



## WANT TO **KNOW MORE?**

---

Visit

[www.gender-spear.eu](http://www.gender-spear.eu)

Contact us

[myers@sdu.dk](mailto:myers@sdu.dk)

Follow us



This project has received funding from the European Union's H2020 Research and Innovation Programme under Grant Agreement No 824544

---

## SUPPORTING AND IMPLEMENTING PLANS FOR **GENDER EQUALITY** IN ACADEMIA AND RESEARCH

---

SPEAR is an EU H2020 funded project  
initiating institutional change in  
**nine European Research Performing Organizations**  
by implementing **Gender Equality Plans (GEPs)**.

# SPEAR'S OBJECTIVES

---

Building on the European Research Area's central Gender Equality objectives, SPEAR operates with four overall objectives:

- Increasing the number of RPOs with implemented Gender Equality Plans (GEPs)
- Removing barriers and improving career prospects for women in academia
- Strengthening the gender dimension in research content
- Improving the balance in decision-making bodies

# SPEAR'S APPROACH

---

We apply a systematic approach, deep knowledge and adequate support structures.

SPEAR focuses on **practice and processes**, i.e. the underlying structures, procedures, activities and working conditions. This means that the project does not employ a fix-the-women approach nor does it merely focus on changing the numbers of women in research. It is imperative that SPEAR partners develop an understanding of what gender equality means in all our respective national cultures, to help each other conceive strategies that play into national tastes and counter culturally-specific obstacles.

Structured, joint reflection is central in our efforts to implement effective gender measures in order to address the persistent gender inequality in the nine SPEAR universities.

We focus on **support, learning, practice, collaboration and sustainability**.

# SPEAR'S DESIGN

---

## Supporting GE-practitioners in GEP implementation

The SPEAR consortium consists of nine RPOs: three Supporting Implementing Partners (SIPs) with some experience in GE and GEP implementation, and six Implementing Partners (IPs) with little or no such experience.

The nine S/IPs are organized into three Learning and Support Clusters (LSC). LSCs aid the exchange and support between differing levels of GE-and GEP-experience vital to SPEAR. The three SIPs are based in three different EU countries reported to perform strongly (Germany and Sweden) or making considerable progress (Denmark) in terms of implementing GEP in RPOs. The six IPs are based in EU member states with little or low reported performance in this aspect (Lithuania, Bulgaria, Portugal, Croatia).

## Collaboration through Communities: Community of Learning (CoL) and Community of Practice (CoP)

The two communities are interdependent and will ensure a strong collaborating network. The activities and interactions of the CoL and CoP will be further enhanced by the learnings from SPEAR's integrated impartial evaluation feedback.

## SPEAR's Communities of Learning (CoL)



Create a learning and training environment that is guided by all project partners



Collect information about measures and possible obstacles



Ensure that all members get the information and input that they need to turn their findings into actions at home



Accumulate good practice examples accessible for all members

## SPEAR's Communities of Practice (CoP)



Provide a space for reflection and feedback on the actions, experiences and challenges resulting from CoLs



Assure the exchange between all members on equal terms



Create lasting practice and knowledge for all participants

SPEAR partners navigate in a “glocal” collaboration, where institutional gender equality progress is simultaneously part of the larger international movement toward gender equality (e.g. included in the United Nations' Sustainable Development Goals), yet is informed and conceived by local, national and organizational contexts. All partners possess deep knowledge of what is possible or impossible to achieve in their own cultures and organizations.

# PRACTICAL IMPLEMENTATION

## SPEAR is organized around 7 Work Packages

WP1 Management

WP2 Dissemination & Communication

WP3 Evaluation

WP4 Implementing Gender Equality Plans

WP5 Supporting Implementation of GEPs

WP6 Mainstreaming & Sustainability

WP7 Ethics requirements

SPEAR evolves around PLSMs (Project Learning and Support Meetings), where we ensure structured joint reflections in our Communities. Representatives from all partner universities meet in person at PLSMs, and subgroups meet additionally in person a few times during the project, at site visits in our LCSs (Learning and Support Clusters).

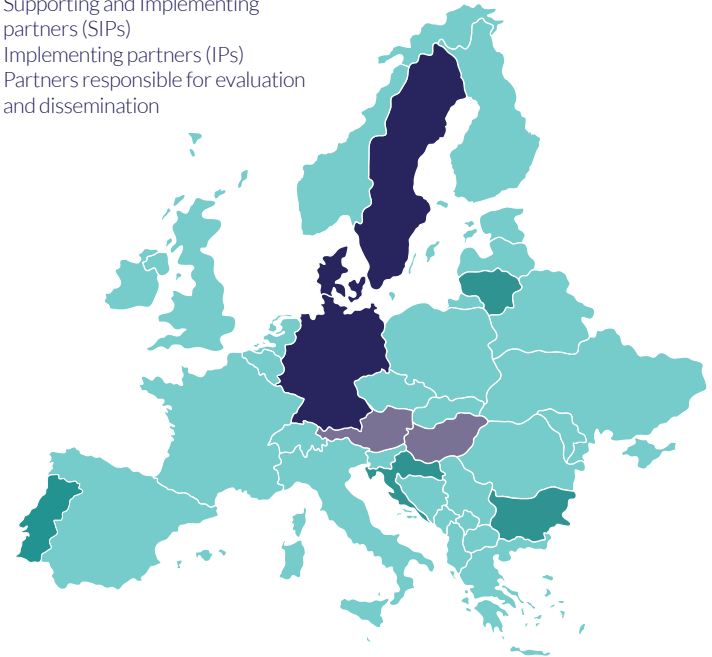
In-between these in-vivo meetings, we meet in different groupings via online meeting platforms. In SPEAR we aim to take an explicit and deliberate stance in working with and across differences and diversity – through planned discussions, through joint and individual reflection and through diligent exploration whenever cues of divergence occur.

# SUSTAINABILITY

The CoL and CoP provide consortium members with vital experience in how to sustain communities of GE practitioners, an aspect that will be upscaled and exploited through SPEAR's commitment to foster and fortify GE communities and networks across the EU. SPEAR's consortium has already engaged widely in GE networks across Europe and instigated the establishment of several such networks themselves. This provides valuable experience in SPEAR's future community commitment. SPEAR integrates other collaborative efforts as it engages stakeholders from EU-funded GE projects in, and from sectors beyond, academia.

In our wider national and regional networks, we seek to inspire and develop effective ways of moving our organizations – and indeed the wider European academic sector – in positive directions in terms of ensuring gender equality both in the universities as workplaces, in decision making and in research output.

- Supporting and Implementing partners (SIPs)
- Implementing partners (IPs)
- Partners responsible for evaluation and dissemination



SDU SYDDANSK UNIVERSITET



UPPSALA UNIVERSITET



EM europa media



Vilniaus universitetas

RWTH AACHEN UNIVERSITY

JOANNEUM RESEARCH



ПЛОВДИВСКИ УНИВЕРСИТЕТ  
• ПАИСИИ ХИЛЕНДАРСКИ •