



Redesigning Equality and Scientific Excellence Together

Project Information

Topic:	SwafS-09-2018-2019-2020 Supporting research organisations to implement gender equality plans
Funding Scheme:	EU H2020 - Coordination and Support Action
GA Number:	101006560
Start date:	01/01/2021
Duration in months:	48
Project Coordinator:	UNIVERSITE DE BORDEAUX

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

Consortium partners





Redesigning
Equality and
Scientific
Excellence
Together

GIA checklist and protocol in all project languages

Document Information

Title	GIA checklist and protocol in all project languages
Deliverable No.	D7.2
Version	1.0
Type	<input checked="" type="checkbox"/> Report <input type="checkbox"/> Demonstrator <input type="checkbox"/> ORDIP <input type="checkbox"/> Ethics <input type="checkbox"/> Other
Work Package	7
Work Package Leader	UNIVERSITY OF OULU
Issued by	UNIVERSITY OF OULU
Issued date	30/09/2021
Due date	30/09/2021
Dissemination Level	<input checked="" type="checkbox"/> Public <input type="checkbox"/> Confidential <i>only for members of the consortium (including the EC)</i>

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Abbreviations

CoP	Community of Practitioners
GE	Gender Equality
GEP	Gender Equality Plan
EARMA	European Association of Research Managers and Administrators
GIA	Gender Impact Assessment
PI	Principal Investigator
RRI	Responsible research & innovation
RUL	Research Unit Leader
SGA	Sex and Gender Analysis
CoP	Community of Practitioners
GE	Gender Equality

Executive Summary

GIA approach includes D7.1. GIA guidelines and D7.2. GIA checklist and GIA protocol.

Mainstreaming the gender dimension in research activities and outcomes is a topical challenge related to excellence. The gender dimension in research activities requires an ethically sound process in creating high-quality results. Major research funding organisations are increasingly interested in analyses of the gender dimension in research, thereby challenging researchers to review their research plans accordingly. The Gender Impact Assessment (GIA) aims to tackle this challenge. The GIA is not a strict methodology but rather an approach to be further co-designed by local GIA communities of practitioners (CoPs) to ensure its fit into each academic research setting in aiming to improve equality and quality of the knowledge produced. The GIA approach also effectively supports Horizon Europe's mission-oriented work, in which European research and innovation missions have the objective of delivering solutions to some of the greatest challenges that our world is facing, all of them having gender impact.

The GIA guidelines introduce the approach as an institutional and operational set-up. They describe the institutional structures, processes, and resources needed for successful application of the GIA approach, and identify the key stakeholders within a university that are central for its institutionalization and operationalization — the GIA CoPs. Further, the guidelines propose institutional structures needed for gender impact assessment operations to make them standard procedures in an institution. Local GIA CoPs are in a central position to ensure a perfect fit of the GIA within a particular institutional setting as well as its sustainability. The local GIA CoP holds and manages the institutional knowledge crucial for GIA mainstreaming. Therefore, mutual interaction of the CoP members will be facilitated by scheduling co-design sessions for them. Institutionalization and operationalization of the GIA will be finetuned in local co-design sessions. Follow-up reports will help gain deeper insights into the successes and challenges of the GIA approach in each organization. Consultation sessions arranged for the institutional grant writing and support staff will smooth the path of institutional implementation. As the GIA focuses on research content, the immediate target beneficiaries are researchers and research teams. The GIA of research content will be facilitated with a GIA checklist and a GIA consultation session arranged by the institutional grant writing support staff. Based on experience and collected feedback, the local GIA CoP will finetune the GIA checklist as well as the local institutional consultation practices.

In order to ensure the sustainability of the GIA as an institutional and operational function, a specific GIA protocol will be tailored for the university with the assistance of the GIA CoP. The ultimate version of the GIA protocol must define the institutional structures, processes, resources, and conditions for GIA services, as well as tools that are available for researchers to conduct a proper GIA for mainstreaming the gender dimension in research. The responsibilities of the local GIA CoP will be specified in the GIA protocol, which describes the institutional engagement, and will seek prior approval from middle and top management of the university. Following the GIA Protocol template, the first versions of the GIA Protocol are signed by the vice-rectors of research in each of the RESET universities. During the implementation of the GIA approach, as institutional practices are getting settled, a more detailed version of the GIA Protocol may be needed. Thus further approval from the top management of the university will be requested for the revised version of the GIA protocol.

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1 Introduction to the GIA of Research Proposals

Why do we need to focus on research proposals? New knowledge is produced through continuous research and competition of the research funding is fierce. With the aim of solving the identified sustainable development goals, verified knowledge achieved through excellent research is needed. Meanwhile, equal access, success and retention in higher education institutions are considered important factors for building democratic societies and equitable futures for all. Related to this, the European Commission has made large investments in research and development (R&D) through Horizon Europe, which is the EU's key funding programme for research and innovation with a budget allocation of almost 100 billion Euros.

Addressing the sex and gender dimensions in research and innovation entails the considerations of sex and gender throughout the entire research and innovation process – from the design, execution and implementation phases. The sex and gender dimensions bring added value to research in terms of excellence, rigor, reproducibility, creativity and business opportunities. With such dimensions, the ultimate goal is to enhance the societal relevance of and push for responsible research and innovation (RRI).

Research must contribute to building more gender equitable societies and in that sense, all research should look for ways to integrate gender. Under Horizon Europe, the integration of the sex and gender dimension into research and innovation content is mandatory, unless it is explicitly mentioned in the topic description as “not a mandatory requirement”. However, it is always possible **to go further** and include gender equality in the composition of the research team; incorporate gender equality training for team members and even consider gender equality as part of the dissemination of the research results and publication channels.

