



EQUALIST

Gender Equality in Information Sciences and Technology

EQUAL-IST project implementation at Kaunas University of Technology

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About me:



- Assoc. prof. in Department of Multimedia Engineering, and Head of Training and Projects Department at KTU
- President of National Association of Distance Education (Lithuania)
- Member of Teacher Academy Pedagogical Advisory Board at School Education Gateway
- General Assembly member of EADTU (European Association of Distance Teaching Universities)
- Member of WITSA Committee on Education, Training and Human Resources
- Task Force Leader of “Education Communities” at National Digital Coalition
- **High-level Advisory Committee member at The European Centre for Women and Technology (ECWT)**
- **Chairman of the Board „Innovation, science, technology: Women in STEM“**
- Head of Steering Committee of INPUT association
- Member of INFOBALT Association (vice-President 2011-2013)
- 36 books, 192 papers, 102 projects



The EQUAL-IST Project

#equal_ist #womeninICT #genderequality #PGERI



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710549. Unit EU.5. – Science with and for society

The project

Gender Equality Plans For Information Sciences and Technology Research institutions

- ▶ **EQUAL-IST aims at introducing structural changes to enhance gender equality within six (6) Information Sciences and Technology (IST) institutions.**
- ▶ **The Project envisages to address and solve issues of horizontal and vertical segregation in research and administrative careers, work-life balance, gender imbalance in student enrolment, and gender neutral/blind approach to IST research, the EQUAL-IST project is aimed at influencing organizational structures, discourses, and behaviours.**
- ▶ **Project's duration: 36 Months – 01/06/2016 – 01/06/2019**



Partners



- ▶ **ViLabs, Thessaloniki, Greece (Coordinator)**



- ▶ **Ca' Foscari, University of Venice, Department of Computer Sciences, Statistic and Environmental Studies (DAIS), Venice, Italy**



- ▶ **University of Muenster, School of Business and Economics, Muenster, Germany**



- ▶ **University of Turku, Institute of Information Systems Science, Turku, Finland**



- ▶ **Kaunas University of Technology, Faculty of Informatics, Kaunas, Lithuania**



- ▶ **University of Modena and Reggio Emilia, Department of Engineering 'Enzo Ferrari', Modena, Italy**



- ▶ **University of Minho, Information Systems Department, Minho, Portugal**

Universidade do Minho



- ▶ **Simon Kuznets Kharkiv National University of Economics, Faculty of Economic Informatics, Kharkiv, Ukraine**



