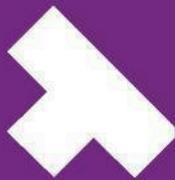




Redesigning Equality and Scientific Excellence Together



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:	UNIVERSITÉ 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

D8.2

RESET

**Final Conference
on Gender Equality,
Diversity and
Scientific Excellence**

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Abbreviations

CALIPER - Gender Equality in STEM Research

CIVICA - European University of Social Sciences

EUA - European University Alliances

EUGLOH - European University Alliance for Global Health

FIERCE- Feminist Movements Revitalizing Democracy in Europe

GE - Gender Equality

GenderSAFE - Ending Gender-Based Violence in Academia

GILL - Gender Innovation Living Labs

RESET - Redesigning Equality and Scientific Excellence Together

STEM - Science, Technology, Engineering And Mathematics

SUPPORTER - Securing Sports Education Through Innovative And Inclusive Gender Equality Plans

UNIC - European University of Post-Industrial Cities

UniSAFE - Ending Gender-Based Violence



Executive Summary

This deliverable provides a comprehensive account of the major dissemination and engagement actions undertaken during the RESET project, culminating in the Final Conference. It also highlights other key events, including RESET Summer School and participation in the Lodz Design Festival, showcasing RESET's impact on advancing gender equality, diversity, and scientific excellence beyond traditional scientific events.

These major events, in particular the Final Conference, had as a major goal to showcase RESET's outcomes linked with the implementation of Gender Equality Plans, demonstrating its impact in partner universities academia's. Moreover, the sharing and working with practical tools during the final conference and in the other major events, allowed to expand the effects of RESET to several key stakeholders, students, academic staff, internal and external stakeholders and policy makers. Participants were able to know and practice on training tools about gender mainstreaming, workplace inclusivity, gender inclusive communication and on how to integrate gender in all steps of research. This way these events contribute to the institutionalization of the GE topic and its sustainability, also by building connections and partnerships within and beyond academia.

This deliverable provides a concise overview of key events, including the Final Conference and its associated cultural side events, the Foresight Workshop, the Summer School, and the workshops held at the Lodz Design Festival. These events will be documented through photographs, outputs, and summaries of the work accomplished. In the final section, we reflect on the main challenges encountered and opportunities leveraged, offering practical suggestions to guide the planning and execution of future gender equality dissemination initiatives.

By this deliverable we highlight RESET's achievements in fostering dialogue, disseminating knowledge, and building a network for advancing gender equality in academia. While challenges remain, the Final Conference and associated events have laid a strong foundation for sustained impact and ongoing collaboration beyond the project's duration.

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Introduction

This deliverable has been conceived as a dynamic showcase and portfolio of major dissemination and engagement actions of the RESET project, anchored on the Final Conference.

According to the GA, D8.2 is to be focused on the final conference:

“At the end of the project, we will deliver a final conference on gender equality, diversity and scientific excellence, as a result of T8.2 and T8.3. Designed to engage all stakeholders, GE projects and EUA networks, it will unite and promote all existing incentives, disseminate the project results, and present RESET’s exploitation roadmap, along with a TEDx on gendered innovation, a summer school on GE, diversity and scientific excellence, an exhibition and happenings”

However, since alongside the final conference and in the last year of the project other major dissemination and engagement actions were developed, namely a summer school and a participation in a Design Festival, these events will also be included in the report.

Therefore, this document is structured in two main parts. In the first part devoted to the Final Conference we will describe its main structure goals and outreaches, the network that was involved and happenings that took place alongside it. The second part will describe and showcase a Summer school on GE, Diversity and Scientific Excellence and RESET participation at Lodz Design Festival. We conclude this deliverable by making some reflections and pointing to main takeaways from these experiences.

1. Final Conference and Happenings

Going towards the end of the RESET project, the Final Conference was a decisive moment on this journey. Not only this conference enabled dedicated time to focus on the achievements of the project, it has also provided the opportunity to look forward through its diverse moments.

1.1. Final Conference

Held on the 7th and 8th of October 2024¹, at the Rectory of the University of Porto, the event focused on summarizing and celebrating the outcomes of the project, sharing best practices, and reflecting on the challenges encountered during the implementation of Gender Equality Plans across European research institutions. In more detail, the conference was based on a set of goals listed below.

Presenting Project Outcomes: Showcasing the results of four years of research across six European countries focused on promoting gender equality in science.

The RESET's final conference aimed to highlight the major achievements in promoting gender equality within research institutions by sharing success stories and data on the progress made, showcasing the overall impact of the Gender Equality Plans. It aimed to present evidence of the project's tangible improvements in gender inclusivity and to discuss the practical benefits observed in research environments. The conference also aimed to demonstrate how RESET contributed to enhancing institutional policies and fostering long-term, sustainable gender equality in science across Europe.

Best Practices & Lessons Learned: Sharing experiences and strategies for implementing Gender Equality Plans in research institutions.

