



sage

Systemic
Action for
Gender
Equality



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710534.

sage-growingequality.eu

Systemic Action for Gender Equality



SAGE: Systemic Action for Gender Equality

More and more women are excelling in higher education in Europe. However, the EU SHE Figures (2015) demonstrates that they are still under represented; only **33% of researchers**, **21 % of full professors** and **20% of heads of higher education institutions** are **women**.

Universities have a fundamental role in addressing these imbalances by ensuring that the recruitment of talent and achievement of research excellence, coexist with social awareness and responsibility.

1. SAGE GOALS

Systemic Action for Gender Equality (SAGE) will produce an innovative model and diagnostic toolkit for the pursuit of gender equality in research that can be adopted by research institutions in Europe and beyond.

The SAGE project is funded by the EU Horizon 2020 Science with and for Society work programme. The SAGE consortium of 7 universities forms the testing ground for institutional change through the implementation of self-tailored **Gender Equality Plans (GEPs)**.

SAGE has 3 macro objectives:

1. Remove barriers to the recruitment, retention and career progression of female researchers.

Why?

According to the EU's SHE Figures (2015), women account for 47% of PhD graduates in Europe, but they gradually disappear from the academic career track and are severely underrepresented at the higher grades – the phenomenon known as the 'leaky pipeline'. In the face of global competition and the imperative to prioritise excellence and innovation in research, Europe cannot afford to ignore, or lose, the talent and human capital invested in women.

Structural constraints, gender bias and negative stereotypes systemic to academic institutions have impeded the careers of female researchers as well as people from minority backgrounds. Research has shown that women are abandoning academia in much greater

numbers than men. **A system which does not provide equal opportunities for retention and career progression to all its members is not getting the best value from existing talent.** Thus, it cannot possibly deliver the best results.

How?

Building better work environments and fairer recruitment systems can contribute to the recruitment and retention of diverse talent. Enhancing work-life balance and preventing sexual and gender-based harassment is a basic requirement for a safe, gender-friendly work environment and brings benefits for all individuals as well as improving the effectiveness of the institution itself. Gender audits of baseline data and policies, procedures and practices will be conducted in each SAGE implementing partner institution to identify barriers and draw up effective GEPs to address structural constraints.

2. Address gender imbalances in decision-making processes

Why?

Gender equality, first and foremost, is a matter of justice. The under-representation of women in higher education is clearly evident among decision-makers and heads of universities. Men are three times more likely to reach top level positions in research oriented organizations than women, contributing to a further lack of female role models in senior positions. Despite the adoption of gender mainstreaming principles in many institutions, a persistent glass ceiling remains, which must be addressed.

How?

Gender audits of governance and decision-making roles will be undertaken in each SAGE institution. SAGE partners will engage with senior decision-makers to deliver unconscious bias awareness training; examine gender representation on all governing bodies; set realistic targets

towards gender parity (30-50%); pursue the integration of gender equality and diversity into all institutional policies and practice; and provide women-specific leadership programmes.

3. Strengthen the gender dimension in research programmes

Why?

Incorporating a gender dimension into research programmes enhances excellence throughout the research cycle by addressing gender bias and building more evidence-based and robust research. This positively impacts not only research and innovation, but ultimately society as a whole by tackling the challenges faced by the diversity of its populations. Furthermore, gender impact analysis is fundamental when measuring economic growth in order to boost a structure based on sustainability and inclusive development. Moreover, building diversity in research teams contributes to their creativity and innovation, and therefore to improved quality and capacity.

How?

Gender knowledge and awareness will be embedded throughout SAGE organisations; in research programmes, by integrating gender dimensions into university curricula, by addressing the gendered content, culture and language within partner institutions, through the production of an online gender module, and gender awareness workshops for research staff.