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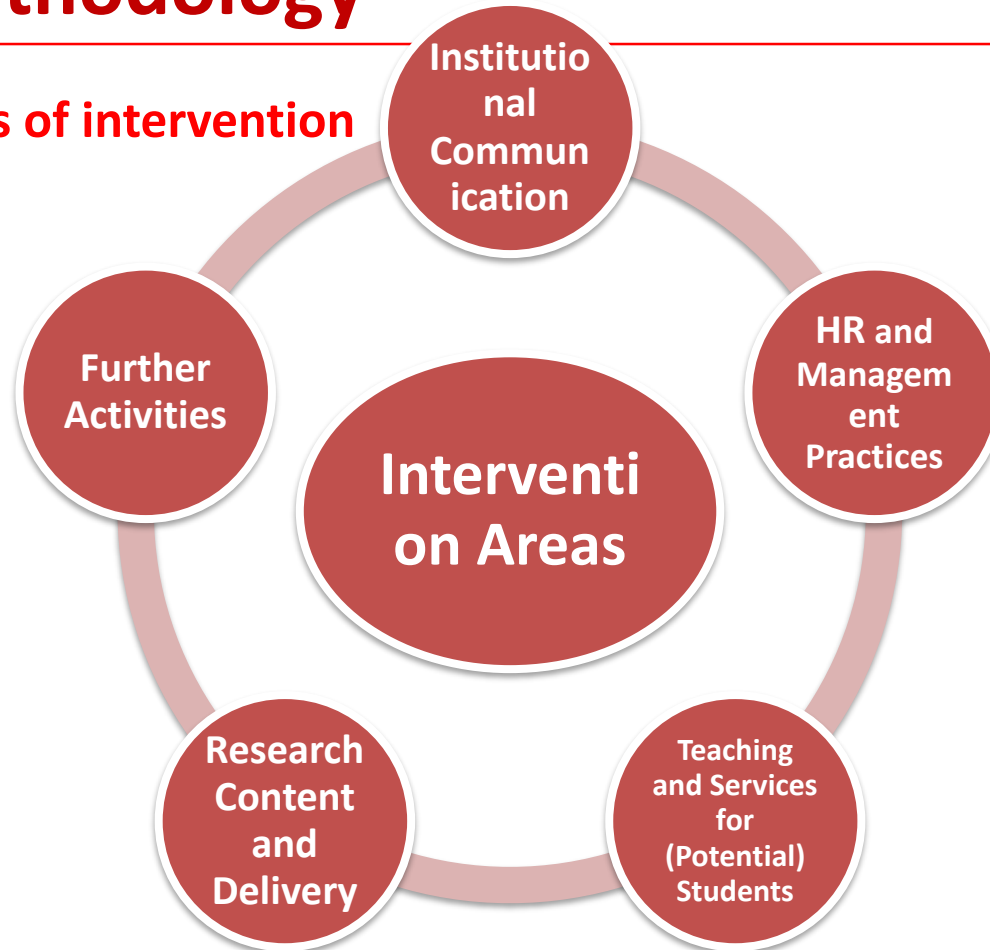
Objectives

- ▶ **Investigate and analyze good practices** on implementing **Gender Equality Plans (GEPs)** in research institutions
- ▶ **Implement GEPs** in the **7** partner institutions at **7** countries (Finland, Germany, Italy, Lithuania, Portugal and Ukraine)
- ▶ **Design and implement a crowdsourcing platform** to enable participatory **co-design** of tailored **GEPs**
- ▶ **Evaluate the GEP implementation** at partner institutions in order to ensure its **effectiveness, efficiency, and sustainability**
- ▶ **Spread the gained experience**, providing **long-term solutions** to other IST institutions



Methodology

Areas of intervention



Approach

- ▶ Stage 1. Investigate and analyze
- ▶ Stage 2. Co-design **and implement**
- ▶ Stage 3. **Evaluate and assess**