The conference also aimed to provide an opportunity for institutions involved to share best practices and insights gained from the development and implementation of Gender Equality Plans. Thus, it aimed to discuss the challenges encountered and the innovative solutions applied to overcome them. Moreover, the final conference aimed to exchange experiences which enabled deeper reflections on what strategies worked best in various contexts and helped build a stronger understanding of the necessary steps to implement sustainable gender equality initiatives across different research institutions.

Sustainability of Results: Discussing how to maintain the project's impact post-completion.

¹ All details can be found at the official website: <https://wereset.eu/inclusive-science-conf/>

In addition, the final conference aimed to explore how the project's results could be sustained beyond its duration. Thus, it had the aim of allowing discussions centered on institutionalizing the changes made, integrating gender equality into long-term strategies, and ensuring ongoing commitment to these goals. Thus, it aimed to emphasize the importance of embedding gender equality into the core policies of research institutions and fostering a culture that continues to prioritize inclusivity. It ultimately aimed to ensure that the progress made during the project would have a lasting impact and could continue to influence future developments in gender equality within academia.

Scientific Excellence & Policy Recommendations: Exploring how institutions can foster inclusive, gender-equal environments for research excellence.

Lastly, the final conference aimed to provide a platform to discuss the future of gender equality in research and academia. It had the aim of setting new priorities and making policy recommendations based on the findings and outcomes of the project, thus shaping long-term strategies that would continue to advance gender equality in scientific institutions. The conference aimed to facilitate a forward-looking dialogue on embedding inclusivity into research excellence and ensuring that the progress made through the RESET initiative would influence future gender policies across Europe. Consequently, the conference was attended by 73 participants including researchers, practitioners, stakeholders, policy-makers and top leaderships, teachers and students interested in the topic.



Figure 1. Final Conference Promotional Banner

The conference (Figure 1) was filled with powerful and engaging keynote speeches and enthusiastic roundtable discussions. Our keynote speakers were Lígia Amâncio (Figure 2) and Yvonne Benschop (Figure 3). Professor Amâncio led us through a decisive

reflection on *“Gender equality in the neoliberal University”* and Professor Benschop led our reflections to *“Sustaining change towards intersectional equality”*.



Lúgia Amâncio retired in 2018, Lúgia Amâncio has been full professor of social psychology and an emeritus professor at ISCTE-IUL since 2019. She studied Psychology and Educational Sciences at the University of Paris VIII and joined ISCTE in 1978-79, where she obtained her PhD in Sociology in 1989, took her aggregation exams in 1999, and became a full professor of social psychology in 2002.

She was also President of the Commission for Equality and Women’s Rights from 1996 to 1998, national delegate on the management committee of the European Commission’s social sciences support program from 1999 to 2004, member of the European Research Advisory Board (EURAB) (2001-2004), Vice-President of the Foundation for Science and Technology (2006-2012), member of the Ethics Council for Life Sciences (2009-2014) and member of the A3ES Board of Trustees (2016-2020).

Her research career marked the beginning of gender studies in Portugal, focusing on the study of the processes of the social construction of masculinity and femininity and their implications for gender-based discrimination, with particular emphasis on the integration of women into publicly visible and qualified professions, such as politics, science, and medicine. Of the various projects funded in competitive tenders that she has coordinated, the European SAGE project (2016-2019) stands out, which gave rise to the book, published in 2020 by Taylor and Francis, *The Gender-Sensitive University A Contradiction in Terms?* (free access). Before that, in 1988-1989, she was PI of the First National Survey on Sexual Harassment, in Portugal, funded by the Office for Equality at Work and Employment (CITE). She was elected to the Board of the European Platform of Women Scientists (EPWS) in July 2021, where she represented AMONET, the Portuguese Association of Women Scientists of which she was a co-founder in 2004.

Twenty years ago, in 2004, she was decorated with the Order of the Infante by the Presidency of the Portuguese Republic.

(Photo credits – Rui Gaudêncio)



Yvonne Benschop is Professor of Business Administration, Organizational Behavior. She was head of Department of Business Administration 2017-2022, and leads the multidisciplinary research hotspot Gender and Power in Politics and Management, in which 20+ researchers from Business Administration, Political Science, Economics and Geography, Planning and Environment collaborate.

Her teaching, research and advisory work center on the social responsibility of contemporary organizations to organize for gender equality, diversity and inclusion. She is interested in informal organization processes that produce inequalities and in the interventions to change these processes and inequalities. Current research projects include gender and inclusion in leadership; the influence of postfeminism on organizational change, and intersectional equality. She also works on the articulation of new feminist questions at the crossroads of climate change and technology. She

participates in several European research consortia, including INSPIRE, the Horizon Europe European Center of Excellence for Inclusive Gender Equality in Research and Innovation.

