

TARGET

} Taking a Reflexive approach
to Gender Equality for
institutional Transformation



TARGET-GEECCO CONFERENCE

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GEECCO “Dos and Don’ts”

Guideline “Dos and Don’ts while degenderising the STEM field”
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The STEM field

- Lack of knowledge from social sciences, gender studies, organisational science
- Strong belief in meritocracy where gender and social disadvantages are not acknowledged
- Severe underrepresentation of women
- Science culture is strongly oriented on attendance culture, excessive working hours, exclusive interest and constant availability
- Strong stereotype about “Men are technically/scientifically gifted. Women are not at all.”
- Aversion to qualitative methods
- Science positivism approach: “There is one problem – and thus just one solution.”

Structure of the guideline



GENDER EQUALITY

ENGINEERING

COMMUNICATION

COMMITMENT

... and the perspective of RFOs

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Engineering

Dos

- Make gender related body of literature accessible to lecturers, researchers and decision makers in the STEM field.
- Reflect and rethink theories, methods and hypothesis from a gender perspective.
- Apply participatory and gender sensitive methods and research approaches.

Don'ts

- Do not develop gender stereotypical (technology) solutions, e.g. pink tools for women.
- Do not use standard phrases and disconnected addons when answering the “gender dimension in research” section within proposals.

Communication

Dos

- Use inclusive language, media design and images.
- Establish a respectful working environment also in teaching and research performing groups.
- Promote your GE activities broadly within your organisation and beyond.
- Offer gender trainings and workshops to the whole RPO community.
- Make GE change agents visible.

Don'ts

- Do not continue with gender stereotypes, e.g. men would be more competent in as managers and in leadership positions.
- Do not forget to communicate your GE activities to new staff members.
- Do not design activities only for one gender.

Commitment

Dos

- Rely on the GE principles and strategies developed on the European and national level.
- Build up your GE-team and involve friendly allies at various stages.
- Share good practice from other – comparable – RPOs in the STEM field with your top decision makers.
- Set up your GE activities in a collaborative way.

Don'ts

- Do not forget to ensure a formal commitment including a clear mandate for GE from your top management.
- Do not conceptualise GE as “stand alone” measure.
- Do not expect that GE will be implemented on a short run.

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THANK YOU!

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