



D2.4 Dissemination reports

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Author(s)	Organisation
Gabriella Lovasz, Gloria Bevilacqua	Europa Media

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1 Introduction

This report provides a detailed summary of the key dissemination activities implemented at the project level and by each partner during the project. Dissemination activities in SPEAR successfully supported the work carried out in the other WPs and enhanced the project's visibility by spreading relevant and engaging information on the project's goals, activities and results to the relevant stakeholders and target groups and supporting the exploitation of its outcomes.

Under the leadership of Europa Media (EM), all the project partners have been actively involved in promoting the project's results, activities and campaigns among the local target audience and stakeholders by sharing information online and offline. SPEAR has been collaborating successfully with the whole European gender equality community that is also proven by the attendance of 25 sister projects at the final conference.

All dissemination actions within SPEAR were performed in line with the main objectives identified by the consortium within WP2 and the **Dissemination and Communication Plan (D2.2)** drafted at the beginning of the project aiming to ensure strong awareness of the SPEAR project and its mission through an effective external communication.

1.1 Connecting and engaging through storytelling

SPEAR's dissemination strategy and actions were built around the specific activities carried out within the S/IPs' GEP implementation processes and on the learning and feedback loop between Community of Learning (CoL), promoting and sharing open content of the learning and virtual sessions and Community of Practice (CoP), promoting and sharing open reflections, experience and practice, problems and solutions in the GEP implementation cycle, as well as its sustainable structure building, including its Dissemination and Sustainability Team (DST).

D2.2 identified eight main dissemination objectives:

- Raising awareness about SPEAR's overall objectives, consortium, progress and benefits for stakeholders;
- Maximizing visibility of SPEAR's results and achievements;
- Engaging stakeholders and optimizing impact of SPEAR's results;
- Enhancing SPEAR methodology's impact, building on the CoL and CoP approach
- Sharing improved knowledge about GEP implementation and the role it plays in driving institutional change for greater GE in R&I
- Provide policy recommendations and new strategic lines for future improvements and GE practices
- Supporting the creation of novel synergies, collaboration within institutional, national, regional and international settings
- Securing a sustainable and lasting impact of the implementation of GEPs



In line with the Plan, SPEAR dissemination activities focused mainly on sharing results in technical terms whereas communication activities aimed at informing the public at large about the project, its objectives, and benefits delivered.

1.1.1 SPEAR website

SPEAR website and learning repository (www.gender-spear.eu) serves as the primary online platform for communication, both within the consortium and with the public to inform the public about the project's objectives, mission, activities, events, results and news, while in parallel acting as a gateway to key SPEAR deliverables and outcomes, including the integrated learning repository of the project.



Figure 1 Screenshot of website homepage

The website can successfully

- store resources such as Gender Equality Plans, Virtual materials, digital communication/dissemination materials (multimedia page)
- feature relevant EU gender funded initiatives
- promote the project's blog as well as its news/events page.

The website features educational documents, such as gender resources and public deliverables, as well as news and events about the project and related initiatives. Furthermore, it includes an interactive blog which is connected to social media platforms (Instagram, Twitter, LinkedIn, and Facebook). Under resources, the website features short videos with interviews linked to YouTube; blogs include text, pictures, animations, graphs, to enhance interactivity. All partners contributed to the blog and recorded videos. Finally, the site also offers an option for other EU-funded projects to disseminate with a view to fostering information exchanges and create crossproject synergies with stakeholders.

1.1.2 Blogs

The project’s blog and events page remained active, engaging, and fully updated during the whole project lifecycle. The partners contributed to the blog sharing their knowledge and outputs from the Communities of Learning and Communities of Practice or their academic experience. Some blog posts acknowledged International/European initiatives and were touching other gender-related topics such as inclusive communication, sexual harassment, the impacts of COVID-19 on female research, gender stereotypes, gender-bias in teaching and learning etc. Overall, the project partners produced 48 blog posts, which were all accompanied by visuals or infographics and promoted on the project’s social media channels.

Amongst the most successful blogpost, “[Humour against gender equality stereotypes](#)”, “[The critical friends approach](#)”, “[Research funding makes careers in research](#)”, and “[Croatia: their path towards gender equality with an emphasis to academia and research](#)” gained over 1,000 views each and steadily drove traffic on the website over the years as a statement of the persistent relevance of the topics tackled in the blogs.

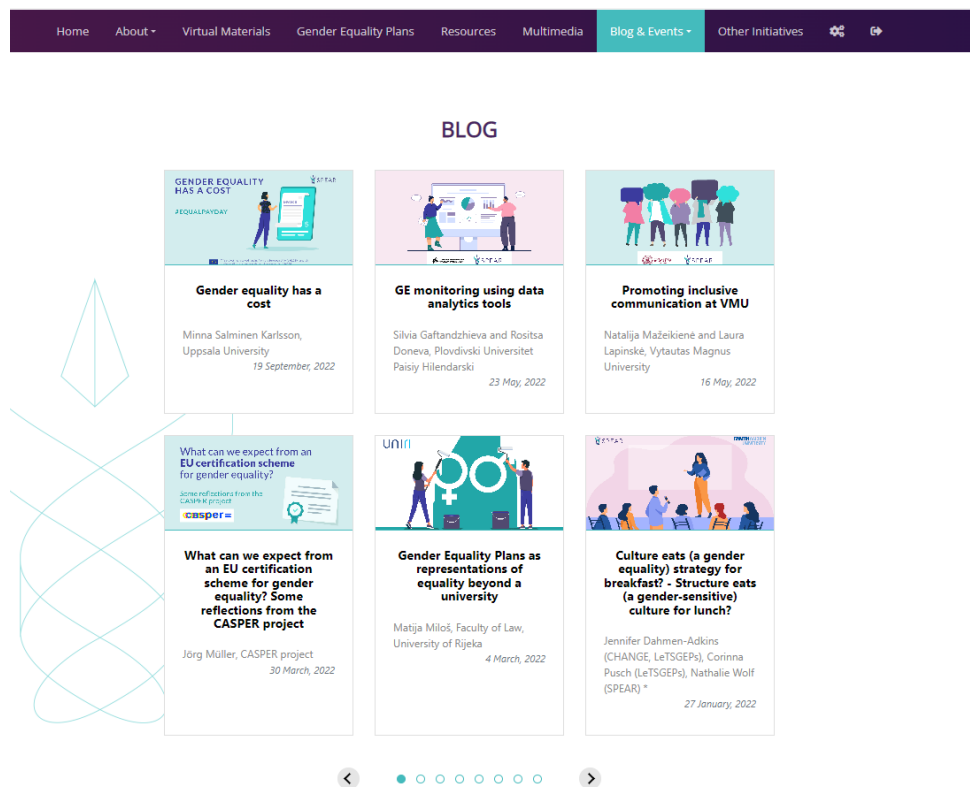


Figure 2 Screenshot of the blog page on SPEAR website

1.1.3 Interviews and podcasts

The “Multimedia” page on the SPEAR website collects all the project’s dissemination materials, including 12 video interviews recorded in the first half of the project with partners sharing their views and experiences from the CoLCoP workshops. The interviews, as well as the other videos produced during the project, were originally published on SPEAR’s YouTube channel. Collectively, these CASPER interviews count over 850 views and received very positive feedbacks.

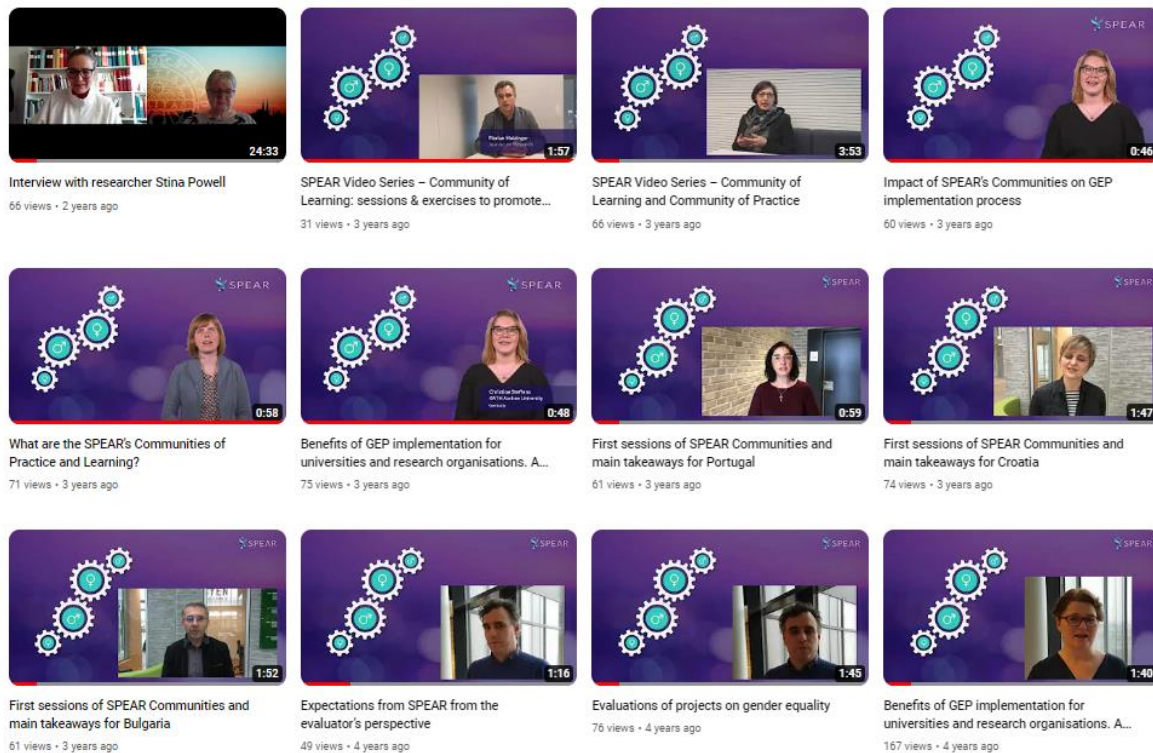


Figure 3 Partners' interviews on SPEAR YouTube channel

Another activity launched by SPEAR as a new way to connect with our audiences despite the fewer in-person meetings and activities due to COVID-19 was the launch of a new podcast series. Indeed, podcasting is becoming increasingly popular amongst both younger and older generations and offers the opportunity to easily broadcast engaging audio content, which the audience can then listen to at any time and wherever they are. The name of the series, “Daughters of Marie”, aims to celebrate Marie Skłodowska Curie, the most famous scientist of our contemporary times, who collected countless disciples and she is the first female role model of her kind. In this podcast we talked with distinguished women scientists of our times, the daughters of Marie in fact, about their careers, the obstacles they have encountered and still encounter as scientists, mothers, and superheroes. The episodes are hosted on the SPEAR website at www.gender-spear.eu/multimedia#podcast

The very first episode of the series was with Claudine Hermann, the first woman ever appointed Professor at Ecole Polytechnique, President of the European Platform of Women Scientists EPWS, co-founder and the first president of the association Femmes & Sciences.

The second episode of the series was launched on the 11th of February 2022 to mark the United Nations International Day of Women and Girls in Science. In this episode, we interviewed Ieva Plikusienė, top-class researcher, Associate Professor at Vilnius University, and winner of the renowned L'ORÉAL Baltic Award for Women in Science. With the aim to promote full and equal access to and participation in science and technology for women and girls, we highlighted how her research has made a significant contribution to the development of measures to combat the COVID-19 pandemic and her work and dedication are enormous sources of inspiration to young girls who dream about a career in STEM. The episode was promoted on SPEAR social media channels and reshared multiple times.



Figure 4 Tweet promoting the first episode of the podcast

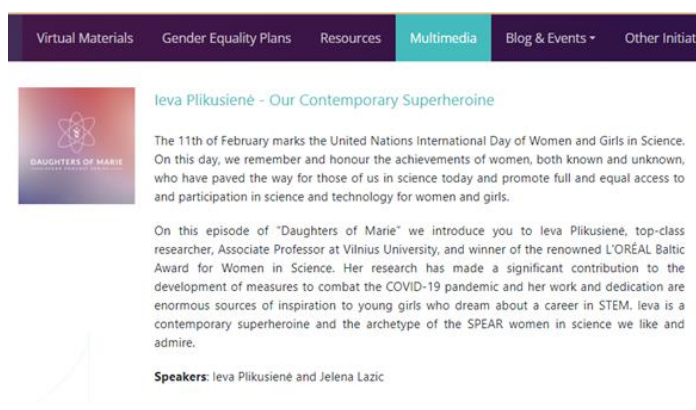


Figure 5 Podcast episode on the SPEAR website

A new episode of the series was produced to celebrate the International Girls in ICT Day, happening every year on the fourth Thursday of April to create a global environment that empowers and encourages young girls and women to consider careers in ICT. The 2022 theme facilitated discussions and possibilities to overcome the access and safety barriers that girls face when they aspire to pursue STEM studies and careers. On this occasion, we launched a new partnership with the H2020 project [WiPLASH](#), which aims to develop an on-chip wireless communication plane to provide architectural plasticity, reconfigurability and adaptation for any application requirements without any loss of generality. The outcome of this collaboration was a new episode of the “Daughters of Marie” podcast, where we interviewed four women researchers, Professors and PhD students working within the WiPLASH project.

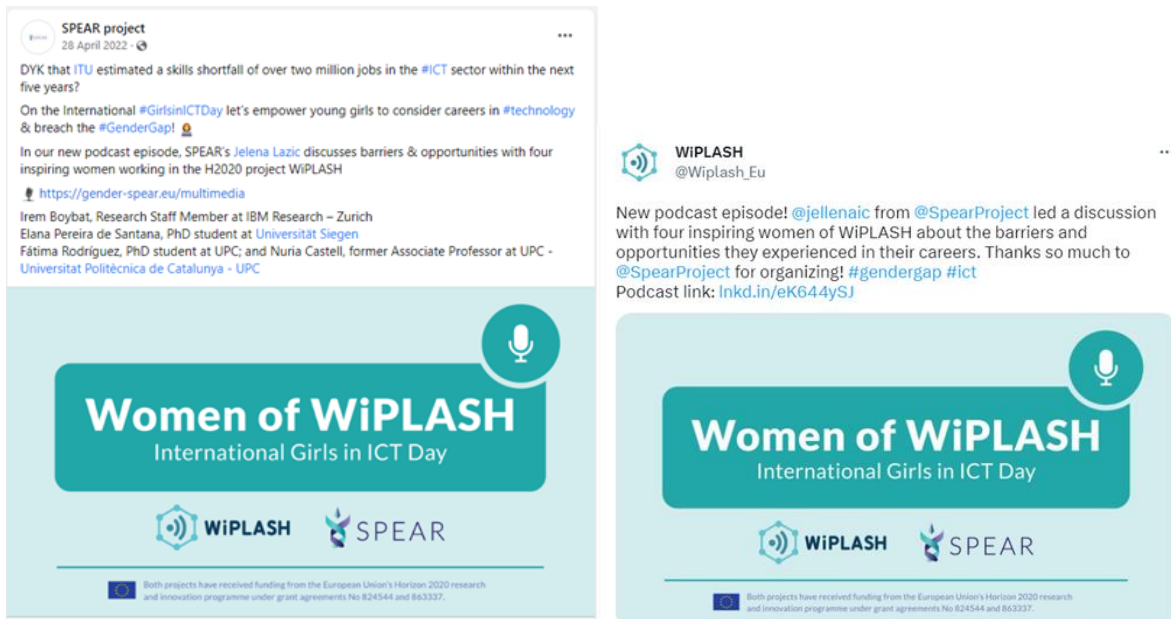


Figure 6 Promotion of the joint podcast episode with WiPLASH

Moreover, another podcast series called „Let’s ask an expert” was launched, as part of the SPEAR’s Virtual Material, in which Christine Steffens (RWTH) interviewed professionals on topics related to gender equality issues. The series counts two episodes, one on Data Monitoring in Gender Equality Work with SPEAR partner Florian Holzinger (JR), and the other on the Gender dimension in Natural Science Research with Tomas Brage, Professor of Physics at Lund University.

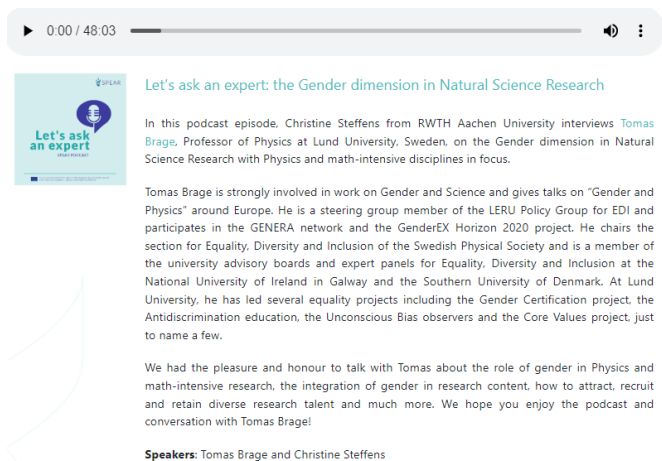


Figure 7 "Let's ask an expert" episode on SPEAR website

1.1.4 Synergies

Since the launch of the SPEAR project, we have actively reached out and build connections with a wide network of related European initiatives, what we call gender equality “sister projects”, and have been working together to fully achieve our shared goals and ambitions of promoting equality and inclusivity in Europe.

From these collaborations, stemmed numerous joint activities, such as workshops, presentations, events where we communicated our results to national and international gender equality practitioners, researchers and policymakers. Moreover, to engage more directly with our wider audiences we created joint online campaigns spanning from podcast interviews, blog posts, social media, infographics and much more. Such campaigns gave us the opportunities to leverage key international days related to gender equality issues and share



the stories of inspiring women, highlighting impending challenges, and putting in motion the changes we want to see in our society.

Home About Virtual Materials Gender Equality Plans Resources Multimedia Blog & Events Other Initiatives **OC**

OTHER INITIATIVES

A compilation of projects on Gender Equality in Academia and Research and their relevant updates gathered automatically.

If you would like for your project to be included into the list, please, contact the Project Coordinator.