She was Co-Editor in Chief of the journal *Organization* 2015-2020, member of the distinguished advisory board of *Gender, Work and Organization*, and serves on the editorial boards of several other journals. She publishes in journals such as *Journal of Management Studies*, *Organization Studies*, *Organization Theory*, *Human Relations*, *Gender Work and Organization*.





Figure 2. Keynote presentation by Professor Lígia Amâncio

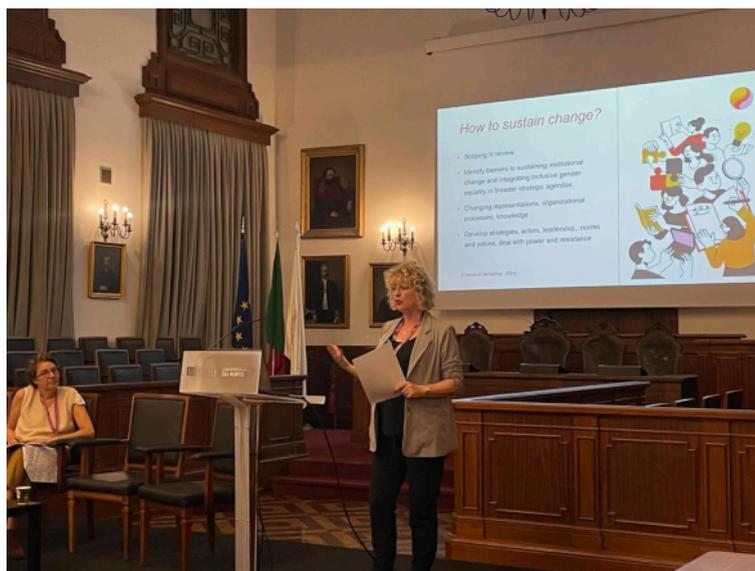


Figure 3. Keynote presentation by Professor Yvonne Benschop

The Final Conference included four roundtable discussions. Of which, one counted with the participation of sister projects (GILL, CALIPER, FIERCÈ, GENDERSAFE, UNISAFE and SUPPORTER) and another with the participation of European University's Alliances (UNIC, CIVICA and EUGLOH). These two roundtables (Figures 4 to 7) were the occasion for the different speakers to introduce their context in relation to gender equality and the work being performed by each project and EUA in this regard. The moderators, all part of the RESET team, ensured to keep the focus of the discussions on the topic of GE sustainability and mainstreaming, allowing for dynamic and enriching contributions from the audience.

<p>Roundtable</p> <p><i>The challenge of impact and sustainability of gender equality in academia</i></p> <p>🕒 11:30-12:15</p> <p>📍 Grand Hall - Salão Nobre</p>	<p>👤 Sister Project Speakers: Andree Woodcock (GILL), Kyriaki Karydou (CALIPER & FIERCÈ), Colette Schrodi (GENDERSAFE & UNISAFE), Eugenia Vilarchao (SUPPORTER)</p> <p>👤 Moderator: Maxime Forest (Science Po)</p>
<p>Roundtable</p> <p><i>EUA and the mainstreaming of GE and diversity: practices, challenges and reflections</i></p> <p>🕒 15:00-15:45</p> <p>📍 Grand Hall - Salão Nobre</p>	<p>👤 Speakers: Katarzyna Liberska-Kiderman (UNIC), Joana Resende (EUGLOH), Violette Toye (CIVICA)</p> <p>👤 Moderator: Aleksandra Różalska (U.Lodz)</p>

Figure 4 and 5. Glances of the Final Conference Programme



Figure 6. Sister Project Session at the Final Conference



Figure 7. EUA Session at the Final Conference

Another roundtable *“Redesigning Scientific Excellence with Gender Equality”* (Figures 8 and 9) was devoted to go further on the topic of scientific excellence. This roundtable with the participation of Pat O'Connor, Marion Paoletti, Mervi Heikkinen and Pedro Oliveira was boosted by provocative questions such as *“Since when has scientific excellence become a problem for gender equality?”* or *“What makes the imperative of scientific excellence difficult to reconcile with equality today?”*.

Roundtable
Redesigning Scientific Excellence with Gender Equality (with live illustration)

🕒 16:30-17:30
📍 Grand Hall - Salão Nobre

👤 Speakers: Pat O'Connor (AB RESET, U. Limerick/U. College Dublin), Marion Paoletti (UBx), Mervi Heikkinen (UOULU), Pedro Oliveira (U.Porto)

👤 Moderator: Sara I. Magalhães (U.Porto)

Figure 8. Glimpse of the Final Conference Programme

The participants shared globally that gender mainstreaming is a crucial approach to ensuring that sex, gender, and intersectionality are integrated into all institutional operations of higher education institutions. This involves incorporating gender perspectives into core activities such as curriculum development, research, and societal service. For instance, gender impact assessments can be used to evaluate the potential gender-related impacts of research projects. Additionally, universities should consider the gendered implications of their knowledge production and dissemination activities, assessing how they might contribute to or perpetuate gender inequalities. By adopting these strategies, higher education institutions can strive for greater equity and inclusivity. This roundtable was accompanied with live illustration as described next in section 1.2.2.