Thus far, excellent guidance and the abundant batteries of questions, indicators and checklists that have been designed have been eye-openers. For instance, the diversity of a research team or the representativeness of perspectives may be assessed through the following questions: Are women and men introduced by full name and title during team meetings? Are there women and men decision-makers in the room? Are women and men afforded equal opportunity to speak and voice their opinions during team meetings?” Other questions that may be considered include the following: Do the tasks defined in your research involve individuals or populations as the research subject? Are the differences between men and women stated in your tasks?” Thus, whether a research project seeking EC funding would actually benefit from close implementation of an institutional gender equality plan (GEP), is worthy of further consideration.

Therefore, the sex, gender and intersectional dimensions must be integrated into the actual research content, while gender equality promotion in research and innovation projects must be included in the application and furthermore GIA of the research proposal needs to be executed.

Theoretical Foundations of GIA

The theoretical foundations of GIA lie in the feminist institutional perspective, the theory of gendered organizations, the notion of gender mainstreaming and the analysis of gender regimes (e.g. Pat O'Connor, 2021; Joan Acker, 2006; Yvonne Benschop & Mieke Verloo, 2015; Sylvia Walby, 2020). Universities are institutions with the main function of knowledge production, wherein gender relations and gender ideologies are reconfigured and reproduced (Cullen et al., 2019). Within this environment, however, external research funding is one of the areas where researchers struggle. Therefore, institutional transformation processes must be deeply rooted in

the very foundation of their functions – research and its funding – which comprise the socio-material ingredients of the production of new and ethically sound knowledge.

Concerns regarding the quality, legitimacy and credibility of research within society arise when academic knowledge production only represents the interests of society in a narrow manner (Bergman & Rustad, 2013). Furthermore, often subconscious assumptions about gender are often considered obstacles hampering fair research evaluation, thus undermining equal access, success and retention opportunities for all. Although, arguments for gender responsibility (Schiebinger et al, 2011–2020), as well as epistemic justice and epistemic contribution as a central human capability (Fricker, 2007, 2015) have been put forward, problems remain in their implementation in research practice if they are at all implemented or to which extent they are implemented.

Inspired by the work of Crenshaw (1989), Schiebinger et al. (2012-2020), and Nussbaum (2011), a relatively new concept of ‘intersectional gender responsibility’ (Heikkinen et al., 2020) has been introduced to address the acute challenge in academia related to the production of knowledge to raise awareness about sex, gender and intersectionality. Intersectional gender responsibility aims to achieve three goals. The first goal is to promote **capability**, which refers to specific sensitivity through the recognition of simultaneous, intersecting socio-cultural categorisations in addition to gender. The second goal is to achieve **quality** informing on scientific rigour and responsibility, which recognises and accounts for the influence of sex and gender and simultaneous socio-cultural categorisations in scientific research settings and reasoning. The third goal is to achieve **sustainability**, which is viewed as the capacity to endure and the ability to restore and co-create important features in a knowledge society. Thus, overall, intersectional gender responsibility aims towards excellence in science, which is profoundly intertwined with research ethics and research integrity issues and, ultimately, the consideration of impact and implementation. In the long run, the GIA approach aims to develop such assessment abilities with research laboratories and researchers.

GIA is an *ex ante* evaluation of the sex and gender dimensions in research activities and products. It aims to determine the degree of sex and gender responsibility of a research proposal. GIA questions, analyses, sensitises and integrates sex and gender into research process where appropriate. In this way, GIA will not only contribute to the success of individual researchers’ research projects, research teams’ proposals, and organisations but also advance science and society at large.

While the sex and gender dimensions are important factors to consider, they are shaped by other socio-cultural and biological factors. Therefore, in addition to sex and gender, intersectional analysis should also be taken into account as it may be relevant in studies involving human subjects and to the humans who are conducting the research, thus giving importance to the “diversity of a research group”. The way the research problem is formulated will also determine which intersecting variables are required for analysis. According to Hankivsky (2014), the most important categories, factors and relationships cannot be determined *a priori*: rather they emerge during the investigation as knowledge production takes an *a posteriori* form. Determining these requires sensitivity from members of the research group, which can be further improved through training.

The Horizon Europe application has three components, according to which research funding applications are evaluated: **excellence**, **impact** and **implementation**. Each criterion includes the specific ‘aspects to be taken into account’, and the same ones are not included in the other criteria. Therefore, they are not assessed twice. In particular, open science practices are assessed in the excellence criterion as they are part of the scientific methodology.

The GIA of research proposals focuses on these three areas of evaluation (excellence, impact and implementation). The evaluation criteria are adapted to each type of action, as specified in the work programmes. Let us take a closer look at the evaluation criteria used in research and innovation actions (RIA) and innovation action (IA) and estimate how they can impact intersectional, gender responsible knowledge for the benefit of society.

A link between impact and excellence, evolved by enhancing the definition of ‘excellence’, is defined by RESET as follows: “Our definition of scientific excellence thus entails supporting and sustaining inclusive, reflexive, impact-driven, societally relevant research and innovation.” Thus, with the aim to excel, a proposed research project must have a societally relevant impact, of good quality and effective and responsible implementation.

2. Implementation of the GIA CHECKLIST

The GIA approach will be piloted in RESET universities during months 12-48. It will be institutionalised and operationalized by local GIA CoP (please see the detailed description from the GIA guideline D7.1).

The implementation of the GIA approach will be closely monitored by the local GIA CoP. Experiences will be gathered systematically, and then analysed and reported annually. Synthetic follow-up reports based on local lessons on GIA implementation will be generated in M24 and M36. The purpose of the follow-ups are to learn from GIA experiences in each RESET location, and to gain new insights into the GIA approach in general.

