

# EIGE's tool for developing & implementing gender equality plans in research institutions

<http://eurogender.eige.europa.eu/web-discussions/eiges-tool-developing-implementing-gender-equality-plans-research-institutions>

**Starts at:** 28/04/2016, 09:00 CEST (+02:00)

**Ends at:** 28/04/2016, 23:59 CEST (+02:00)

The European Institute for Gender Equality (EIGE) invites you to participate to an online discussion taking place on [EuroGender](#), the 28<sup>th</sup> of April, 14.00 - 17.00 CEST. The consultation aims at collecting insights on the test version of **EIGE's online step-by-step guide for developing and implementing gender equality plans in Research and Higher Education Institutions**.

EIGE has developed the online tool based on research carried out in the 28 EU Member States, along with other participatory consultation processes. More information on the work that has been done so far, the structure of the online tool and content that you do not find in the test tool is available within the **background document - enclosed and available for download**.

You can access the **test version of the step-by-step guide** [here](#). Please note that for the parts where content is not available online, information is to be found within the background document.

[Yellow Window](#) (EIGE's Contractor for the project) will be facilitating the online discussion and will be answering further questions related to the project. If interested to submit additional comments after the closure of the online discussion, you can do that at: [eurogender@eige.europa.eu](mailto:eurogender@eige.europa.eu), no later than May, 11th.

There are several other points on our online discussion agenda, but the main sessions are the following ones:

- **14.00 to 14.10 CEST:** Welcome
- **14.10 to 14.50 CEST:** User-friendliness of the online tool
- **14.50 to 15.45 CEST:** Learning value of the online tool
- **15.45 to 16.30 CEST:** Dimensions to be covered by the online tool
- **16.30 to 17.00 CEST:** Practical suggestions for the online tool

## **Practical tips:**

- the window for posting comments will appear at 14.00 CEST precisely
- you can use the '**comment**' tool for elaborating on a previous post or the '**quote**' for a specifically comment on a previous post. Otherwise, the **window for comments** is for raising new discussion points
- **keep refreshing** the page (F5) to have the latest comments appearing
- click **Load all replies** to be able to read what was posted before
- **Chrome** browser works far better than Internet Explorer
- if encountering any difficulties, please **contact us** at: [eurogender@eige.europa.eu](mailto:eurogender@eige.europa.eu).

Looking forward to seeing you online!

**File attachments:** Background Document for Online Discussion.pdf, Online Discussion Agenda.pdf

**Facilitators:** European Institute for Gender Equality, Lut Mergaert, Catarina Arnaut

1. *Kathrin Zippel* | 28/04/2016, 10:01 EEST (+03:00)

Hello, this is Kathrin Zippel, can you please tell us if the system is working now? I just see this window to reply - but no other window with chat yet.

2. *Elsa Fontainha* | 28/04/2016, 10:01 EEST (+03:00)

Good afternoon from Lisbon. Elsa Fontainha

3. *Catarina Arnaut* | 28/04/2016, 10:02 EEST (+03:00)

Good afternoon!

We are Lut Mergaert and Catarina Arnaut from Yellow Window. Together, we will be moderating EIGE's online discussion. Thank you for your interest in the online tool that we are currently developing to support research and higher education institutions in setting up, implementing, monitoring and evaluating gender equality plans.

We would like to clarify that we will be online until 5 p.m. (Brussels time). We invite you to follow and participate in the discussion and much as you can. Still, if you lack time during the day, please be informed that the thread remains open for you to post comments for the rest of the day. If you are not able to send your comments today, please email them to: [gender@yellowwindow.com](mailto:gender@yellowwindow.com) until 8 May with the following subject: feedback on EIGE's online tool.

As you can see in the event's page, the topics to be discussed are numbered from 1 to 4. The discussion will be facilitated according to the agenda. However, in case you wish to refer to a topic that has been addressed earlier, feel free to do so by referring to the topic number (as per agenda).

We invite those of you who are online and those who will join throughout the afternoon to share your experiences with the test version of the online tool. Your input will be most helpful to further improve this tool.

We are looking forward to interesting exchanges and to a fruitful discussion!

***Comments:***

- *Catarina Arnaut* | 28/04/2016, 10:03 EEST (+03:00)  
Sorry for this delay. We hope the discussion can now be run smoothly.

4. *Anne-Sophie Godfroy* | 28/04/2016, 10:03 EEST (+03:00)

Hello

5. *Catarina Arnaut* | 28/04/2016, 10:04 EEST (+03:00)

First of all, we would like to start with your general impression on the user-friendliness of the tool. Please share your experiences regarding the navigation flow, functionality and readability of the online tool. More specifically, what do you think of:

- 'Easy to find': could you find what you were looking for?
- 'Navigation': could you easily navigate through the tool and its sections?

6. *Nathalie Wuïame* | 28/04/2016, 10:04 EEST (+03:00)

Hello.

7. *Kathrin Zippel* | 28/04/2016, 10:05 EEST (+03:00)

Hello, I am Kathrin Zippel, and yes, I was able to move around with ease, I find the www site very well structured.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:08 EEST (+03:00)  
Hello, Kathrin! Welcome to the discussion. Thank you for your first comment. What about the others? Do you share Kathrin's experience?

8. *Elsa Fontainha* | 28/04/2016, 10:08 EEST (+03:00)

Hello from Lisbon.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:10 EEST (+03:00)  
Hello, Elsa! What did you find about the user-friendliness of the online tool?

9. *Wexam Consulting vof* | 28/04/2016, 10:10 EEST (+03:00)

Hello all,

Thank you EIGE and Yellow Window for the great work. I remain with the idea that the platform is agreeable and easy to use. While testing around the pages I noticed a few user issues that may need attention:

While clicking in a link within Step 0 the link opened on the existing page which removed the navigation up to that point and took me to another page. I think it would be best to allow links to open in a new tab so that the original navigation can be retained.

At the bottom of the Steps' pages there is a line saying "Continue to the next step..." which is not clickable (the link is further down the page. May be replace with "End of this step/ section) and user naturally looks to the link below to navigate further.

The table of content (of the Toolkit) disappears which gives a sense of loss of the history of navigation. Is it possible to maintain it as one goes on?

In the first page, when clicking on "Rationale..." in the coloured boxes a log in is requested. This is not the case when clicking on the link with the same title on the ToC on the right hand side navigation bar.

Step 3 when clicking on the link that takes the user to the "Obstacles..." the link opens on the same page. It would be best if it opened in a new tab to retain navigation history.

Blerina :-)

10. *Nathalie Wuïame* | 28/04/2016, 10:10 EEST (+03:00)

I find the navigation easy. However, I was doing the test of getting info on what I could do at recruitment level and this is not easy as entry points are general.

Nathalie

11. *Alexandrina Satnoianu* | 28/04/2016, 10:10 EEST (+03:00)

Good afternoon and apologies for a late start!

We are intently working on updating the EuroGender platform and it seems that the most recent update has affected the online discussion module. It is now fixed.

Still, the page will remain open for your comments until the end of the day. And - if you wish to - until 11 May you can send further remarks at:

[eurogender@eige.europa.eu](mailto:eurogender@eige.europa.eu).

12. *Luigi Raffo* | 28/04/2016, 10:11 EEST (+03:00)

Hello from Sardinia,

the web page is well structured. I didn't find any pdf version of the document. It would be helpful for reading it offline.

***Comments:***

- *Alexandrina Satnoianu* | 28/04/2016, 10:14 EEST (+03:00)  
Two pdfs are just above the window for posting comments: 1 - Agenda of the online discussion 2 - Background information containing more information on the project + content that is not available within the tool

13. *Elhuyar Consultancy* | 28/04/2016, 10:11 EEST (+03:00)

Hello everyone,

I am Naiara Arri from Elhuyar Consultancy, regarding the two issues you asked us about:

- Easy to find: we found the structure clear and user friendly, but we experienced the same problems that Wexam Consulting mentioned.

Thanks for all your work,

14. *Nemdia Daceny* | 28/04/2016, 10:12 EEST (+03:00)

Hello from Hambourg

15. *PLOTINA "Promoting gender balance and inclusion in research, innovation and training"* | 28/04/2016, 10:12 EEST (+03:00)

Good afternoon!