Figure 9. Roundtable discussion "Redesigning Scientific Excellence with Gender Equality"

Finally, a fourth roundtable "Future challenges and takeaways in GE through different lens" (Figures 10 and 11), to close the second day, showcased the work done during the Foresight Workshop that took place right before the opening of the Conference (see section 1.2.1. for further details).

<p>🕒 16:00-16:45</p> <p>📍 Grand Hall - Salão Nobre</p>	<p>Roundtable</p> <p><i>Future challenges and takeaways in GE through different lens</i></p> <p><i>Conclusions from the foresight workshop & Final reveal of Live Illustrations on Redesigning Excellence</i></p> <p>👤 Moderator: Epaminondas Christophilopoulos</p>
--	---

Figure 10. Glimpse of the Final Conference Programme





Figure 11. Roundtable discussion “Future challenges and takeaways in GE through different lens”

Researchers outside the scope of RESET were also active participants in the conference via the poster sessions. In two different sessions, 17 posters were pitched by participants from 12 different European countries and discussed vividly (Figures 12 to 14).





Figures 12-14. Snapshots of the Poster Pitch Sessions

In short, the Final Conference (Figure 16) was prepared to account to the major goal of contributing to build a stronger future in an inclusive institutional environment with equal career opportunities for all.

In particular the conference was designed to bring into the discussion issues related to educational opportunities in science; the representation of diverse voices and perspectives in scientific literature and to advocate for policies implementation that promote diversity, equity, and inclusion within scientific institutions. More detailed feedback can be found in D2.5 *Final Evaluation Report*.

A short video of the conference can be found [here](#)² (Figure 15).

² Here https://drive.google.com/file/d/10qoj7hj4Zi6GMsBqKTEvfMBeR1UOUtR5/view?usp=drive_link
The interview in this video was conducted in Portuguese. The translation can be found at <https://drive.google.com/file/d/1C3n3hBm8XcpeS5nSyTunJOXU-5c10iHC/view?usp=sharing>



Figure 15. Snapshot of the Video



Figure 16. Final Conference Official Photography

1.2. Happenings

The two days of the conference were designed to also include scientific and cultural happenings that we will present briefly.

1.2.1. Foresight Workshop on Inclusion and Gender Equality in Research

This workshop aimed at introducing participants to foresight methodologies and help attendees explore future European scenarios related to gender equality in research, considering both utopian and dystopian possibilities. This session aimed to help participants anticipate challenges and develop strategies in academic environments. Therefore, the workshop addressed specifically the future challenges of inclusion and gender equality in research, aiming to establish collaborative approaches toward a more equitable and inclusive academic environments. The sessions involved interactive discussions on key topics, where participants explored policy interventions to address systemic inequities and enhance support for gender-diverse teams. This workshop was moderated by Epaminondas Christophilopoulos.



Epaminondas Christophilopoulos is the chairholder of the UNESCO Chair on Futures Research, hosted at FORTH and executive President of the Metropolitan Organization of Museums of Visual Arts of Thessaloniki (MOMus). He is an Onassis Foundation Fellow and holds a PhD in Strategic Foresight, while his academic profile also includes studies in Physics (BSc), Environment (MSc) and International Relations. He has been working in the field of futures research since 2010, designing and implementing a variety of projects while he has served as the Chief Scientific Officer for Foresight in the Prime Minister's Office. He has published monographs and peer-reviewed articles in several journals and curated two books published in Greece. He has been the Chairman of the Foresight Europe Network and he is currently the Chairman of the Greek node of the Millennium Project. Finally, Epaminondas is a member of ESIR, a high-level expert group that provides evidence-based policy advice to the European Commission on how to develop a forward-looking and transformative research and innovation policy.



Figure 17. Photo of the workshop featuring the moderator

This interactive session (Figures 17 to 19) was in line with RESET's broader aims to foster resilience and adaptability in addressing gender issues within research institutions while being in line with several project objectives, and especially:

- Objective 2: Training to raise awareness, empower, act upon bias, debunk myths
- Objective 4: Changing the structure through the co-design of new processes
- Objective 5: Supporting the inclusion of gender in research activities.



Figure 18 and 19. Snapshots of two groups during the workshop

Structure and Implementation

A participatory approach structured the workshop into five parallel working groups, each tasked with developing an alternative scenario for the future of gender equality and inclusion within European academic institutions.

The workshop was implemented upon the following steps:

- Introduction to futures studies & warm-up
- Identification and evaluation of megatrends/trends/weak signals
- 4 futures theory
- The Thing from the future exercise
- Scenario building

These produced scenarios offered varied perspectives on how institutions could navigate and mitigate challenges related to inclusion. Additionally, the groups examined the influence of key megatrends (Figure 20) and identified weak signals of change (Figure 21), assessing their potential impacts on gender equality in research. These insights are expected to inform and inspire future policies, driving progress toward a more inclusive research landscape across Europe.