2. SAGE CONSORTIUM

SAGE partners will produce and adapt **Gender Equality Plans (GEPs)** to meet the specific conditions and cultures in their institutions. **Trinity College Dublin** is the project coordinator and progress will be monitored by mentor institutions (**Trinity College Dublin** and **Queen's University Belfast**). Impact assessments will be conducted in the partner institutions that are newly embarking on this process

(University Institute, Lisbon, International University of Sarajevo, Kadir Has University, Istanbul, Science Po Bordeaux, and University of Brescia). Ultimately, this mentoring and refining process will develop a tested blueprint for research institutions.

3. SAGE IMPLEMENTATION

SAGE is structured around 3 phases:

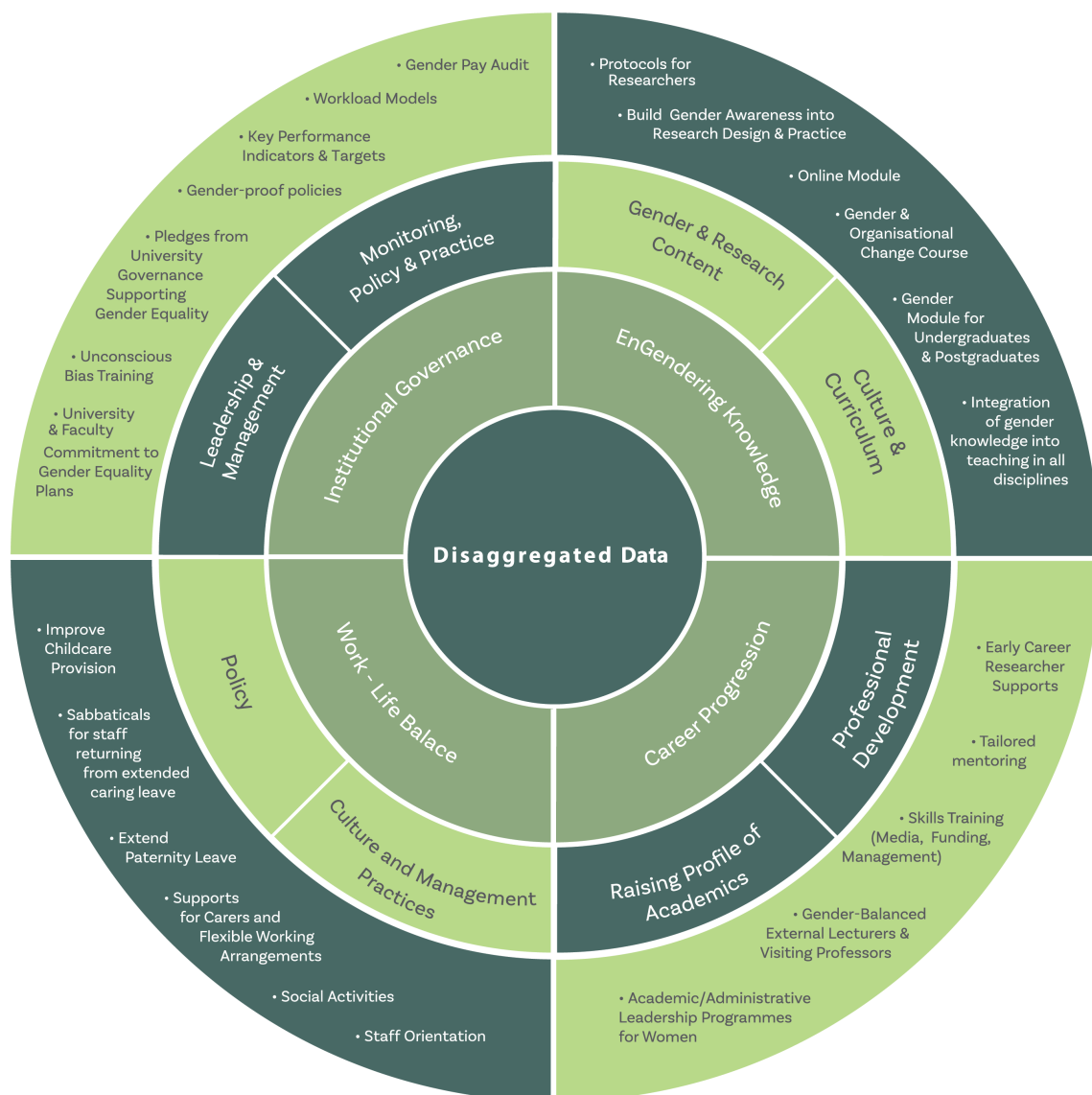
a) Institutional Self-Assessment

b) Construction and implementation of GEPs using the SAGE Model (see figure).

c) Embedding Gender Knowledge in Organisations

4. SAGE TOOLS

SAGE will serve as a showcase for other research institutions through provision of a holistic and integrated set of tools encompassing all necessary steps and actions for the pursuit of institutional gender equality. SAGE will produce the following tools:



SAGE Wheel Model for Gender Equality Plans

SAGE Toolkit

A transferable toolkit, with SAGE Wheel models for gender equality plans, a diagnostic kit for self-assessment within institutions, guidelines for developing and implementing GEPs, and a framework for inter-institutional mentoring to guide the process.

SAGE Capacity Building Workshops

To ensure that the SAGE good practice models can be successfully adapted in multiple organisations beyond the SAGE consortium, a series of regional workshops and a joint transnational workshop will be held.

SAGE Gender Module

To address the gender dimension in research the SAGE partners will collaborate to design and pilot a gender module for integration into undergraduate and postgraduate programmes.

SAGE Institutional Change Online Course