<p>The higher education funding system can support gender equality and inclusion</p> <p>6 April, 2023</p> <p>A new study released by EC analyses the implementation of performance-based funding systems in the 27 EU Member States and evaluates their impact. One of the findings is that performance agreements and other funding instruments can promote gender equality and inclusion. In these cases inclusion is translated into targets that refer to...</p> <p>Read more</p>	<p>PODCAST - Data Monitoring in Gender Equality Work</p> <p>4 April, 2023</p> <p>Website URL: Address: https://gender-spear.eu/multimedia/... Keywords: data analysis, data collection, gender work/Media Type: Audiovisual/Multimedia. Videos, mp3, podcasts, etc. Language(s): English/About (English version). According to the URL, data monitoring is an ongoing...</p> <p>Read more</p>	<p>PODCAST - Claudine Hermann - The Portrait of a Pioneer</p> <p>4 April, 2023</p> <p>Website URL: Address: https://gender-spear.eu/multimedia/... Keywords: Talk, story, discussion Keywords: woman in science/Media Type: Audiovisual/Multimedia. Videos, mp3, podcasts, etc. Language(s): English/About (English version). We decided to talk about women, about extraordinary women, Pioneers.</p> <p>Read more</p>
<p>PODCAST - Ieva Pilkašienė - Our Contemporary Superheroine</p> <p>4 April, 2023</p> <p>Website URL: Address: https://gender-spear.eu/multimedia/... Keywords: Talk, story, discussion Keywords: women in science/Media Type: Audiovisual/Multimedia. Videos, mp3, podcasts, etc. Language(s): English/About (English version). The 11th of February marks the United Nations International Day of Women and...</p> <p>Read more</p>	<p>PODCAST - Women of WIFLASH</p> <p>4 April, 2023</p> <p>Website URL: Address: https://gender-spear.eu/multimedia/... Keywords: ICT, gender equality in ICT, gender and ICT projects/Media Type: Audiovisual/Multimedia. Videos, mp3, podcasts, etc. Language(s): English/About (English version). The International Girls in ICT Day, happening every...</p> <p>Read more</p>	<p>PODCAST - Women of WIFLASH</p> <p>4 April, 2023</p> <p>Website URL: Address: https://gender-spear.eu/multimedia/... Keywords: ICT, gender equality in ICT, gender and ICT projects/Media Type: Audiovisual/Multimedia. Videos, mp3, podcasts, etc. Language(s): English/About (English version). The International Girls in ICT Day, happening every...</p> <p>Read more</p>

To further reinforce the community and cross-promote each other's activities, the SPEAR website features all the past and running European gender-related projects and initiatives with whom we have actively collaborated throughout the life of the project, including their logos, short descriptions, and websites. Moreover, a dedicated section gathers a compilation of relevant news and updates from these projects.

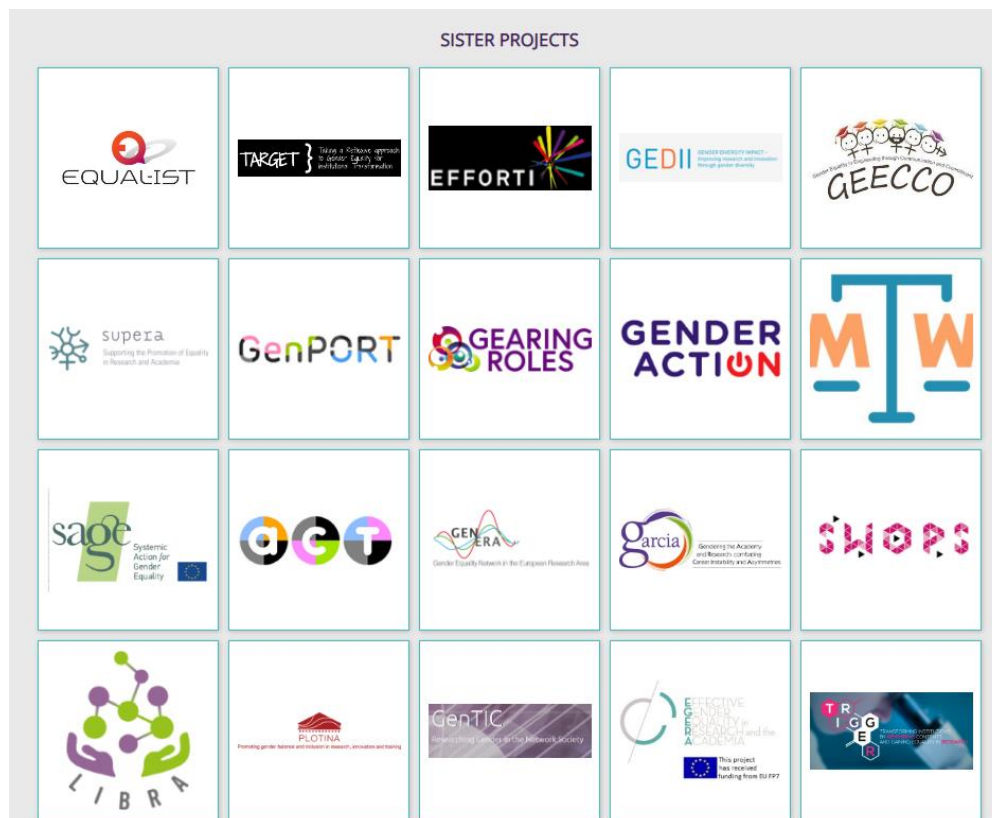


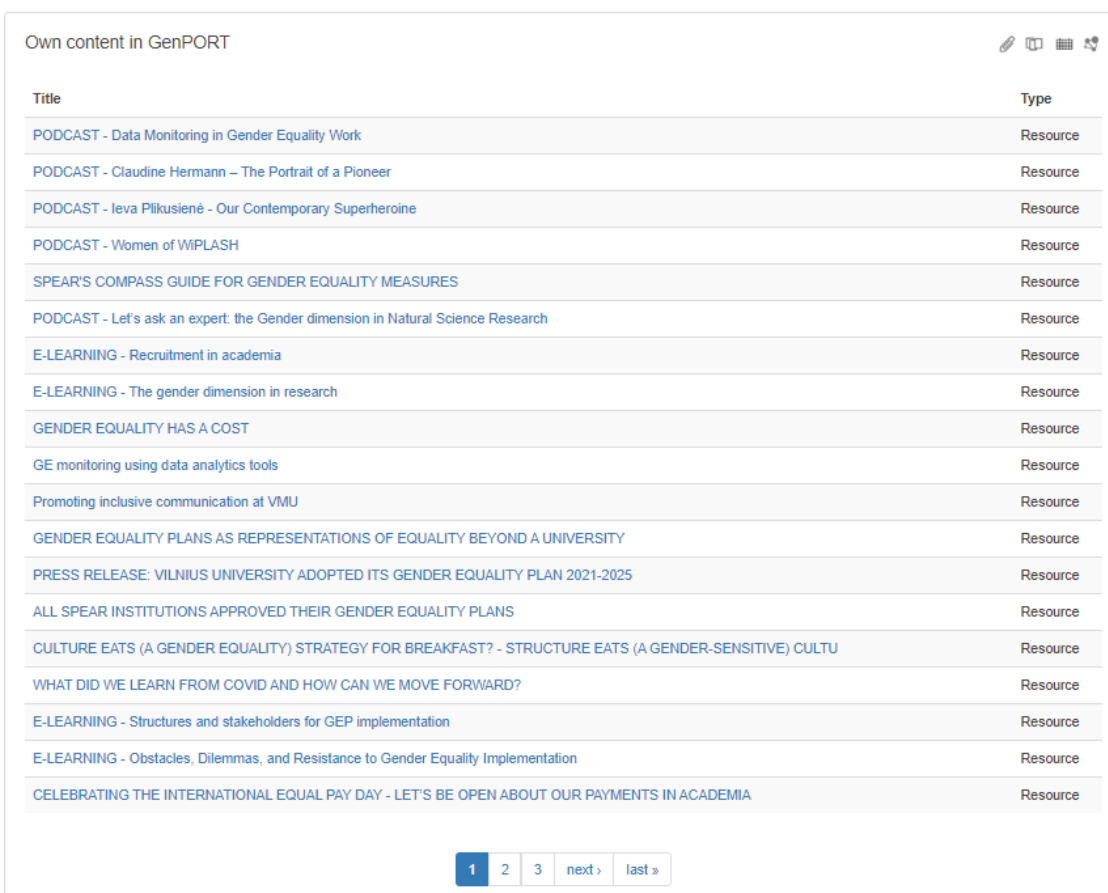
Figure 8 Screenshots of the "Other initiatives" page on SPEAR website



1.1.5 GenPORT

In line with the provisional agreement, all the virtual materials produced by SPEAR have been published on GenPORT, thus contributing to this platform and benefitting from the broader audience utilizing the space. Additionally, the blog posts and podcast episodes deemed interesting for the gender community have been published as well. EM has been responsible for the technical aspects of this integration.

In total, GenPORT hosts 33 resources produced by SPEAR: 5 podcast episodes, 11 virtual material modules, 16 blog posts, and the SPEAR COMPASS Guide.



Title	Type
PODCAST - Data Monitoring in Gender Equality Work	Resource
PODCAST - Claudine Hermann – The Portrait of a Pioneer	Resource
PODCAST - Ieva Plikusienė - Our Contemporary Superheroine	Resource
PODCAST - Women of WPLASH	Resource
SPEAR'S COMPASS GUIDE FOR GENDER EQUALITY MEASURES	Resource
PODCAST - Let's ask an expert: the Gender dimension in Natural Science Research	Resource
E-LEARNING - Recruitment in academia	Resource
E-LEARNING - The gender dimension in research	Resource
GENDER EQUALITY HAS A COST	Resource
GE monitoring using data analytics tools	Resource
Promoting inclusive communication at VMU	Resource
GENDER EQUALITY PLANS AS REPRESENTATIONS OF EQUALITY BEYOND A UNIVERSITY	Resource
PRESS RELEASE: VILNIUS UNIVERSITY ADOPTED ITS GENDER EQUALITY PLAN 2021-2025	Resource
ALL SPEAR INSTITUTIONS APPROVED THEIR GENDER EQUALITY PLANS	Resource
CULTURE EATS (A GENDER EQUALITY) STRATEGY FOR BREAKFAST? - STRUCTURE EATS (A GENDER-SENSITIVE) CULTU	Resource
WHAT DID WE LEARN FROM COVID AND HOW CAN WE MOVE FORWARD?	Resource
E-LEARNING - Structures and stakeholders for GEP implementation	Resource
E-LEARNING - Obstacles, Dilemmas, and Resistance to Gender Equality Implementation	Resource
CELEBRATING THE INTERNATIONAL EQUAL PAY DAY - LET'S BE OPEN ABOUT OUR PAYMENTS IN ACADEMIA	Resource

Figure 9 SPEAR resources on GenPORT

1.2 Dissemination materials

1.2.1 Virtual learning materials

The virtual materials are designed to guide gender experts and practitioners towards the successful implementation of their gender equality plans.

The first set of virtual materials includes 4 interactive videos which help experts to set up, implement, monitor and evaluate their Gender Equality Plan:

- Gear tool – Steps 1 and 2
- Gear tool – Steps 3 and 4

- Gear tool – Steps 5 and 6
- Structures and stakeholders for GEP implementation

The second set of virtual materials includes broader gender topics:

- Gender
- Gender Equality in Academia
- Equality
- Recruitment in academia
- Obstacles, dilemmas, and resistances to gender equality implementation
- The gender dimension in research
- Let's ask the expert: the gender dimension in nature science research

Finally, SPEAR's COMPASS Guide is a holistic and practical approach to draft an effective and sustainable Gender Equality Plan (GEP) and implement gender equality measures in Research Performing Organisation (RPO).

The Guide has been developed to be an intuitive and easy-to-navigate tool for interested RPOs and HEIs challenged in their endeavour to implement GEPs and drive gendered organizational changes. It will support GE practitioners at different steps in their Gender Equality Plan (GEP) development process and help ensure the quality and sustainability of Gender Equality objectives and measures.

The landing page and the "How to use" pages present an introduction to the COMPASS guide and its founding seven principles and how they can be used for planning and evaluating GE measures.

The core of the webtool is the "Guiding Questions" page, which features an interactive compass. The users can simply click on each letter of the compass itself to see the related questions. The questions are developed to help the users reflect and discuss their work within their team, define gender equality objectives, and design adequate gender equality measures.

Finally, the "Good Practices" and "Instruction and materials" pages aim to provide inspiration and ideas for gender equality measures as well as individual and group application of the seven principles in RPOs and HEIs contexts. They include examples of activities developed and established by SPEAR's partners both in the framework of the project or as GE measures adopted by their Institutions, as well as useful materials and exercises that can help the users apply the SPEAR COMPASS Guide in practice.

All the mentioned materials are also uploaded on GenPORT and a link is also provided on the respective page. Deliverable D5.2 describes more in depth the methodology used in the development of the virtual learning material.

GEP IMPLEMENTATION STEPS

- GEAR Tool - Steps 1 and 2
- GEAR Tool - Steps 3 and 4
- GEAR Tool - Steps 5 and 6
- Structures and stakeholders for GEP implementation

GENDER EQUALITY TOPICS

- Gender
- Gender Equality in Academia
- Equality
- Recruitment in academia
- Obstacles, Dilemmas, and Resistance to Gender Equality Implementation
- The gender dimension in research
- Let's ask an expert: the Gender dimension in Natural Science Research

SPEAR'S COMPASS GUIDE FOR GENDER EQUALITY MEASURES



- Welcome to SPEAR's COMPASS Guide
- How to use SPEAR's COMPASS Guide
- The Guiding Questions
- Good Practice Examples
- Practical application

[Find our virtual materials on GenPORT](#)

[COMPASS](#) | [Instructions](#) | [The Guiding Questions](#) | [Good Practices](#) | [Resources](#)

Welcome to the SPEAR's COMPASS guide!

How to navigate Gender Equality change work in a holistic way



About the SPEAR's COMPASS guide

SPEAR's COMPASS is a holistic and practical approach that helps you draft an effective and sustainable Gender Equality Plan (GEP) and implement Gender Equality change measures in your Research Performing Organisation (RPO). Together with the BIG GEAR-tool, a step-by-step tool that the European Institute for Gender Equality devised, you will have all the support you need to implement a Gender Equality Plan.

SPEAR's COMPASS methodology draws on seven carefully selected principles (Creative, Open, Mitigating, Processual, Accountable, SMART, Sustainable) that stem from a range of disciplines and theories, from XX to XXI.

To ensure that you include each guiding principle, we prepared a range of questions and inspirational material that will help you stay open, alert and reflective in the complex undertaking of Gender Equality (GE) change work.

Let's get started!

The Guiding Questions

How to make full use of SPEAR's COMPASS Guide

In the COMPASS before you will find some guiding questions. Just click on the COMPASS letters to see them. The questions will help you and your colleagues define gender equality objectives and design gender equality measures.

We recommend you go through these questions one by one, write down your thoughts and discuss your answers with other team members.

[COMPASS THE 10 LETTERS](#)
[GEP Principles](#)



SMART

Specific, Reflect on and assess how questions, what why how often when where

Figure 10 Virtual materials modules on SPEAR website

DISSEMINATION OF VIRTUAL MATERIALS

EM kicked off an online promotional campaign in January 2020 across all SPEAR social media channels. It was a long-lasting campaign, spanning for over 2 years, which has been backed up with various visuals, GIFs and mini clips for higher engagement and visibility. It is important to highlight that the communication efforts of this period are mainly online because of the COVID-19 crisis.

SPEAR project @SpearProject · Jan 10, 2020

Alert

SPEAR's virtual materials have been published on @GenderPORTal

Learn more about #gender #equality & #genderequality in #academia in the most interactive way

bit.ly/2R3IQSH



4 retweets, 13 likes

SPEAR project @SpearProject · Feb 5, 2020

#Equality is complex & contextual

#GenderEquality refers to equal rights, responsibilities & opportunities of women & men, girls & boys -@eurogender

Discover more about "equality" by checking our 2 session of virtual materials on @GenderPORTal

bit.ly/2GY2jzG



6 retweets, 11 likes



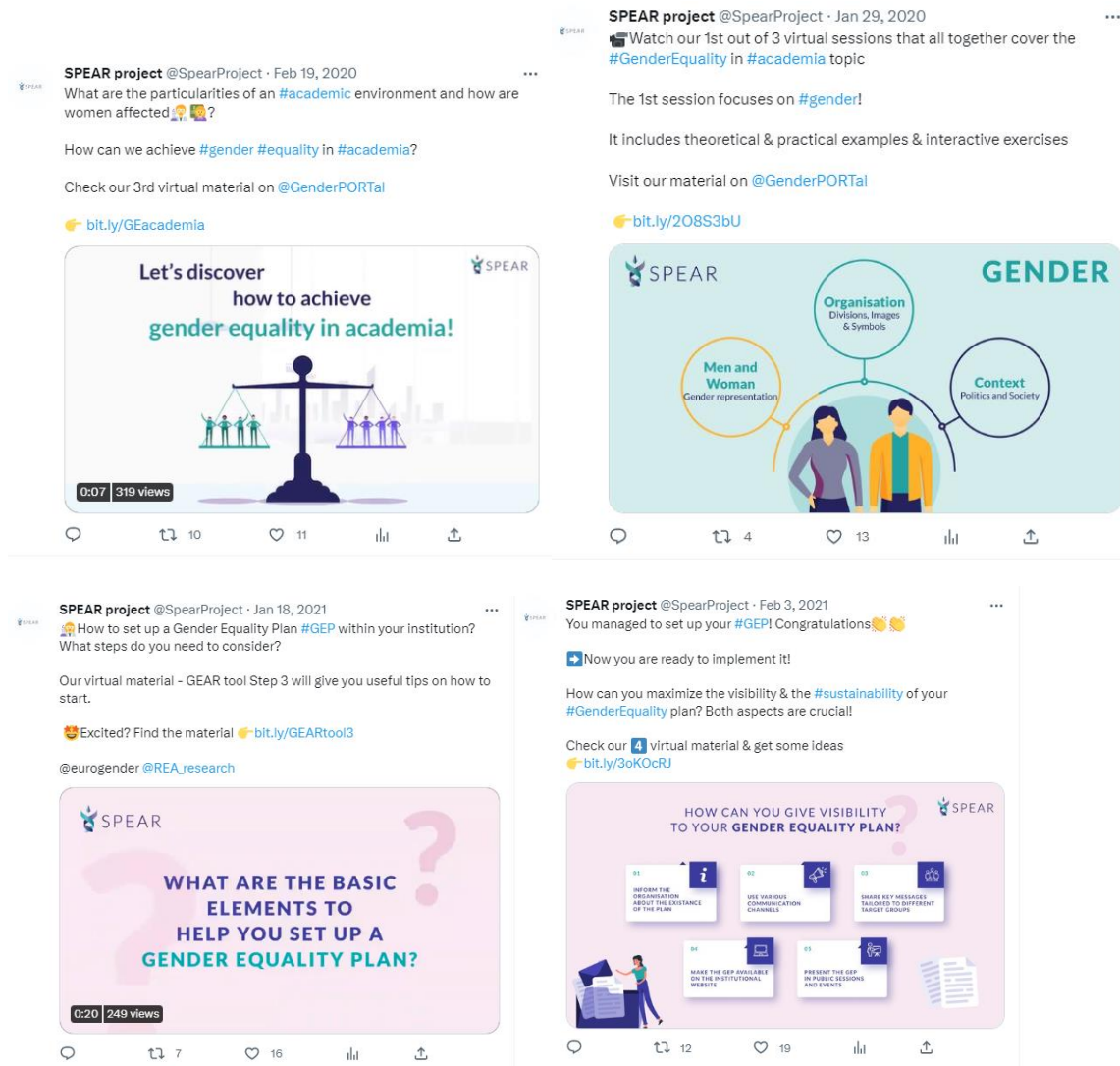


Figure 11 Promotion of virtual materials on SPEAR social media

Particular relevance was given to the promotion of SPEAR’s COMPASS Guide, the most structured of the virtual materials. As the COMPASS was finalised in early 2022, the consortium agreed to promote it on the occasion of the International Women Day.