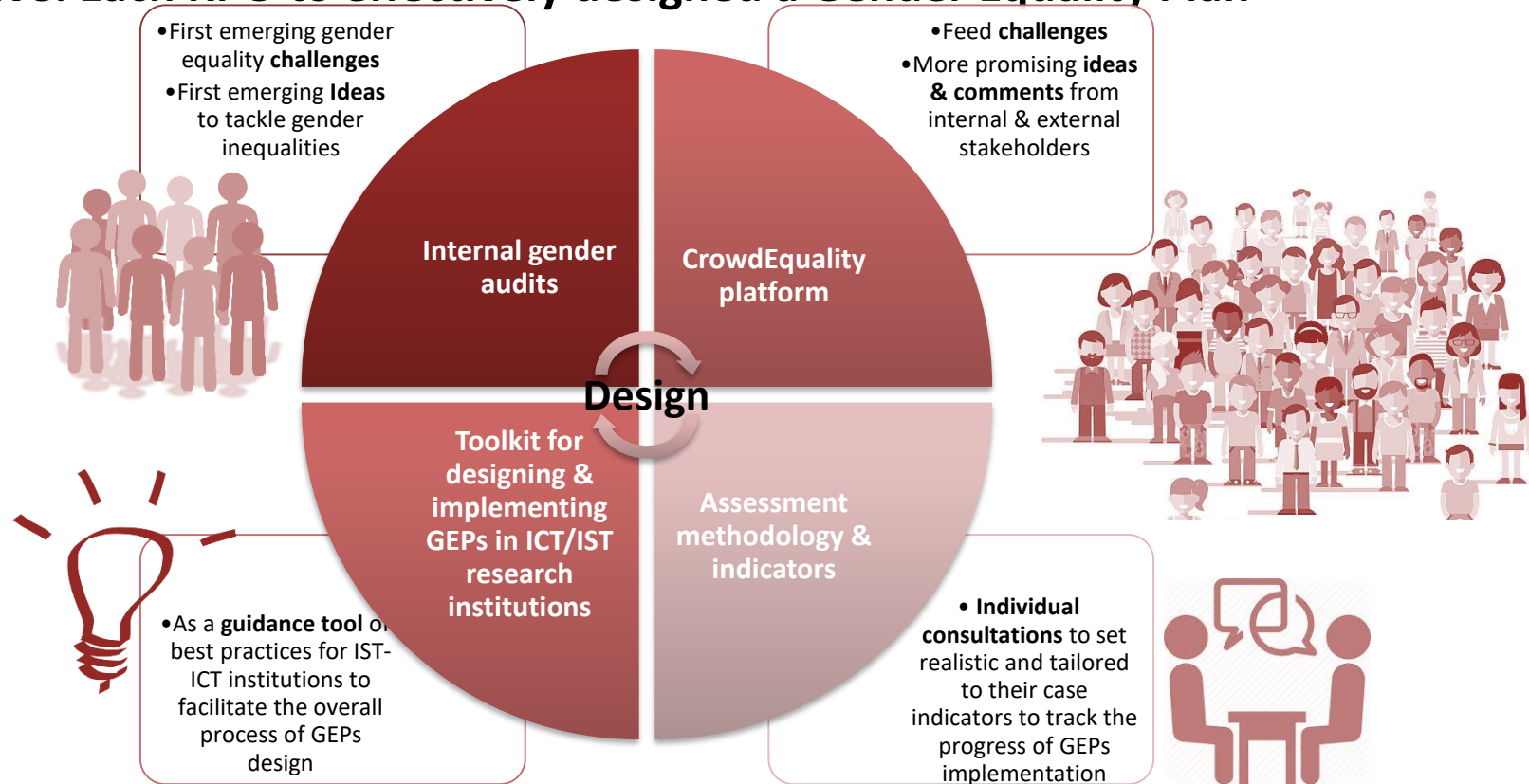
Towards the design of Gender Equality Plans



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Designing the initial RPO specific GEPs

- ▶ Crowdsourced and participatory design of GEPs
- ▶ Objective: Each RPO to effectively designed a Gender Equality Plan



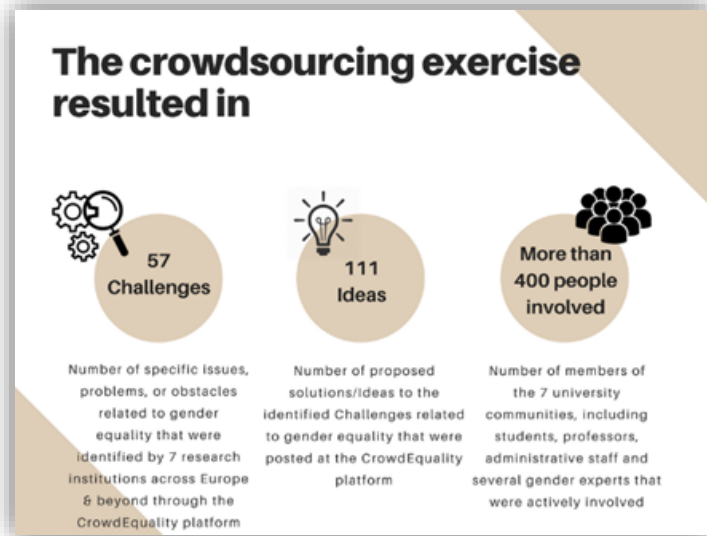
CrowdEquality Platform

CrowdEquality collects ideas and triggers discussions about promising initiatives for promoting gender equality and diversity and is specifically targeted at research institutions.

