



**Redesigning
Equality and
Scientific
Excellence
Together**

Aristotle University of Thessaloniki
10th Erasmus Staff Training Week
31 May 2022

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Funding Source:	H2020 – European Commission
Topic:	SwafS-09-2018-2019-2020 - Supporting research organisations to implement gender equality plans
Coordinator:	University of Bordeaux (France)
Timeline:	01/01/2021 – 31/12/2024

Consortium: Aristotle University of Thessaloniki (Greece)
University of Lodz (Poland),
University of Porto (Portugal),
Ruhr-University Bochum (Germany),
University of Oulu (Finland),
Sciences Po University (France)





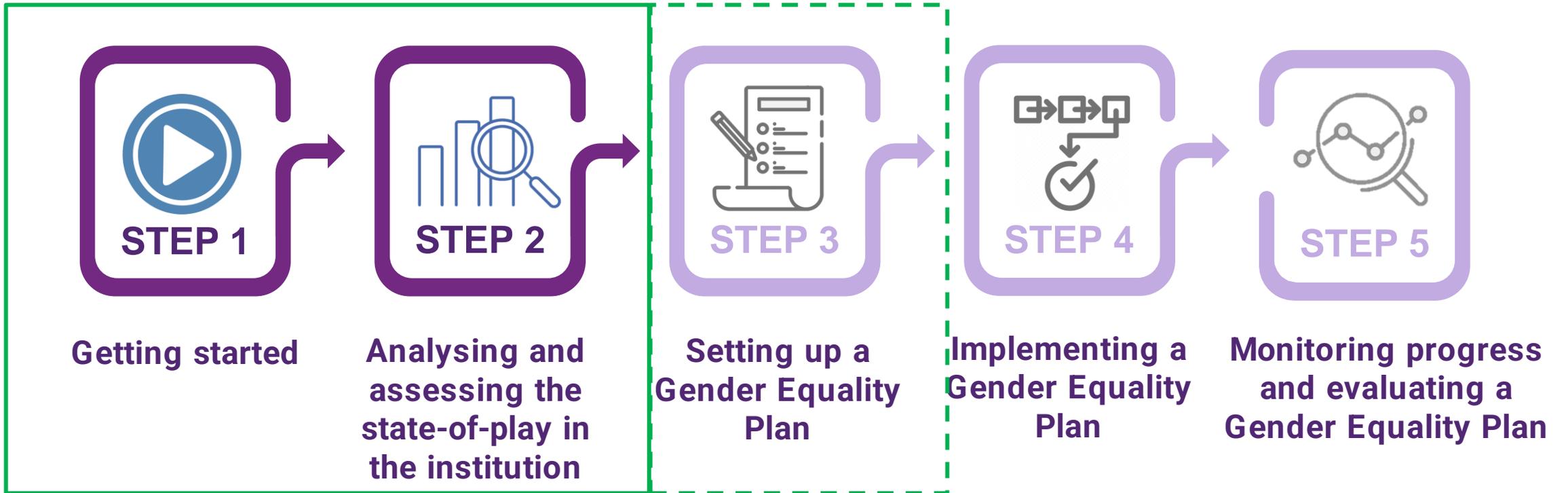
RESET aims at addressing the challenge of Gender Equality in Research Institutions in a diversity perspective, with the objective to design and implement a user-centered, impact-driven and inclusive vision of scientific excellence.

All along **RESET**, activities will take place to:

- design, implement and mainstream Gender Equality Plans (GEPs) as a regular, intersectional and co-designed, institutional practice;
- monitor and evaluate changes towards gender sensitive organisations;
- support data-driven gender equality and diversity policy-making in designing qualitative assessment tools and processes;
- train communities towards equality and settle new standards;
- ensure a sustainable and cultural change by establishing a gender and diversity-friendly environment;
- act upon governance and upgrade existing excellence policy towards greater inclusiveness;
- mainstream the gender dimension in the design of research activities and products



RESET fosters through collective intelligence the emergence of upgraded, pragmatic, user-centered action plans supporting structural and cultural change, capitalizing on each institutions' experience and consistently referring to the step-by-step **GEAR tool**.



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- ✓ Engagement of key stakeholders within the University

Example:

Rector, Vice Rectors, Senate

Gender Equality Committee

Top and Middle Management

Administrative services

Data protection officer

- ✓ Establishment of a Gender Equality Board (GEB)

GEB is a board set up in the context of RESET project to support RESET in the co-design of AUTH's GEP; promote and monitor gender equality and diversity in AUTH; advice and support the Rectorate Authorities and the Senate towards establishing gender equality policies in the context of scientific research and excellence.