SPEAR project @SpearProject · Mar 8, 2022
 To make the #IWD2022 even more special, the @SpearProject consortium is proud to launch SPEAR’s #COMPASS Guide 🎉🇪🇺🌍
 Check out our **NEW** hands-on and ready to be implemented tool to support RPOs & HEIs in their #GenderEqualityPlan development process
gender-spear.eu/compass



Figure 12 Tweet promoting the COMPASS

... A dedicated campaign was launched on social media on the 8th of March. EM designed a gif and a set of visuals (carousel) to be used on Twitter/Facebook and LinkedIn/Instagram respectively. The posts gained over 2,500 total impressions and were reshared by the SPEAR partners across multiple platforms.

Over the course of the following months, SPEAR’s COMPASS Guide has been promoted multiple times on SPEAR social media channels, leveraging other events or

relevant occasions, such as the Gender Equality Week organised by the European Parliament in October 2022.

1.2.2 Dissemination materials

As part of SPEAR’s Communication Pack, a set of dissemination materials was chosen. The first promotional materials that were produced include two flyers, a notepad with a pen and a power bank. The mock-ups of these materials are presented below.



Figure 13 SPEAR materials

1.3 Joint dissemination actions

During the first two years of the projects, all the dissemination and communication efforts were focused on enhancing the project’s visibility and engagement with our target audience. SPEAR worked on growing its reach by giving a special focus to those who directly benefit from its activities. From the beginning of the project’s launch, SPEAR set up social media channels.

Firstly, four social media platforms have been set up – Twitter, Instagram, LinkedIn and YouTube. Taking into consideration our consortium members’ requests, a year later SPEAR launched a Facebook account. As of April 2023, SPEAR’s channels accounts for a total of 1,691 followers (972 on Twitter, 309 on Instagram, 275 on LinkedIn, and 135 on Facebook) and over 1,100 original posts.

The posting frequency is between one and three times per week, the published content encompasses all sort of information

- Project’s updates
- General information (articles, reports, general strategies) on gender equality in higher education and research organisations
- Updates and news shared by sister projects
- Interesting events, seminars, activities in the field where SPEAR partners joined

The analysis of the analytics data show that the majority of SPEAR’s audience is women, mainly coming from EU countries including SPEAR partners’ countries, employed in relevant sectors for the project, such as higher education, research and civic and social organisations.

1.3.1 Online campaigns

SPEAR utilised the social media channels systematically to broadly disseminate and communicate its results, project updates, milestones, events and joint collaborations. Below is a collection of the most successful online communication campaigns launched by SPEAR.

INTERNATIONAL WOMEN’S DAY 2019

The first successful online communication campaign was launched on March 2019 as a joint effort between sister projects such as Gearing Roles, GEECCO, ACT, Target, Supera project, CHANGE, GENDER NET PLUS, GE Academy, Gender SMART, CALIPER, Efforti and Gender Action. For the International Women’s Day, these eight sister projects collaborated closely in order to spread the message of gender equality in universities and research organisations.



Figure 14 IWD 2019 on Twitter

OCTOBER 2019 - DECEMBER 2020

During this period of time, SPEAR initiated and actively participated to nine international, European and local online communication initiatives.

- [International Day of Women and Girls in Science](#)
- International Women’s Day

- Union of Equality
- World Oceans Day
- Equal Pay Day
- [International Day for the Elimination of Violence Against Women](#)
- [Gender Equality and the New Research Area](#)
- [German's Presidency of the European Council](#)
- Local initiative: [The university of Rijeka partnered with local Croatian authorities to support the ECOC2020 Framework.](#)

All the above actions have been featured on SPEAR's blog and widely promoted across the social media channels and beyond.

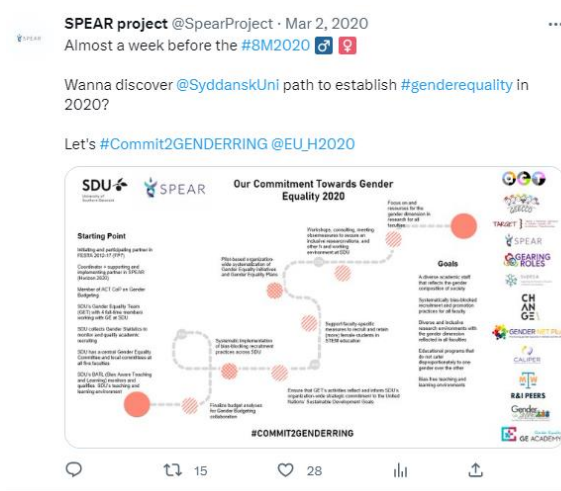




Figure 15 Online campaigns on Twitter

INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE 2021

On the occasion of the International Day of Women and Girls in Science in February 2021, SPEAR actively participated to the campaign co-organised by the sister projects GENDER ACTION AND GEARING ROLES. The project shared the partners' contributions and re-shared the contributions from other sister projects.





Figure 16 IDWGS 2021 campaign

A great boost on the project’s reach out and engagement has been given on the International Day for Women and Girls in Science, when Irene Norstedt, the Director of DG for Research and Innovation, acknowledged the importance and vision of this day by tagging SPEAR on Twitter.

Furthermore, SPEAR coordinated another parallel campaign with SUPERA project focusing on the [unequal effects of COVID crisis on women researchers in Portugal](#). Portugal was selected as a case study because SUPERA and SPEAR respectively had Portuguese partners.



Figure 17 Tweet from Irene Norstedt

INTERNATIONAL WOMEN’S DAY 2021

For the International Women’s Day in March 2021, SPEAR partnered with ACTonGender and TARGET. The three projects got benefitted by the special dissemination and communication services of Horizon Results Booster (HRB). The experts of HRB advised the projects on how to



maximise their impact and engagement on the International Women’s Day. The projects received dedicated communication materials with various key messages and a well-developed communication plan. Below there are some examples.

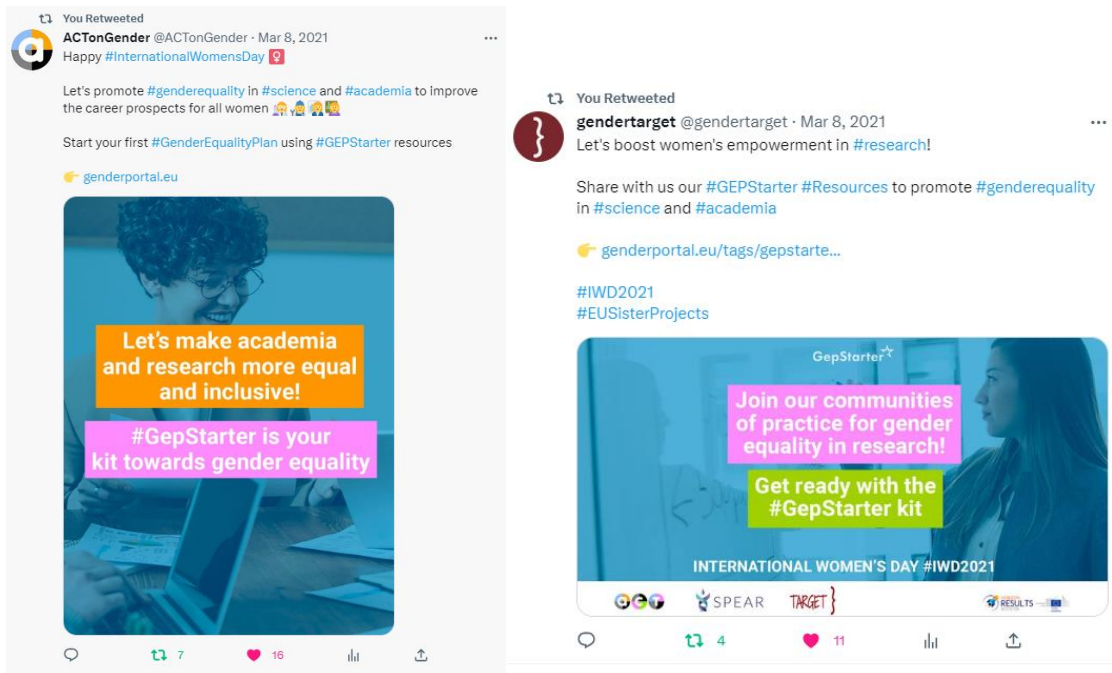


Figure 18 IWD 2021 campaign with HBR

#COUNTERIT CAMPAIGN

Another example of a successful online campaign is the Resistance campaign. This campaign was initiated by four sister projects; GE Academy, Caliper, SUPERA, GEARING ROLES and GENDERACTION. SPEAR took part into this campaign and promoted the partners' contributions.



Figure 19 #COUNTERIT campaign on Twitter



GENDER EQUALITY PLANS PROMOTION

One of SPEAR’s key goals is the implementation of Gender Equality Plans (GEPs) in Research Performing Organisations and by the end of 2021 all nine SPEAR implementing RPOs approved their own GEP.

Starting from July 2021, SPEAR launched specific communication activities to promote the progress towards the achievement of this milestone. Overall, we published 6 press releases on the project’s website announcing the GEP adoption in as many institutions (UNIRI, PU, SDU, NOVA, VU, VMU) and one blogpost celebrating the milestone altogether.

Each press release has been promoted on SPEAR social media channels with dedicated posts and visuals. The campaign accounts for 15,000 impressions and over 200 reactions across Twitter, LinkedIn, Facebook, and Instagram.

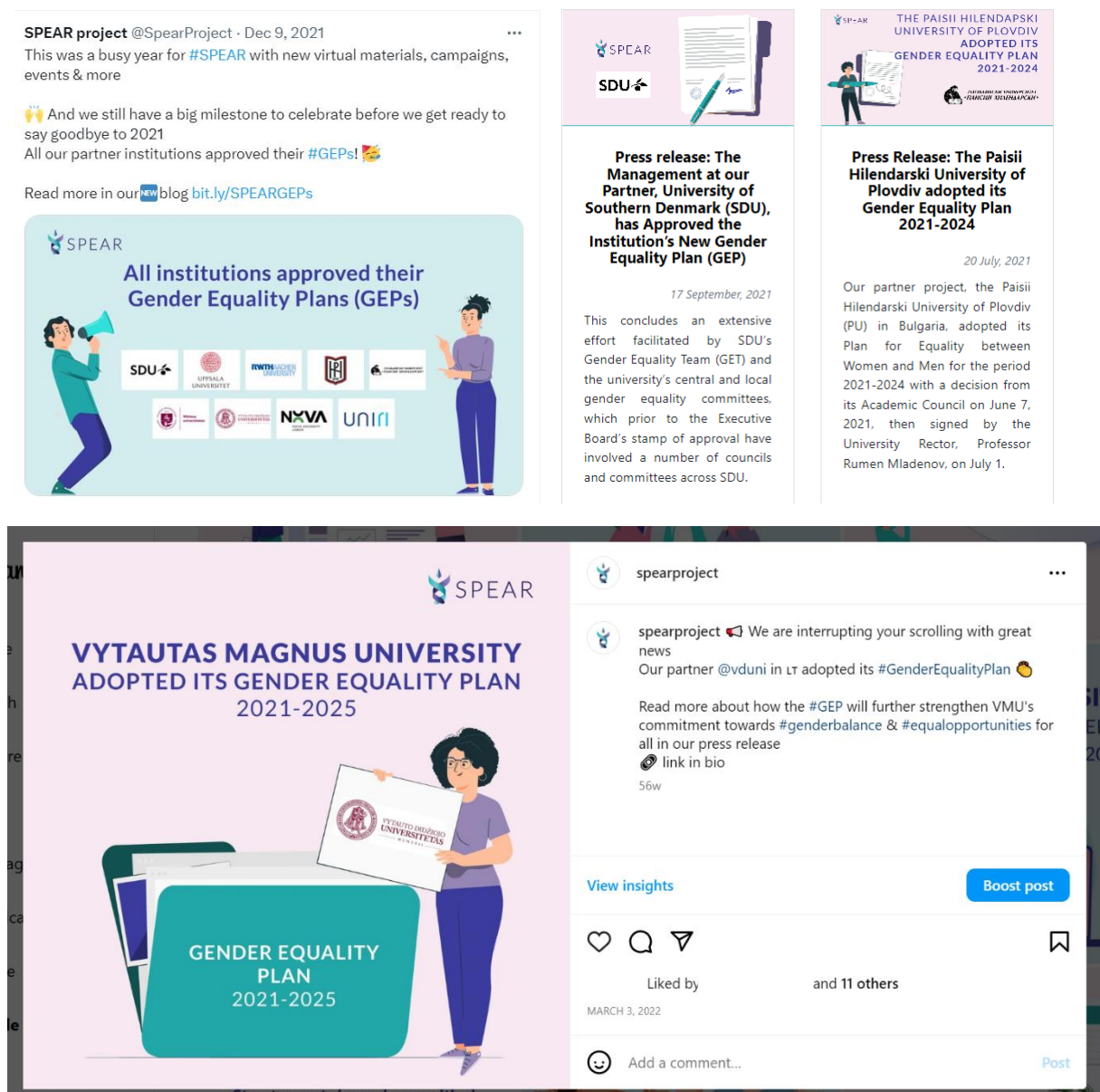


Figure 20 GEP promotion on social media and website

#BEOPENABOUTPAY CAMPAIGN

On the occasion of the International Equal Pay Day celebrated on the 18th of September 2021, SPEAR teamed up with GRANTeD project to launch a campaign using the hashtag #BeOpenAboutPay. Five Sister Projects participated in the campaign to raise awareness on how gender bias might distort proposal assessments and funding decisions in the academic and scientific field and to encourage payment transparency between male and female co-workers. SPEAR designed the template – in line with the project’s visual identity – that has been used by all sister projects involved in the campaign.

Over the course of one week, a blogpost written in collaboration with GRANTeD project was published on both projects’ websites and SPEAR twitter account posted and reshared 13 tweets from the participating sister projects. Across all SPEAR social media channels, the campaign gathered 6,000 impressions and more than 100 total reactions, with an average engagement rate on Twitter of 5,3%.

#SAFERESEARCH4ALL CAMPAIGN

Another successful joined initiative was launched in November 2021 to celebrate the International Day of the Elimination of Violence Against Women on the 25th of November. SPEAR joined forces with other 6 H2020 projects on an awareness-raising campaign on gender-based violence in research and academia. SPEAR published a joint press release on the project website and on the week from November 22-26 shared daily posts on Twitter, LinkedIn and Facebook under the hashtag #SafeResearch4All collecting over 3,600 impressions and almost 100 total reactions, with an average engagement rate on Twitter of 6%.



Figure 21 SPEAR tweet and press release for the #SafeResearch4All campaign

INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE 2022

On 11th of February 2022, to mark the United Nations International Day of Women and Girls in Science, SPEAR joined the #DreamItBelt campaign. 15 sister projects shared positive stories to encourage other women and especially young girls, to become engaged with Research & Innovation and dare to pursue careers in science. A template was created and distributed amongst the projects' partners and uploaded on the websites to be available for everyone.



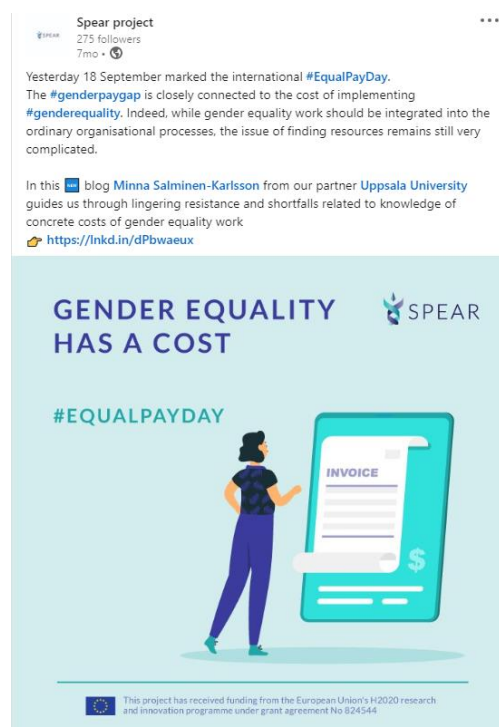
Figure 22 Tweet from the #DreamItBelt campaign

EQUAL PAY DAY 2022

To celebrate the Equal Pay Day on the 18th September 2022, we promoted a blog post written by the SPEAR team at Uppsala University exploring the topics of the sustainability of Gender Equality Plans in Research Performing Organisations. As always, the blog was promoted on the SPEAR social media channels using the official hashtag of the day #EqualPayDay



Figure 23 Equal Pay Day blog post



INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE 2023

On the IDWGS 2023, SPEAR joined forces once again with GENDERACTIONplus and numerous GE sister projects and participated in the #SafeAcademia campaign, with the aim to raise awareness about the importance of creating safe, respectful, and inclusive environments in academia for all. Between 11 and 17 February 2023 we tweeted and reshared posts using the campaign hashtag and encouraged our followers to share their experiences and good practices implemented within their institutions.