March – June 2017



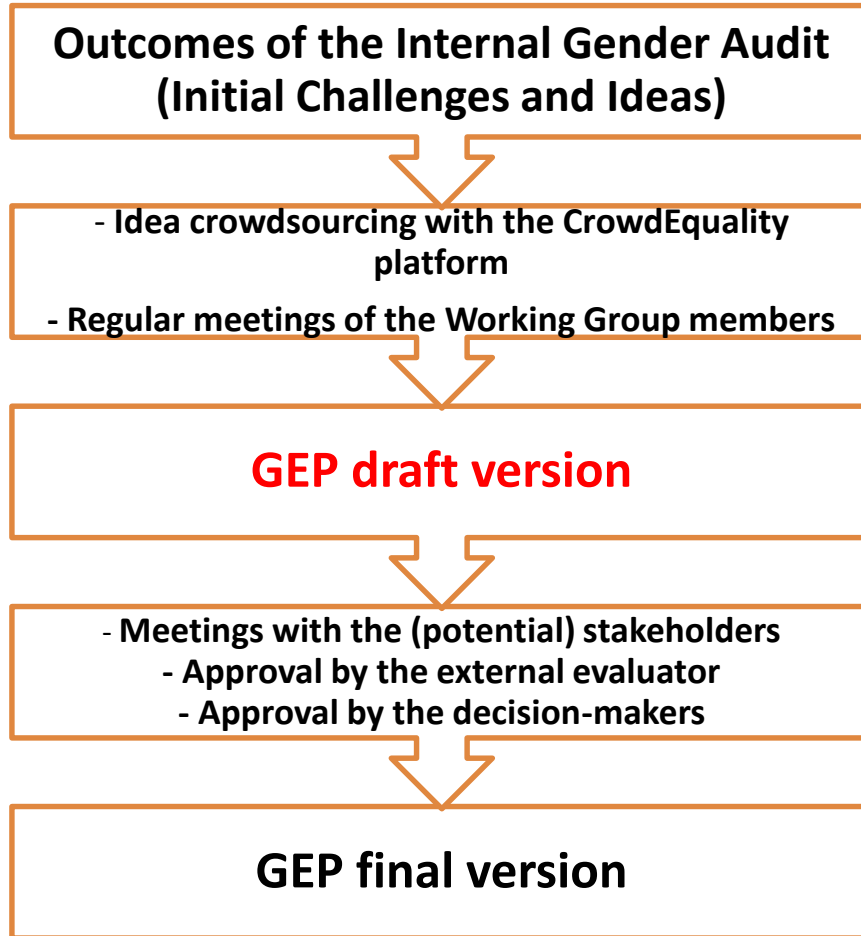
Post CrowdEquality actions



After the results of the crowdsourcing exercise, 2-3 meetings with the senior management actors to initiate the process about the design of the strategic plans.

- ▶ 1st preliminary meeting with the senior management actors for initial challenges and Ideas approval / Choice of the areas of intervention and the measures
- ▶ 2nd meeting with the senior management actors for initial GEP approval. Each GEP requires special approval from a high-level board.
- ▶ 3rd meeting, (if needed) for final approval

GEP Design in RPOs



Challenges

Actions

Activities

Overview of Actions and Activities

- 150 planned activities
- 88 undertaken actions
- Remarkably conform implementation

	KhNUE	KTU	UMINHO	UniMORE	UTU	WWU	Total
Nr. of Actions:	19	5	25	14	10	15	88
Nr. of initiated Activities (completed / in progress / in preparation):	25	13	48	28	10	26	150
Nr. of cancelled Activities:	0	0	0	0	0	0	0





Intervention Areas Results



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Results - Institutional Communication

Institutional communication appears to be an important lever for:

- ▶ **sharing the diagnosis of gender imbalances or inequalities**
- ▶ **legitimizing and making public implemented actions to increase accountability**
- ▶ **reaching relevant target audiences such as pools of potential students**
- ▶ **embodying structural change through the adoption of gender sensitive communication**



Results - HR and Management Practices

Wide range of issues, including recruitment, promotion and career management practices, as well as measures aimed at improving work-life balance.