Related to the GIA approach, a particular tool, the GIA checklist will be implemented in the GIA consultation sessions, together with researchers. In these sessions, the impacts of sex, gender and intersections are thoroughly assessed in a research project under planning and its various phases. Furthermore, relevant experiences and information needs in relation to the GIA of the research projects will be gathered.

The practical implementation contributes particularly to the further improvement of GIA tools. Thus, the GIA checklist appears as a “living document”, to be annually revised/refined after each implementation round.

The GIA checklist is a tool for reflecting on one's research proposal. Researchers should use their checklist answers as a way of refining and improving their proposal. Depending on the researcher's background and knowledge on sex, gender and intersectional analysis, an independent use of the GIA checklist may be adequate. However, an introduction to the GIA checklist may be useful and it is highly recommended for all researchers to take part in a GIA consultation session at first and go through the listed statements together with the local research support staff.

GIA CHECKLIST for RESEARCH PROPOSALS (initial)

EXCELLENCE - PLANNING PHASE of the RESEARCH

The excellence criterion focuses on clarity and pertinence of the project's objectives, and the extent to which the proposed work is ambitious, and **goes beyond the state-of-the-art**. Soundness of the proposed methodology, including the underlying concepts, models, assumptions, interdisciplinary approaches, **appropriate consideration of the sex and gender dimension in research and innovation content**, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and end users where appropriate are under the scope.

Check if you have the sex and gender dimensions in research and innovation content properly taken into account e.g. topic choice, literature review, knowledge gaps, research question.

- I have conducted a **literature review** and included sex and gender in my search of keywords. YES ☐ NO ☐ I don't know ☐
- I take in consideration the diversity of quoted authors (sex, geographical origin, ...) YES ☐ NO ☐ I don't know ☐
- I indicate the first name of the authors in the bibliography. YES ☐ NO ☐ I don't know ☐
- I considered gender implications in how I have elaborated my **research question** and my **research goals**. YES ☐ NO ☐ I don't know ☐
- When thinking of the **research or data gaps**, I consider how gender may play a role in producing such gaps. YES ☐ NO ☐ I don't know ☐

- I plan to include **sex and gender disaggregated data**. YES ☐ NO ☐ I don't know ☐
- If any differences of sex disaggregated data exist, I ask myself whether these differences are influenced by gender roles in society. YES ☐ NO ☐ I don't know ☐
- My way to interpret sex disaggregated data (if they exist) includes self-reflection on the influence of stereotypes and unconscious biases. YES ☐ NO ☐ I don't know ☐
- I consider diverse (gender, sex, age, origin,...) communities in the **sampling** YES ☐ NO ☐ I don't know ☐
- I have considered the **gender-specific risks** associated with this research and I have designed measures to mitigate against these risks. YES ☐ NO ☐ I don't know ☐

- I have verified existing **gender theories** that concern the subject of my research. YES ☐ NO ☐ I don't know ☐
- I include a **gender expert/expertise** in my team. YES ☐ NO ☐ I don't know ☐

IMPLEMENTATION - EXECUTION PHASE of the RESEARCH

The implementation criterion analyses quality and effectiveness of the work plan, assessment of risks, and appropriateness of the effort assigned to work packages, and the resources overall. **Capacity and role of each participant**, and extent to which the consortium as a whole brings together the **necessary expertise** is evaluated in this section.

Check if you have the sex and gender dimension in quality and effectiveness of the work plan properly considered.

- I am collecting/using gender-disaggregated **data** whenever possible. YES ☐ NO ☐ I don't know ☐
- I have designed **data collection tools** to take into account and challenge gender stereotypes and social and cultural factors that may introduce gender bias into the data. YES ☐ NO ☐ I don't know ☐

Check the way that you are planning to assemble the research team and means to influence in advance to a balanced composition of the research team.

- My research team is balanced in terms of sex and diversity (nationality, age, origin, status, academic age...). YES ☐ NO ☐ I don't know ☐
- I have considered the gender balance in the **project consortium or team**. YES ☐ NO ☐ I don't know ☐
- I have considered sex, gender and diversity dimensions in the recruitment, job descriptions and career paths of research group members. YES ☐ NO ☐ I don't know ☐
- I will create opportunities throughout the research cycle to be **reflexive and aware** of my own and my team's gender assumptions, biases and power as researchers. YES ☐ NO ☐ I don't know ☐
- There are dimensions other than sex/gender that are important to consider. YES ☐ NO ☐ I don't know ☐
- Even if the team is not obviously diverse (e.g : all members come from the same field, gender, ethnicity,...), I take into account points of view and experiences of all social groups. YES ☐ NO ☐ I don't know ☐
- In my team, all points of views are heard and all members are listened to. YES ☐ NO ☐ I don't know ☐
- Tasks in my team are circulated or distributed in a way that does not reproduce **gender stereotypes**. YES ☐ NO ☐ I don't know ☐
- Researchers trained in gender studies are included **in the research** team. YES ☐ NO ☐ I don't know ☐

IMPACT - DISSEMINATION PHASE of the RESEARCH

The impact criterion assesses credibility of **the pathways to achieve the expected outcomes and impacts** specified in the work programme, and the likely scale and significance of the contributions due to the project. Suitability and quality of the measures to maximize expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities will be evaluated.

Check if you have the sex and gender dimensions in the pathways, impacts and contributions properly taken into account.