Figure 24 Visual created for the #SafeAcademia campaign

1.4 Partners participation in national events

1.4.1 University of Southern Denmark

Over the course of the years, SDU has presented SPEAR at various seminars, meetings with decision makers in HR and strategic and operational management, academic board meetings, meetings with students and administrators, heads of department and unit. Mostly, the topics of discussion revolved around the creation of a diverse and inclusive working and study environment as well as the realization of equal opportunities in all university areas with the objective to initiate cultural change, design a life-phase-oriented staff policy and strengthen gender and diversity skills.

Below are only a few examples of the dozens of presentations, conferences and workshop attended by the SDU team:

- Presentation at the “Equality Measures event - Bund Deutscher Nordschleswiger” organised at the German Consulate in February 2020
- Meeting with MEP Karen Melchior, member of Committee on Women’s Rights and Gender Equality, to discuss possible ways to collaborate on taking up SPEAR’s policy recommendations – in the European Parliament as well as in a Danish national context
- National Forum Lithuania 3rd International Human Rights Day: Endorsing Diverse Lithuania in Europe, 10th December 2020, hybrid (SDU and VMU)
- DANWISE online symposium for policymakers, rectors and major funding agencies concerning a national model for GE, 11th of February 2021
- YERUN staff days 2021, March and April 2021, online
- XI European Conference on Gender Equality in Higher Education 2020, 15-16th September 2021, online
- Workshop at the 2-day network meeting with GE community at Lund University in May 2022 and presentation of SPEAR at the GEDiMiRT conference In Lund, June 2022, for the GENERA network and others
- Seminar at the Department of Regional Health research of Middelfart in August 2022
- Presentation at The Danish Royal Academy of Science and Letters in Copenhagen in November 2022
- Participation in the Conference on Sexism in Organisations, Gendering in Research Network at Aarhus University in November 2022

1.4.2 Uppsala university

SPEAR was presented in a joint speech with sister projects on "Jämställdhetsarbete i den svenska akademien: Export till och import från Europa" (Gender equality work in the Swedish Academy - exports to and imports from Europe") at the National Equal Opportunities Conference held 2019 at Luleå University of Technology. The purpose was to encourage individuals who work on equal opportunities issues at Swedish universities to participate in European gender equality projects. The panel discussion that was held focused on the following questions:

- Why did you join this EU project?
- We think that in Sweden, we are the best at gender equality. Has anything in this collaboration still been useful for you?
- What do you think you have contributed to the project (considering your Swedish background)?
- How much do you travel?
- What challenges are there in such a collaboration? What has been difficult or problematic?
- "Being part of an EU project reinforces stereotypes about the differences between different parts of Europe." Is that true? Do there seem to be differences?
- Best advice for someone who is asked to participate in an EU project?

1.4.3 RWTH Aachen University

The RWTH SPEAR Team at the Rectorate Staff Unit IGaD presented SPEAR at different internal and external meetings both in German and in English: in meetings of the RWTH rectorate, the forumDIVERSITY and Equal Opportunities Committee of the University Senate and in national and international networks such as the network of German members in EU Gender Projects, the CESAER Network and the ENHANCE University Alliance, and presented results from SPEAR's Status Quo Assessment, Interim and Final Evaluations.

Furthermore, the SPEAR team at RWTH engaged intensively with RWTH members involved in the H2020 sister projects CHANGE and LeTSGEPs and co-organised an online conference with them and other German members of CHANGE and LeTSGEPs from Fraunhofer IFAM and Max Planck Society.

As a noteworthy example, the RWTH SPEAR Team presented a poster on the SPEAR project and the findings from CoL5: What does 'implementation' mean? during the 16th Conference of the Gesellschaft für Hochschulforschung (GfHf; Society for Higher Education Research) on "Quality in the Higher Education System" organised in an online format by Justus-Liebig-University in Giessen, Germany.

1.4.4 Plovdiv university

PU SPEAR team members took part in 7 national events, where they conducted online and offline communication campaigns in Bulgarian and distributed project leaflets and dissemination materials:



- 12-th National Conference „Education and Research in the Information Society” – 31 May 2019, Plovdiv, Bulgaria (40-50 participants);
- International Scientific Conference "Economic and Social [Dez]Integration" – 27 June 2019, Plovdiv, Bulgaria (50-60 participants);
- Conference "New Challenges to the Digital Economy (Industry 4.0) and the Role of Women in Engineering and Technology" – 18 October 2019, Sofia, Bulgaria, (40-50 participants);;
- 13-th National Conference „Education and Research in the Information Society”, 15-16 October 2020, online (40-50 participants);
- Webinar “Union for Equality: A Strategy for Gender Equality (2020-2025). Eliminate gender-based violence and stereotypes” organized by Gender Alternative Foundation, Bulgarian platform to the European Women's Lobby and Friedrich Ebert Foundation / Office Bulgaria, 28 June 2021, online (10-15 participants);
- EC training on GEPs targeting Bulgaria organized by Ecorys on behalf of the European Commission, 28 September 2021, online (about 100 participants);
- Round Table “Women and leadership in professional higher education” organized by High College of Telecommunications and Posts with the support of the wife of the President of the Republic of Bulgaria Desislava Radeva, 12 September 2022, Sofia, Bulgaria (20-30 participants);
- National Conference "Equality of women and men in academic and scientific organizations - good practices, challenges and perspectives", 15 December 2022, Sofia, Bulgaria (46 participants).
- disseminating materials on activities carried out to external stakeholders via emails.

1.4.5 Vilnius university

The struggles and triumphs of implementing GEP in VU were presented in at the international conference “Gender studies and activism 2022: (re-/de-/?-) institutionalization in changing realities” at VU on November 24, 2022 and the national conference “Integrating the gender dimension in social work studies, research and practice” at VMU on the March 20, 2023. Previous to the conferences, VU had multiple meetings with representatives from different HEI’s and RPOs in Lithuania (e.g. Lithuanian University of Health Sciences, Klaipeda University, Lithuanian Center for Social Sciences) where they shared their SPEAR experience. Furthermore, they continued this national level conversation with the public – a recording of an interview with VU professor dr. Aurelija Novelskaitė on “Has gender equality been achieved in science?” is placed on the Lithuanian public broadcaster, Lithuanian Radio and Television (LRT) website.

1.4.6 Vytautas Magnus University

VMU organised over 20 online training events on TEAMS on a wide range of gender equality and inclusivity related topics such as the Integration of gender dimension into research, Digital storytelling and gender, Life and Work balance, prevention of sexual harassment, minority rights, diversity and inclusion.

Moreover, SPEAR and VMU GEP were presented at a number of online and in person events:



- April 28, 2022 – Online presentation at the international scientific conference ‘Expressions of Information and Communication Theory and Practice 2022, 28-29 April 2022, Vilnius. N. Mažeikienė ,Inclusive and gender sensitive communication. H2020 project SPEAR case’
- April 29, 2022 - Online training event Digital storytelling and gender (integration of gender dimension into teaching (target group –university teachers). Lecturers: N. Mažeikienė; L. Lapinskė <https://mokymosiakademija.vdu.lt/mokymai/studijos/340>
- June 8, 2022 – Online Roundtable Discussion “Implementation of Gender Equality Plans in Higher Education Institutions: good practices, challenges and ideas” during SPEAR online study visit. Speakers – VMU, VU, top management and administrative staff working with GE at universities (target groups and audience – employees, teachers, researchers from VMU, VU, other Lithuanian universities)
- June 9, 2022 – Online training event/ seminar in Lithuania and English on Life and Work balance organized during SPEAR online study visit. Speakers – VMU, VU, SDU, RWTH teams, Lithuanian Equal Opportunities Ombudsperson Office (target groups and audience – employees, teachers, researchers from VMU, VU, other Lithuanian and SPEAR partner universities) <https://mokymosiakademija.vdu.lt/naujienos/200>
- June 30, 2022 – Online Lecture at the Parents’ Academy. Laura Lapinskė „Tarp vienatvės ir rūpesčio: vienišų mamų Lietuvoje išgyvenimo strategijos“ /Between loneliness and care: single mother’s survival strategies in Lithuania
- Online event 5TH INTERNATIONAL DOCTORAL SUMMER SCHOOL 2022, August 19, 2022. Lecture for European doctoral students, their supervisors and researchers “Towards a work-life balance: the challenges of dissertation preparation”. Online event 5TH INTERNATIONAL DOCTORAL SUMMER SCHOOL 2022, August 19, 2022.
- November 13, 2022 - Presentation Gender Equality Plans at Lithuanian Universities. Identifying and Addressing Cultural and Structural Barriers (Natalija Mažeikienė, VMU; Aurelija Novelskaitė, VU) at the International conference Gender equality in CEE countries: Policies and practices 2020 Institutional change through implementation of GEPs at the RPOs and RFOs
- November 13, 2022 - Presentation Understanding contexts of GEP implementation at Lithuanian HEIs (Natalija Mažeikienė, VMU) at the International conference Gender equality in CEE countries: Policies and practices 2020 Institutional change through implementation of GEPs at the RPOs and RFOs
- December 8, 2022 - Presentation “VDU patirtys užtikrinant lygias galimybes“/ Experiences of equal opportunities work at VMU by Laura Lapinskė (VMU Coordinator for Equal Opportunities, SPEAR member) at the conference/round table discussion of gender equality coordinators “Lygios galimybės aukštajame moksle: nuo vizijos iki praktikos”/“Equal opportunities in higher education: from vision to practice”
- January, 18 2023 - Presentation of Guidelines for Sexual Harassment Prevention to VMU Rectorate (Rectors’ Office, deans, heads of administrative departments, students’ representatives, Trade Union)
- January 31, 2023 - Seminar in English “Promoting Gender Equality in Organisations: Approaches and Practices” (target group – university teachers, researchers from



European countries, Lithuania, VMU, social partners at business organization. Cooperation with the Erasmus+ project “EQUBUSINESS: Gender diversity on corporate boards”). Lecturer: N. Mažeikienė

- February 8, 2023 – Hybrid presentation of the Guidelines for Sexual Harassment Prevention to VMU Senate for the approval (Senate Assembly)
- March 2023 - Presentations of Employees experience survey's results at 8 different units at VMU as a measure of VMU GEP

PROFESINIS TOBULĖJIMAS VDU DARBUOTOJAMS

LYČIŲ LYGYBĖ AUKŠTAJAME MOKSLE: KAIP TAI GALIMA PASIEKTI?
 Vasario 24 d. 14:30 val.
 MS Teams

Seminaro metu bus diskutuojama apie institucinę lyčių lygybės politiką ir praktiką aukštajame moksle ir moksliniuose tyrimuose. Bus pristatytas VDU Lyčių lygybės planas kaip institucinės lyčių lygybės politikos pavyzdys, kai apėriamos įvairios sritys – valdymas, komunikacija, organizacinė kultūra, darbo sąlygos ir darbo organizavimas, moksliniai tyrimai ir studijos. Seminare bus talkomi interaktyvūs diskusijos frankaliai.

Seminaras skirtas:
 (1) plačiosios akademinės bendruomenės atstovams(-ėms) dėstytojams(-oms), studentams(-ėms), mokslininkams(-ėms), administracijos darbuotojams(-oms), besidomintiems(-oms) šraukios darbo aplinkos universitetuose kūrimu.
 (2) mokslininkams(-ėms) ir mokslo vadybininkams(-ėms), rengiantiems(-oms) paraiškas ES mokslo programoms ir siekiantiems(-oms) sužinoti daugiau apie lyčių lygybės politiką moksliniuose tyrimuose.

Registruotis

Prof. Dr. Natalija Mažeikienė
Laura Lapinskė

SPEAR **smf** **Vytautas Magnus University**

TARP VIENATVĖS IR RŪPESČIO: VIENIŠŲ MAMŲ LIETUVOJE IŠGYVENIMO STRATEGIJOS

LAURA LAPINSKĖ
 Lyčių studijų doktorantė (Sodertorn universitetas, Švedija)
 Lygių galimybių koordinatė, SPEAR projekto tyrėja, lektore (VDU)

2022 m. spalio 18 d. 16.00–17.30 val.

KAIP LYČIŲ DIMENSIJĄ VEIKSMINGAI INTEGRUOTI Į STUDIJAS? MOKYMO SI TARNAUJANT BENDRUOMENEI PATIRTIS

Vieši mokymai virtualiu būdu

Organizatoriai

Prof. Dr. Natalija Mažeikienė
 VDU Socialinių mokslų fakultetas

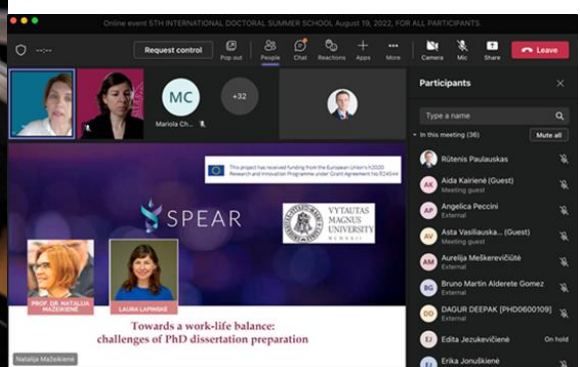
Prof. Dr. Auksė Balčytienė
 VDU Politikos mokslų ir diplomatinės fakultetas

This project has received funding from the European Union's H2020 research and innovation programme under grant agreement N° 824544

Gender Mainstreaming in Research and Innovation: the SPEAR Project Case

Natalija Mažeikienė, Vytautas Magnus University, VMU,
 Aurelija Novelskaitė
 Vilnius University (VU) Lithuania

International conference *Gender studies and activism 2022: (re-)de-/re-institutionalization in changing realities*, November 24, 2022, Vilnius University



1.4.7 Universidade Nova de Lisboa

The SPEAR team at NOVA has been very active in reaching out to local stakeholders and the Portuguese scientific and academic community, participating in and organising numerous conferences, meetings and webinars

- Participation in the Women's Leadership Conference of “Executiva - The importance of education in the development of new leaders" in October 2019



- Participation in the Conference "Female Labor Market: A Generational Perspective" in November 2019
- Participation in the INCM Conference: "A tecnologia no feminino" in July 2020
- Presentation at the online seminar organised by the CHANGE project "CHANGE Actions: Diversity and Equality in Research Funding" in November 2020
- Presentation at the "THE ROLE OF WOMEN IN ACADEMIA IN COUNTRIES REPRESENTED BY AWA MEMBERS - AWA Science Event" with Ambassadors Nienke Trooster (Netherlands) and Lisa Rice Madan (Canada) in January 2021
- Presentation at the HeForShe UNL Conference, in March 2021
- Portugal Women Leadership Award, 29th October 2021 (NOVA)
- "Fórum Portugal Contra a Violência" organised by the Portuguese Commission for Citizenship and Gender Equality, 17th November 2021
- Presentation of the NOVA Gender Equality Plan for external stakeholders in November 2021

1.4.8 University of Rijeka

Over the course of the project, the SPEAR team at the University of Rijeka organised numerous activities to raise awareness and disseminate SPEAR's results, such as presentations, conferences, open discussions, staff training, workshops. During those occasions, SPEAR dissemination materials was distributed.

Moreover, in 2022 the SPEAR team at UNIRI - Rector Snježana Prijić-Samaržija, Sanja Barić, Sanja Bojanić, Brigita Miloš, Daria Glavan Šćulac, Ana Tomaško Obradović, Matija Miloš and Ivana Klarin - was awarded the "[Fierce Women Award](#)", awarded by the portal Voxfeminae.net and the social enterprise Fierce Women to prominent individuals and organisations that have distinguished themselves through creativity, action and achievements in the past year.

The K-Zone Association jury, which for more than a decade has worked to research, record and disseminate knowledge about women's achievements in the fields of culture, politics, human rights, art, science and feminism, recognized the importance of adopting a plan to promote gender equality in all areas. The University's activities: scientific, artistic, teaching, institutional, and social, impact the quality of life and work at the University, as well as in the broader community in which it operates.





1.4.9 International Business School

Since they joined the project in 2022, the SPEAR team at IBS has been very active in engaging with the national scientific and academic community and stakeholders, in particular giving presentations organising workshops on the role of IBS “as a modern university with an open-



mindful academic community supporting and promoting European values" and the GEP development and implementation work done at the university.

1.5 SPEAR Final Conference

SPEAR final conference was organised in Copenhagen, Denmark on March 1st, 2023 as a partially hybrid event under the theme „The future of (gender) equality, inclusivity and democratic values in European Academia: Practices, prerequisites, pushback and perspectives”.

We invited GE practitioners, researchers, innovation leaders, policymakers and sister projects to attend a presentation on SPEAR’s achievements in promoting gender equality within their institutions and beyond through the development of Gender Equality Plans and reflect together on how Gender Equality topics are interconnected with issue of democracy and sustainability.

To get conversations started and encourage participants to start connecting with their peers, we organised a pre-conference networking event on February 28th at the Thorvaldsen's Museum in Copenhagen. Around 100 attendees took the opportunity to discuss their GE work, ongoing projects and future perspectives in an informal setting and gather ideas and reflections to be further analysed the next day.

The main conference event was held on March 1st at the Skabelonloftet venue in Copenhagen and gathered almost 200 participants, 135 in person and 43 online.

The first session was streamed online and included opening speeches from the SPEAR’s coordinators Eva Sophia Myers and Liv Baisner Petersen, the President of YERUN Snježana Prijčić Samaržija, and the Deputy Director-General for Research & Innovation Joanna Drake. Afterwards, a video presenting SPEAR's key objectives, methodology, output and impact with short speeches from the project’s partners and advisors was played.

