

TOWARDS INCLUSIVE GENDER EQUALITY PLANS



GEINCEE COP EVENT

24 SEPTEMBER 2021, ONLINE

OPEN WEBINAR

24 SEPTEMBER 2021



9.00-10.30 CET

GEP as Eligibility Criterion in Horizon Europe



Dr Anne Pepin

Description: Dr Anne Pepin will present an overview of the new provisions for gender equality introduced in Horizon Europe, with a particular focus on the new eligibility criterion on Gender Equality Plans, which will apply to all public bodies, research organisations and higher education establishments from Member States and associated countries wanting to participate in the Programme, as of calls for proposals with deadlines in 2022. The presentation will be followed by Q&A session.

Language: English

Presenter: Dr Anne Pepin - Senior Policy Officer from Democracy & European Values - Gender Sector in Directorate-General for Research and Innovation of the European Commission.

10.45-11.45 CET

Intersectionality and GEPs: genealogies, theories and practices



Dr Justyna Struzik

Description: The term 'intersectionality' draws our attention to the complexity and multidimensionality of our identities, experiences and practices. It also highlights the weaknesses of one-dimensional analyses that focus only on one characteristic of a group, community or individual, and instead provides a complex analytical toolbox for exploring social inequalities at the intersections of our identities. The lecture will present the genealogy of this concept, going back in history to black feminism. We will both discuss different theoretical approaches to intersectionality emerging in the social sciences and explore different understandings of the concept depending on their anchoring in a given political, cultural, social and economic context. Finally, more practical examples of the use of intersectionality in designing gender equality measures and plans will be shown. The lecture will be followed by Q&A session.

Language: English

Presenter: Dr Justyna Struzik - sociologist and social researcher affiliated with the Institute of Sociology, Jagiellonian University. She has conducted research on queer activism in Poland and the history of HIV/AIDS policies. As part of the activities of the Women's Space Foundation, she co-lead innovative research on the social situation of non-heterosexual women living outside big cities. She is currently working on harm reduction and drug policies in Poland.

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12-15-13.30 CET

GEinCEE CoP and GEPs in Horizon Europe Programme



Ewelina Ciaputa, Dr Paulina Sekuła, Dr Ewa Krzaklewska, Dr Marta Warat and GEinCEE CoP members

Description: We will present GEinCEE Community of Practice's aims, values and activities - what has been achieved since its creation in 2019. After the presentation we will discuss the role of GEinCEE CoP in the development of Gender Equality Plans in Research Performing Organisations located in Central and Eastern Europe in relation to the new Horizon Europe GEP requirement for funding. All the institutions and organisations which are interested in joining GEinCEE CoP are invited to participate and join the discussion.

Language: English

Presenters: Ewelina Ciaputa and dr Paulina Sekuła - facilitators of GEinCEE CoP and researchers at Jagiellonian University in Kraków, dr Ewa Krzaklewska and dr Marta Warat - projects' leaders and researchers at the Jagiellonian University in Kraków.



This webinar is **open to anyone interested in supporting facilitation for fostering institutional change** through Gender Equality Plans. If you wish to attend, please fill in the registration form available [HERE](#) by **10 September 2021**. The webinar will take place online using Microsoft Teams. Participation is free of charge.

Please note, registration is required and confirms your participation. Link to the webinar will be sent to registered participants only by **20 September 2021**.

TRAININGS FOR GEINCEE COP MEMBERS



14, 15 AND 16
SEPTEMBER

10.00-14.00 CET

Unconscious Bias Training



Ewa Stoecker

Description: The 12-hour online training will cover issues of social identity, stereotypes, prejudices, discrimination and power relations in the process of discrimination. During the training, topics such as relations between minority and majority groups, team management and creating an inclusive work environment, equality language and sensitivity to the driving force of stereotypes and prejudices in the mechanism of discrimination will be discussed. In addition to the theoretical part, the trainer will provide practical exercises, e.g. how to react to unequal treatment.

Language: Polish

Trainer: Ewa Stoecker – psychologist, researcher, certified anti-discriminatory trainer and educator, senior specialist at the Department of Security, Safety and Equal Treatment, Jagiellonian University in Krakow. She is involved in non-governmental sector, setting up associations: Anti-discrimination Education Society (Towarzystwo Edukacji Antydyskryminacyjnej – TEA) and Expedition inside Culture (EIC). She leads educational activities and social research and is the author of educational materials related to counteracting discrimination in education as well as teaching and learning processes prepared for public entities and NGOs, among others: Autonomy Foundation, the Foundation for Poland, the Ministry of Education, the Ministry of Culture and National Heritage, the National Network of Streetwork Organizations OSOS, Anti-discrimination Education Society, the Jagiellonian University. She conducts anti-discrimination trainings for youths and adults.

TRAININGS FOR GEINCEE COP MEMBERS



17 SEPTEMBER AND
1 OCTOBER

10.00-12.00 CET

Unconscious Bias Training



Dr Claartje Vinkenburg

Description: The 2-hour online inspiration session on (gender) bias in research performing organizations. The session aims to be an eye-opener, to help raise awareness on what bias is, what its effects are and why it results in cumulative (dis)advantage in careers. You will discuss interactively how bias plays out in performance evaluation (in selection and promotion), in team work and workplace cultures, as well as work-care reconciliation. Some insights into bias mitigation will be provided, as a starting point for increasing competence in dealing with bias. In order to make the training more accessible to GEinCEE CoP members, we propose two dates for you to choose from.

Language: English

Trainer: dr Claartje Vinkenburg - works as an independent expert consultant and is affiliated with VU Amsterdam as a visiting fellow (SBE Management & Organization Studies and Amsterdam Business Research Institute). From 2001 to 2018, Claartje was an assistant and associate professor with the same department. Claartje studied Social Psychology at the University of Groningen. Her academic research, partly funded by the European Research Council via a coordination and support action, deals with gender and ethnic diversity in professional and academic careers. She critically explores the impact of implicit bias, normative beliefs, and discursive practices on career systems, patterns, and outcomes to promote diversity and inclusion.

WORKSHOP FOR GEINCEE COP MEMBERS



28 SEPTEMBER

10.00-12.00 CET

Intersections and GEPs: intersectionality in practice Workshop



Dr Justyna Struzik

Description: Do you ever wonder how belonging to different groups or social categories affects people's experiences? How identity, whether one belongs to majority or minority group, shapes their perception of the world, educational path, access to labour market, to health care? And what happens when we intersect different identities (gender, health status, age, sexuality, class)? The aim of the workshop is a practical exploration of the concept of intersectionality in the perspective of Gender Equality Plans design. The workshop consists of an exercise and a discussion part. In the practical part, we will look at our experiences of belonging to different social categories and reflect on the translatability of these experiences both into people's perception of the social world, and into gender equality measures design. The discussion part will allow us to jointly answer key questions arising from the concept of intersectionality.

Language: English

Trainer: Dr Justyna Struzik - sociologist and social researcher affiliated with the Institute of Sociology, Jagiellonian University. She has conducted research on queer activism in Poland and the history of HIV/AIDS policies. As part of the activities of the Women's Space Foundation, she co-led innovative research on the social situation of non-heterosexual women living outside big cities. She is currently working on harm reduction and drug policies in Poland.

The trainings and workshop are **for GEinCEE CoP members only**. Registration link will be sent in the first weeks of September to GEinCEE CoP members. The trainings and workshop will take place online using Microsoft Teams. Participation is free of charge.

