

**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 a Regional Funding Agency

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## Achievements and sustainability

- Draft and approval of a GEP
- Specific provisions in Calls for Proposals: extension of eligibility period for maternity/paternity leave, encouragement for women Pis, etc.
- Constant involvement of a COP



To go beyond the end of TARGET

# Key facilitating/ hindering factors

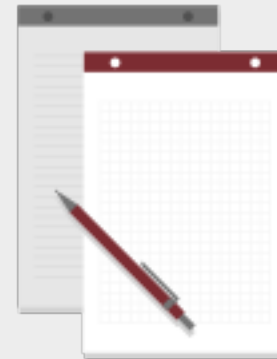
➤ Management support

➤ Cop Engagement



➤ Time

➤ Resistances



# Advice for those institutions just starting this journey

- Collect data
- Start a dialogue
- Challenge...it all!



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# THANK YOU!

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