- I am using appropriate **terminologies and language** that do not reflect gender stereotypes and that do not assume only two genders. YES ☐ NO ☐ I don't know ☐
- All research outputs will be verified for use of appropriate terminologies and language that do not reflect gender stereotypes and that do not assume only two genders. YES ☐ NO ☐ I don't know ☐
- When considering authors, inviting keynotes, planning publications and providing visibility for researchers and their work on websites I pay attention to **gender balance**. YES ☐ NO ☐ I don't know ☐
- I valorize all the members of the research team in the dissemination phase (authors, publications, website, keynote,...). YES ☐ NO ☐ I don't know ☐
- The sex/gender dimension is included in the presentation of findings. YES ☐ NO ☐ I don't know ☐
- Research reports/publications/outputs will be revised by a gender expert. YES ☐ NO ☐ I don't know ☐
- I have included **gender equality training** for the project staff. YES ☐ NO ☐ I don't know ☐

Check societal effects of my research.

- I consider that the results of my research (project) can have different effects on men and women, boys or girls. YES ☐ NO ☐ I don't know ☐
- My research can contribute to the advancement of gender equality in society. YES ☐ NO ☐ I don't know ☐

4. Resources for Sex, Gender and Intersectional analysis in R&I

Following materials provide useful checklists for sex, gender and intersectional analysis in research and innovation. Please consider the publication year, since the most recent ones include more consideration on diversity and intersectionality.

Applying gender lenses to the interlinkages and synergies between SDGs. Making sure that Agenda 2030 will not leave women behind. (2020) Eds. Heisook Lee & Elizabeth Pollitzer. Available at https://www.globalwomensnet.org/wp-content/uploads/2021/02/Applying_gender_lens_to_the_interlinkages_and_synergies_betweenSDGs.pdf

Buitendijk Simone, Maes Katrien (2015, September). **Gendered research and Innovation: Integrating sex and gender analysis into the research process.** *Advice Paper*, 18. Available at <https://www.leru.org/publications/gendered-research-and-innovation-integrating-sex-and-gender-analysis-into-the-research-process>

Directorate-General for Research and Innovation (European Commission) (2011). **Toolkit Gender in EU-funded research.** Yellow Window Management Consultants, Engender, Genderatwork. Available at https://www.ki.si/fileadmin/user_upload/KINA24840ENC_002.pdf
→ see Checklist p. 16

Directorate-General for Research and Innovation (European Commission) (2013). **Gendered Innovations: How gender analysis contributes to research.** Available at <https://op.europa.eu/en/publicationdetail/-/publication/d15a85d6-cd2d-4fbc-b998-42e53a73a449/language-en/format-PDF/source-139651854>
→ see ANNEX C: Methods of Sex & Gender Analysis, 105-130.

Directorate-General for Research and Innovation (European Commission) (2020) **Gendered innovations 2. How inclusive analysis contributes to research and innovation: policy review.** Available at <https://op.europa.eu/en/publication-detail/-/publication/33b4c99f-2e66-11eb-b27b-01aa75ed71a1/language-en>
→ see ANNEX B – DETAILED METHODS, 179-194.

EIGE (2016). **Gender equality in academia and research. GEAR tool.** Available at <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>
→ see Chapter 3.2.8. Integrating gender in research and education content, 48-52.

European Research Council (2020, September 25). **Sex and gender in frontier research, Online Event** (recorder Nov 2020). Available at <https://erc.europa.eu/event/sex-and-gender-dimension-frontier-research>.

Gender in the Global Research Landscape. (2018) Elsevier. Available at https://www.elsevier.com/_data/assets/pdf_file/0008/265661/ElsevierGenderReport_final_for-web.pdf

Gender in the Portugal research arena: A case study in European leadership. (2020) Elsevier. Available at https://www.elsevier.com/_data/assets/pdf_file/0005/1173263/portugal-gender-report.pdf

Herbert Rachel, Falk-Krzesinski Holly, Plume Andrew. (2020). **Sustainability through a gender lens: The extent to which research on UN sustainable development goals (SDGs) includes**

sex and gender consideration. Available at
<http://dx.doi.org/10.2139/ssrn.3689205>

Jones Jane Clare, Mackenzie Lisa. (2020, October). **The Political Erasure of Sex. 1. Sex and the Census.** Available at https://thepoliticalerasureofsex.org/wp-content/uploads/2020/10/The-Political-Erasure-of-Sex_Full-Report.pdf

Rogg Trine, Korsvik, Rustad Linda M. (2018). **What is the gender dimension in research? Case studies in interdisciplinary research.** Available at https://kjonnsforskning.no/sites/default/files/what_is_the_gender_dimension_roggkorsvik_kilde_n_genderresearch.no_.pdf
 → see CHECKLIST pp. 57-58.

Schiebinger Londa, Klinge Ineke, Paik Hee Young, Sánchez de Madariaga Inés, Schraudner Martina, Stefanick Marcia. (Eds.) (2011-2020). **Gendered innovations in science, health & medicine, engineering, and environment.** Available at <http://genderedinnovations.stanford.edu/index.html>

→ see Methods of Sex, Gender, and Intersectional Analysis
<http://genderedinnovations.stanford.edu/methods-sex-and-gender-analysis.html>

→ see Checklists
<http://genderedinnovations.stanford.edu/researchers.html>

→ see VIDEO:
<https://researcheracademy.elsevier.com/communicating-research/sustainable-development-goals-researchers/integrate-sex-gender>

Wullum Nielsen Mathias, Walter Bloch Carter, Schiebinger Londa. (2018 September). **Making gender diversity work for scientific discovery and innovation.** *Nature Human Behaviour*, 2, 726-734. <https://doi.org/10.1038/s41562-018-0433-1>.

→ See Figure 1 Three approaches to gender diversity and Figure 2 Four interdependent domains.