16. *Nemdia Daceny* | 28/04/2016, 10:13 EEST (+03:00)

The structure is clear and user friendly.

17. *Elsa Fontainha* | 28/04/2016, 10:13 EEST (+03:00)

The tool -page tool- is easy. The starting of discussion with technical problems. I use Internet Explorer .

18. *Christel Balthes-Loehr* | 28/04/2016, 10:13 EEST (+03:00)

Hello, here is Christel Balthes-Löhr, University of Luxembourg !

19. *Catherine Lynch* | 28/04/2016, 10:13 EEST (+03:00)

Hello all, Catherine Lynch here from UCD in Dublin. Just to confirm, I also found the structure clear. Well done!

20. *Dalia Šatkovskienė* | 28/04/2016, 10:14 EEST (+03:00)

Hello, Nice to see you all.

Dalia

21. *Catarina Arnaut* | 28/04/2016, 10:14 EEST (+03:00)

Thank you all for sharing these insights and for pointing out these issues. We will make sure that they get fixed.

22. *Maxime Forest* | 28/04/2016, 10:15 EEST (+03:00)

Hi everybody,

I am Maxime Forest, Scientific coordinator of the EGERA project (FP7) at Sciences Po, Paris.

I could go through the tool and found relatively easily the information I was looking for. Yet, I assume that it was because I knew what I should find there. I am unsure whether a "fresh" user would have the same experience, as entries are both general and step-by-step.

Regarding other aspects of user-friendliness, the lack of visuals and pictures and some text boxes and the absence of structuring elements in each box (hierarchy of titles, different types of bullet points...) to make some content more salients, can make the reading less captivating and entertaining.

23. *MARÍA BUSTELO* | 28/04/2016, 10:15 EEST (+03:00)

Hello I am María Bustelo from Complutense University in Spain

I found that the online tool is friendly and I like the structure. I like especially the link to "In need of arguments?" and how you emphasize different arguments for different actors.

I found easy to find that section in the beginning, and for all the times in the middle of a process in which we will find useful to come back to that section!

24. *Christel Balthes-Loehr* | 28/04/2016, 10:15 EEST (+03:00)

Hello again from Christel, I also find the tool very useful and userfriendly !

25. *Maribel Ponferrada* | 28/04/2016, 10:16 EEST (+03:00)

Hello, I am Maribel Ponferrada, from Barcelona

In general I find it easy to navigate in the tool, I have only some comments.

Too much text to read on screen

It could be helpful to gather all the information in a user friendly PDF document

Gray background makes reading difficult (at least for me)

**Comments:**

- *Lut Mergaert* | 28/04/2016, 10:21 EEST (+03:00)  
thanks for making this point, Maribel. Yes, we plan to highlight key words in bold in the text, and possibly make bullet point lists where relevant, so that text becomes more structured and 'readable'.

26. *Maxime Forest* | 28/04/2016, 10:17 EEST (+03:00)

I have started with less convincing aspects, but I should emphasize that I like the overall structure and the clarity of headlines and contents, which both help navigation!

27. *Dalia Šatkovskienė* | 28/04/2016, 10:19 EEST (+03:00)

Is it possible to make copy paste my answers from another file?

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:20 EEST (+03:00)  
Hello Dalia! Which answers are you referring to?

28. *Doina Balahur* | 28/04/2016, 10:20 EEST (+03:00)

Good afternoon,

I am Prof.Doina Balahur, Centre for Gender Equality in Science from "Al.I.Cuza" Iasi, Romania.

First of all, I want to congratulate Catarina and Rut for the (hard) work done! You have synthesized very well the information from the projects and the rich resources from EIGE have been very well integrated and highlighted. I also want to appreciate the technical and even innovative way of presentation- easy navigation and information retrieval.

29. *Marina Cacace* | 28/04/2016, 10:21 EEST (+03:00)

Hello, I am Marina Cacace from Italy.

I appreciate the tool a lot. Only, I sometimes get lost and end up in the general EIGE toolbox (because you may be tempted to click on "home" to get to the initial page), which might be confusing.

Also, the points under "Learn More" in the initial page are not accessible (if I'm not wrong) once you get in the step-by-step tool, so it's difficult to come back to them, I think.

**Comments:**

- *Lut Mergaert* | 28/04/2016, 10:23 EEST (+03:00)  
Hi Marina, nice to have you here! thanks for pointing this out. Indeed, we will make sure to add a button in the table of contents that can take the reader back to the entry page of the tool.

30. *Siobán O'Brien Green* | 28/04/2016, 10:23 EEST (+03:00)

Hello from Dublin everyone,

Yes Dalia you can cut and paste your responses by using the Ctrl + V + enter function on your computer keyboard.

Siobán

31. *Olga Vinogradova* | 28/04/2016, 10:23 EEST (+03:00)

Dear All, hello and Q re this chat - i have your messages repeated 2 or 3 times, is it only me experience this technical problem now?

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:25 EEST (+03:00)  
Hello, Olga! Welcome to the discussion. We apologise about these technical problems. Please refer them to [eurogender@eige.europa.eu](mailto:eurogender@eige.europa.eu). Thank you!

32. *GENOVATE\_UNINA* | 28/04/2016, 10:25 EEST (+03:00)

Good afternoon,

my name is Francesca Dall'Acqua and I work for the GENOVATE project @ UNINA in Naples, Italy.

33. *Elsa Fontainha* | 28/04/2016, 10:25 EEST (+03:00)

Hello All!

I am Elsa Fontainha from ISEG Lisbon School of Economics and Management, University of Lisbon, Universidade de Lisboa.

I agree with the comments posted until now (the **arguments** question, the easy search and layout of page/tool, the need for a **pdf** document as alternative, etc.)

34. *Nathalie Wuïame* | 28/04/2016, 10:25 EEST (+03:00)

I had posted an answer that I cannot see, so here again about the user-friendliness of the tool: very nice tool, attractive. However, I try to search info of what to do at recruitment stage as a test, and find it not so easy.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:28 EEST (+03:00)  
Hi Nathalie! Indeed, your question did not appear. You will be able to find this kind of information in the 'action toolbox', under 'Recruitment, selection, and career progression support'. Is there anything you have in mind that would be particularly helpful for you?

35. *Lut Mergaert* | 28/04/2016, 10:27 EEST (+03:00)

Welcome to the ones who have joined this discussion just recently. We look forward to reading your opinions about the online tool.

36. *Maxime Forest* | 28/04/2016, 10:27 EEST (+03:00)

*Maribel Ponferrada* wrote:

Hello, I am Maribel Ponferrada, from Barcelona

In general I find it easy to navigate in the tool, I have only some comments.

Too much text to read on screen

It could be helpful to gather all the information in a user friendly PDF document

Gray background makes reading difficult (at least for me)

Hi Maribel,

Reaching the right balance between readability and accessing detailed contents is definitely one of the challenges of such a tool. I do agree that some text boxes are too long, not so much due to the extent of the content, but to the lack of visuals or elements to ease orientation and reading. I also believe that longer sections should have the text justified

37. *Elsa Fontainha* | 28/04/2016, 10:28 EEST (+03:00)

Yes. For the first user it would be useful an rank of issues.

38. *Dalia Šatkovskienė* | 28/04/2016, 10:28 EEST (+03:00)

When accessing the site it is problematic to define what points and how deep are presented. It is suggested to give on the first page some form of content for finding quickly the needed information presented in the portal.

39. *Elsa Fontainha* | 28/04/2016, 10:30 EEST (+03:00)

I have the same problem as Marina.

**Comments:**

- *Lut Mergaert* | 28/04/2016, 10:34 EEST (+03:00)  
Hi Elsa, as suggested in answer to Marina's contribution, it might help if we add a button in the table of content that takes the reader back to the entry page of the tool.

40. *Anne-Sophie Godfroy* | 28/04/2016, 10:30 EEST (+03:00)

The overall structure looks fine and user friendly. It is hard to figure out what happens when you go to details as there is not yet enough contents.

41. *Nina Baumeister* | 28/04/2016, 10:31 EEST (+03:00)

*Dalia Šatkovskienė* wrote:

When accessing the site it is problematic to define what points and how deep are presented. It is suggested to give on the first page some form of content for finding quickly the needed information presented in the portal.