To drive widespread structural change, a training package on 'Producing a Gender-Sensitive Institution' will be developed for piloting within SAGE institutions and subsequently disseminating more widely, via an online module (Massive Open Online Course; MOOC).

5. SAGE IN ACTION

SAGE Charter of Principles

A formal EU-wide Charter of Principles for Gender Equality in Research will be drawn up based on the findings of the SAGE Consortium. This Charter will be sent to national government departments with responsibility for research in all European Research Area (ERA) countries and Human Resources Departments and Research Offices in universities and research

institutions, inviting them to sign up and commit to the principles.

SAGE Day

A SAGE Day will be held to launch both the Charter of Principles and a SAGE Ribbon Campaign. A 'SAGE Ribbon' pin, signifying support for GEPs in the universities involved in SAGE and those interesting in pursuing gender equality, will be produced and distributed with a leaflet inviting people to striving towards gender equality in research. Coordinated events will be held across partner countries.

Project Details:

Start Date: 01/09/2016

Project Duration: 36 months

Project Coordinator:

Trinity College Dublin, The University of Dublin (TCD), Ireland

Trinity Centre for Gender Equality and Leadership (TCGEL)
Professor Eileen Drew, Coordinator:
edrew@tcd.ie

Partners:

Queen's University Belfast (QUB), United Kingdom

Professor Yvonne Galligan, Project Evaluator: y.galligan@qub.ac.uk

Instituto Universitário de Lisbon (ISCTE-IUL), Portugal

Professor Lígia Amâncio: lbqa@iscte.pt

International University of Sarajevo (IUS), Bosnia and Herzegovina

Assistant Professor Jasminka Hasic Telalovic: jhasic@ius.edu.ba

Kadir Has University (KHAS), Turkey

Associate Professor Mary Lou O'Neil: mloneil@khas.edu.tr

Science Po Bordeaux (SciPo), France

Dr. Jane Gray Sadran:
j.sadran@sciencespobordeaux.fr

Università Degli Studi di Brescia (UNIBS), Italy

Associate Professor Susanna Pozzolo:
susanna.pozzolo@unibs.it

Follow us:

www.sage-growingequality.eu

Facebook: SAGEGrowingEquality

Twitter: @SAGE_GEquality