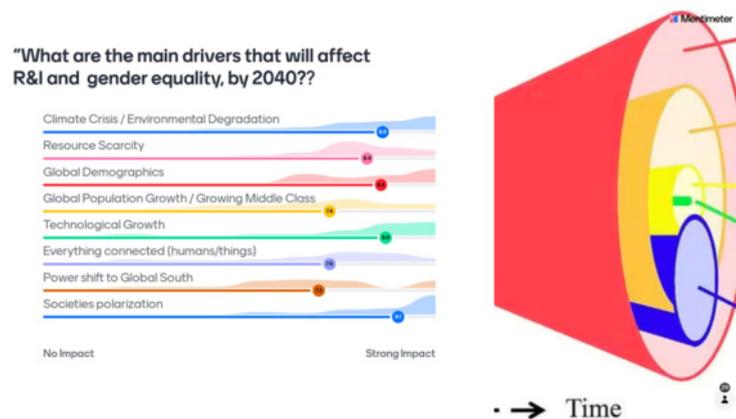


Figure 20: The Megatrends impact on gender equality

1.2.3. Film Exhibition

A film exhibition was also included in the cultural programme aiming for a more broader reflection and critical positioning through a more artistic communication channel. In line, we featured the screening of *Por qué tan pocas? (Why So Few?)*, a 2019 documentary directed by Carlota Coronado (Figures 25 and 26).



Figure 25 and 26. Official snapshot of the documentary³

The film explored the underrepresentation of women in various fields. This is a project that seeks to empower the next generation of scientists and engineers by highlighting the achievements of Spanish women in STEM. It showcases the diverse contributions of female pioneers and rising stars, challenging stereotypes and inspiring young people to pursue their passions. By fostering a new culture of science where women are celebrated and encouraged, this project aims to create a more equitable future.



PORTO FEMME INTERNATIONAL FILM FESTIVAL

(<https://portofemme.com/>)

Porto Femme is a film festival that aims to showcase and publicize the work of women and non-binary people in the seventh art, promoting their equality and empowerment in the world of cinema. Through the screening of films, it aims to educate and inform the public about the social and political issues affecting women and non-binary people around the world and to give voice to feminisms, seeking to encompass the various groups and struggles. It seeks to act as a space of visibility for women and non-binary filmmakers from all over the world and presents a diverse programme with competitive film sessions, thematic screenings, debates, exhibitions, concerts, workshops and more. It aims to be a point of sharing, debate and creation for all those who love cinema. It is an event that annually puts Porto and Portugal on the map of women's film festivals. Every year films are submitted from all over the world. In 6 editions of the festival we've had more than 669 films in competition! The festival is currently preparing for its 8th edition, which will take place in April 2025.

³ A trailer of the documentary can be found here: https://www.youtube.com/watch?time_continue=59&v=4PvwSLTgDvE&embeds_referring_euri=https%3A%2F%2Fwww.ucm.es%2F&source_ve_path=Mjg2NjY

The film exhibition was followed by a discussion moderated by Rita Capucho, Porto Femme International Film Festival Director, contributing to expand the conference's broader theme of gender equality and meaning of excellence in academia to different society sectors.

1.2.4. Feminist Poetic Manifesto

A *Feminist Poetic Manifesto* was prepared beforehand given the conference topic and interpreted the text during the closing session of the RESET's final conference.

This Manifesto (Figure 27) was collectively written by *The Writing and Reading Workshops Collective* of the University of Porto. And it is available online in its Portuguese and English versions⁴.

FEMINIST POETIC MANIFESTO, BY VARIOUS HANDS

(Synopsis)

Every struggle makes the time for listening urgent; the time for sharing and crossing memories, by evoking what we remember from the past and placing that crossed memory side by side with what we want to say today, tomorrow, and each of the days that make the struggle a permanent journey. Persistent journey.

Like an echo made up of multiple voices, it is in this Feminist Poetic Manifesto that these memories and demands come to flow into a common bed as they are shared and written by several hands. The writing of this Manifesto is therefore a plural, polyphonic, and intergenerational exercise: despite the difference that makes each participant's experience unique, the manifesto is here a collective movement created from the encounter between these diverse individual journeys.

We are different sexes, ages, genders, generations, places, beliefs and faces. We are plural and we join hands in this diversity, in this set of echoes, in the challenge for seeking, in this set of individualities, axes, similarities, and points of union between our memories and demands.

As a starting point, we ask: 'What have the women who came before us left behind in us?' What do we hear women saying today?' And then we come to a new question: 'What do we want to say to women today and tomorrow?'

