

PLOTINA VISION

PLOTINA aims to remove barriers to recruitment, retention and career progression of female researchers, and to reduce gender imbalances in decision making, reinforcing the integration of the gender and sex variables in research. These are the crucial challenges to deal with, in order to end the waste of talent and to diversify the views and methodologies, increasing the quality, the methodological accuracy and relevance of research.

PLOTINA CONTRIBUTION

The overall objective of PLOTINA is to enable the development, implementation and assessment of self-tailored Gender Equality Plans (GEPs), with innovative and sustainable strategies for Research Performing Organizations (RPOs).

The effort towards the achievement of this overall objective has resulted in a set of modular and adaptable resources, for any RPO at the starting stage in the setting up of its GEP.

All the resources have been compiled in the Formative Toolkit, that provides the methodologies and tools needed to design a GEP, from checklists for the Audit to GEP structure and implementation. Therefore, it can be said that this Formative Toolkit is, in the same time, the table of content of the whole PLOTINA project.

Nevertheless, due to its importance and magnitude, the List of Actions has its own place. It is the set of actions PLOTINA RPO partners have developed and implemented in their own organisations as part of their self-tailored gender equality plan, and aims to support all other RPOs in their choice of actions.

CONSORTIUM

RESEARCH PERFORMING ORGANISATIONS

	ALMA MATER STUDIORUM - UNIVERSITÀ DI BOLOGNA PROJECT COORDINATOR ITALY - www.unibo.it
	UNIVERSITY OF WARWICK UNITED KINGDOM - www2.warwick.ac.uk
	KEMIJSKI INŠTITUT - NATIONAL INSTITUTE OF CHEMISTRY SLOVENIA - www.ki.si
	LISBON SCHOOL OF ECONOMICS AND MANAGEMENT - UNIVERSIDADE DE LISBOA PORTUGAL - www.iseg.ulisboa.pt
	MONDRAGON UNIBERSITATEA SPAIN - www.mondragon.edu
	ÖZYEĞİN UNIVERSİTESİ TURKEY - www.ozyegin.edu

PROFESSIONAL ASSOCIATIONS

	CENTRO STUDI PROGETTO DONNA E DIVERSITY MGMT ITALY - www.progettodonna.net
	ELHUYAR AHOLKULARITZA SPAIN - www.elhuyar.eus

EVALUATION PARTNER

	ZENTRUM FUER SOZIALE INNOVATION GMBH AUSTRIA - www.zsi.at
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COMMUNICATION PARTNER

	ELHUYAR KOMUNIKAZIOA SPAIN - www.elhuyar.eus
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PLOTINA



Regendering Science. For an inclusive research environment

FINAL OUTCOMES



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The views and opinions expressed in this publication are the sole responsibility of the author and do not necessarily reflect the views of the European Commission.

WHO BENEFITS?

All Research Performing Organizations (RPOs) and Research Funding Institutions (RFOs) who want to implement gender equality policies and processes in their organizations in order to prevent and overcome gender inequalities and biases.

These outcomes are the result of the work carried out by the PLOTINA project during four intense years. We hope it will be helpful for other RPOs and RFOs willing to undertake the path towards gender equality.



Visit our project website:

www.plotina.eu

FORMATIVE TOOLKIT

The Toolkit presents conceptual frameworks, supporting tools and templates that have been experimented and enhanced by the PLOTINA Consortium. The content has been organised based on the 4 main phases of the gender equality process: audit, GEP design, implementation and evaluation.

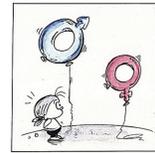
PHASE 1: GENDER AUDIT



A Gender Audit is an assessment process by which the gender equality state-of-art at an organization is analysed and the main gender biases and inequalities are identified.

Find templates, schemes and checklists (both qualitative and quantitative) devised by PLOTINA Consortium, helpful for all the audit process.

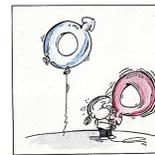
PHASE 2: GEP DESIGN



The planning phase of the gender equality plan (GEP) defines objectives, measures, targets, timelines, indicators and the monitoring system.

Choose your own actions from a list of actions PLOTINA Consortium has prepared to support all other RPOs in their choice (look right).

PHASE 3: IMPLEMENTATION OF THE GEP



Implementing GEPs focuses on structural interventions to support an organization strengthen women's unused talents and take into account gender dimensions in research.

Find a series of key issues that will be helpful for the implementation of your tailored GEP.

PHASE 4: MONITORING & EVALUATION



Based on the self-assessment and evaluation of the actions implemented through the GEP, most effective actions can be identified, as well as the weaknesses and the strengths individuated.

Find a self-assessment software for your journey in monitoring and evaluating the GEP progress.

www.plotina.eu/plotina-formative-toolkit

LIST OF ACTIONS

The List of Actions of PLOTINA project includes top-down, raising awareness or work and personal life integration actions, at departmental and/or institutional level, and has been structured according to five key areas, which are the main challenges RPO's face towards gender equality.



KEY AREA 1

The governance bodies, key actors and decision-makers



KEY AREA 2

Recruitment, career progression and retention



KEY AREA 3

Work and personal life integration



KEY AREA 4

Researchers and research: gender equality and sex and gender perspective



KEY AREA 5

Integration of sex and gender dimension in teaching curricula

www.plotina.eu/plotina-complete-list-of-actions