5. GIA PROTOCOL for Research Institutions

A GIA protocol will be drafted in each RESET university and it will define how the institution will maintain GIA services available for researchers during and after the RESET project. The protocol will be produced in all project languages. Its purpose is to enforce the mainstreaming of the gender dimension into the design of research activities and products at the entire university. In practice, this means that the SGA and the GIA will be adopted and institutionalized as a comprehensive institutional system.

During the implementation of the GIA approach, as institutional practises are getting settled, a more detailed version of the GIA Protocol may be needed. Thus further approval from the top management of the university will be requested at M46 the latest unless urgent institutional changes challenge for earlier revision of the GIA Protocol.

Executing the GIA and collecting follow-up data on its implementation will be done to ensure optimal results. A template for a bi-annual follow-up with a special focus on impact will be co-designed together with the GIA CoP. A transparent system for data collection will be established with the aim of monitoring the GIA implementation. Two follow-up reports on GIA implementation will be issued at M24 and M36. These follow-ups will include updates to the GIA guidelines.

GIA PROTOCOL template

Gender impact assessment is an *ex ante* evaluation, analysis or assessment of a new research proposal that makes it possible to identify, sex and gender dimension in research idea and its design, implementation and dissemination phases.

Integrating the sex and gender dimensions in research and innovation adds value in terms of excellence, creativity, and business opportunities. It helps researchers question gender norms and stereotypes, to rethink standards and reference models. It leads to an in-depth understanding of gendered needs, behaviours and attitudes. It enhances the societal relevance of the knowledge, technologies and innovations produced. It also contributes to the production of goods and services better suited to potential markets¹.

European Commission is strengthening its provisions for gender equality as a mandatory integration of the gender dimension into research and innovation content across the Horizon Europe Work Programmes, by default unless it is duly justified that sex and/or gender aspects are not relevant.

RESET - Redesigning Equality and Scientific Excellence Together H2020 funded -project, that our University is a consortium member, is developing institutionalization of gender impact assessment of new research proposals during years 2021-2024.

Thus it is a timely opportunity for our university's researchers to conduct a gender impact assessment and possibly improve research practices and results by analysing and implementing impact of sex and gender dimensions in research proposals.

The central question of the GIA for the laboratories and researchers is: how sex and gender have been considered in research teams, method, data, analysis and results of the planned research and does sex and gender have an impact on research in question.

These questions are elaborated together with the team supporting research proposal preparation. The RESET project arranges support on GIA implementation together with the local community of practitioners in a form of group consultation and checklist for individual use. GIA is a recommended activity that aims to improve research excellence. It is voluntary for laboratories but highly recommended.

[August XX, 2021]

Signature of the Vice-Rector for Research

¹ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

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Redesigning
Equality and
Scientific
Excellence
Together

APPENDIX 1: PROTOKOLLA TUTKIMUSHANKKEIDEN SUKUPUOLIVAIKUTUSTEN (GIA) ENNAKKOARVIOINNILLE (in Finnish)

Sukupuolivaikutusten arviointi on uuden tutkimusehdotuksen ennakkoarviointi, analyysi tai arviointi, jonka avulla biologisen sukupuolen (sex) ja sosiaalisen sukupuolen (gender) ulottuvuus voidaan tunnistaa tutkimusideoissa ja niiden suunnittelu-, toteutus- ja levitysvaiheissa.

Sukupuolen ja sukupuolen ulottuvuuden sisällyttäminen tutkimukseen ja innovointiin tuo lisäarvoa huippuosaamisen, luovuuden ja liiketoimintamahdollisuuksien kannalta. Se auttaa tutkijoita kyseenalaistamaan sukupuolistandeja ja stereotypioita, harkitsemaan uudelleen standardeja ja vertailumalleja. Se johtaa syvälliseen ymmärrykseen sukupuolittuneista/sukupuolistuneista tarpeista, käyttäytymisestä ja asenteista. Se parantaa tuotetun tiedon, teknologioiden ja innovaatioiden yhteiskunnallista merkitystä. Se edistää myös sellaisten tavaroiden ja palvelujen tuotantoa, jotka sopivat paremmin mahdollisille markkinoille².

Euroopan Komissio vahvistaa sukupuolten tasa-arvoa koskevia säännöksiä velvoittamalla sukupuolinäkökulman sisällyttämiseen Horisontti Eurooppa -työohjelmien tutkimus- ja innovaatioisältöihin lähtökohtaoletuksena, ellei ole selvästi osoitettu, että biologinen sukupuoli ja / tai sosiaalinen sukupuolinäkökulmat eivät ole merkityksellisiä.

RESET - Redesigning Equality and Scientific Excellence Together (tasa-arvon ja tieteellisen huippuosaamisen uudistaminen yhdessä) H2020 -rahoitteinen hanke, jossa yliopistomme on konsortion jäsen, kehittää uusien tutkimusehdotusten sukupuolivaikutusten arvioinnin institutionalisointia vuosina 2021-2024.

Siten yliopistomme tutkijoilla on oikea-aikainen tilaisuus suorittaa sukupuolivaikutusten arviointi ja mahdollisesti parantaa tutkimuskäytäntöjä ja tuloksia analysoimalla ja toteuttamalla biologisen sukupuolen ja sosiaalisen sukupuolen ulottuvuuden vaikutusten arviointi tutkimusehdotuksissa.

GIA: n keskeinen kysymys laboratorioille ja tutkijoille on: miten biologinen sukupuoli ja sosiaalinen sukupuoli on otettu huomioon tutkimusryhmissä, menetelmässä, aineistossa, suunnitellun tutkimuksen analyysissä ja onko biologisella sukupuolella ja sosiaalisella sukupuolella vaikutusta kyseiseen tutkimukseen.