The second part of the conference continued as an in-person only event with an explorative and networking session where 25 gender projects and initiatives presented their own impacts and invited participants to engage. This session was a way to shed a light on the ever-growing community of related EU project and create a space to celebrate the continuous support and collaborations within the community.

Afterwards, the panel presentations and the workshops dived into the conference themes and the links between gender equality, inclusiveness and democratic values offering the participants complementary perspectives and creating a space for open discussions and critical thinking.



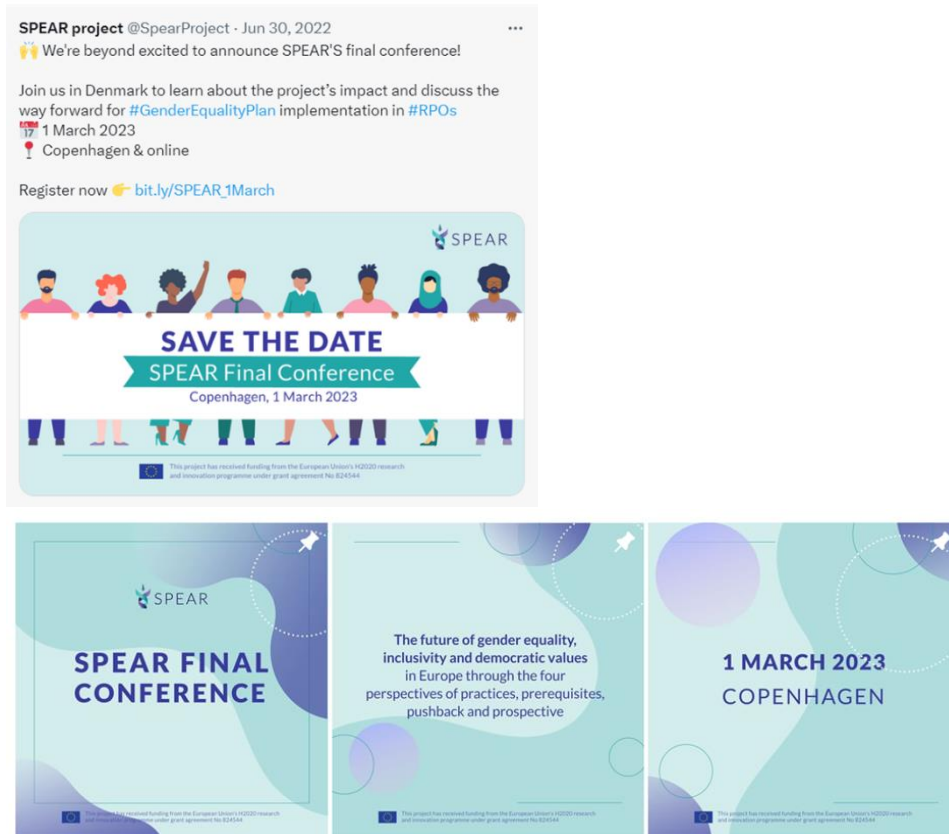


Figure 25 Conference programme

FINAL CONFERENCE PROMOTION

The conference was first announced on the SPEAR social media channels and website in July 2022. A comprehensive promotional campaign, announcing the speakers, presenting the agenda and introducing the sister projects attending, was launched in November 2022 counting 60 posts across all SPEAR social media channels and over 19,000 impressions.

Moreover, the recording of the first hybrid session of the conference has been published on SPEAR's [YouTube channel](#) and promoted on the project's social media channels.



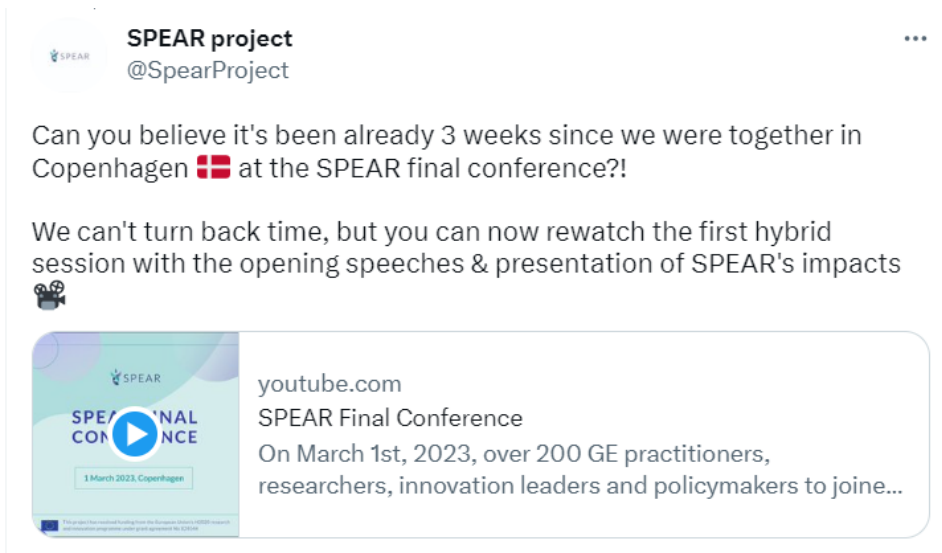
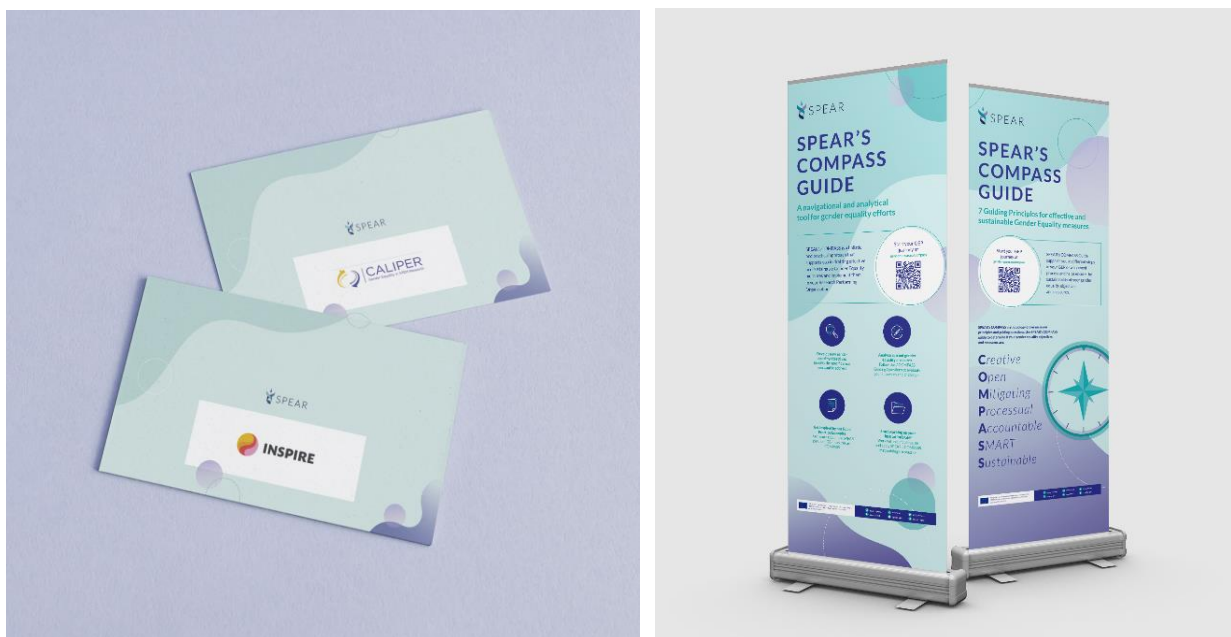


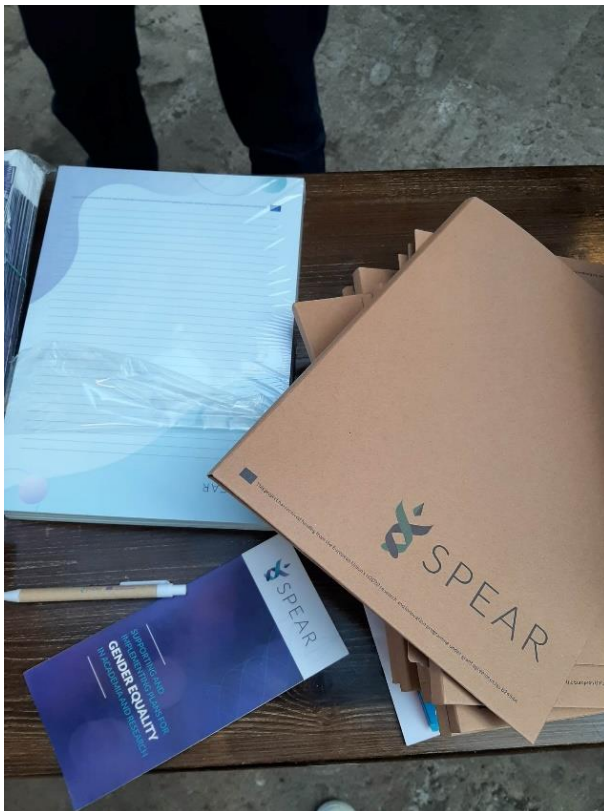
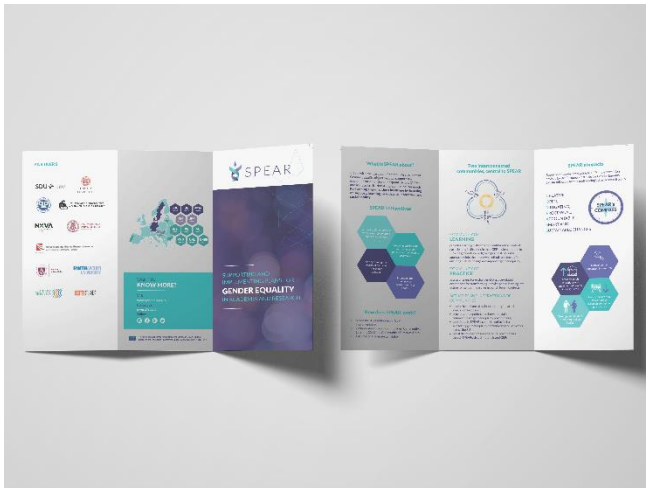
Figure 26 Promotion of SPEAR final conference on social media

DISSEMINATION MATERIALS

A new set of dissemination materials and merchandising were produced on the occasion of SPEAR's final conference, including as flyers, brochures, roll-ups, beach flags, name tags.

All the materials were developed based on the project's brand guidelines and following a recognisable sub-identity specifically designed for the conference.





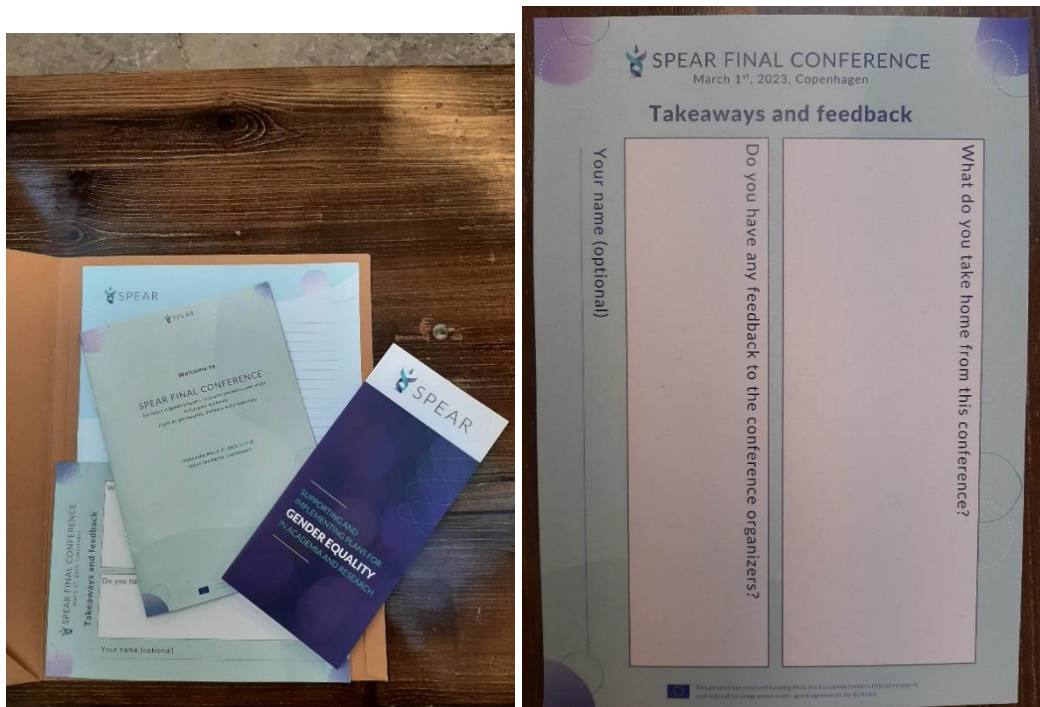


Figure 27 Materials and merchandise produced for SPEAR's final conference

1.6 SPEAR National Conferences

1.6.1 Danish SPEAR National conference, University of Southern Denmark

SDU organised a Gender Equality Symposium focused on gender perspectives in recruitments to academic positions at the university. More than 100 participants, students, employees and interested external attendees, participated in the conference.

Amongst the key speakers were SDU's vice-chancellor Henrik Dam, Ole Skøtt, Dean of the Faculty of Health Sciences and chair of SDU's central gender equality committee, and members of SDU's International Gender Advisory Board, including María Bustelo, Tomas Brage, Yvonne Benschop, Mathias Wullum Nielsen, Heidi Holt Zachariassen, Lynn Roseberry, and the SPEAR team Eva Sophia Myers.

The program consisted of a two-part symposium with the first part focused on why it is important to work with gender perspectives in recruitment and the second on *how* recruitment processes can factor in gender perspectives in practice. The panelists' presentations were qualified along the way by questions from SDU's Gender Equality Team, and during the last part of the symposium all the attendees were also encouraged to ask questions or provide input. Questions from the audience included suggestions for strategies on how to counter resistance to gender equality efforts, comments on the importance of a visible managerial commitment to gender equality work, and a suggestion to initiate career evaluations also of tenured associate and full professors. The dialogue in plenum further lead to a substantiation of the fact that the gender dimension in research itself also needs to be addressed as part of the gender and equality efforts in the university sector.

The presentations from the symposium are available [here](#).



Figure 28 Photos from the symposium

  <p style="text-align: center;">SDU's second GENDER EQUALITY SYMPOSIUM</p> <p style="text-align: center;">Thursday October 31st 2019, 14.30-17.00, followed by a reception</p> <p style="text-align: center;">Auditorium O100, Main Campus, SDU, Campusvej 55, 5230 Odense M</p> <p style="text-align: center;">Gender perspectives in academic recruitment - why and how to effect change</p> <p>How does gender play a role in academic recruitment and career possibilities? And what can be done on a practical everyday level to effect a real change towards greater diversity among those who are hired and those who advance - all the way to the top?</p> <p>After a brief introduction and welcome by SDU's Gender Equality Team, this symposium will offer qualified reflections presented by SDU's International Gender Advisory Board:</p> <p>Yvonne Benschop, Radboud University, Netherlands Lynn Roseberry, On the Agenda, Denmark María Bustelo, Complutense Universidad, Spain Jeremy K.M. Sanders, Cambridge University, UK Kuheli Dutt, Columbia University, USA Heidi Holt Zachariassen, Kf committee secretariat, Norway Tomas Brage, University of Lund, Sweden</p> <p>The symposium is a public event and free, register your participation here: www.sdu.dk/genderequality</p> <p><small>For more information contact SDU's Gender Equality Team at get-sdu@sdu.dk</small></p>	  <p>Recruiting well into academic positions is a crucial factor for the quality and potential of faculty and their academic output. Recruiting practices are central in realizing academia's ideal of being a living meritocracy. All aspects of academic recruitment are therefore intensely at the forefront of the many parties involved in it: those who seek to be recruited, who evaluate and assess, who recruit and lead, and who administer and support along the way.</p> <p>Traditions and norms regulate and determine highly specific and differentiated recruitment practices across academic disciplines, which stabilize and ensure continuity of embedded structures.</p> <p>Diversity in research environments and methods is critical to ensure innovative and relevant research output. However, given academia's persistent gender inequality evidenced in the leaky pipeline, the highly gender segregated distribution of status and resources and the widespread homogeneity among positions of power, there are strong indications that these embedded structures and practices are not conducive for establishing and maintaining a diverse, innovative and inclusive workforce. Existing practices and structures risk deteriorating research output, quality and relevance, and they present serious obstacles to those not currently in play but who aspire to working in academia. A further question is: may these structures and practices even inflict harm – not least if we see them in the light of UN's Sustainable Development Goals?</p> <p>This symposium will highlight and discuss ways to revise academic recruitment practices that may ensure diversity and inclusion of the academic workforce at all levels, and form the basis for innovative and well-rounded research and teaching output that involves and accommodates for a wide(r) diversity of needs and perspectives.</p> <p><small>For more information contact SDU's Gender Equality Team at get-sdu@sdu.dk</small></p>
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Figure 29 Invitation to the conference



1.6.2 Swedish SPEAR national conference, Uppsala University

The very well attended (around 130 participants) SPEAR national conference was held virtually (on Zoom) in April, 2022 on the theme “Forskare möter praktiker” (“Researchers Meet Practitioners”). Researchers who have studied gender equality in the Swedish university system presented their findings and discussed with individuals who work on equal opportunities issues at Swedish universities:

- *When a political mission is translated into local practice: obstacles and opportunities for gender mainstreaming in academia* – Birgitta Jordansson, Associate Professor, University of Gothenburg
- *What tools do Nordic universities use to promote gender equality in career advancement* – Charlotte Silander, Associate Professor, Linnaeus University
- *Meritocracy in higher education: formal and informal merit* – Stina Powell, Researcher, Swedish University of Agricultural Sciences
- *Gender differences in scientific performance among doctoral students and researchers in early careers* – Jonas Lindahl, Lecturer, Umeå University
- *Who becomes a professor? A career study of 3000 women and men who obtained their doctorates between 1985 and 1994* – Ulf Sandström, Researcher, Örebro University
- *How more formalization can create more room for discretion in merit evaluation* – Karin Svedberg Helgesson, Associate Professor, Stockholm School of Economics
- *Gender-based violence and sexual harassment in academia: European perspectives* – Liisa Husu, Senior Professor, Örebro University
- *Academic housework* – Sara Kalm, Associate Professor, Lund University
- *Discussions on gender equality issues* – Lynn Kamerlin, Professor, Uppsala University

The conference aimed to bridge the gap that exists between practical gender equality work and gender equality research and to inspire Swedish universities and colleges. At the time, practitioners were in the process of identifying gender equality problems as part of a government assignment to further develop gender mainstreaming over the next few years. The conference was attended by important stakeholders at the national level, for example the Swedish Research Council and the Swedish Gender Equality Agency.

