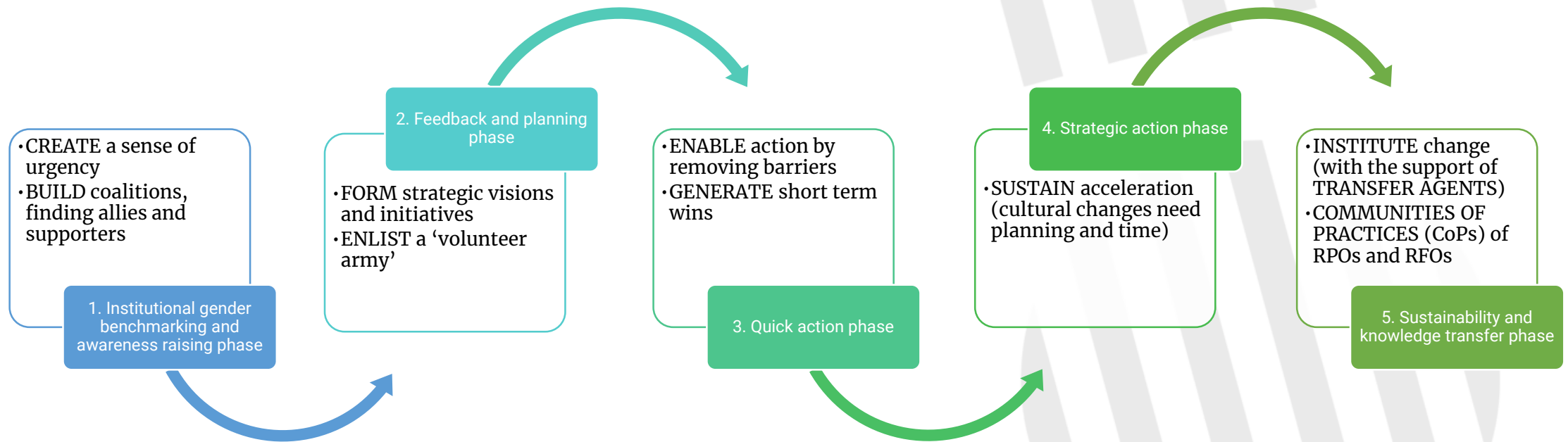
Thus CHANGE contributes to a structural change towards gender equality in the European Research Area by

- stimulating institutional cultural change towards gender equal work environments in RPOs and
- fostering the importance of gender dimension inclusive research and innovation programmes in RFOs.

Organisational CHANGE in 5 steps



Organisational CHANGE in 5 steps



Based on Kotter's 8-Step Process for Leading Change:

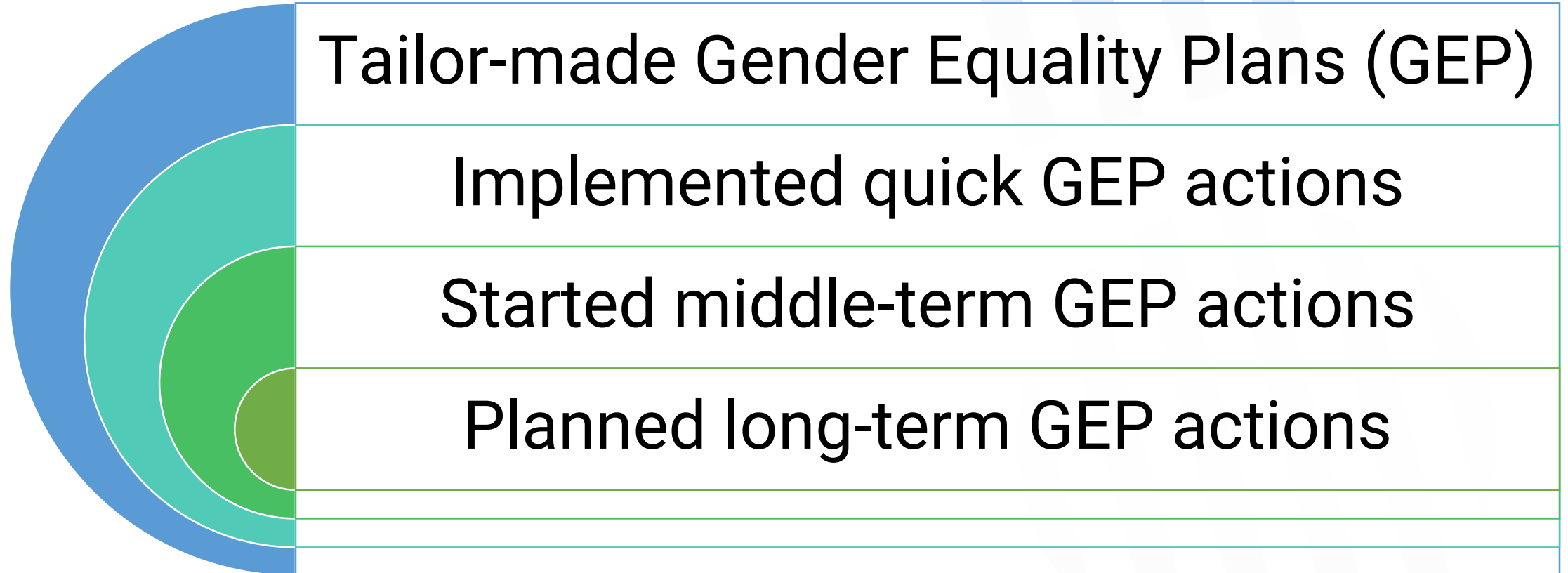
<http://www.kotterinternational.com/the-8-step-process-for-leading-change/>

Transfer Agents (TAs)



- TAs are relevant actors of CHANGE institutions (e. g. human resources managers, heads of institutions or equal opportunity officers)
- **Impact of TAs is based on**
 - their involvement in the project (commitment towards gender equality in science and research) and
 - their authority (power/networks/influence within their own organisation and beyond). (Thaler 2016)

Impact for all CHANGE organisations



CHANGE for you!



Online published workshop designs
(for co-production of knowledge)



Regular stakeholder activities (expert interviews, workshops)
→ CoPs in all CHANGE countries



Final international stakeholder workshop for RPOs & RFOs



Policy papers on boosting women's careers, enhancing gender equal decision making; creating gender-inclusive research programmes; evaluation of gender equality projects in science and research

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THANK YOU FOR YOUR ATTENTION

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