Näitä kysymyksiä käsitellään yhdessä tutkimusehdotuksen valmistelua tukevan tiimin kanssa. RESET -hanke järjestää tukea GIA -toteutukseen yhdessä paikallisten toimijoiden kanssa GIA ryhmäkonsultaation ja henkilökohtaisesti käytettävän GIA tarkistuslistan muodossa. GIA on suositeltava toiminta, jonka tavoitteena on parantaa tutkimuksen huippuosaamista. Se on vapaaehtoista laboratorioille, mutta erittäin suositeltavaa.

Oulu, lokakuu 2021

Tutkimuksen vararehtorin allekirjoitus

² https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

APPENDIX 2: PROTOCOLE SUR LA MISE EN OEUVRE DE L'ÉVALUATION DE L'IMPACT SELON LE GENRE (GIA) DANS LES PROJETS DE RECHERCHE (in French)

L'évaluation de l'impact selon le genre (GIA) est une étude, une analyse ou une appréciation ex ante d'un projet de recherche qui permet d'identifier la dimension de sexe et de genre dans les opérations de recherche s'agissant des phases de conception, de mise en œuvre et de diffusion.

L'intégration des dimensions de sexe et de genre dans la recherche et l'innovation apporte une valeur ajoutée en termes d'excellence, de créativité et de potentiel économique. Elle aide les chercheuses et chercheurs à remettre en question les normes et les stéréotypes liés au genre, à repenser les principes et les modèles de référence. Elle conduit à une compréhension approfondie des besoins, des comportements et des attitudes liées au genre. Elle renforce la pertinence sociétale des connaissances, des technologies et des innovations produites. Elle contribue également à la production de biens et de services mieux adaptés aux marchés potentiels³.

La Commission Européenne renforce ses dispositions en matière d'égalité entre les sexes, en rendant obligatoire l'intégration de la dimension de genre dans les contenus de la recherche et de l'innovation au sein de tous les programmes de travail d'Horizon Europe, sauf s'il est dûment justifié que les aspects liés au sexe et/ou au genre ne sont pas pertinents.

Le projet RESET (Redesigning Equality and Scientific Excellence Together), financé par le programme H2020 et dont notre université est coordinatrice, vise à institutionnaliser l'évaluation de l'impact selon le genre des projets de recherche au cours de la période 2021-2024.

Il s'agit donc d'une occasion idéale pour les chercheurs de notre université de procéder à une évaluation de l'impact selon le genre, et d'améliorer éventuellement les pratiques et les résultats de la recherche développant une analyse des conséquences des dimensions de sexe et de genre dans les projets de recherche.

Le GIA interroge comment le sexe et le genre ont été pris en compte dans la constitution et l'organisation des équipes de recherche, dans la méthodologie, dans la collecte et l'analyse des données, dans l'étude des résultats de la recherche prévue. Il met aussi en question l'existence ou non d'un impact du sexe et/ou du genre sur la recherche.

Ces questionnements sont élaborés avec l'équipe qui participe à la conception du projet de recherche. Le projet RESET propose un soutien à la mise en œuvre du GIA, en lien avec la communauté locale de praticiennes et praticiens, sous la forme d'une consultation de groupe et d'une checklist à usage individuel. Le GIA est une activité qui vise à améliorer l'excellence de la recherche. Son utilisation est facultative pour les laboratoires, mais fortement recommandée.

Bordeaux, Octobre 2021

[Signature du Vice-Président Recherche]

³ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

APPENDIX 3. PROTOKOLL ÜBER DIE EINFÜHRUNG DES GENDER IMPACT ASSESSMENT (GIA) IN FORSCHUNGSPROJEKTEN (in German)

Beim Gender Impact Assessment (GIA) handelt es sich um eine Vorabevaluierung, -analyse oder -bewertung eines neuen Forschungsvorhabens, die es ermöglicht, die Geschlechterdimension im Forschungsansatz sowie in den Phasen der Konzeption, Durchführung und Verbreitung des Vorhabens zu ermitteln.

Die Einbeziehung der Geschlechterdimension in Forschung und Innovation bringt einen Mehrwert in Bezug auf Exzellenz, Kreativität und potenzielle, unternehmerische Geschäftsfelder. Sie unterstützt die Forschenden, Geschlechternormen und -stereotype zu hinterfragen sowie Standards und Referenzmodelle zu überdenken. Sie führt zu einem vertieften Verständnis vergeschlechtlichter Bedarfe, Verhaltensweisen und Haltungen. Sie steigert die gesellschaftliche Relevanz der gewonnenen Erkenntnisse, Technologien und Innovationen. Sie trägt mitunter zur Entwicklung von Produkten und Dienstleistungen bei, die für potenzielle Märkte besser geeignet sind⁴.

Die Europäische Kommission verstärkt ihre Gleichstellungsmaßnahmen, indem sie die Einbeziehung der Geschlechterdimension in die Forschungs- und Innovationsinhalte in allen Arbeitsprogrammen von Horizont Europa verbindlich vorschreibt, es sei denn, es wird hinreichend dargelegt, dass geschlechtsbezogene und/oder geschlechtsspezifische Aspekte nicht relevant sind.

Das von H2020 finanzierte Projekt RESET (Redesigning Equality and Scientific Excellence Together), an dem unsere Universität als Konsortialmitglied beteiligt ist, entwickelt eine Institutionalisierung des GIA für neue Forschungsvorhaben in den Jahren 2021-2024.

Dies ist eine zeitlich günstige Gelegenheit für die Forschenden unserer Universität, GIA anzuwenden und gegebenenfalls ihre Forschungspraxis und -ergebnisse zu verbessern, indem sie die Relevanz der Geschlechterdimensionen in den Forschungsanträgen analysieren und berücksichtigen.