By *The Writing and Reading Workshops Collective*

It featured a reading that encapsulated feminist themes and reflections on gender equality, aiming to inspire action and thought. The manifest served as a creative and powerful conclusion to the conference, highlighting the importance of feminist perspectives in reshaping academic and societal structures for greater inclusivity and equality

⁴ The Manifest is available here:

https://drive.google.com/file/d/1NiRZv4cPm_y7qCcHOZBWVVE-a3iNd7Z7/view?usp=drive_link



Figure 27. illustration of the writing process and QR access code

As shared by the University of Lodz news channel

"[The Manifesto] spoke movingly about intergenerational relationships between women, motherhood and difficult family situations".

2. Dissemination and Engagement Actions

In this second section, we will present two other major dissemination and engagement actions that have contributed to RESET outreach and that are not clearly reported in other deliverables.

2.1. Lodz Design Festival

The RESET project has combined a Consortium Meeting in Lodz with the possibility of engaging on the local Design Festival (Figure 28 and 29)⁵.



Figure 28. Picture of the entrance poster of the Design Festival



ŁÓDŹ DESIGN FESTIVAL

ŁÓDŹ DESIGN FESTIVAL

Łódź Design Festival is an international festival taking place since 2007 in Lodz. It presents different faces of design including industrial design, arts and crafts design, graphic design, architectural design, service design and fashion design. The heart of the event is the main festival center - the post-industrial spaces of Art_Inkubator in the Art Factory in Lodz, but exhibitions, presentations, artistic installations and places accompanying the festival are located throughout the city. The festival is part of the strategy of Lodz, which, after the collapse of the textile industry, is building its new identity based on creative industries.

⁵ Information available here: <https://lodzdesign.com/en/>

Two workshops were developed in the 2024 Lodz Design Festival edition.

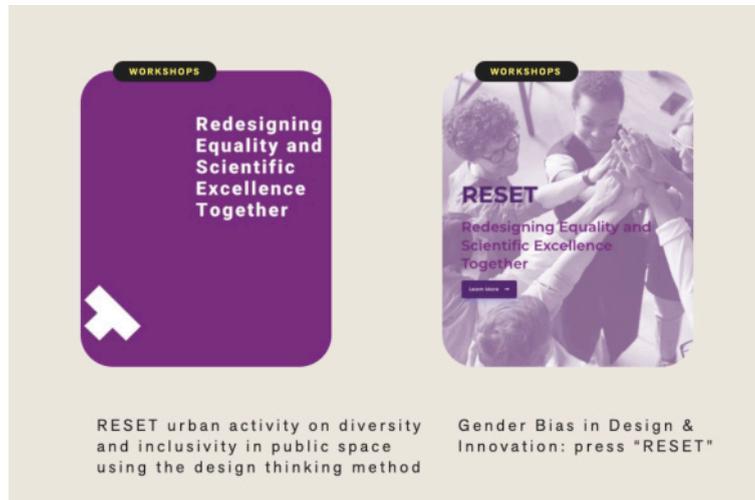


Figure 29. Snapshot of the Lodz Design Festival website presenting the RESET workshops

GENDER BIAS IN DESIGN AND INNOVATION: PRESS RESET⁶

This workshop, facilitated by Maxime Forest (Figure 30 and 31), was inspired by the New European Bauhaus. The session aimed at illuminating the hidden gender biases within product and service design, challenging these biases through discussions with expert designers, and empowering participants to adopt a gender-inclusive design approach.

This workshop, conducted in English, was specifically directed to, no more than 15, product / service / graphic / information / space designers and students in design.



Maxime Forest. PhD is a senior lecturer and researcher at Sciences Po Paris University (Gender studies programme & Urban School). For 12 years, he has also been working as a design consultant at Yellow Window, an Antwerp-based product and service design agency. He regularly facilitates workshops on the gender dimension in innovation (from engineering to urban planning) for both private and public innovation-driven companies and research bodies. In 2016, he co-founded “Kolektiv Cité Radieuse” at Le Corbusier’s Unité d’Habitation in Marseille, a curatorial group devoted to design scenes from Central and Eastern Europe, which runs a programme of residencies and exhibitions throughout the year.

⁶ Link for the Lodz Design Festival presentation of the workshop:
<https://lodzdesign.com/en/events/gender-bias-in-design-innovation/>



Figure 30. Maxime Forest streamlining the workshop



Figure 31. Picture of some workshop participants.

RESET URBAN ACTIVITY ON DIVERSITY AND INCLUSIVITY IN PUBLIC SPACE USING THE DESIGN THINKING METHOD⁷

Conducted by Aleksandra Różalska, this workshop (Figure 32) aimed at creating and redesigning inclusive urban spaces that prioritize comfort for all. By drawing on the EU-funded RESET project's co-design and intersectional frameworks, the workshop pointed and addressed barriers that exclude specific groups, particularly women and people with special needs.