- ✓ Data management processes
- ✓ GDPR processes
- ✓ Approval by the Ethics Committee



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Main focus areas



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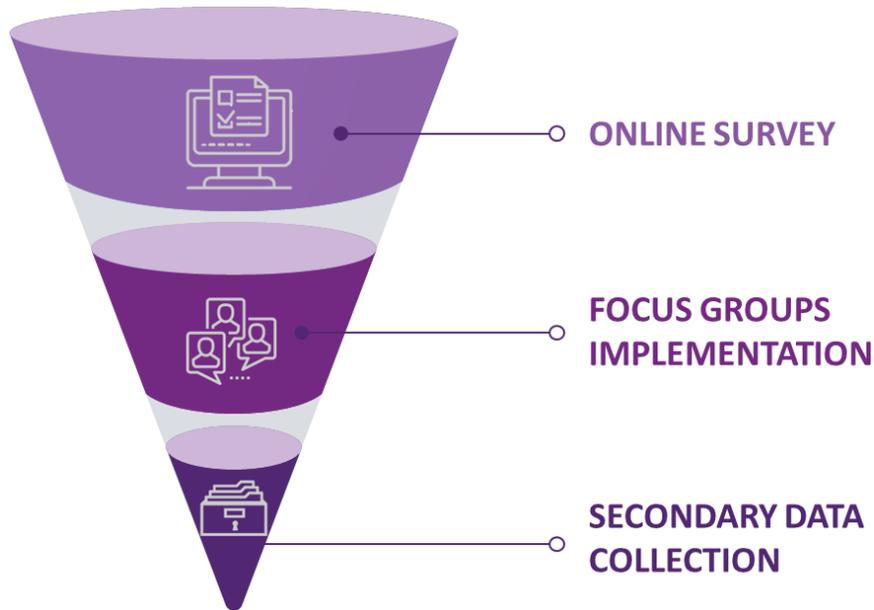
Recruitment, retention, career progression including availability of family-friendly policies

Leadership and decision making (accountability, transparency, inclusiveness)

Gender dimension in research and knowledge transfer (content and curricula)

Gender biases and stereotypes, sexism and sexual harassment

Data collection strategy



The survey consisted of two questionnaires i.e., one for academic staff and one for administrative staff and was available in Greek and English through lime survey. The participation in the survey was anonymous.

Focus groups aimed at discussing experiences and views of AUTH members on gender equality in the context of Scientific Research and Excellence aimed at three different targets, namely teachers-researchers, researchers, administrative staff members. All sessions were organized and held virtually.

Data from several offices including Human Resources Offices, Quality Assurance Unit, Department of Studies, etc. was systematized to better understand at what degree gender is mainstreamed in the university offices and practices.

Statistical and qualitative analysis



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RESET Project

RESET project in collaboration with the Gender Equality Committee of AUTH
are developing the Gender Equality Plan of AUTH



To include:

- AUTH's Mission and Aims towards promoting Gender Equality
- AUTH's Strategic plan
- Arrangements for data collection and monitoring

To define:

Objectives | Actions/Measures | Responsibilities | Targets | Indicators | Resources | Timeline

Be a public document

Be supported by training and capacity-building



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Key Elements of AUTH GEP

Thematic Area A: Inclusive and gender-sensitive environment

Thematic Area B: The gender dimension in teaching and research

Thematic Area C: Gender balance in leadership and decision-making positions

Thematic Area D: Gender equality in recruitment and career development

Thematic Area E: Gender-based violence and harassment

The first version of AUTH's GEP will be delivered by the end of June 2022 and will be a public document.





Key Elements of AUTh GEP



- Development of appropriate institutional conditions and infrastructures for the promotion of gender equality and inclusiveness in the Aristotle University of Thessaloniki and the sustainable implementation of the GEP.
- Address linguistic sexism
- Develop a safe and supportive work and learning environment for all LGBTQ+ members of the university community
- Promote work-life balance
- Mainstream gender in teaching curricula
- Mainstream gender in research and include gender impact assessment in the design and implementation of new research proposals
- Increase women's leadership and decision-making positions
- Address the horizontal and vertical segregation
- Develop mechanisms and processes to report incidents of gender-based violence and sexual harassment and support and guidance of victims
- Reduce incidents of gender-based discrimination, gender-based violence and sexual harassment





Parallel activities of RESET project to support GEP implementation:

- Gender Impact Assessment protocol and tools
- Train communities towards equality and settle new standards
- Engage laboratories as drivers of change among their communities
- Act upon governance and upgrade existing excellence policy towards greater inclusiveness
- RESET toolbox for gender-neutral, diversity oriented institutional communication
- Media Campaign promoting cultural change





Thank You!

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RESET Project website:
<https://wereset.eu/>



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