- ▶ Sustainability measures covered as well.
- ▶ Almost 40% of all actions and activities implemented under the EQUAL-IST project.
- ▶ This area of intervention offers a strong potential for mutual learning among partners.
- ▶ Indeed, implemented activities at one partner proved to be complementary to those implemented by another one, thus calling for experience exchange in order to develop an even more comprehensive view of the processes at stake.



Results:

Teaching and Services for (Potential) Students

▶ The second most developed intervention area over the first iteration period, accounting for approximately 25% of the total of planned actions/activities

The diversity of activities covered by this area is wide, including activities devoted to:

- ▶ integrating a gender perspective in teaching material (KhNUE),
- ▶ webinars aimed at rising girls' interest in ITCs
- ▶ and special sessions for female researchers on women in ICTs (KTU),
- ▶ diffusion of good practices or development of data bases of potential female keynote speakers (UMINHO)
- ▶ or summer camps opened to fourth grade high school pupils (UNIMORE).



Results:

Research Content and Delivery

- ▶ The least developed area of intervention over the first iteration period.
- ▶ However, discussed on multiple occasions during project meetings
- ▶ Partners prioritized other areas of intervention and on the use of more straightforward arguments.
- ▶ However, during the current iteration period, partners will increase the number of activities related to this area and ensure the effectiveness of those already planned.

Best Practices Identified

- ▶ **Embedding GEPs into university-wide policy documents** (Cases of KhNUE/KTU/UNIMORE)
- ▶ **Mobilization of national policy stakeholders** (Cases of UMINHO, KhNUE, UNIMORE)
- ▶ **Participation in university bodies** (Cases of UNIMORE, UTU)
- ▶ **Involvement of social partners** (Case of KhNUE)
- ▶ **Building supportive networks of like-minded** (Cases of UMINHO, WWU)
- ▶ **Innovative participatory methodologies** (Case of KhNUE)
- ▶ **Gender mainstreaming observatory** (Case of UMINHO)
- ▶ **Networking with other universities** (Cases of KhNUE, KTU)
- ▶ **Networking with IT firms (KhNUE) and innovation-supportive foundations** (Case of UNIMORE)





GEP Implementation Support



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GEP Implementation Support

Support implementation at each RPO by offering:

- ▶ **Strategies to overcome resistances**
- ▶ **Thematic knowledge, sharing of good practices and relevant literature**
- ▶ **Dialogue among partners and mutual learning**

Tools:

- ▶ **Webinars**
- ▶ **Bilateral calls and exchanges**
- ▶ **Toolkit for designing and implementing GEPs in ICT/IST Institutions**



EQUAL-IST Webinar Series



Development, organization and delivery of Webinars

- ▶ 1st Webinar on Gender-sensitive communication.
- ▶ 2nd Webinar on Attracting and motivating girls toward STEM & ICT studies & professions.
- ▶ 3rd Webinar on Enhancing female researchers' careers in ICT/IST."
- ▶ 4th Webinar on Sustainability of Gender Equality Plans & structural change measures."

From November 2018 a set of additional webinars will be organized covering new areas relevant to the EQUAL-IST Project and objectives.

Interested?

Then, [subscribe to our newsletter](#) and be the first one to receive the invitation!



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Toolkit for GEPs in ICT/IST

What

▶ An agile reading providing EQUAL-IST partners with examples of good practises and concrete initiatives which have been found to be suitable for Computer Sciences and STEM research environments

How

- ▶ Extensive desk research
- ▶ Good practise analysis through in depth interviews