Participants were called to analyse existing challenges and obstacles, using research-based insights to develop universal solutions that cater to diverse needs, including those of seniors, parents with young children, and people with disabilities.

Employing design thinking methodologies, the workshop led the participants to collaborate and create practical solutions and foster transformative change in the urban environment.

Therefore, the workshop was particularly designed to challenge students/graduates of sociology, urban studies, geography, gender studies, psychology, tourism, cultural studies, urban designers, architects, NGOs working with people with special needs and companies running walking tours.



Aleksandra Różalska. PhD is Assistant Professor at the Department of Cultural Research, Faculty of Philology and Head of the Women Studies Centre, University of Łódź. She is a local coordinator for GEMMA: Erasmus Mundus Master's Degree in Women's and Gender Studies, P.I. for the Horizon 2020 RESET: Rethinking Gender and Scientific Excellence Together (2021-2024) and P.I. for Horizon Europe FEAST: Food Systems That Support Transitions to Healthy and Sustainable Diets (2022-2027). She is also a researcher in two cultural studies projects on migrant theater in the United States in Canada. Apart from studies on media discourses and minorities in Europe and in the US, her research interests include: intersectionality, media literacy, television studies, cultures of inequality, American narratives of 9/11 and media representations of refugees and migrants. She co-edited five volumes devoted to feminisms in various cultural contexts.

⁷ Link for the Lodz Design Festival presentation of the workshop:
<https://lodzdesign.com/en/events/reset-urban-activity/>



Figure 32. Picture of some workshop participants.

In sum, RESET participation in Lodz Design Festival broadened the project's reach and impact beyond traditional academic circles and strengthened the partners to deal with the challenges that may come after RESET. More detailed feedback can be found in *D2.5 Final Evaluation Report*.

2.2. RESET Summer School: GE and Diversity in Academia

The RESET Summer School took place between the 9th and 11th July 2024. Based at University of Bordeaux, our Summer School was designed as an online event powered by UBx digital platform⁸.

The Summer School was open to first and second year Master students, doctoral students, post-doctoral fellows and researchers concerned to enrich their research with gender integration. Its objective was to reflect on how gender is taken into account in research, to explore the links between scientific excellence, meritocracy and gender equality, and to disseminate useful tools.

During the three days of the event, along the 10 sessions and the 16 hours of work many topics were covered. During day 1 participants were introduced to a conceptual approach on gender mainstreaming and intersectionality, questioning afterwards the connection between this perspective and the perception of neutrality on scientific excellence. The day ended with a crosscutting talk on ICT and gender. Day 2 was focused on mainstreaming a gender perspective on research by promoting a gender assessment on research projects. The urgency of safe spaces to work and healthy workplaces was also a topic of discussion aligned with a focus on the topic of discrimination and gender-based violence. Day 3 focused on the dissemination of a gender inclusive perspective by building on how to communicate and build healthy relationships, and promote inclusive and gender-neutral communication. A final reflection on the hardships of maintaining work-life balance in the academic world was also explored. In sum, a great blend of expositive and more collaborative dynamics were put into place.

And to account for this diverse scientific program a team of eleven RESET members was put together (Figure 33).

⁸ Platform available here: <https://bss-reset.u-bordeaux.fr/en/>.



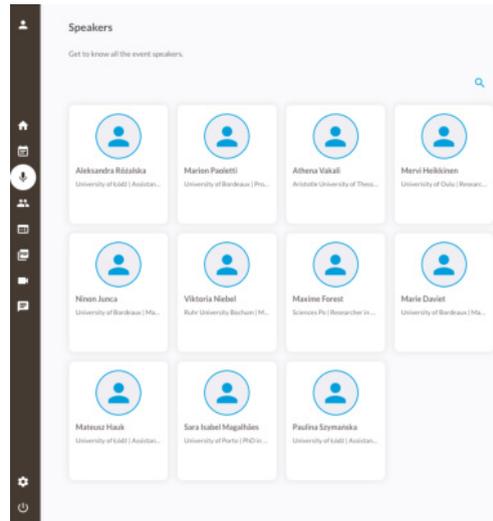


Figure 33. Snapshot of the Speakers on the Summer School Platform

Despite all efforts on promoting this initiative, only a small number of participants, 7 (Figure 34), enrolled in the Summer School. The dissemination directed people to the official website. Between 01/02/2024 and 10/06/2024, 855 visits have been counted, for 478 visitors. From those 12 persons applied for the Summer School, which represents 2,51% of visitors⁹. The 7 that attended had a very enthusiastic and participative attitude:

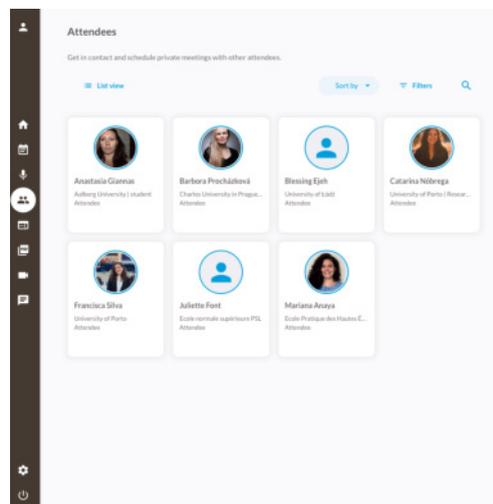


Figure 34. Snapshot of the Attendees on the Summer School Platform

⁹ At the University of Bordeaux, usually, for a first summer school edition, this ratio is between 3% and 5%.

