

**TARGET**

} Taking a Reflexive approach  
to Gender Equality for  
institutional Transformation



# TARGET-GEECCO CONFERENCE

March 11<sup>th</sup> 2021



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# Experiences from RFOs and RPOs in GM

Vienna Science and Technology Fund, Dr. Donia Lasinger

# The role of a regional funding agency in GM

## Who we are

- private regional non-profit funder
- our mission: support excellent scientific research in Vienna in thematic priorities
- embedded as a small but/and flexible organization in a wider context

**since 2003:  
over 200 Mio. €  
spent**



→ Individual measures (GM) already in place, but no systematic approach

## What we did

Collection & analysis of best practice examples of other inter/national RFOs+ lessons learned

Implementation of several gender equality aspects:

- More detailed monitoring
- Awareness raising internally (team and boards)
- New criteria: gender in content/in teams
- Information externally to our applicants
- Intense information of juries, inclusion of jury competence and adaption of evaluation criteria

# Supporting and hindering factors

## Supporting factors

- Private organization: fewer restrictions than public RFOs
- Not a first mover: other organizations have paved the way
- Best practice examples: evidence for need for action
- Small but/and flexible
- Holistic approach: implemented measures spanning an entire call for proposals & several dimensions of gender equality (+ in the whole funding cycle for sustainability)

## Hindering factors

- Private also means not having to fulfill the public requirements
- Small organization with little room for bigger structures and limited resources
- Depending on individual engagement

# Lessons learned

- RFOs play a role in GM
- Internal knowledge building important to prevent resistances (monitoring)
- Provide evidence that there is need for action (look outside)
- Networks of peers to exchange on experiences is important
- Exchange between funding agencies and research institutions (important but less often & informal)
- Implementing changes in a pilot initiative as door opener

## Further resources

- Report: [Best practice examples of gender mainstreaming in Research Funding Organizations](#)
- [Guideline for jury members, reviewers and research funding organizations' employees](#)
- [Overview and assessment of gender criteria for funding programmes](#)

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# THANK YOU!

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