Hello, this is Nina from the European Commission.

Might be a overview tree could help?

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:33 EEST (+03:00)  
Thank you, Dalia and Nina. We will see how to make the structure more transparent.

42. *Doina Balahur* | 28/04/2016, 10:34 EEST (+03:00)

Yes, Nina is right -an overview tool might be useful. But, it comes in the end...after the tool is completed

43. *Elsa Fontainha* | 28/04/2016, 10:34 EEST (+03:00)

Yes an tree index would be nice. "Here you can find..."

44. *Catarina Arnaut* | 28/04/2016, 10:35 EEST (+03:00)

Thank you for your contributions regarding the user-friendliness of the online tool. Now we would like to discuss the learning value of the tool. The purpose of this tool is to build competence and to provide insights and tools to develop a gender equality plan. It also shares examples of real-life experiences. We invite you to share your opinion regarding the learning value of the online tool as a whole and of its sections.

- What are the elements in the tool that you find particularly interesting or insightful?
- Do these elements have enough visibility in the tool?
- Is there a good balance between theoretical and practical value?

45. *Anne-Sophie Godfroy* | 28/04/2016, 10:35 EEST (+03:00)

It sounds a little bit too theoretical. Need for more links to case studies and examples.

Another entry would be useful: to select examples and case studies in context through filters as sector, size, country etc.

**Comments:**

- *Lut Mergaert* | 28/04/2016, 10:40 EEST (+03:00)  
Dear Anne-Sophie, from the entry page, there are two buttons that lead to 1) the compilation of examples (not yet 'filled' in the online prototype) and to 2) the set of good practices (not yet online either). So direct entries to practical cases will be provided, apart from the examples that are given throughout the tool (mainly in the different items of the toolbox).

46. *Luciano d'Andrea* | 28/04/2016, 10:36 EEST (+03:00)

Hello to everybody.

The structure of the website is well done. The main problem is the risk to get lost. Perhaps a sort of a reasoned table of contents at the front page could be useful. Creating a dedicated website separated from EIGE's could be useful as well

47. *Anne-Sophie Godfroy* | 28/04/2016, 10:37 EEST (+03:00)

Good to have a single entry point with a clear organization. That is a very important asset of this portal.

would be good to develop more case studies and examples and links to other toolboxes.

48. *Elsa Fontainha* | 28/04/2016, 10:39 EEST (+03:00)

I agree with the case studies in detail. Good practices based only in video are sometimes weak as informative and do not provide the information needed to adapt or replicate.

49. *Maribel Ponferrada* | 28/04/2016, 10:40 EEST (+03:00)

The most interesting elements are the design and implementation of the Equality Plan. They are easy to see and well structured.

We suggest including the bibliography of the information's source. If theoretical information is included, then bibliographic references should be included too.

As for the balance between theoretical and practical values, I think there is a lack of practical examples of equality plans from different countries and in different languages, as well as examples of objectives, measures, and indicators. I agree with Anne-Sophie.

50. *Catarina Arnaut* | 28/04/2016, 10:40 EEST (+03:00)

Which elements in the tool did you find particularly interesting or insightful?

51. *Anne-Sophie Godfroy* | 28/04/2016, 10:41 EEST (+03:00)

Several structural change projects are producing portals and toolkits at the moment. It would be useful to integrate them in this portal. Have you any ideas? It could be links of course, but the integration could be deeper.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:46 EEST (+03:00)  
As you may see in the action toolbox as well as in the steps, there are links to the tools produced by EU-funded structural change projects. Please note that

this is a test version and that some sections (particularly in the toolbox) will still be fed.

52. *Olga Vinogradova* | 28/04/2016, 10:42 EEST (+03:00)

*Anne-Sophie Godfroy* wrote:

Good to have a single entry point with a clear organization. That is a very important asset of this portal.

would be good to develop more case studies and examples and links to other toolboxes.

Agree, plus insitutions and context are different, so are GEPs also.

53. *Dalia Šatkovskienė* | 28/04/2016, 10:42 EEST (+03:00)

*Nina Baumeister* wrote:

*Dalia Šatkovskienė* wrote:

When accessing the site it is problematic to define what points and how deep are presented. It is suggested to give on the first page some form of content for finding quickly the needed information presented in the portal.

Hello, this is Nina from the European Commission.

Might be a overview tree could help?

May be. It can be other technical asolutions also i think

Dalia

54. *Maxime Forest* | 28/04/2016, 10:44 EEST (+03:00)

Regarding the learning value, I placed myself in the position of starting a gender equality policy at my university, keeping in mind a two-years long experience of implementing a gender equality action plan. And I really found that the tool integrated and metabolized a wide range of experiences that have been (and are still being) shared among structural changes projects.

These variegated experiences have supported the structure of the tool, and the content of each box throughout the step-by-step process clearly addresses the conditions to be

met and the actions to be taken for moving to next stage. From that point of view, I found the tool both clear and very practice-oriented

55. *Nina Baumeister* | 28/04/2016, 10:44 EEST (+03:00)

Thank you Maribel,

if examples are missing who would you or does anyone else has examples to certain parts of the tool?

As for the balance between theoretical and practical values, I think there is a lack of practical examples of equality plans from different countries and in different languages, as well as examples of objectives, measures, and indicators. I agree with Anne-Sophie.

[/quote]

56. *Doina Balahur* | 28/04/2016, 10:45 EEST (+03:00)

The tool offers a right balance between theoretical and practical aspects. What I have appreciated very much was that, unlike similar instruments, it strongly relies on real-direct experiences of those who developed and implemented the AP.

Maybe, it would be useful, to integrate also successful stories /case studies that briefly describe the whole experience of developing, implementing an AP –collected from the persons who have directly conceived the strategy, development and implementation of the Action Plan.

57. *Christel Balthes-Loehr* | 28/04/2016, 10:48 EEST (+03:00)

unfortunately, I have to say bye bye for the very moment, due to a gender related meeting with the dean,

Christel

**Comments:**

- *Lut Mergaert* | 28/04/2016, 10:48 EEST (+03:00)  
thanks, Christel! Good luck for your meeting!
- *Catarina Arnaut* | 28/04/2016, 10:50 EEST (+03:00)  
That is a pity, Christel. We kindly invite you to send us your further insights to [gender@yellowwindow.com](mailto:gender@yellowwindow.com). Thank you for joining the discussion until now!

58. *Policy Advisor Gender Ghent University* | 28/04/2016, 10:48 EEST (+03:00)

Good afternoon everybody,

I'm Tine Brouckaert from Ghent University.

My first impression is positive, I like the overall structure and it seems to assemble an overview of complete information about a gender officer's work.

However then you need to continue as: 1/ a person looking to learn and for more theoretical insights of 2/ someone who's an expert already and is looking for good practices to implement immediately.

Here, at a second look I would need more time to study the online tool in detail and find a logic structure for myself. Just a little remark. While figuring out ... when clicking on the action toolbox: 'recruitment, selection and career progression' something went wrong as there is a direct link to google.

59. *Catarina Sales Oliveira* | 28/04/2016, 10:48 EEST (+03:00)

*Catarina Arnaut* wrote:

Which elements in the tool did you find particularly interesting or insightful?

Good afternoon,

I found the tool simple to use and practice-oriented. I find particularly important the real-life experiences sharing because it gives clues and ideas to solve problems when you are already implementing/monitoring a plan

60. *Olga Vinogradova* | 28/04/2016, 10:50 EEST (+03:00)

on synergies with other tools, agree again with Anne-Sophie, and what about INTEGER online tool?

61. *Doina Balahur* | 28/04/2016, 10:50 EEST (+03:00)

We, from the "Alexandru Ioan Cuza" University (UAIC-STAGES project/[www.stages.csmcd.ro](http://www.stages.csmcd.ro)), are open and to offer more examples to be integrated in the tool -if need be.

62. *Anne-Sophie Godfroy* | 28/04/2016, 10:51 EEST (+03:00)

The networking dimension could be more stressed, inside institutions and across institutions. It is very important to network with other institutions sharing similar issues, to exchange good practice etc.

