

TARGET } Taking a Reflexive approach
to Gender Equality for
institutional Transformation



TARGET-GEECCO CONFERENCE

March 11th 2021



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Closing



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Wrap Up

GEPs are an important but challenging instrument to pursue structural change

Plea for emphasising timely topics in the context of GEPs

- Reflect on gender dimension in innovation, research and teaching content - Gender dimension is much beyond representation, it is also about what and how we teach / learn / invent
- Gender is always there, often as invisible norm -> name that, go beyond stereotypes, create environments that are inclusive to all genders
- Sexual harassment – empower, RFOs can step in
- Further development towards an intersectional approach

Strategic papers alone do not change anything

- Implementation has to be planned (awareness raising, capacity building, creation of structures, provision of tools and guidelines)

Wrap Up

Preconditions to utilise GEP potential

- Mandatory (must have instead of nice to have) → sanctions
- Compulsory, shared and substantive understanding of gender equality and objectives of structural change
- Meaningful monitoring to provide room for reflexivity
- Resources (budgets, expertise)

Need for provisions to avoid a widening gap between experienced institutions/countries and institutions/countries starting the journey

- Provision of possibilities for mutual learning and exchange

Involvement of EU, national and institutional level

- Simultaneous and coordinated approach

Ressources

GEECCO Project website: www.geecco-project.eu

TARGET website: www.gendertarget.eu

THANK YOU!

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