Die zentrale Frage des GIA für die Forschungseinrichtungen, Arbeitsgruppen und Forschende lautet: Wie wurde Geschlecht (biologisches und/oder soziales) in den Forschungsteams, der Methode, den Daten und der Analyse des Forschungsvorhabens berücksichtigt, und hat Geschlecht einen Einfluss auf die betreffende Forschung?

Diese Fragen werden gemeinsam mit dem Team bearbeitet, das die Vorbereitung der Forschungsanträge unterstützt. Das RESET-Projekt bietet gemeinsam mit lokalen Akteur*innen durch Gruppenberatung und eine Checkliste für den individuellen Gebrauch Unterstützung bei der Implementierung des GIA. GIA ist eine empfohlene Maßnahme, die darauf abzielt, die Forschungsexzellenz zu verbessern. Sie ist für Forschungsgruppen freiwillig, wird allerdings nachdrücklich empfohlen.

Bochum, November 2021

⁴ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

APPENDIX 4. Πρωτόκολλο για την εκτίμηση των επιπτώσεων ανά φύλο για να χρησιμοποιηθεί σε νέες ερευνητικές προτάσεις (in Greek)

Η εκτίμηση των επιπτώσεων ανά φύλο (Gender Impact Assessment) αποτελεί μία εκ των προτέρων αξιολόγηση για τον εντοπισμό της πιθανότητας μια συγκεκριμένη πολιτική να έχει θετικές, αρνητικές ή ουδέτερες επιπτώσεις ανά φύλο. Το παρόν πρωτόκολλο αφορά στην εκτίμηση των επιπτώσεων ανά φύλο κατά το σχεδιασμό και υλοποίηση νέων ερευνητικών προτάσεων με στόχο την προώθηση της ισότητας των φύλων και την εξάλειψη τυχόν διακρίσεων.

Η ενσωμάτωση της διάστασης του φύλου στην έρευνα και την καινοτομία ενισχύει την αριστεία, τη δημιουργικότητα και τις επιχειρηματικές ευκαιρίες. Βοηθά τους ερευνητές να αμφισβητήσουν τα στερεότυπα ως προς το φύλο, να επανεξετάσουν τα πρότυπα και τα μοντέλα αναφοράς. Οδηγεί σε μια βαθιά κατανόηση των αναγκών και των συμπεριφορών των φύλων. Ενισχύει την κοινωνική συνάφεια της γνώσης, των τεχνολογιών και των καινοτομιών που παράγονται. Επίσης συμβάλλει στην ανάπτυξη προϊόντων και υπηρεσιών που ανταποκρίνονται καλύτερα στις ανάγκες των σύγχρονων αγορών⁵.

Η Ευρωπαϊκή Επιτροπή ενισχύει τη δέσμευσή της για περαιτέρω προώθηση των ζητημάτων ισότητας των φύλων καθιστώντας υποχρεωτική την ενσωμάτωση της διάστασης του φύλου στις δραστηριότητες του Προγραμματικού Πλαισίου για την Έρευνα και Καινοτομία «Ορίζοντας Ευρώπη» (HORIZON Europe) (2021-2027).

Το Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης (ΑΠΘ) συμμετέχει ως βασικός εταίρος στο έργο «RESET - Redesigning Equality and Scientific Excellence Together» το οποίο χρηματοδοτείται από το Πρόγραμμα Έρευνας και Καινοτομίας της Ευρωπαϊκής Ένωσης «Ορίζοντας 2020» (Αρ. Συμβ.: 101006560). Το RESET πρόκειται να αναπτύξει και αξιολογήσει πρωτόκολλο για την εκτίμηση των επιπτώσεων ανά φύλο ώστε να χρησιμοποιηθεί σε νέες ερευνητικές προτάσεις με απώτερο στόχο τη θεσμοθέτησή του από τα πανεπιστήμια που συμμετέχουν στο έργο.

Το πρωτόκολλο αυτό θα αποτελέσει ένα χρήσιμο οδηγό για τους ερευνητές για την αξιολόγηση των επιπτώσεων της έρευνας τους ανά φύλο και την έγκαιρη προσαρμογή της έρευνας ώστε να εξασφαλίζεται η ισότητα των φύλων.

Όσον αφορά τα εργαστήρια και τους ερευνητές, το κεντρικό ερώτημα της εκτίμησης των επιπτώσεων ανά φύλο σχετίζεται με τον βαθμό στον οποίο έχει ενσωματωθεί η διάσταση του φύλου στη δημιουργία της ερευνητικής ομάδας, το σχεδιασμό της μεθοδολογίας της έρευνας, τη συλλογή των δεδομένων και την ανάλυση των αποτελεσμάτων.

Το έργο RESET θα υποστηρίξει και προωθήσει το πρωτόκολλο εκτίμησης των επιπτώσεων ανά φύλο μέσα από την υλοποίηση συμβουλευτικών δράσεων. Η εκτίμηση των επιπτώσεων ανά φύλο είναι μια δραστηριότητα που στοχεύει στη βελτίωση της αριστείας της έρευνας. Είναι εθελοντική αλλά συνιστάται ιδιαίτερα.

⁵ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

APPENDIX 5. PROTOKÓŁ W SPRAWIE OCENY WPLYWU PŁCI (GIA) W NOWYCH PROPOZYCJACH BADAWCZYCH (in Polish)

Ocena wpływu płci (Gender Impact Assessment, GIA) to dokonywana ex ante ocena lub analiza nowych propozycji badawczych, która umożliwia identyfikację wymiaru płci biologicznej lub kulturowej w koncepcjach badawczych w fazie ich opracowywania, wdrażania i publikacji.