1.6.3 German SPEAR National Conference, RWTH Aachen University

On 25 and 26 November 2021, the German teams of the H2020 gender equality sister projects CHANGE, LeTSGEPs and SPEAR invited national and international gender equality practitioners, researchers and the interested public to explore and share perspectives on gender equality work in different cultural and organisational contexts and to discuss how to achieve sustainable structural and cultural change. The joint conference “Culture eats (a gender equality) strategy for breakfast? – Structure eats (a gender-sensitive) culture for lunch?” was initiated by the German SPEAR team at the RWTH Rectorate Staff Unit IGaD (Integration Team - Human Resources, Gender and Diversity Management) and co-organised with German CHANGE and LeTSGEPs project partners from Fraunhofer Institute for Manufacturing Technology and Advanced Materials IFAM, Max Planck Society and the RWTH Institute of Sociology. The aim was to strengthen collaboration and foster exchange between the three gender equality projects in which RWTH Aachen University is involved and thus to



further promote Gender Equality Plan (GEP) implementation in European Research Performing Organisations (RPOs).

The conference identified fundamental prerequisites for successful local GEP work initiated within EU-funded gender equality projects and answered the initial questions of whether culture ate strategy for breakfast and whether structure ate culture for lunch with yes and no: cultural and structural aspects of gender equality work need to work together in order to achieve sustainable change. Lastly, fostering exchange and collaboration were important goals of the conference. Thus, we hope that creating the space for experience sharing and networking among international and national gender equality practitioners will further promote GEP implementation in European RPOs.

The conference counted more than 100 registrations and between 40 and 60 attendees on each conference day.

More details on speakers, agenda, projects involved can be found on the conference webpage hosted on RWTH website <https://www.eu-gender-conference.rwth-aachen.de/go/id/qafqb/?lidx=1>

Check out the abstracts and information on the chairs and speakers in the menu on the left.

Time*	Agenda Item
1:00pm to 1:20pm	Welcome Chair: Maxime Forest, PhD (OFCE) RWTH Aachen University Vice-Rector Sabine Brück-Durkop (RWTH)
1:20pm to 2:00pm	Keynote speech: Taking an EU-wide look at GEP implementation Marcela Linková (CAS)
2:00pm to 2:25pm	Designing, Implementing and Monitoring a Gender Equality Plan - Practical Insights for Change Agents A presentation by CHANGE project partners Anita Thaler (IFZ Graz) and Jennifer Dahmen-Adkins (RWTH Aachen University)
2:25pm to 2:50pm	It is all about power! - Gender and intercultural awareness in East-West-EU-Project cooperation A reflective talk between LETSGEPs project partners Linda Gjika (UNITIR) and Corinna Pusch (MPG)
2:50pm to 3:15pm	Supporting and Implementing Partners in SPEAR - different but same? Presentation and perspectives by SPEAR project partners Liv Balsner Petersen (SDU) and Sanja Bojanic and Brigita Miloš (UNIRI)
3:15pm to 3:30pm	Coffee break
3:30pm to 4:30pm	Panel discussion: Culture eats strategy for breakfast? Perspectives on Gender Equality Plan (GEP) implementation from short-, long-term and associated EU member states Chair: Maxime Forest, PhD (OFCE) discusses with Marcela Linková (CAS) and project representatives Liv Balsner (SDU) from SPEAR, Tindara Addabbo (UNIMORE) from LETSGEPs and Anita Thaler (IFZ Graz) from CHANGE
4:30pm to 5:00pm	Wrap-Up and Closure

*All times are CET.

Check out the abstracts and information on the chairs and speakers in the menu on the left.

Time*	Agenda Item
9:00am to 9:10am	Welcome Sandra Kämer (IFZ)
9:10am to 9:40am	Career and cultural enhancement at Fraunhofer - Insights into measures and programs to promote equal opportunity Katharina Scharrer (Fraunhofer)
9:40am to 10:10am	European Superfood: How to empower national structures Ulla Weber (MPG)
10:10am to 10:40am	Towards a gender-sensitive scientific culture - Key elements of lasting progress Maren A. Jochimsen (EKIG)
10:40am to 11:00am	Coffee break
11:00am to 12:30pm	Workshop 1: Informal career mechanisms as obstacles for gender equal careers Andrea Wolfram, Jennifer Dahmen-Adkins (IFS)
	Workshop 2: Time is money! How career trap academic housekeeping reflects on gender budgeting Giovanna Badalassi (UNIMORE)
12:30pm to 1:00pm	Wrap-Up and Closure

*All times are CET.

Figure 30 Conference agenda

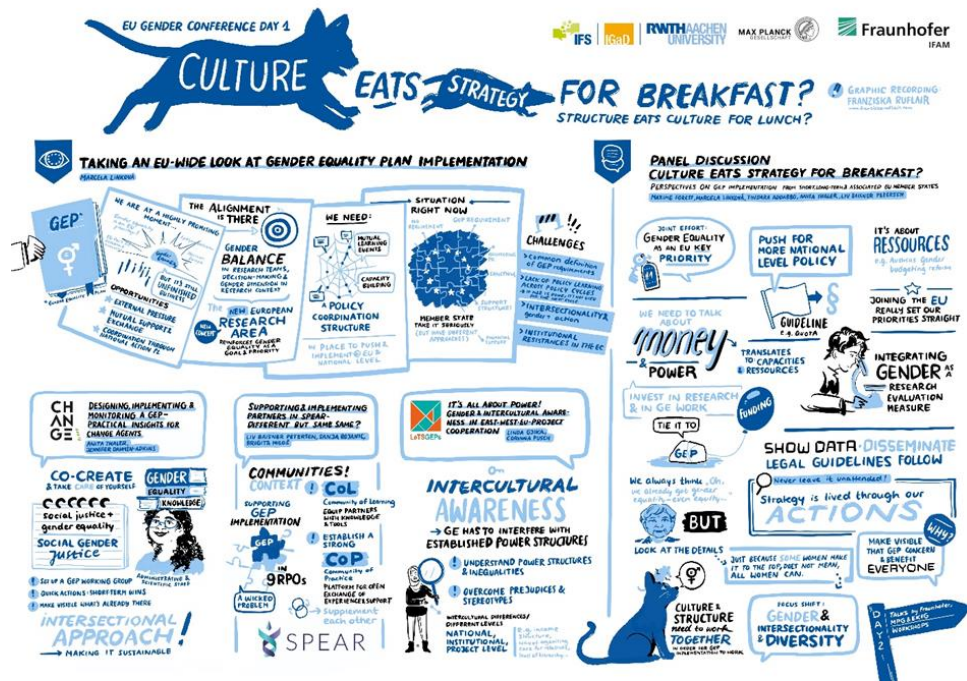


Figure 31 Graphic recording from conference

1.6.4 Bulgarian SPEAR national conference, University of Plovdiv and International Business School Sofia

The National Conference "Equality of Women and Men in Academic and Scientific Organizations - Good Practices, Challenges and Perspectives" was held on 15 December 2022 in a hybrid format - on-site in Sofia and online on the BigBlueButton platform. Scientists from higher schools and scientific organizations, representatives of business and non-governmental organizations dedicated to issues related to equality and discrimination attended the conference. The heads of the SPEAR project teams from the International Business School and Plovdiv University Paisii Hilendarski, Prof. Georgi Apostolov and Prof. Rositsa Doneva, and representatives from the top management of IBS welcomed the guests. In their greetings, they outlined the benefits and results of joint efforts and unifying decisions, the need for more initiatives aimed at encouraging women to take the academic career path, and the need to address the resistance and misinterpretation in our society of terms such as gender, socially constructed gender, etc. During the plenary session, three keynote speakers presented reports, as follows:

- Prof. Miglena Temelkova - "Investigation of the leadership style of men and women occupying leadership positions in Bulgarian higher education institutions";
- lawyer Milena Kadieva (founder of the Gender Alternatives foundation) - "Gender-based violence and its impact on gender equality, including in the field of education";
- Zhelyana Doneva - "Inspirational Share on the D&I initiatives towards becoming a more gender-balanced workplace from Paysafe, one of the top fintech Companies".

The conference continued with the presentation of IBS GEP, actions for implementations and monitoring the implementation of the PU GEP and 8 reports by scientists from higher schools and scientific organizations working on the subject. During the Discussion panel, the

participants talked about the state of equality between women and men in Bulgaria, especially in scientific research organizations and higher schools, challenges in the GEP development process, implementation and monitoring.

The total number of participants in the conference was 46, of which 33 attended on-site in Sofia and 13 joined online.

ЧАС	Дейности и тематика	Место и модератори
10:30-11:00	Регистрация на участниците	На място във фоайето на МББУ в сградата Върблърбютон
11:00-11:20	Откриване на конференцията и приветствие	Модератор: Гл. ас. Д-р Ирина Топузова
	Проф. д-р Елена Апостолова – Ректор на Международното висше бизнес училище и ръководител на екипа в проект SPEAR	МББУ
	Проф. д-р Росица Донева – Директор на Център за дистанционно обучение в Пловдивския Университет „Павел Хелиандарски“ и ръководител на екипа в проект SPEAR	МББУ
	Д-ц. д-р Стелиа Баева – Заместен ректор на Международното висше бизнес училище	МББУ
	Д-ц. д-р Даниела Георгиева – Доцент на Международното висше бизнес училище	МББУ
11:20-11:30	Равнопоставеност на мъжете и жените – Ръководител на ЕС. Представяне на проект SPEAR – Гл. ас. Д-р Ирина Топузова, сертифициран GE експерт и Ръководител на „Детър“ за лидерство на жените“ в МББУ	МББУ
11:30-12:30	Доклади на лекции	Модератор: Гл. ас. Д-р Ирина Топузова
11:30-11:50	„Изследване на либерален стил на мъжете и жените, които ръководят компании в българските висши училища“ – Проф. д-р Милена Темелова, Ректор на Висшето училище по телекомуникации и поли	МББУ
11:50-12:10	„Наскочило, основано на пола и въздействието му върху равностепеността на ползване, включително в сферата на образованието“ – Ас. Мелена Койчева, Основател и изпълнителен директор на Фондация Демократични инициативи, международен административен на чешкия права, носител на наградата „Жена на Европа за 2019“ в категорията „Жена на действие“.	МББУ
12:10-12:30	„Implementation of the GEP initiative towards becoming a more gender-balanced workplace from PaySafe, one of the top British companies“ – Желена Донева – мениджър, PaySafe Limited („PaySafe“) – България, PaySafe Group – носител на твърда награда в категорията Employer Branding комуникация. Наградата се присъжда от To the Top чрез ежегодната класация Employer of Choice Awards 2022 и на две твърди награди в категориите „Най-добър работодател – Финтех“ и „Изключително в обучението на служителите“ Наградите се присъждат от Career Show Awards 2022.	МББУ
12:30-18:00	Работна сесия	Модератор: Гл. ас. Д-р Анастасия Чирева
12:30-12:50	„Политическо участие на българските жени“ – Д-ц. д-р Елена Павлова, Технически университет – София	МББУ
12:50-14:00	Обед	Implementation Art Hotel (интерактивно до сградата на МББУ)
14:00-14:20	„Implementation and Monitoring of the PU GEP“ – Проф. д-р Елена Симова, Пловдивския Университет „Павел Хелиандарски“	МББУ
14:20-14:40	„GEP като механизъм и инструмент за институционализиране на равностепеността на мъжете и жените в академични и научни организации – Представяне на Плана за равностепеност на мъжете и жените в МББУ.“ – Гл. ас. Д-р Анастасия Чирева, Международно висше бизнес училище	МББУ
14:40-15:00	„Представяне на План за ставане на равностепеността между мъже и жени в науката в Русския университет по програма HORIZON 2020“ – Д-ц. д-р Даниела Павлова, Русския университет „Алексей Блок“	Онлайн в платформата WebEx/Zoom

Figure 32 Conference agenda





Figure 33 Photos from the Bulgarian conference

1.6.5 Lithuanian SPEAR national conference, Vilnius University

VU dissemination activities mostly related to sharing ideas and the good practices between the different higher education institutions in Lithuania. Such ambition was executed at the VU SPEAR final conference “Equal opportunities in higher education: from vision to practice”, where different universities and colleges presented their experience in implementing GEPs as well as shared their future aims.

The Vilnius University SPEAR final conference at the national level was held on December 8th, 2022, to commemorate the International Human Rights Day. The theme of the conference was “Equal opportunities in higher education: from vision to practice” and it reflected the journey that was completed during the SPEAR project.

During the last years, many Lithuanian higher education institutions have prepared strategic documents for equal opportunities and diversity as well as gender equality plans and started the implementation process. Now we are at the stage to ask: What have we learned? What are the good practices? How do we ensure the sustainability of these actions? What else could be done? Therefore, the conference was dedicated to discussing the current practices and the sustainability of positive changes regarding equal opportunities in Lithuanian higher education institutions.

The conference was opened by Vilma Gabrieliūtė, the head of Equality mainstreaming group at the Equal Opportunity Ombudspersons’ Office highlighting the importance of existing cooperation between the Equal Opportunity Ombudspersons’ Office and HEIs in Lithuania and discussing the specifics of equal opportunity practises in HEIs considering not only employees, but also students. The opening was followed by presentations by Andrius Zalitis, advisor on higher education to the minister of Education, Science and Sports, and by Stefanie Kölling and Chiara Enderle representing University of Leipzig and ARQUS European University Alliance.

Further, SPEAR project outcomes and experiences as well as Gender equality plans and their implementation were presented by both Lithuanian partners: Vilnius University and Vytautas Magnus university. Specifics of each University were discussed considering the developments that were achieved during the SPEAR project and also other equal opportunities measures currently implemented.

The presentations were followed by a discussion on how to create a lasting change regarding equal opportunities and gender equality in Academia. We were very glad that representatives of all the largest Lithuanian higher education institutions, working or interested in this topic, participated in the discussion: Vytautas Magnus University, Vilnius Gediminas University of Technology, Lithuanian University of Health Sciences, Academy of Arts, Vilnius College, Klaipėda University, Kaunas University of Technology.

Overall, 52 participants attended the conference, including representatives of HEIs (10 from Vytautas Magnus University, Vilnius Gediminas University of Technology, Lithuanian University of Health Sciences, Academy of Arts, Vilnius College, Klaipėda University, Kaunas University of Technology, Lithuanian Academy of Music and Theatre, Vilnius University, University of Leipzig) and other partners, such as representative of Ministry of Education, Science and Sport; representative from Equal Opportunity Ombudspersons' Office.

Agenda:

10:00 Opening remarks

10:10 Vilma Gabrieliūtė, Office of the Equal Opportunities Ombudsperson

10:20 Andrius Zalitis, Ministry of Education, Science and Sport

10:40 Stefanie Kölling, Chiara Enderle, ARQUS European University Alliance and the experience of the University of Leipzig in ensuring equal opportunities for all

11:00 Jurgita Giniūnienė, Kaunas University of Technology, Towards a Sustainable University

11:20 Laura Lapinskė, Vytautas Magnus University "SPEAR project: experiences in ensuring equal opportunities"

11:40 Prof. Aurelija Novelskaitė, Vilnius University, "Gender Equality and Intersectorial Challenges - Future Perspectives"

12:00 Lina Garbenciute, Vilnius University " VU steps towards equal opportunities: achievements and plans"

12:15 Discussion "How do we create real change? The most effective current and future tools", moderator Klaudijus Melys

14:00 Lunch (networking and discussions)





Figure 34 Photo from the VU conference

1.6.6 Lithuanian SPEAR national conference, Vilnius University and Vytautas Magnus University

The SPEAR partners in Lithuania – Vytautas Magnus University (VMU) and Vilnius University (VU) organized a national conference on gender in social work practice, studies and research titled “Lyčių dimensijos integravimas į socialinio darbo studijas, tyrimus ir praktiką/ Integrating the Gender Dimension into Social Work Studies, Research and Practice”.

This conference was dedicated to celebrating Global Social Work Day on March 21, 2023. The primary focus of the conference was gender aspects in social work practice, with particular emphasis on the respect and the promotion of diversity through social action. The conference, initiated by the SPEAR team and VMU Social Work Department, welcomed 135 participants including a diverse range of social work practitioners, such as social workers, municipalities, and other universities, as well as alumni working with disadvantaged groups and communities.

The conference offered a unique opportunity for SPEAR project partners in Lithuania, to showcase institutional practices that promote gender equality at partner universities. Equal Opportunities Coordinators Marija Norvaišaitė (VU) and Laura Lapinskė (VMU) discussed the implementation of Gender Equality Plan (GEP) and other measures of gender equality work at the universities. Scholars and teachers from the Social Work Department at VMU and social work practitioners presented the significance of gender-related topics in the field of social work. The presentations addressed such issues as the impact of gender on access to social services, mitigating gender-based violence, and gender-based inequalities. By bringing together a diverse range of stakeholders and creating partnerships, the conference became a significant step towards advancing gender equality and diversity through social work practice, studies, and research. It represents an opportunity to build bridges and drive positive change in this critical area.



Figure 35 Poster of the conference





Figure 36 Photos from theLithuanian conference

1.6.7 Portuguese SPEAR national conference, Universidade Nova de Lisboa

NOVA`s Spear final national conference, “Universities as Agents of Change for Gender Equality”, was held in Lisbon, at the Rectorate building, during the afternoon of February 15, 2023.