Another important aspect is networking at lobbying with policy makers, especially where decisions are very centralized. I write from France and I know how powerful a new regulation can be. It is not always enough, but it is a crucial step to impulse the structural change.

63. *Catarina Sales Oliveira* | 28/04/2016, 10:52 EEST (+03:00)

*Doina Balahur* wrote:

The tool offers a right balance between theoretical and practical aspects. What I have appreciated very much was that, unlike similar instruments, it strongly relies on real-direct experiences of those who developed and implemented the AP.

Maybe, it would be useful, to integrate also successful stories /case studies that briefly describe the whole experience of developing, implementing an AP –collected from the persons who have directly conceived the strategy, development and implementation of the Action Plan.

I would like to reinforce this suggestion that Doina made, I think it's a good idea, to provide more information of the real-life experiences with the testimonials of persons who developed the plan.

64. *Maxime Forest* | 28/04/2016, 10:52 EEST (+03:00)

*Catarina Arnaut* wrote:

Which elements in the tool did you find particularly interesting or insightful?

Under each step of the process, recommendations are not simply a list of ideal pre-conditions that are rarely met, as it might be the case in toolboxes, but are fed by real-life experience. They are detailed in a meaningful way, so that the reader can grasp why it is important to take this or another action, or to secure this particular resource.

65. *Catarina Sales Oliveira* | 28/04/2016, 10:55 EEST (+03:00)

Unfortunately I have leave now for a class but I will add more comments afterwards.

See you later

66. *Anne-Sophie Godfroy* | 28/04/2016, 10:56 EEST (+03:00)

*Olga Vinogradova* wrote:

on synergies with other tools, agree again with Anne-Sophie, and what about INTEGER online tool?

Of course, and the similar projects on tracks

67. *Catarina Arnaut* | 28/04/2016, 10:58 EEST (+03:00)

Thank you for all your comments. They are very important to us. Considering some remarks received so far, we would like to clarify that this is a test version to provide the 'look & feel' of the online tool. Not all sections (particularly in the 'action toolbox') have been filled in yet. That is why you are most of the times directed to 'google'. Please note that you can read these sections in the 'background document' that is on your disposal in the online discussion's page. We do make reference to many tools produced by EU-funded structural change projects (including those mentioned by you, like STAGES and INTEGER).

68. *Bente Knoll* | 28/04/2016, 10:58 EEST (+03:00)

Hello everybody, this is Bente from Vienna, Austria

sorry for joining the meeting a little bit late.

I just had a quite look at the online tool and its user-friendliness. I am sure you are aware of that: But on

<http://www-s.eige.europa.eu/gender-mainstreaming/tools-methods/gender-eq...>

all the links go to "google.be" and the following tab opens in the same window/tab. I would suggest to redesign that.

At the first glance, all important topics for implementing GEP in Research organisations seem to be covered by the tool.

I will have a deeper analytical view on the online tool in the text few days and will provide more indepth feedback

Best bente

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 10:59 EEST (+03:00)  
Hello, Bente! thanks for joining the discussion. We will welcome your feedback. Please send it to [gender@yellowwindow.com](mailto:gender@yellowwindow.com).

69. *Elsa Fontainha* | 28/04/2016, 10:59 EEST (+03:00)

Suggestions:

-A list of topics (add to the current 'tile/mosaic' layout ).

-Add: "What EU already made?" (I mean, the improvement attained based on the legal framework).

-Add links with examples (real or only illustrative adapted from the reality) to each idea . For example What is a GEP? need links to real GEPs. To examples.

70. *Marina Cacace* | 28/04/2016, 10:59 EEST (+03:00)

I agree with Anne-Sophie about emphasising the tool of networking as the integration of top-down approaches with a bottom-up perspective. There could be many examples about this, with networks of very different kind depending on local context.

71. *Yves Jeanrenaud* | 28/04/2016, 11:00 EEST (+03:00)

I really like the fact that the design is fully responsive.

72. *Doina Balahur* | 28/04/2016, 11:03 EEST (+03:00)

It's hard to make a hierarchy among the topics approached. All of them are inspiring and provide a good orientation. I also think that it would be useful to build it as an open online tool/database to which other examples/references could be added in time (like in wiki system)

73. *Lut Mergaert* | 28/04/2016, 11:03 EEST (+03:00)

*Marina Cacace* wrote:

I agree with Anne-Sophie about emphasising the tool of networking as the integration of top-down approaches with a bottom-up perspective. There could be many examples about this, with networks of very different kind depending on local context.

This is addressed in the item of the toolbox that deals with 'engaging stakeholders'. You might want to have a look in the document you can access from this discussion's welcome page, where the additional texts of the not yet uploaded items can be found.

74. *Lut Mergaert* | 28/04/2016, 11:06 EEST (+03:00)

*Doina Balahur* wrote:

It's hard to make a hierarchy among the topics approached. All of them are inspiring and provide a good orientation. I also think that it would be useful to build it as an open online tool/database to which other examples/references could be added in time (like in wiki system)

Do you think a 'hierarchy' is really needed? The idea is/was that all aspects are important and should ideally be addressed in a holistic manner. We did not intend to make a hierarchy for that reason.

75. *Catarina Arnaut* | 28/04/2016, 11:06 EEST (+03:00)

*Elsa Fontainha* wrote:

Suggestions:

-A list of topics (add to the current 'tile/mosaic' layout ).

-Add: "What EU already made?" (I mean, the improvement attained based on the legal framework).

-Add links with examples (real or only illustrative adapted from the reality) to each idea . For example What is a GEP? need links to real GEPs. To examples.

As regards 'real examples', while carrying out the fieldwork at EU Member State level that allowed us putting this online tool together, we realised that a vast majority of the existing Gender Equality Plans is not made available online. Therefore, this poses difficulties to share such plans. Moreover, most Gender Equality Plans are written in the official language of the country - not necessarily in English. Finally, it is often that there is not information about the implementation of the Plan. Thus, it is not possible to know which measures have been successful.

76. *Anne-Sophie Godfroy* | 28/04/2016, 11:08 EEST (+03:00)

*Lut Mergaert* wrote:

*Marina Cacace* wrote:

I agree with Anne-Sophie about emphasising the tool of networking as the integration of top-down approaches with a bottom-up perspective. There could be many examples about this, with networks of very different kind depending on local context.

This is addressed in the item of the toolbox that deals with 'engaging stakeholders'. You might want to have a look in the document you can access from this discussion's welcome page, where the additional texts of the not yet uploaded items can be found.

Thanks. Maybe it should be helpful to mention in the title who stakeholders are : policy makers, managers, people targeted by the GEP, other gender experts and people in charge of GEP, etc.

77. *Kathrin Zippel* | 28/04/2016, 11:09 EEST (+03:00)

Dear All, I have to leave for appointments now. But I want to congratulate again Catarina and Lut.

This online tool is sophisticate, comprehensive, and easy to use, and thus makes an important contribution to creating a virtual learning community!

Gender equality in research and higher education is a very dynamic area where so much innovation happens but it's hard even for experts/researchers to keep up with what the most innovative, interesting, effective approaches and developments are.

Best

Kathrin Zippel (Northeastern University - Boston)

***Comments:***

- *Catarina Arnaut* | 28/04/2016, 11:12 EEST (+03:00)  
Thank you, Kathrin! It is a pity that you have to leave the discussion. We kindly invite you to send us further comments so that we can enhance the online tool. Please do so by 8 May. Best wishes, Lut and Catarina

78. *Maribel Ponferrada* | 28/04/2016, 11:11 EEST (+03:00)

Examples of already created plans could be included here too. For example, the UAB has its equality plan translated into three languages: Catalan, Spanish, and English. It can be found online here the First, Second and Third Gender Equality Plan.

<http://www.uab.cat/web/the-observatory-/gender-1345697879866.html>

***Comments:***

- *Catarina Arnaut* | 28/04/2016, 11:15 EEST (+03:00)  
Thank you, Maribel. We will see how these examples can be referred to in the online tool.