Włączenie kategorii płci biologicznej i kulturowej w badania naukowe i procesy innowacyjne pozytywnie wpływa na ich jakość, kreatywność oraz możliwości biznesowe. Taka decyzja ułatwia badaczom i badaczkom kwestionowanie norm i stereotypów płciowych oraz przemyślenie standardów i modeli referencyjnych. Prowadzi ona również do pogłębionego zrozumienia potrzeb, zachowań i podejść uwarunkowanych płcią kulturową oraz powoduje, iż nowo opracowywane technologie, innowacje czy wiedza są bardziej adekwatne społecznie. Fakt ten wpływa również na tworzenie produktów i usług, które będą lepiej dostosowane do potencjalnych rynków⁶.

Komisja Europejska wzmacnia zapisy dotyczące równości płci, wprowadzając domyślny obowiązek włączenia kategorii płci kulturowej w treści badawcze i innowacyjne w ramach programów w ramach Horyzont Europa, o ile fakt braku adekwatności stosowania aspektów płci biologicznej i/lub kulturowej nie zostanie właściwie uzasadniony.

Nasz Uniwersytet jest częścią konsorcjum realizującego projekt RESET – Redesigning Equality and Scientific Excellence Together, finansowanego z programu Horyzont 2020, mający na celu instytucjonalizację procedury oceny wpływu płci w nowych propozycjach badawczych w latach 2021-2024.

Z tego względu jest to właściwy moment, aby badacze / badaczki i naukowcy / naukowczynie z naszej Uczelni przeprowadzili ocenę wpływu płci (GIA) oraz ewentualnie ulepszyli praktyki badawcze i osiągnęli wyniki poprzez analizę i wdrożenie oceny wpływu płci kulturowej i biologicznej w swoich propozycjach badawczych.

Podstawowe pytanie, jakie stawia procedura oceny wpływu płci przed jednostkami badawczymi i badaczami/badaczkami brzmi: w jaki sposób płeć biologiczna lub kulturowa została uwzględniona w doborze zespołów badawczych, metod, danych i w analizie uzyskanych wyników oraz czy kategorie płci kulturowej i biologicznej mają wpływ na prowadzone badania.

Odpowiedzi na powyższe pytania są opracowywane wspólnie z zespołem przygotowującym projekt badawczy. Projekt RESET wspiera wdrożenie procedury oceny wpływu płci we współpracy z lokalnym środowiskiem składającym się z osób praktycznie zajmujących problematyką gender (community of practitioners) w formie konsultacji grupowych oraz list zadań/rekomendacji do użytku indywidualnego. Ocena wpływu płci to rekomendowana procedura, której celem jest podniesienie doskonałości naukowej. Poszczególne jednostki Uczelni poddają się jej na zasadzie dobrowolności, ale sama procedura jest zalecana przy planowaniu badań i przygotowaniu projektów naukowych.

13 września 2021 r.

[Podpis Prorektora ds. Nauki]

⁶ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

APPENDIX 6. PROTOCOLO SOBRE A AVALIAÇÃO DO IMPACTO NO GÉNERO (GIA) NAS PROPOSTAS DE INVESTIGAÇÃO (in Portuguese)

A avaliação do impacto no género é uma avaliação ou análise ex ante de uma nova proposta de investigação, que permite identificar as dimensões de sexo e género na ideia de investigação e nas suas fases de conceção, implementação e divulgação.

A integração da dimensão sexo e género na investigação e inovação acrescenta valor em termos de excelência, criatividade e oportunidades de negócio. Ajuda as investigadoras e os investigadores a questionar normas e estereótipos de género, a repensar normas e modelos de referência. Conduz a uma compreensão profunda das necessidades, comportamentos e atitudes de género. Aumenta a relevância social dos conhecimentos, tecnologias e inovações produzidas. Contribui, também, para a produção de bens e serviços mais adequados aos mercados potenciais⁷.

A Comissão Europeia está a reforçar as suas disposições para a igualdade de género. Reflexo disso é a integração obrigatória da dimensão de género nos conteúdos de investigação e inovação em todos os programas de trabalho do Horizonte Europa, por defeito, a menos que se justifique devidamente que os aspetos de sexo e/ou género não sejam relevantes.

O projeto RESET - Redesigning Equality and Scientific Excellence Together, financiado pelo H2020, de cujo consórcio a nossa Universidade é membro, está a desenvolver ferramentas que permitam a institucionalização da avaliação do impacto de género das novas propostas de investigação durante os anos 2021-2024.

Neste sentido, estamos perante uma oportunidade para as investigadoras e os investigadores da nossa Universidade realizarem uma avaliação do impacto de género dos seus projetos de investigação e, possivelmente, melhorarem as práticas e resultados da investigação, através da análise e implementação do protocolo de verificação do impacto das dimensões sexo/género nas propostas de investigação. A questão central do GIA para os Centros de Investigação e investigadoras/es é: Como é que as questões de sexo/género têm sido consideradas nas equipas de investigação, nas metodologias de investigação, nos protocolos de recolha, sistematização e análise de dados, na formulação das questões de investigação, nos impactos dos resultados da investigação?

Estas questões são trabalhadas em conjunto com a equipa de apoio à preparação de propostas de investigação. O projeto RESET disponibiliza apoio na implementação do GIA em colaboração com a comunidade local de profissionais, e sob a forma de consulta de grupo e de uma lista de verificação para uso individual. O GIA é uma atividade que visa melhorar a excelência da investigação. É voluntária para os Centros de Investigação, mas altamente recomendada.

Porto, Outubro de 2021

Vice-Reitor para a Investigação, Inovação e Internacionalização

⁷ https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