The organization of the conference, led by the SPEAR team, begun in early November (2022), however, some of the guest speakers were previously informally invited during a workshop and the date was settle in advance to guarantee their availability. Taking place during school holidays, it facilitated the presence of the participants, although it may have affected the attendance of students. The organization relied on the collaboration of several departments of the Rectory, including: communication (creation of design materials and dissemination), logistics (space, light & sound, food and beverages, security), and finances regarding the payments to outside services and materials(photographic coverage, merchandising (gifts for speakers) , microphones and sound assistance, SPEAR roll-up and pane, SPEAR letters to set the conference scenario. The vast allocation of human and material assets reflected the relevance given to this conference, one of the events chosen to celebrate NOVA`s 50th anniversary (2023).

For the dissemination campaign (bilingual: Portuguese and English) a set of digital artefacts were created, including programme and poster . The dissemination was developed mainly through the website and social media (Rectory and each of the Schools) and the publications displayed a link for registration . Besides, each School used its own usual means of dissemination in situ . Additionally, invitation emails were sent and, in the week before the conference, phone calls reinforce the email invitations.

The conference programme engaging sixteen participants was divided in three slots. The first one, comprised politic representatives; the second one, a round table that gathered the sister

projects coordinators from universities all over Portugal; the last one, a sample of representatives from the NOVA community, formed by students, researchers, administrative staff and teachers. The conference opening address was conducted by the Rector and the final address by the Vice-Rector and Coordinator of SPEAR. The invitation to national political representatives and Professors from several Portuguese Universities aimed to underline GE in Academia as a national aspiration. Moreover, the Conference wished to give voice and visibility to NOVA's Community to address their role and expectations regarding GE in Academia. The NOVA Working Group for Gender Equality was also represented.

Before the conference, a networking lunch took place in a hotel nearby the campus to congregate the SPEAR team with the conference speakers. A very welcomed initiative as many participants met for the first time and others reunited after a long time due to the pandemic restrictions.

The number of participants (speakers included) rose to 150, being the great majority women. It was not a constant audience, as the most attended slots were the ones that took place before the coffee break. The audience, in terms of composition, was divided between 70% belonging to NOVA community and 30% outside NOVA. Regarding NOVA community attendees, one third were students, one third teachers/researchers, being the remaining third composed by administrative staff, service directors and members of the rectoral team. Although all NOVA Schools were represented at the conference, most people came from the Faculty of Social and Human Sciences, School of Law and the Rector, i.e. the institutions based on campus. Among other possible explanations, it can be suggested that although this face-to-face conference, after the virtual events imposed by the pandemic, was welcomed, the pre covid reality was not yet settled.

The audience was very participative during the Question & Answers moments, delving into some of the topics discussed, but also presenting new perspectives to be taken into account during the implementation of the GEP. For example, it became clear the need to carry out actions to clarify concepts and procedures on two topics: communication on gender equality and inclusion; the relation between the GEP and the funding of academic research projects. After the conference, several people expressed their satisfaction about the relevance of the topics discussed, but also praised the good organisation of the event. These reactions were conveyed mainly by email and in the social media comments. The most highlighted fact in the online publications was the commitment made by the Rector to create a Gender Equality and Inclusion office to give sustainability to implementing the GEP in NOVA, as follows: <https://www.unl.pt/en/news/nova/spear-projet-conference-case-nova-university-working-equality>





Conferência Nacional
UNIVERSIDADES
COMO AGENTES DE
MUDANÇA PARA A
IGUALDADE
DE GÉNERO

Universities as agents of change for
Gender Equality

15 FEV 2023 14h Reitoria da Universidade
NOVA de Lisboa

This project has received funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No. 824544

SPEAR'S FINAL NATIONAL CONFERENCE
UNIVERSITIES AS AGENTS OF CHANGE FOR GENDER EQUALITY
February 15th, 2023, 14.00 - 17.30 UTC
 Rectory of the NOVA University Lisbon (NOVA) | Compedo Campus

The conference programme may be subject to changes

TIME	PROGRAMME
13.30 - 14.00	Registration
14.00 - 14.10	Opening address by the Rector of NOVA, João Sórgua
14.10 - 14.30	Minister in the Cabinet of the Prime Minister and for Parliamentary Affairs, Ana Catarina Mendes
14.30 - 14.50	President of the Commission on Citizenship and Gender Equality (CIG), Sandra Ribeiro
14.50 - 16.10	Round table with SPEAR sister-projects' coordinators and Q&A session Portuguese Universities' experiences in the implementation of Gender Equality: practices, advances achieved, foreseen possibilities Moderation: Paulo Côrte-Real (NOVA Working Group for Gender Equality) Participants: Andrã Torres (CEG-ISCSP-UL), Lucinda Fonseca (IGOT-UL), Marisa Matias (LIFE), Mónica Lopes (ICES-UC), Sandra Soares (LBI), Teresa Carvalho (LJA), Virgínia Ferreira (ICES-UC)
16.10 - 16.30	Coffee-break
16.30 - 17.15	Communications from SPEAR project stakeholders, representatives of the NOVA Community and Q&A session Participants: Raquel Lopes , Contribution of LGBTQ+ inclusiveness towards gender equality; Frederico Cavazzini , EUTOPA – The meaning of signing the inclusion manifesto with European partners; Ana Pinto e Olga Cunha , Promoting Gender Equality in Higher Education Communities: The case of NOVA FCSH
17.15 - 17.30	Closing the conference Isabel L. Nunes , Vice-Rector of NOVA, Coordinator of SPEAR

This project has received funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No. 824544

Figure 37 Poster and agenda





Figure 38 Photos of the Portuguese conference

1.6.8 Croatian SPEAR National Conference, University of Rijeka

The University of Rijeka, within the strategic direction of an open and socially responsible university, is dedicated to the improvement of gender equality in the academic and wider community. Within the framework of the European project Support and Implementation of Plans for Gender Equality in the Academic Community and Research (SPEAR), the University created and adopted its Gender Equality Plan, which gave the wind behind the development and strengthening of structural support for the implementation of gender-aware policies, ensuring the gender dimension in research, continuing and institutional processes, as well as the harmonization of the personal and business life of members of the university community.

The program of the ROAR festival included:

- "The Color of Education" , a performance by the Tiren Theater from Zagreb, held on March 16, 2023, in the Croatian Home in Sušak. "The Color of Education" is a play for teenagers as well as adults, which deals with gender roles and gender equality and problematizes harmful gender stereotypes associated with women and men.
- "How to understand toxic masculinity: influences of popular culture" , lecture by journalist and editor Nikola Vučić held on March 17, 2023 at the University of Rijeka Campus. The lecture presented the problem of toxic masculinity, which can have negative consequences on mental health, interpersonal relationships and social norms. Understanding toxic masculinity through popular culture is extremely important to developing a better understanding of gender equality and creating a positive society for all.
- "Intergenerational perspective of feminism and topics of gender equality" , public discussion held on March 20, 2023 at the University of Rijeka Campus. The conversation (round table) was intended for the academic community and citizens. It

was led by prof. Sanja Bojanić, rector Snježana Prijić Samaržija, prof. Nadežda Čačinovič, prof. Ankica Čakardić and Hana Samaržija.

- Movie nights at the Art cinema held from March 21-23, 2023. Films in which the gender theme overlaps with work, health and aging as frequent grounds of discrimination were chosen and discussed by novelist and journalist Ante Tomić, rector prof. Snježana Prijić Samaržija and film critic and journalist Jurica Pavičić, along with the screening of short student films from the International Student Film Festival - STIFF , chosen by the director and artistic director of the STIFF festival, Maša Drndić.



Figure 39 Photos from the ROAR festival

Details on the programme can be found on the webpage <https://uniri.hr/o-sveucilistu/razlicitost-i-ukljucivost/roar-festival/?fbclid=IwAR0TnHzoLWGLdeIU-6gacPFRXAmxvHunP2iljY1N8Jlm55jLVw56NlwC0>

The festival gained significant relevance and echo at the national level, as it can be seen in some examples below



Figure 40 News articles on the ROAR festival



1.7 SPEAR on the web and media – partner promotion

All SPEAR partners disseminated project results on their institutional websites, internally during staff training, HR seminars for or at national universities, and at meetings with decision makers in HR and strategic and operational management; academic board meetings, committee meetings, academic networks, communication units, for students and administrators, meetings for heads of department and unit both inside and outside the institutions. They also disseminated SPEAR efforts on reports and publications, on local and national online and printed news portals. Hereafter, some of the dissemination activities performed by partners.

1.7.1 Media presence

Partners have been proactive in engaging local TV and radio outlets and give interviews, also paying attention to carefully choose which media outlets and/or journalists to pursue or accept requests from, to ensure nuanced coverage of SPEAR and its partnership. For written media, the final approval of the text before publishing has been requested, to avoid imprecise coverage. It is important to get the message out about SPEAR, but there are limitations hereto, such as ensuring that the communication is in line with institutional overall strategic communications.

In the early stages of the project, SDU gave an interview in the academic magazine *Magisterbladet* and explained how the collective gender equality expertise shared among SPEAR's partners can be gathered, processed, and implemented in all our organizations. Radio interviews on DR P4 Fyn (local) and DR P1 (national) in the same period continued to illustrate how gender equality measures are necessary in Danish and European academia and which practical measures are most effective to implement. A subsequent newspaper interview in 2020 (Fyens.dk) featured the Gender Equality Team (GET) together with SDU's University Director and the Heads of the Departments of Mathematics & Computer Science and Marketing & Management, in a discussion of the importance of the practical implementation of gender equality initiatives at SDU.

Similarly, UNIRI Vice Rector Snježana Prijić-Samaržija and the Professor Sanja Barić had the chance to discuss the importance of gender equality in academia and the SPEAR project on the regional TV station *KanalRi*. Furthermore, Snježana Prijić-Samaržija joined a discussion on women in science and explained the aims of the SPEAR project as well as the role played by UNIRI in the project on the national TV HRT. In January 2020, Snježana Prijić-Samaržija has also made an interview with the national newspaper *Novi List*, where she emphasized UNIRI involvement in the SPEAR project, highlighting how UNIRI is one of the first EU13 universities to make a Gender Equality Plan, thus achieving very high level of efforts towards equality.



In early 2020, the Young European Research Universities Network (YERUN) invited the coordinator of SPEAR Project, Eva Sophia Myers and Elvira Fortunato, person responsible for the SPEAR project at NOVA, to contribute for an article in the January Newsletter through an interview. This was again another great opportunity for SPEAR to gain visibility while addressing the importance of gender equality in academia.

Finally, Vilius Alesius, Rūta Ruolytė Verschoore, and Vilma Gabrieliūtė from VU had a radio interview on the Vilnius University Radio station, with the representatives from the Office of the Equal Opportunities Ombudsperson on equal rights and gender equality in Lithuania. In this occasion, SPEAR was promoted.

Below a list of other relevant media appearances:

- Articles on Portuguese press announcing NOVA participation in SPEAR <https://24.sapo.pt/atualidade/artigos/universidade-nova-estuda-desigualdade-de-genero-na-instituicao>; <https://www.dn.pt/lusa/interior/universidade-nova-estuda-desigualdade-de-genero-na-instituicao--10693149.html>; <https://www.ojogo.pt/extra/lusa/interior/universidade-nova-estuda-desigualdade-de-genero-na-instituicao--10693152.html>
- Uppsala University contribution to the publication “Stödmaterial - Lärosätenas uppföljning av jämställdhetsintegrering” (“Support material - The higher education institutions' follow-up of gender mainstreaming”) <https://jamstalldhetsmyndigheten.se/media/rlhbolg1/stodmaterial-larosatenas-uppfoljning-av-jamstalldhetsintegrering-2021-06-30.pdf>
- YERUN newsletter March 2022 promoting SPEAR’s COMPASS Guide
- Horizon Magazine March 2022: SPEAR coordinator Eva Sophia Myers (SDU) was interviewed by the Horizon Magazine for the article „[Addressing gender inequalities in research through institutional change](#)”

- #DISSEMINATIONTALKS April 2022: Eva Sophia Myers (SDU) was featured in the CORDIS series on science dissemination in H2020 projects - [Twitter](#) and [Facebook](#)
- European Research and Innovation Days 2022 September 2022: Eva Sophia Myers (SDU) presented SPEAR's experience with the Horizon Results Booster service during the „[R&I tools, services and opportunities: from research to impact](#)” workshop
- “Has gender equality been achieved in science?” interview with professor Aurelija Novelskaite, video on Lithuanian public broadcaster, Lithuanian Radio and Television (LRT) website. <https://www.lrt.lt/mediateka/irasas/2000221453/vu-ekspertai-padedu-suprasti-ar-moksle-jau-pasiekta-lyciu-lygybe>
- Press release for Baltic News Service (BNS) on VMU GEP <https://sc.bns.lt/view/item/416017>
- Publication in publication series “Gießener Beiträge zur Bildungsforschung” (Giessens's contributions to educational research) by RWTH: The poster and an accompanying article have been published in issue 35 of May 2022 of the publication and can be downloaded from the [University Library Giessen](#) (in German).
- Interview with Rector Snježana prijić Samaržija on strategic UNIRI documents – mention of SPEAR project and GEP https://www.novolist.hr/rijeka-regija/rijeka/snezana-prijic-samarzija-o-drugom-mandatu-svjedoci-smo-transformacije-visokog-obrazovanja-kojeg-se-mnogi-pribojavaju-prep-rir-gl-pon-ili-ned/?meta_refresh=true
- SPEAR mentioned in Novi list, Croatian regional newspapers <https://novine.novolist.hr/vox/2022/04/6/>
- Elvira Fortunato participates in the “E se falássemos da Europa?” podcast talking about Science and the status quo of GE in Science <https://open.spotify.com/episode/6ETRk74R8q9eN0hiHT1Z4A>
- VOX website “University of Rijeka fighting for institutions we would like to have” https://voxfeminae.net/pravednost/sveuciliste-u-rijeci-u-borbi-za-institucije-kakve-zelimo/?fbclid=IwAR2RM66fKSmg0HKFNMJ28HQ9auHuS4tT3cgeCovIS_LHsFo3jeFkt2OdraE
- Press article about NOVA being well above average in several impact rankings also due to SPEAR project participation <https://www.innovationnewsnetwork.com/nova-university-achieving-the-sustainable-development-goals/9607/>
- European Commission's Horizon Europe Guidance on Gender Equality Plans in September 2021. In particular, the University of Southern Denmark (SDU) and The University of Plovdiv (PU) were mentioned as virtuous examples of dedicated gender equality resources
- SPEAR' assessment of the impact of COVID-19 on implementing a GEP in RPOs and RFOs was mentioned as a position paper on the current COVID-19 outbreak and gendered impacts on researchers and teachers developed by the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI)

Women leadership, gender equality & diversity across YERUN

How to navigate gender equality change work in a holistic and hands-on way

SPEAR's COMPASS GUIDE



Three YERUN members (SDU, UNIRI & NOVA) are a part of SPEAR (Supporting and Implementing Plans for Gender Equality), a consortium comprised of 11 universities from 9 European countries. SPEAR has recently launched the COMPASS Guide, that is a holistic and practical approach which can help research performing organizations draft an effective and sustainable Gender Equality Plan (GEP) and implement gender equality measures. The guide is hands-on and ready to be implemented. It holds good practice, instructions, and materials that will support the gender equality journey. The project also links to other Gender Equality on Academia and Research, that could be worth checking out. Read more on the [SPEAR website](#).

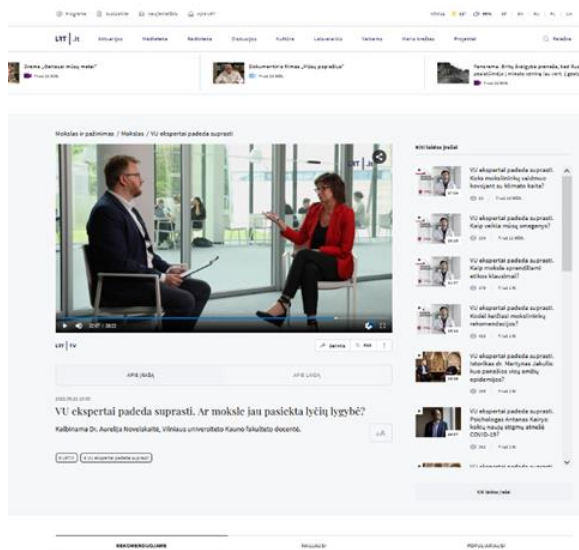
SPEAR project @SpearProject · Sep 29, 2022

● LIVE on #RiDaysEU

We were pleased to participate to the workshop "R&I tools, services and opportunities: from research to impact" present #SPEAR & share our experience with the @HorizonBooster

🙌 Thank you @EUScienceInnov for the invitation

#HorizonEU #GEPs #genderequality



Universidade Nova de Lisboa vai analisar desigualdade de género na instituição

18/03/2019

ANJA TOMAS



Fotografia: Anabela Rodrigues/Global Images

A Universidade Nova de Lisboa está a fazer uma radiografia da presença das mulheres em cargos de decisão da instituição para apresentar medidas que garantam a igualdade de género nos seus 11 centros de investigação.

Veja também





Supporting community is part of the university's institutional policy

There is still visible, horizontal segregation in specific fields of science (technical sciences, social sciences, and humanities). Such phenomenon, called feminization of labour, keeps inequalities intact when professions such as social work, pedagogy, or nursing, which are predominantly occupied by women, are less valued and less paid. – Laura Lapinskė, VMU Equal Opportunities Coordinator.



Laura Lapinskė

The Equal Opportunities Coordinator and the Community Coordinator are new positions at VMU, introduced alongside the Disability Coordinator position, to meet not only the changing attitudes of staff towards work and values, but also the University's ambition to build a cohesive and united community.

The emergence of these new positions was influenced by SPEAR, the gender equality project whose team has been working on issues of gender equality and equal opportunities at the University for several years now. The VMU Gender Equality Plan was prepared and approved in 2021, and currently the description of procedures for the prevention of sexual harassment and gender-based violence are being finalised.

VMU is also especially proud to have two United Nations Human Rights experts on our team: Prof. Jonas Rūkus, an expert in disability matters and Prof. Dalia Lemaitė, an expert in the Committee on the Elimination of Discrimination against Women.