Toolkit for GEPs in ICT/IST

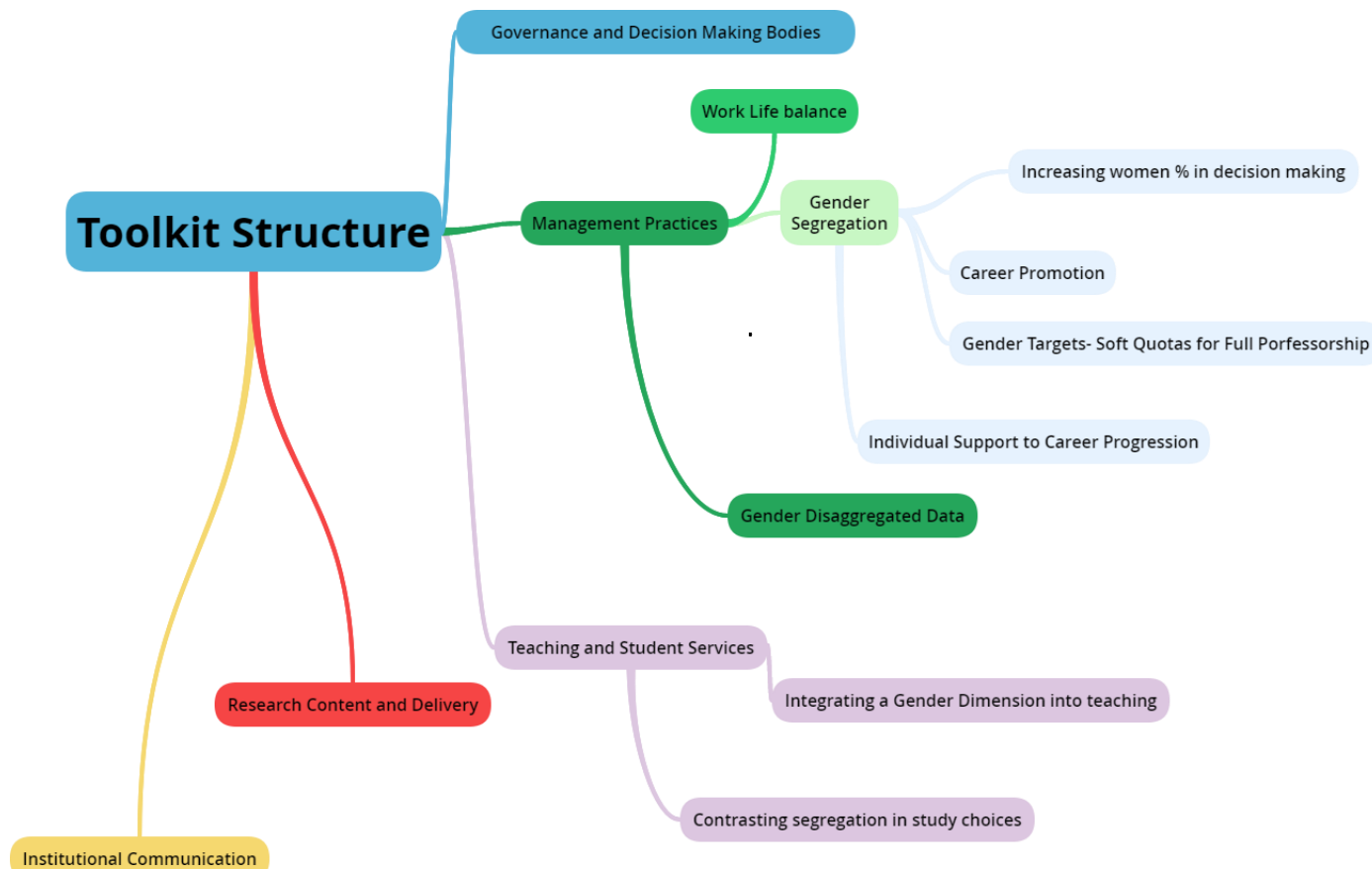
Stronger Focus on ICT/IST good practises

- ▶ Leveraging on network collaboration for identifying good practise implemented in Computer Sciences and Information System Departments/Faculties: an ongoing collaboration with Informatics Europe and ACM Europe
- ▶ Highlighting good practises from EQUAL-IST Partners

Online Interactive version

- ▶ Facilitating access and dissemination (also internally)
- ▶ Content management system + interactive functionalities to collect feedback from users and facilitate on the implementation of good practises
- ▶ Linked to the EQUAL-IST website (external hosting)
- ▶ Compatible and interoperable with the EIGE EAR toolkit