Following the evaluation questionnaire we received two participations (2 people out of 7 participants; 29%). Nonetheless, the feedback of the Summer School was overall positive and seemed impactful in the participants. The responses were very positive especially concerning the duration of the summer school, the contents and the speakers (mean=5). Respondents rated the price of the summer school¹⁰ as the item with which they were less satisfied (mean=3,5).

As mentioned in one of the assessments send to the organization:

"First of all, I would like to thank the organization committee and also to all the speakers, because it was such an amazing summer school! I have learned a lot, so thank you so much!"

A new edition of the summer school in 2025 is being prepared by UBx team to be submitted for approval

¹⁰ The Summer School was framed within the procedures of University of Bordeaux Summer Schools. The procedural costs were mandatory in this framework.



Main takeaways

The organization of the RESET Final Conference, Summer School, and participation in the Lodz Design Festival provided valuable opportunities for dissemination, engagement, and networking. These events successfully showcased the project's achievements and fostered discussions on gender equality in research institutions. However, organizing such events also presented challenges and areas for improvement.

We highlight several achievements such as:

Knowledge Dissemination: The events effectively shared RESET's findings and best practices with a diverse audience, including researchers, policymakers, and students.

Interdisciplinary Engagement and Collaboration: The inclusion of diverse perspectives, such as the Design Festival participation, broadened the project's reach and impact beyond traditional academic circles. Events such as the Final Conference and Summer School successfully fostered dialogue and collaboration among diverse stakeholders, including researchers, policymakers, and students.

Networking Opportunities: The conference and workshops facilitated connections between RESET partners, sister projects, and European University Alliances, strengthening the gender equality network in academia.

Innovative and Interactive Formats: Creative methods, such as live illustrations and cultural components like film exhibitions, brought fresh perspectives to academic discussions, enhancing engagement.

Impactful Tools and Training: Workshops on gender bias and inclusivity provided practical insights and frameworks, empowering participants to apply gender-sensitive approaches in their domains.

We also highlight challenging and improving areas:

Audience Diversity: While the events attracted a range of participants, there is room to increase diversity further, particularly in terms of minoritized groups in academia.

Participation Challenges: Some events, like the Summer School, faced lower-than-expected attendance, possibly due to timing, dissemination hardships, or participant availability.

Diverse Expectations: Balancing the expectations and interests of a broad audience posed difficulties in aligning discussions with project aims.

Long-term Impact: Organizing large-scale events required significant time, coordination, and financial resources, which may be challenging to sustain post-project.

Sustainability of Impact: Ensuring that the *momentum* and practices introduced during the project are maintained beyond its duration remains a persistent challenge (RESET after RESET).

Proposals for the Future:

Building on these considerations, the following strategies are proposed to ensure the lasting impact and continued evolution of RESET's goals:

Enhanced Digital Strategies: Leveraging online platforms for broader outreach can address low participation rates, especially for initiatives like the Summer School. Recorded sessions (asynchronous or synchronous) and modular content can allow flexible engagement.

Scalable Models: Developing scalable, low-cost event formats such as webinars or hybrid conferences could make dissemination efforts more sustainable. This proposal emphasizes creating event formats that are flexible, cost-efficient, and easy to replicate in various contexts.

Interactive Online Platform: Sustain the dedicated online platform/website for continuous engagement of a permanent consortium or network of stakeholders, by resource sharing, and collaboration among stakeholders beyond physical events.

Impact Assessment Framework: Create a standardized framework for institutions to measure and report on the long-term impact of gender equality initiatives discussed at events.



Intersectional Approach: Emphasize further intersectionality in future events, addressing how gender intersects with other dimensions of diversity in academia.

Localized Engagement: Keep tailoring events and workshops to regional contexts can improve participation and relevance, addressing specific challenges faced by institutions in diverse settings.

Focus on Early Career Researchers: Encouraging early career researchers to integrate these types of events that foster the integration of gender perspectives into their work, this way ensuring long-term cultural shifts in research environments.

Industry Partnerships: Forge stronger connections with industry partners to bridge the gap between academic research and practical implementation of gender equality measures.

By addressing the challenges faced and scaling on the project's successes, these RESET initiatives can act as a blueprint for integrating gender equality and diversity within academic and research institutions, fostering environments where inclusivity and scientific excellence coexist sustainably.