79. *Doina Balahur* | 28/04/2016, 11:11 EEST (+03:00)

*Lut Mergaert* wrote:

*Doina Balahur* wrote:

It's hard to make a hierarchy among the topics approached. All of them are inspiring and provide a good orientation. I also think that it would be useful to build it as an open online tool/database to which other examples/references could be added in time (like in wiki system)

Do you think a 'hierarchy' is really needed? The idea is/was that all aspects are important and should ideally be addressed in a holistic manner. We did not intend to make a hierarchy for that reason.

Definitely, no in a tool that illustrates possible ways. I was referring to the question....

80. *Maxime Forest* | 28/04/2016, 11:14 EEST (+03:00)

Thanks for your insights, Kathrin!

I do agree with you: as we are all involved in structural change, we would like such a tool to encompass all existing, past, present and future innovations! Yet, if that's would be feasible, I am afraid it would offer little value for those who actually want to design and implement a GEAP, thus needing comprehensive, but clear and easily accessible information and inspirations.

From this perspective, the inputs provided by this tool can actually trigger action and offer step-by-step guidance

81. *Siobán O'Brien Green* | 28/04/2016, 11:15 EEST (+03:00)

Maybe there is an option at a later stage of the online tool development to have a section where institutes can upload their plans to share, or even links to them, it is good to see examples of plans in different languages too.

82. *Olga Vinogradova* | 28/04/2016, 11:15 EEST (+03:00)

Sorry, i havent enough time to look carefully the tool in all details, but is there also issues of resources (human and funding) adressed? How to ensure sufficient and longterm resources?

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 11:18 EEST (+03:00)  
Hi Olga, these issues have been covered. You will be able to get acquainted with them as soon as you have a little bit more time to navigate in the tool.

83. *Siobán O'Brien Green* | 28/04/2016, 11:17 EEST (+03:00)

Yes Olga in the common obstacles and how to overcome them section of the tool

84. *Elsa Fontainha* | 28/04/2016, 11:18 EEST (+03:00)

*Catarina Arnaut* wrote:

*Elsa Fontainha* wrote:

Suggestions:

-A list of topics (add to the current 'tile/mosaic' layout ).

-Add: "What EU already made?" (I mean, the improvement attained based on the legal framework).

-Add links with examples (real or only illustrative adapted from the reality) to each idea . For example What is a GEP? need links to real GEPs. To examples.

As regards 'real examples', while carrying out the fieldwork at EU Member State level that allowed us putting this online tool together, we realised that a vast majority of the existing Gender Equality Plans is not made available online. Therefore, this poses difficulties to share such plans. Moreover, most Gender Equality Plans are written in the official language of the country - not necessarily in English. Finally, it is often that there is not information about the implementation of the Plan. Thus, it is not possible to know which measures have been successfull.

Dear catarina,

Many thanks for the information. The language can be English or non-English because the visitors are from different countries. Some GEPs online, in my opinion, can be a very strong argument. Much stonger than legislation.

85. *Dalia Šatkovskienė* | 28/04/2016, 11:18 EEST (+03:00)

As I met some technical problems I decided to send to Catarina my remarks made when examining the site and asked her to use them if she will find them interesting. I will be very thankful to her for that. I am staying on the site if there will be some questions.

86. *Marina Cacace* | 28/04/2016, 11:18 EEST (+03:00)

About what I liked most ...

I appreciate very much the focus on and tools for monitoring and evaluation. I agree with the importance of qualitative indicators.

Many qualitative indicators among those mentioned (and others could be added, but anyway the idea is there) are also indicators of further potential impact, as distinct from already achieved impact, which should be considered as such in monitoring and evaluation (particularly in-progress evaluation). This helps to actually go beyond the reference to numerical indicators only, which of course are important, but not the only thing to look at.

87. *Doina Balahur* | 28/04/2016, 11:20 EEST (+03:00)

*Catarina Arnaut* wrote:

*Elsa Fontainha* wrote:

Suggestions:

-A list of topics (add to the current 'tile/mosaic' layout ).

-Add: "What EU already made?" (I mean, the improvement attained based on the legal framework).

-Add links with examples (real or only illustrative adapted from the reality) to each idea . For example What is a GEP? need links to real GEPs. To examples.

As regards 'real examples', while carrying out the fieldwork at EU Member State level that allowed us putting this online tool together, we realised that a vast majority of the existing Gender Equality Plans is not made available online. Therefore, this poses difficulties to share such plans. Moreover, most Gender Equality Plans are written in the official language of the country - not necessarily in English. Finally, it is often that there is not information about the implementation of the Plan. Thus, it is not possible to know which measures have been successful.

Please, find the link to the AP of the UAIC-STAGES project  
<http://stages.csmcd.ro/index.php/practicingstages>

88. *Policy Advisor Gender Ghent University* | 28/04/2016, 11:20 EEST (+03:00)

Thanks for the clarifications Catarina. I'm eager to learn about all actions and practical methods, so that's good news! Some critical remarks. Not immediately, but after studying the website and tool for a while (about 15 minutes) I can find exactly where I'm looking for. And I love the structure. Secondly, while navigating I've lost some time in going back to the main menu of the GEP. There seemed to be a lot of breadcrumbs on top of the website. (this however is a small remark). For now, I found it rather theoretical but I think that we could only judge this well after the implementation of the actions and good practices on the website. Overall appreciation is that, really Catarina and Lut, this is very nice work and will be very useful. I think most that it would be useful to give trainings to gender policy advisors of RPO's and universities to assist them and convince them to work with the tool.

89. *Elsa Fontainha* | 28/04/2016, 11:20 EEST (+03:00)

I agree. In any language, GEP (or abridge versions) examples are very important.

90. *Maxime Forest* | 28/04/2016, 11:22 EEST (+03:00)

*Marina Cacace* wrote:

About what I liked most ...

I appreciate very much the focus on and tools for monitoring and evaluation. I agree with the importance of qualitative indicators.

Many qualitative indicators among those mentioned (and others could be added, but anyway the idea is there) are also indicators of further potential impact, as distinct from already achieved impact, which should be considered as such in monitoring and evaluation (particularly in-progress evaluation). This helps to actually go beyond the reference to numerical indicators only, which of course are important, but not the only thing to look at.

Dear Marina,

I do strongly support your point. Quantitative indicators are not always much predictive of actual changes for gender equality, and should always be complemented by qualitative ones. The tool also helps distinguishing between objectives and indicators, which are often confused in practice...

91. *Catarina Arnaut* | 28/04/2016, 11:25 EEST (+03:00)

Thank you for all your input so far. We would like to move on and discuss the dimensions covered by the online tool. As you can see, the online tool includes a step-by-step guide that translates the current state-of-the-art with regard to setting up, implementing, monitoring and evaluating a gender equality. In addition, the online tool contains an action toolbox with various measures and activities that can be put in motion to integrate gender equality in research and higher education institutions. Other sections provide practical tips to deal with situations that are often encountered when implementing a gender equality plan.

- When you accessed the online tool, which topic(s) were you expecting to find there? And did you find this/these topic(s) in the tool?
- Are you satisfied with the provided information?
- Is it readable and easy to understand?
- Are all the elements of the gender equality plans presented?

92. *Silvana Badaloni* | 28/04/2016, 13:47 EEST (+03:00)

A general definition of what is a tool should be clarified better. Guidelines are a tool? APs are a tool? Index is a tool?

Hello from Silvana Badaloni of UNIPD - GenderTime

93. *Lut Mergaert* | 28/04/2016, 16:52 EEST (+03:00)

*Silvana Badaloni* wrote:

A general definition of what is a tool should be clarified better. Guidelines are a tool? APs are a tool? Index is a tool?

Hello from Silvana Badaloni of UNIPD - GenderTime

Dear Silvana,

EIGE provides in its online glossary the following definition of a 'tool':

Tools are to be understood as operationalised instruments, which can be used separately or combined together to shape largely different programmes, in terms of aims, approaches and dimensions. Some are practical, ready to use "how-to" tools while others are more elaborate combinations of different elements.

See: <http://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>

94. *MARÍA BUSTELO* | 28/04/2016, 16:55 EEST (+03:00)

*Maxime Forest* wrote:

*Marina Cacace* wrote:

About what I liked most ...

I appreciate very much the focus on and tools for monitoring and evaluation. I agree with the importance of qualitative indicators.