At VMU, you are a pioneer as an Equal Opportunities Coordinator. Why do you think this position was necessary and what are your responsibilities?

Prof. Natalija Matulionienė and I have been working on the SPEAR (Supporting and Implementing Plans for Gender Equality in Academics and Research) project together for several years. We've identified many issues regarding gender equality, gaps in institutional policies, and some silences and neglect of important issues, such as sexual harassment or gender imbalance in leadership and decision-making. The current situation at VMU is rather good and, in some aspects, exemplary. We have a growing

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Figure 41 Examples of SPEAR on media

1.7.2 Press releases

Throughout the lifecycle of the project, 53 news items, have been published on the SPEAR website including 1 press release on the launch of the project and 6 press releases announcing the adoption of Gender Equality Plans in as many SPEAR implementing partners, as well as events and campaigns announcements.

Moreover, SPEAR's partners published numerous press releases on their own websites, either in English or in their local languages, to mark important stages of the project.

- SDU's press release announcing the launch of SPEAR https://www.sdu.dk/da/om_sdu/sdus_profil/gender_equality/spear
- VU's press release announcing the launch of SPEAR <https://www.ff.vu.lt/mokslo-ir-studiju-naujienos/1345-spear-projektas-fizikos-fakultete>
- UNIRI's press release announcing the launch of SPEAR https://uniri.hr/?option=com_content&view=frontpage&Itemid=11&lang=hr
- NOVA's press release announcing the launch of SPEAR <https://www.unl.pt/en/news/general/nova-integrates-european-consortium-promotion-gender-equality-academia>
- SDU's press release on the adoption of the university's Gender Equality Plan https://www.sdu.dk/da/nyheder/aktuelt_fra_sdu/gender-equality-plan
- VMU's press release presenting the university as one of the first institutions in Lithuania to prepare a GEP <https://www.vdu.lt/lt/vdu-vienas-pirmuju-lietuvoje-parengelyciu-lygybes-plana>
- WMU's press release on the approval of Guidelines for Sexual Harassment Prevention by VMU Senate <https://www.vdu.lt/lt/patvirtinta-priekabiavimo-ir-smurto-lyties-pagrindu-prevencijos-tvarka>

- NOVA's press release the WORLD ENGINEERING PRIZE awarded to Elvira Fortunato <https://www.unl.pt/noticias/geral/premio-mundial-de-engenharia-atribuido-cientista-elvira-fortunato>
- RWTH's press release announcing the launch of SPEAR: <https://www.rwth-aachen.de/cms/root/Die-RWTH/Aktuell/Pressemitteilungen/Januar-2019/~sisc/SPEAR-Instutioneller-Wandel-in-Wissensc/?lidx=1>
- RWTH'S press release on National Conference: <https://www.rwth-aachen.de/cms/root/Die-RWTH/Aktuell/Pressemitteilungen/November-2021/~sapba/Perspektiven-der-Gleichstellungsarbeit/?lidx=1>

1.7.3 University of Southern Denmark

As part of SDU's GEP implementation, each Head of Department/Units/Faculty Management/University Director participated in start-up meetings with GET and representatives from the faculty gender equality committee. GEP start-up meetings were organised with all 35 departments and units at SDU. In each of these meetings SPEAR was introduced in connection with GEP related start-up/implementing activity. More detailed information about the GEP-start-up meetings are available in D4.5 – Communication Material concerning GE-initiatives at S/IP.

1.7.4 Uppsala university

In addition to having a press release and information about SPEAR on the university intranet, UU has distributed two main types of dissemination materials through emails and various informal and formal meetings. These include Power-Point presentations and educational materials. The Power-Point presentations in Swedish focus on the "EU project SPEAR" and the progress made towards gender mainstreaming. The virtual materials have consisted of SPEAR presentations and pod casts on different GE topics:

- Recruitment in Academia: Practical tips on how to address bias and gender inequalities in recruitment processes.
- The gender dimension in research.
- Gender equality in academia.
- Let's ask an expert: The Gender dimension in Natural Science Research.

These have been briefly presented in Swedish - orally or in writing - in emails and at various meetings. The recipients of dissemination materials have included the Adviser to the Vice-Chancellor for EO, the Equal Opportunities Advisory Board, the Reference Group for Gender Mainstreaming, the Management Group at the HR Division, Equal Opportunities Committees, EO Officers and Research Officers. The purpose of distributing the virtual material is to inspire and stimulate local GE work.

1.7.5 RWTH Aachen University

During the runtime of SPEAR, the SPEAR team at the Rectorate Staff Unit IGaD ran several online and offline communication campaigns related to:

- SPEAR's project results with focus on virtual materials
- SPEAR Evaluation results from Status Quo, Interim and Final Evaluation
- (National) online conference Culture eats (a gender equality) strategy for breakfast? – Structure eats (a gender-sensitive) culture for lunch?
- SPEAR's Final Conference "The future of (gender) equality, inclusivity and democratic values in European academia: practices, prerequisites, pushback and perspectives"

In collaboration with the RWTH Staff Unit: Sustainability and University Governance, the RWTH SPEAR team organised and ran a promotion campaign of the hosting H2020 gender equality projects CHANGE, LeTSGEPs and SPEAR and the upcoming online conference on the Instagram channel [nachhaltigkeit_rwth](#) (1,330 followers; December 2021).

One campaign day was dedicated to one of the projects and the last day announced the online conference.

Additionally, since 2021, IGaD publishes a bilingual annual magazine presenting tasks, highlights, projects and programs, events and the team of the past calendar year. Both the Annual Magazine of 2020 and 2021 featured SPEAR either as a focus topic or reported comprehensively about the project: <https://www.igad.rwth-aachen.de/cms/IGAD/Die-Stabsstelle/~nohil/Jahresheft-Konkret-gestaltet-Chancenge/?lidx=1>

The 2021 issue specifically emphasised Gender Equality Plans in higher education institutions:

- A scientific contribution by Jennifer Dahmen-Adkins on "Gender Equality Plans as an Opportunity for Transformative Change"
- An interview with Astrid Schwarzenberger on the "Support on Gender Aspects in EU Projects" and
- A SPEAR Annual Review

RWTH promoted the SPEAR project through internal newsletters such as:

- "ProfInfo", a dedicated newsletter the RWTH Rectorate issues regularly for all RWTH professors. IGaD used this platform to promote SPEAR's virtual materials such as the podcast "Let's ask an expert: the Gender Dimension in Natural Science Research" as well as SPEAR's Final Conference.
- Quarterly newsletter "Equal Opportunities University" published since 2017 by IGaD and the RWTH Equal Opportunities Office. It provides insights into topics such as equality, compatibility of family and career/studies and diversity management at RWTH Aachen University. The RWTH SPEAR team uses the newsletter to promote SPEAR-related content, event notifications etc. on a regular basis. Currently (state: March 20, 2023) 512 people have subscribed to the newsletter and an additional 134 RWTH-internal stakeholders receive it automatically based on their functional affiliation. During the project period, SPEAR was featured in 10 issues: April, July and October 2019, October 2020, January, July and October 2021, April and October 2022, January 2023 <https://www.igad.rwth->

[aachen.de/cms/IGAD/Aufgabenbereiche/~nbvf/Newsletter-Chancengerechte-Hochschule-/?lidx=1](https://www.igad.rwth-aachen.de/cms/IGAD/Aufgabenbereiche/~nbvf/Newsletter-Chancengerechte-Hochschule-/?lidx=1)

Finally, the RWTH SPEAR team at IGaD made substantial use of the possibility to publish press releases about SPEAR under the news and events section of IGaD'S own website (<https://www.igad.rwth-aachen.de/cms/IGAD/Die-Stabsstelle/~evpb/Aktuelles/>). During the runtime of SPEAR, approximately 15 press releases were published there.

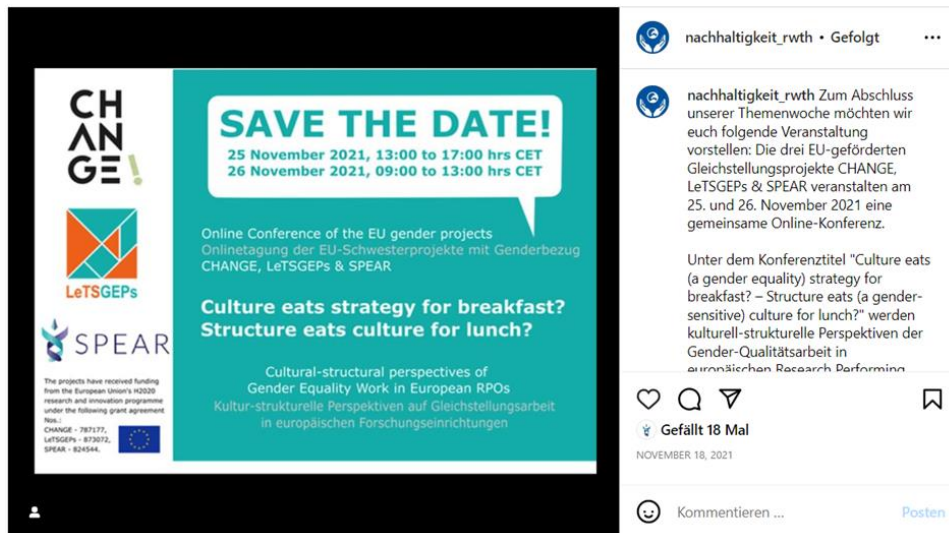


Figure 42 Instagram post announcing the joint conference

1.7.6 Plovdiv university

During the implementation of the project, the PU SPEAR team strove to constantly raise awareness of the university community on gender equality by distributing materials in the Bulgarian language. For this purpose, the team members published on the project's local website information on topics related to the equality of women and men (20 publications on European and national policies, official statistics, good university practices, ranking results for leading universities in the field of gender equality, examples of successful women in various areas, etc.), results of an analysis of the status of equality in PU, scientific publications of the team, training materials for the GEP development, implementation and monitoring and introducing gender equality in training and the scientific research activity, information about activities and organized events within the SPEAR project and PU GEP implementation. Information about new publications on the local website was also regularly disseminated through the Digital Hub for Equality and Inclusion, created for the needs of the local network of practitioners.

The project leaflet was translated into Bulgarian and distributed during personal meetings and talks with representatives of the university management and during events - Round Table "The Benefit and Necessity of Equal Opportunities for Women and Men in Academia and Research" (20 June 2019), organized discussion workshops with separate units (20 February 2020 and 26 February 2020), Workshop "Comparative analysis of the state of GE in PU and SWU and how the findings to be addressed in GEPs" (29 October 2020), Opening of a "Cross-border research centre" (8 July 2022).



1.7.7 Vilnius University

The SPEAR team and VU has facilitated the promotion of the SPEAR project towards external stakeholders and within several VU faculties through news items and updated on the university website, newsletters and social media promotion.

Vilnius University
@VU_LT


On the 3rd December, the Vilnius University SPEAR team organized meeting with potential change agents, who spread the SPEAR message and initiate implementation of GEPs in the pro-active faculties at the university #GenderEquality @SpearProject



Figure 43 SPEAR promoted on VU's channels

1.7.8 Vytautas Magnus University

VMU has been equally very active in promoting and disseminating the SPEAR project and its outputs through news and articles published on the university website and social media channels. Such communication activities cover training events, webinars and presentations, as well as an extensive promotion of the university's GEP and adopted measures to ensure equal opportunities, prevention of sexual harassment and discrimination in the academic environment.



MOKYMAI DĚSTYTOJAMS

Penktadienį kviečiame skirti 2 valandas nuotoliniu būdu susipažinti su inovatyviu skaitmeninio pasakojimo (digital storytelling) metodo taikymu studijų procese! Daugiau informacijos ir registracija

VDU LT
Mokymuose dėstytojams – apie skaitmeninio pasakojimo metodą | VDU



Apie VDU Studijos Akademiniai padaliniai Mokslas Tarptautiniai ryšiai VDU Jums

Ši metodologija pristatoma iliustruojant, kaip integruoti lyčių dimensiją į studijas. Šiuos mokymus veda **projekto SPEAR, skirto Lyčių lygybės plano** įgyvendinimui Vytauto Didžiojo universitete, komanda. Lyčių dimensijos integravimas į studijas ir tyrimus yra svarbi Lyčių lygybės plano priemonė.

Mokymai skirti: dėstytojams(-oms), kurie(-ios) siekia taikyti inovatyvius metodus savo paskaitose; edukologijos srities specialistams(-ėms), kurie(-ios) domisi šiuolaikine didaktika ir inovatyviais ugdymo bei studijų metodais; dėstytojams(-oms), doktorantams(-ėms), švietimo ekspertams(-ėms), kurie(-ios) domisi lyčių dimensijos integravimu į studijas.

Renginį veda prof. dr. Natalija Mažeikienė (Socialinio darbo katedra, projektas SPEAR) ir Laura Lapinskė (Socialinio darbo katedra, projektas SPEAR, lyčių studijų doktorantė, Södertörn universitetas, Švedija).

[Registracija](#)

This project has received funding from the European Union's H2020-Swafs Research and Innovation Programme under Grant Agreement No 824544

PARAŠYKITE KOMENTARĄ



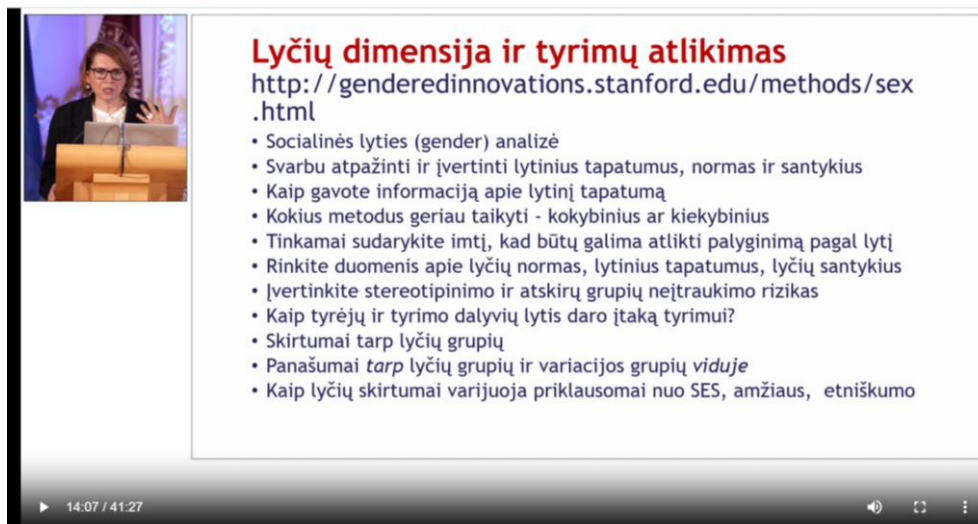


Figure 44 SPEAR promotion on VMU's channels

1.7.9 Universidade NOVA de Lisboa

Since the Grant agreement, NOVA has ensured a permanent presence on the internet on the Gender Equality thematic (Internal: Website, LinkedIn, Facebook, Newsletter; External: Newspapers, Radio), creating contents, publishing news or disseminating SPEAR activities. Following the GEP, special attention has been given to women visibility, emphasising their activities and achievements. Women are featured in leadership positions (as Vice-Rectors, Deans, Directors, research projects coordinators ...), as well as great attention is given to their academic and professional achievements (graduations, awards, nominations, elections, career progression ...), being highlighted in our channels when they give interviews to the mass media. This strategy aims to naturalise the presence of women as role models and specialists in all the fields and every position in the academic community, but also in the general society. The Rectory and every School has their channels and creates their materials, being most of them bilingual (PT/EN).

Despite the preference given to digital materials, physical materials were also created occasionally, such as roll-ups about the SPEAR project or the GEP. Those materials are displayed, accordingly, in the atrium(s) of the building(s) or in the venues.

1.7.10 University of Rijeka

The SPEAR team at UNIRI has successfully leverage its network to support extensive promotion of the project's activities and results both online and in the printed press. SPEAR has been featured numerous times on the UNIRI website in articles (in Croatian) such as "[What is it like to be a woman in science](#)", "[Women and girls in science - not only beneficiaries, but also agents of change](#)", and "[Fierce Women Award to Rijeka's SPEAR team](#)". Moreover, SPEAR was under the spotlight on UNIRI Facebook page to celebrate achievements and promote events.

SPEAR was also mentioned in the Croatian printed press on various occasions, such as the FIERCE award, the ROAR festival, workshops and events.

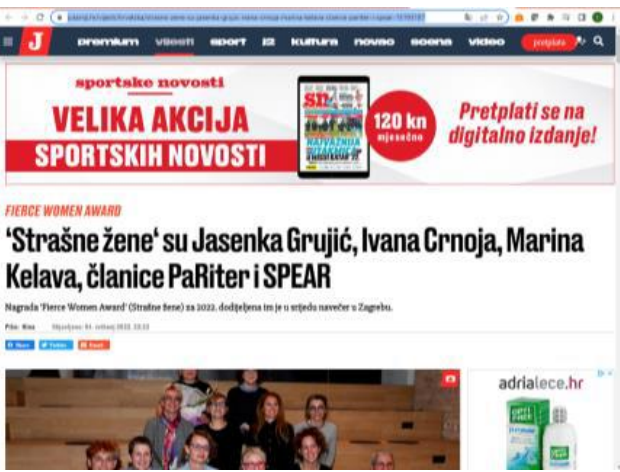
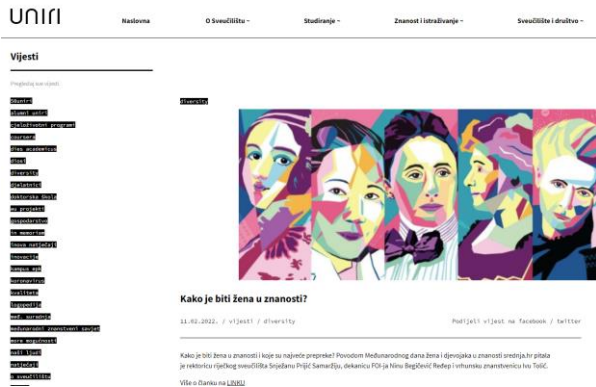


Figure 45 SPEAR promotion on UNIRI's channels and Croatian press