Toolkit structure



GENDER EQUALITY PLAN

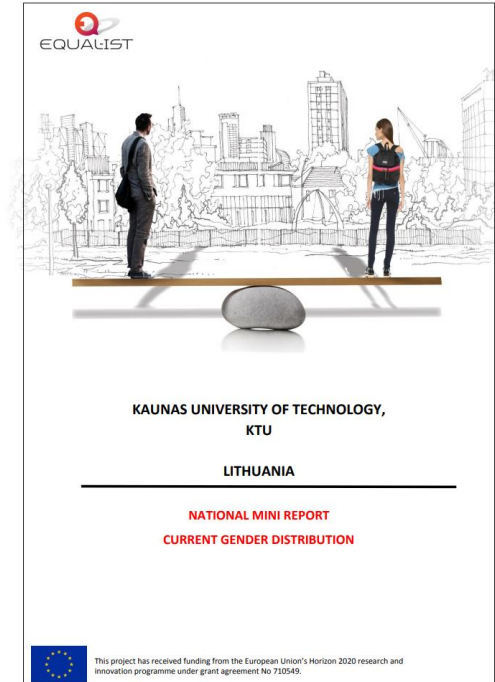
KTU responsibilities in the EQUAL-IST project



- WP2 – Gender Audits at the involved RPOs
- WP3 – Development and Implementation of tailored GEPs
- WP4 –GEPs Assessment and Refinement
- WP5 – Sustainability and Dissemination

WP2 – Gender Audits at the involved RPOs

- **Kaunas University of Technology (hereinafter KTU) has made a research to identify the situation of Gender Equality in the Faculty of Informatics at KTU.**
- **The summarized findings were presented in a National mini Report.**
- **Those findings were used for design of Gender Equality Plan for KTU.**
- **The National mini Report can be found on the official website of EQUAL-IST project: <https://equal-ist.eu/gep-in-the-kaunas-university-of-technology-lithuania/>**



WP3 – Development and Implementation of tailored GEPs

- **KTU has designed and implemented a Gender Equality Plan which covered the 5 main identified issues:**
 - **No mentoring system for women at KTU**
 - **No specified Career Plans for women working in ICT research area at KTU**
 - **Very few women are involved in the process of organization decision making**
 - **The negative image of women working in the ICT sector.**
 - **Men's exclusion from Activities for Gender Equality**
- **Gender Equality Plans were intended to be implemented in 2018-2019.**
- **17 Activities were implemented in total.**



WP4 – GEPs Assessment and Refinement

- **The Assessment of the implementation process of the Gender Equality Plan was done in 2018.**
- **After the Assessment, 4 new Activities were included in the Refined Gender Equality Plan as the supporting Activities.**
- **At this moment, the implementation of the Gender Equality Plan is at the final stage. The end date for the implementation is May 2019.**



WP5 – Sustainability and dissemination

- **The Special Interest Group (SIG) was created at the Kaunas University of Technology seeking to invite more Higher Education Institutions to join EQUAL-IST project initiative to design and implement Gender Equality Plans**
- **The aim of the SIG is to encourage other Higher Education Institutions in Lithuania to take an Action in the Gender Equality area by joining, sharing ideas, solving problems, designing and implementing the Gender Equality Plans in their Institutions.**
- **The created SIG „IST:W4STEM“ involves 10 members – Lithuanian Higher Education Institutions.**
- **The SIG has its' bylaws.**

The main Tasks of the University's Equality Committee

- To examine reports (complaints) of the University's staff and students regarding the violation of equal opportunities or persecution;
- To coordinate the implementation of the Equality and Diversity Policy at the University;
- To provide guidance to managers, employees and students on the issues related to equality;
- To pursue the prevention of the violation of equality.
- The University's Equality Committee acts as an independent, objective and impartial agency with no preconception in cases of discrimination, harassment, violation of equality and persecution.

Kontaktai



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