Many qualitative indicators among those mentioned (and others could be added, but anyway the idea is there) are also indicators of further potential impact, as distinct from already achieved impact, which should be considered as such in monitoring and evaluation (particularly in-progress evaluation). This helps to actually go beyond the reference to numerical indicators only, which of course are important, but not the only thing to look at.

Dear Marina,

I do strongly support your point. Quantitative indicators are not always much predictive of actual changes for gender equality, and should always be complemented by qualitative ones. The tool also helps distinguishing between objectives and indicators, which are often confused in practice...

Hi Marina and Maxime, I also agree with the importance of giving some hints for monitoring and evaluating, and which clearly states that a good evaluation would always go beyond quantitative indicators.

Context, and applying methodological diversity is a key issue in evaluation. A good evaluation is more often conceptualised and driven by an adequate evaluation frame and adequate evaluation questions than by the "right" methodology. A good evaluation methodology and good indicators are the ones who serve the adequate evaluation questions, and not the other way around.

In GENOVATE we have implemented an original evaluation approach, combining a formative evaluation of the project as a whole with assistance and support to the implementing partners to do evaluation of their own GEAPs. We will have ready for the end of this year a set of guidelines for evaluating GEAPs.

In that sense, I think it is important that the online tool is open to introduce new hints, ideas and documents, that is that it is a "live" tool. For that EIGE will need to constantly feed it in the future

95. *Elsa Fontainha* | 28/04/2016, 17:00 EEST (+03:00)

"Are you satisfied with the provided information?"

Those who are aware of GEP the only conclusion is that this is a good tool that can be improved with the contribution of all of us.

Those who are fresh in the field we have to ask them. Suggestions: ask in your institution the opinion about the tool from those who have a weak knowledge about what a GEP is. This can contribute to the suggestions to be sent by 11 may.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 17:04 EEST (+03:00)  
Hello Elsa, we welcome any feedback by 8 May. Please feel free to ask your colleagues and send us yours and their insights to [gender@yellowwindow.com](mailto:gender@yellowwindow.com). thank you :)

96. *Nina Baumeister* | 28/04/2016, 17:04 EEST (+03:00)

*Elsa Fontainha* wrote:

"Are you satisfied with the provided information?"

Those who are aware of GEP the only conclusion is that this is a good tool that can be improved with the contribution of all of us.

Those who are fresh in the field we have to ask them. Suggestions: ask in your institution the opinion about the tool from those who have a weak knowledge about what a GEP is. This can contribute to the suggestions to be sent by 11 may.

Dear Elsa,

I fully agree, please send as many contributions and ideas as you have until the 11 May, never mind if they are from the experiences in the field or from newcomers.

97. *Mónica Catarina do Adro Lopes* | 28/04/2016, 17:05 EEST (+03:00)

Good afternoon everybody,

This is Mónica Lopes from Centre for Social Studies (University of Coimbra), Portugal

Sorry for joining the meeting so late.

I had a quite look at the online tool and my first impression is very positive. I think the tool is user-friendly, simple to use and practice-oriented. I like the overall structure.

I found particularly interesting the emphasis on real-direct experiences as well as the links for existing tools and resources and, as Marina noted, the focus on tools for monitoring and evaluation.

Concerning the topics of the tool, at a first look, I would add “Wages” to the “Recruitment, selection and career progression support” topic.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 17:11 EEST (+03:00)  
Olá Mónica :) Thank you for joining the online discussion and feedback. Could you please be so kind to point out what exactly would like to be covered under 'wages'? It will be very useful for us if you could be more specific. Thanks!
- *Catarina Arnaut* | 28/04/2016, 17:11 EEST (+03:00)  
Olá Mónica :) Thank you for joining the online discussion and feedback. Could you please be so kind to point out what exactly would like to be covered under 'wages'? It will be very useful for us if you could be more specific. Thanks!

98. *Maxime Forest* | 28/04/2016, 17:05 EEST (+03:00)

*Elsa Fontainha* wrote:

"Are you satisfied with the provided information?"

Those who are aware of GEP the only conclusion is that this is a good tool that can be improved with the contribution of all of us.

Those who are fresh in the field we have to ask them. Suggestions: ask in your institution the opinion about the tool from those who have a weak knowledge about what a GEP is. This can contribute to the suggestions to be sent by 11 may.

Fore sure, Elsa, contributions from less experienced people will be very valuable. Nevertheless, from our discussion, I have the feeling that this tool already reached the right balance between accessibility and comprehensiveness.

99. *Giovanna Declich* | 28/04/2016, 17:10 EEST (+03:00)

*Catarina Arnaut* wrote:

- When you accessed the online tool, which topic(s) were you expecting to find there? And did you find this/these topic(s) in the tool?
- Are you satisfied with the provided information?
- Is it readable and easy to understand?
- Are all the elements of the gender equality plans presented?

Hello, I am Giovanna Declich of ASDO (TRIGGER project).

- Expectations: I was eager to see how the tool was in practice and I found it very rich and interesting

- Satisfaction: I consider the information useful and well structured. I think that it will be more understandable when it will be fully online.

- All the elements of the action plans are present: they are, at least with their titles. Of course, it is based on a picture of the experiences implemented up to now. Perhaps it could be richer later on, but I don't know (and I ask) if an update is foreseen, for example to include the final (or almost final) results of all the FP7-funded projects, which are finishing in 2016 and 2017.

100. *Giovanna Declich* | 28/04/2016, 17:10 EEST (+03:00)

*Catarina Arnaut* wrote:

- When you accessed the online tool, which topic(s) were you expecting to find there? And did you find this/these topic(s) in the tool?
- Are you satisfied with the provided information?
- Is it readable and easy to understand?
- Are all the elements of the gender equality plans presented?

Hello, I am Giovanna Declich of ASDO (TRIGGER project).

- Expectations: I was eager to see how the tool was in practice and I found it very rich and interesting

- Satisfaction: I consider the information useful and well structured. I think that it will be more understandable when it will be fully online.

- All the elements of the action plans are present: they are, at least with their titles. Of course, it is based on a picture of the experiences implemented up to now. Perhaps it could be richer later on, but I don't know (and I ask) if an update is foreseen, for example to include the final (or almost final) results of all the FP7-funded projects, which are finishing in 2016 and 2017.

101. *Elsa Fontainha* | 28/04/2016, 17:11 EEST (+03:00)

yes I full agree.

102. *Marina Cacace* | 28/04/2016, 17:11 EEST (+03:00)

Hi Maxime and Maria,

good to learn about your approach about evaluation, which I appreciate very much. And I think that in the toolbox, considering that the space is limited, the formative, or developmental perspective is correctly and clearly adopted.

Minor remark, still about monitoring: it is only to avoid the impression that monitoring is just paperwork about targets and measures. Monitoring sessions with core and/or extended teams, in our experience, are crucial moments of self-reflexivity about the processes which have been set in motion, and how to strategically steer the project to achieve more.

In general, I find the contents of the toolbox amazingly complete, giving a good idea of the complexity of the effort, and still readable and not discouraging! Compliments to Lut Catarina and all! I was not so sure this was a "mission possible" ...

103. *Gulbanu Altunok* | 28/04/2016, 17:12 EEST (+03:00)

Hi everyone, sorry for late participation.

I am Gulbanu, working at Middle East Technical University within the framework of EGERA. I think that the toolbox is comprehensive and beneficial-providing guidance and good examples to follow.

I agree with Maxime and Maria on the importance of monitoring and evaluation and I also agree with the idea that sharing of GEAPs would be useful.

I would like to raise one issue which represents one of the big challenges we face at METU in the implementation of EGERA, which is the aim of the mainstreaming of a gender perspective in curricula. The toolbox too offers us objectives in that issue however the question "how" needs further elaboration. I would be more than happy if specific and more examples and practices on this matter are shared.

104. *Lut Mergaert* | 28/04/2016, 17:17 EEST (+03:00)

*Gulbanu Altunok* wrote:

I would like to raise one issue which represents one of the big challenges we face at METU in the implementation of EGERA, which is the aim of the mainstreaming of a gender perspective in curricula. The toolbox too offers us objectives in that issue however the question "how" needs further elaboration. I would be more than happy if specific and more examples and practices on this matter are shared.

