

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



TARGET-GEECCO CONFERENCE

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EXPERIENCES FROM RFOs and RPOs

Technology Agency of the Czech Republic, Jana Dvorackova

TA CR AND ITS MAIN ACHIEVEMENTS

- Founded in 2009
- Organizational unit of the state
- Supports applied research and innovation in various fields
- 160 employees
- Active in promoting gender equality for 7 years
- GEECCO enabled a complex approach to gender equality

- **Main achievements:**
- Gender dimension in research content as an evaluation criterion
- Gender balance in research teams as part of another evaluation criterion
- A system for motivating RPOs to launch changes for gender equality
- Guideline for promoting gender equality in the evaluation process
- Systematic data collection enabling to monitor various gender-relevant parameters

FACILITATING AND HINDERING FACTORS

Facilitating factors:

- Organizational culture valuing mutual respect
- The project-based character of the changes towards gender equality
- TACR's self-identity as a modern organization
- Relative involvement of the management
- The fact of being networked with other actors or foreign RFOs involved in similar activities

Hindering factors:

- The Czech Republic is a relatively inactive environment in terms of its policies for promoting GE in R&I and HE.
- Due to this absence of support “from above”, the legitimacy of our actions has often been questioned.
 - resistances on the part of our co-workers
 - resistances from the evaluators and other external actors

One piece of advice for the institutions just starting this journey?

- When designing new measures or evaluation criteria, take inspiration from a design implemented by another organization. Pointing out to another organization's common practice will help you increase the perceived legitimacy of the measure and eliminate the uncertainty your organization may feel about its implementation.
- Build alliances with external actors (RFOs more experienced in this area, gender experts or researchers). It will help you show your management and colleagues why gender equality is an important aim that your organization should be involved in.

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THANK YOU!

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