Dear Gulbanu, thanks for pointing this out. Indeed, based on the mapping of instruments that we undertook, it seems that the integration of gender in curricula is

still an underdeveloped topic. If anybody can refer us to more instruments, that would be welcome. We did not identify much...

105. *Luciano d'Andrea* | 28/04/2016, 17:19 EEST (+03:00)

I see different proposals to include links with structural change project website or other resources to enrich the Toolkit.

However, in the middle and long run, this could be disappointing for the readers since links become obsolete soon. Perhaps it is better to embed documents in pdf format.

**Comments:**

- *Lut Mergaert* | 28/04/2016, 17:23 EEST (+03:00)  
Indeed, Luciano. Wherever possible, the documents will be embedded in the tool, rather than making external weblinks. External links will only be made if it's really a website that we want to refer to.

106. *Elena Del Giorgio* | 28/04/2016, 17:19 EEST (+03:00)

Dear all,

I've joined the discussion a while ago but I've spent some time trying to carefully 'surf' the tool and reading your comments. First of all, congratulations to Lut, Catarina and to all those who worked on it!!! Well done!! I found it easy to access and yet very rich, with a good balance between theory and practice. It covers the many complex aspects that setting up, implementing and monitoring an action plan entails, and, at the same time, it does so using a very clear language! Again, congrats!

I've just a little concern especially thinking about Italy and probably other countries which, however, it's probably difficult to solve: the linguistic barrier, namely English. We tend to take for granted that everyone speaks English in research institutions which is unfortunately not the case. Translating the entire tool in several languages would be impossible I guess. I don't know if you considered the problem and maybe thought about some summaries (difficult..I know)

107. *Giovanna Declich* | 28/04/2016, 17:22 EEST (+03:00)

*Catarina Arnaut* wrote:

- Are you satisfied with the provided information?
- 

Giovanna Declich again, sorry for the double posting some minutes ago.

I agree with Gulbanu: I would appreciate a lot more information and examples on gender contents in research and curricula (mainly for STEM disciplines). This strand of activity is quite recent and challenging and I think that people interested in starting action plans, or even already engaged in them, need successful examples which could inspire them.

On my part, I could say that in its end the TRIGGER project will have other practices to add.

108. *Maribel Ponferrada* | 28/04/2016, 17:23 EEST (+03:00)

I would add regarding the Step 1, in the point **Analysing sex-disaggregated data about staff**, a very specific proposal:

we should include students in the data (quantitative and qualitative). Gender inequalities between students exist, and a Gender Equality Plan should include measures addressed to students.

109. *Mónica Catarina do Adro Lopes* | 28/04/2016, 17:25 EEST (+03:00)

I am afraid I may not have been clear enough. I was specifically referring to measures to prevent or reduce gender pay gap in research institutions.

110. *Doina Balahur* | 28/04/2016, 17:25 EEST (+03:00)

As I have to leave for a training with the Ph.D students I would like to congratulate again Catarina and Lut for the very valuable work done and also our colleagues from EIGE for the initiative and support to such a really useful and needed tool.

I also have several suggestions on topics that would be useful to be integrated in the tool, among the already mentioned ones:

- It is important to have an input on the 'vision' of the type(s) of changes the Action Plan intends to produce as it orients its whole dynamics and outcomes.

- Very important too: some hints on building/ identifying the 'change agent' (without it no change can occur). The change agent is different according to the local specificities of the university/research organization. That is why this would be very interesting/useful both for those who have the direct experience of implementing an AP and for those who are at the beginning of this process.

- As the tool is a 'learning instrument' it would be good to integrate a box with 'bad practices' (things to be avoided, proved to be misleading, counterproductive) from different direct experiences of developing and implementing Action Plans.

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 17:29 EEST (+03:00)  
Thank you, Doina, for all your contributions. They are very pertinent. We will keep you informed about the next steps. In case there is anything else you would like to add, please send us an e-mail. Best wishes from Antwerp!

111. *Maribel Ponferrada* | 28/04/2016, 17:26 EEST (+03:00)

*Elena Del Giorgio* wrote:

Dear all,

I've joined the discussion a while ago but I've spent some time trying to carefully 'surf' the tool and reading your comments. First of all, congratulations to Lut, Catarina and to all those who worked on it!!! Well done!! I found it easy to access and yet very rich, with a good balance between theory and practice. It covers the many complex aspects that setting up, implementing and monitoring an action plan entails, and, at the same time, it does so using a very clear language! Again, congrats!

I've just a little concern especially thinking about Italy and probably other countries which, however, it's probably difficult to solve: the linguistic barrier, namely English. We tend to take for granted that everyone speaks English in research institutions which is unfortunately not the case. Translating the entire tool in several language would be impossible I guess. I don't know if you considered the problem and maybe thought about some summaries (difficult..I know)

I agree with Elena regarding the translation to other languages..

112. *Maxime Forest* | 28/04/2016, 17:28 EEST (+03:00)

*Lut Mergaert* wrote:

*Gulbanu Altunok* wrote:

I would like to raise one issue which represents one of the big challenges we face at METU in the implementation of EGERA, which is the aim of the mainstreaming of a gender perspective in curricula. The toolbox too offers us objectives in that issue however the question "how" needs further elaboration. I would be more than happy if specific and more examples and practices on this matter are shared.

Dear Gulbanu, thanks for pointing this out. Indeed, based on the mapping of instruments that we undertook, it seems that the integration of gender in curricula is still an underdeveloped topic. If anybody can refer us to more instruments, that would be welcome. We did not identify much...

Thanks for pointing this out, Gulbanu. Under EGERA, The Universitat Autònoma de Barcelona is currently developing a database of promising practices in this field which might fuel EIGE's tool. We hope it will bring attention on relevant practices, although I do agree this is a relatively under-developed field (with respect to other areas of actions), as far as structural change projects is concerned.

113. *Anne-Sophie Godfroy* | 28/04/2016, 17:30 EEST (+03:00)

*Giovanna Declich* wrote:

*Catarina Arnaut* wrote:

- Are you satisfied with the provided information?
- 

Giovanna Declich again, sorry for the double posting some minutes ago.

I agree with Gulbanu: I would appreciate a lot more information and examples on gender contents in research and curricula (mainly for STEM disciplines). This strand of activity is quite recent and challenging and I think that people interested in starting action plans, or even already engaged in them, need successful examples which could inspire them.

On my part, I could say that in its end the TRIGGER project will have other practices to add.

We'll also have tools and practice to add at the end of GENDERTIME (end of this year).

114. *Marina Cacace* | 28/04/2016, 17:32 EEST (+03:00)

Unfortunately I have to leave ... Goodbye and thanks to everybody!

Marina

**Comments:**

- *Lut Mergaert* | 28/04/2016, 17:33 EEST (+03:00)  
Many thanks, Marina!
- *Catarina Arnaut* | 28/04/2016, 17:39 EEST (+03:00)  
Thank you for your valuable input, Marina. Feel free to send us any further insights you may have by 8 May. Warm regards from Antwerp!

115. *Catarina Arnaut* | 28/04/2016, 17:32 EEST (+03:00)

Thank you for your feedback regarding the dimensions covered by the online tool. Before our discussion comes to an end, we would like to ask you to share any **practical suggestions to further improve the features / functionalities of the online tool.**

116. *MARÍA BUSTELO* | 28/04/2016, 17:33 EEST (+03:00)

*Giovanna Declich* wrote:

*Catarina Arnaut* wrote:

- Are you satisfied with the provided information?
- 

Giovanna Declich again, sorry for the double posting some minutes ago.

I agree with Gulbanu: I would appreciate a lot more information and examples on gender contents in research and curricula (mainly for STEM disciplines). This strand of activity is quite recent and challenging and I think that people interested in starting action plans, or even already engaged in them, need successful examples which could inspire them.

On my part, I could say that in its end the TRIGGER project will have other practices to add.

Hi Gulbanu!

You raised a good point and Lut commented that unfortunately it is not so easy to find experiences on this.

This might be due to the fact that in some countries (this is the case in Spain), the approval of new curricula is to a certain extent outside university control, in a National agency which should study, evaluate and approve new curricula or changes to it. Thus, there are a lot of lobbying to be done, for example, in national structures, but that goes many times beyond a concrete a GEAP... although the National structures will not move if they do not have preassure from universities...

117. *Cristina Polo* | 28/04/2016, 17:36 EEST (+03:00)

Good afternoon everybody.

I am Cristina Polo from the University Complutense of Madrid. I am part of the Equality Unit, together with María Bustelo and Ana Velasco.

I consider it is a very useful and complete tool. As a specialist in communications, I suggest:

- Including videos, audios and images. For example, summarize the five steps in a 1 minute video. Also, good practices could be told by their protagonists through a video.
- There is a lot of information that could be structured in a simple and friendly way, specially for those who do not master this issue. I think it is a matter of design rather than of content.

118. *MARÍA BUSTELO* | 28/04/2016, 17:37 EEST (+03:00)

*Maribel Ponferrada* wrote:

*Elena Del Giorgio* wrote:

Dear all,

I've joined the discussion a while ago but I've spent some time trying to carefully 'surf' the tool and reading your comments. First of all, congratulations to Lut, Catarina and to all those who worked on it!!! Well done!! I found it easy to access and yet very rich, with a good balance between theory and practice. It covers the many complex aspects that setting up, implementing and monitoring an action plan entails, and, at the same time, it does so using a very clear language! Again, congrats!

I've just a little concern especially thinking about Italy and probably other countries which, however, it's probably difficult to solve: the linguistic barrier, namely English. We tend to take for granted that everyone speaks English in research institutions which is unfortunately not the case. Translating the entire tool in several language would be impossible I guess. I don't know if you considered the problem and maybe thought about some summaries (difficult..I know)

I agree with Elena regarding the translation to other languages..

Yes! me too. Both in Italy and Spain, even at the university level, few people are fluent in English... the tool would be much more useful used if it is translated.

119. *Elsa Fontainha* | 28/04/2016, 17:38 EEST (+03:00)

*MARÍA BUSTELO* wrote:

*Giovanna Declich* wrote:

*Catarina Arnaut* wrote:

- Are you satisfied with the provided information?
- 

Giovanna Declich again, sorry for the double posting some minutes ago.

I agree with Gulbanu: I would appreciate a lot more information and examples on gender contents in research and curricula (mainly for STEM disciplines). This strand of activity is quite recent and challenging and I think that people interested in starting action plans, or even already engaged in them, need successful examples which could inspire them.

On my part, I could say that in its end the TRIGGER project will have other practices to add.

Hi Gulbanu!

You raised a good point and Lut commented that unfortunately it is not so easy to find experiences on this.

This might be due to the fact that in some countries (this is the case in Spain), the approval of new curricula is to a certain extent outside university control, in a National agency which should study, evaluate and approve new curricula or changes to it. Thus, there are a lot of lobbying to be done, for example, in national structures, but that goes many times beyond a concrete a GEAP... although the National structures will not move if they do not have pressure from universities...

This is the case of Portugal also (Public Universities)

120. *Luigi Raffo* | 28/04/2016, 17:38 EEST (+03:00)

A technical question on this discussion. Apparently the first part of the discussion is no more available, after the end will we be able to read again the complete discussion?

Thanks

**Comments:**

- *Catarina Arnaut* | 28/04/2016, 17:42 EEST (+03:00)  
Dear Luigi, a report summarising the main aspects touched upon during the discussion will be made available within two weeks.

121. *Siobán O'Brien Green* | 28/04/2016, 17:45 EEST (+03:00)

Perhaps there is a role for short YouTube style videos in different languages? This would allow for information sharing from different countries that is current without translating the whole tool for now

122. *Ana Velasco* | 28/04/2016, 17:47 EEST (+03:00)

Good afternoon, I am Ana Velasco from the Equality Unit (Complutense University, Spain).

I like the overall structure of the online tool.

In the point "Rationale for gender equality change in research and higher education institutions", in "Benefits", I would add some examples to support it. Charts might be helpful.

123. *Olga Vinogradova* | 28/04/2016, 17:51 EEST (+03:00)

Dear Catarina, and dear All

thanks a lot for organising this exchange,

could you please remind what are milestones - next discussion on updated version? Final version online? Thanks a lot

124. *MARÍA BUSTELO* | 28/04/2016, 17:52 EEST (+03:00)

Dear all, I have to leave now the discussion but I want to congrat Catarina and Lut and the amazing work they have done for conceptualising this tool and for including, as some other already pointed out, a good balance of practical and theoretical aspects.

Being a friendly and clear tool, it does not fall into a "technocratic", toolkit oriented stream, which is unfortunately quite common today for gender issues. On the contrary it shows the complexity of gender structural change.

Congratulations once again, and thank you for counting on us!

María

125. *MARÍA BUSTELO* | 28/04/2016, 17:53 EEST (+03:00)

Dear all, I have to leave now the discussion but I want to congrat Catarina and Lut and the amazing work they have done for conceptualising this tool and for including, as some other already pointed out, a good balance of practical and theoretical aspects.

Being a friendly and clear tool, it does not fall into a "technocratic", toolkit oriented stream, which is unfortunately quite common today for gender issues. On the contrary it shows the complexity of gender structural change.

Congratulations once again, and thank you for counting on us!

María

126. *Maxime Forest* | 28/04/2016, 17:54 EEST (+03:00)

*MARÍA BUSTELO* wrote:

Dear all, I have to leave now the discussion but I want to congrat Catarina and Lut and the amazing work they have done for conceptualising this tool and for including, as some other already pointed out, a good balance of practical and theoretical aspects.

Being a friendly and clear tool, it does not fall into a "technocratic", toolkit oriented stream, which is unfortunately quite common today for gender issues. On the contrary it shows the complexity of gender structural change.

Congratulations once again, and thank you for counting on us!

María

Thank you for your great inputs, Maria!

127. *Gulbanu Altunok* | 28/04/2016, 17:56 EEST (+03:00)

*MARÍA BUSTELO* wrote:

Dear all, I have to leave now the discussion but I want to congrat Catarina and Lut and the amazing work they have done for conceptualising this tool and for including, as some other already pointed out, a good balance of practical and theoretical aspects.

Being a friendly and clear tool, it does not fall into a "technocratic", toolkit oriented stream, which is unfortunately quite common today for gender issues. On the contrary it shows the complexity of gender structural change.

Congratulations once again, and thank you for counting on us!

María

bye Maria, you have expressed our thoughts as well. Thanks for inviting us

128. *Catarina Arnaut* | 28/04/2016, 17:57 EEST (+03:00)

*Olga Vinogradova* wrote:

Dear Catarina, and dear All

thanks a lot for organising this exchange,

could you please remind what are milestones - next discussion on updated version?  
Final version online? Thanks a lot

From today until 8 May, we welcome everyone to share further insights regarding the online tool. We will then process all feedback received and discuss it with EIGE and the European Commission. We aim at having a more finalised version of the online tool by the end of May.

129. *Catarina Arnaut* | 28/04/2016, 17:59 EEST (+03:00)

Our online discussion is 'officially' coming to an end. We thank you very much for your useful contributions.

The forum will remain open until 23h59 today. **We welcome you to share further input.** All your insights and experiences are valuable to us and this project. If you are not able to send your comments today, please email them to: [gender@yellowwindow.com](mailto:gender@yellowwindow.com) by **8 May** with the following subject: feedback on EIGE's online tool.

The report from the discussion will be made available within two weeks. Consult the event's page to download it.

Thank you once again for this interesting discussion!

Lut and Catarina

130. *Dalia Šatkovskienė* | 28/04/2016, 18:05 EEST (+03:00)

Dear All,

I am briefly summarising some my suggestions send to Catarine. Some of them is overlapping with those suggested by you and this allows to feel me well in the company of social scientists:)

1. Clearly define to whom is addressed the tool ;
2. More attention should be given to the specifics of the research organizations and consequently to the motivation to start institutional changes in those organizations;
3. The possibility to find in brief explained the latest updates in the policy and mainly on the new scientific knowledge not only on gender but also in other concerned fields (with links);
4. Make the possibility to see information and how deep it is presented not reading all text (something similar to the content of the portal);
5. Guidance lacks completeness without role and assistants of stakeholders;

I think that the first and the last points are very important for gender equality in research and need attention from science policy makers

I rthink that