



Gender Equality Network in the European Research Area

GENERA Workshop for experts and practitioners

22–23 January 2018

Kings College London, The Strand

Sharing and advancing successful gender equality measures for GEP implementation & establishing GENERA Network for research organisations in physics and related fields

[Attendance is free, but please register [here](#)]

Introduction

GENERA developed a range of evidence- and practice-based tools for Gender Equality Plans (GEPs) implementation in Physics research organisations, which can be also applied in other contexts.

Aims

1. The first aim of the Workshop is to discuss GENERA results with practitioners and managers involved in similar Gender Equality promoting projects, and through participatory activities obtain feedback from them on how to improve GEPs as a tool for change. The idea is *not to discuss the why's* of Gender Equality actions, but *to agree how to* make GEPs easier to implement and with sustainable impact.
2. The second aim of the Workshop is to introduce the GENERA Network to ensure continued exchange of experience in implementing GEPs as well as other gender equality good practices, to enable mutual learning and achieve systematic and systemic improvement across ERA in organisational processes, human capital development, science knowledge making, and institutional governance. A Letter of Intent to join the GENERA Network can be downloaded [here](#).

Who should attend

You should attend the Workshop if you:

- are a leader of a Physics related institute or organization
- are directly or indirectly responsible for human resources development and Gender Equality conditions in your organisation
- have been/are planning to implement a GEP
- have developed good practices that can be adopted by others
- are looking for support or solutions to specific problems
- want to make Physics a preferred career choice for more young people, and women in particular
- are interested in joining the GENERA network as a institution

Workshop Agenda

Day 1

12:00 – 13:00	Arrivals, light lunch, Networking
13:00 – 13:30	Brief introduction to GENERA: <i>GEPs from Physics for Physics</i> What is this Workshop about: <i>activities and outputs</i>
13:30 – 15:00	Science and institutional leaders share their experiences in implementing GEPs in Physics: <i>The Panel will include 8 high-level representatives from among the GENERA 31 participating organisations</i>
15:00 – 15:30	Implementing GEPs in tough settings: <i>lessons from Israel military</i>
15:30 – 15:45	Coffeebreak and Networking
15:45 – 16:45	GENERAs key achievements and deliverables: <i>new tools for GEPs</i>
16:45 – 17:30	Creating the GENERA Network: Part 1 <i>What is it about and for</i>

Workshop Agenda

Day 2

9:00 – 9:30	Building institutional commitment to Gender Equality: <i>The panel will include representatives from Physics and STEM institutions in and outside the UK, highlighting the JUNO and Athena SWAN approach, addressing the role of research funding, identifying gaps in GEPs, and promoting the gender dimension in research, education, impact, and public engagement</i>
9:30 – 10:45	Participatory activity: Prioritising Gender Equality measures - Part 1 <i>Mapping measures in terms of effectiveness/feasibility/ease of implementation</i>
10:45 – 11:00	Coffeebreak and Networking
11:00 – 12:30	Participatory activity: Prioritising Gender Equality measures - Part 2 <i>Ranking measures in terms of preference</i>
12:30 – 13:15	Lunch
13:15 – 14:30	An open discussion <ul style="list-style-type: none"> • <i>on how to improve the adoption of the measures that have been prioritised as effective</i> • <i>and/or what has to be provided to make it easier for organisations to put measures into practice</i>
14:30 – 15:30	Creating the GENERA Network: Part 2 <ul style="list-style-type: none"> • <i>Discussion on how the Network could support development of good practice</i> • <i>Signing of the Letter of Intent</i>
15:30 – 15:45	Closing: <i>Main points on how GEPs as a tool for change can be improved</i>
15:45 – 16:30	Refreshments and Networking

Further Details

- Further information about GENERA, and any changes to the Workshop programme can be found on the GENERA website www.genera-project.com. Please register [here](#).
- Specific questions about the workshop organisation should be addressed to Elizabeth Pollitzer at ep@portiaweb.org.uk
- Questions about GENERA should be addressed to GENERA management team, genera@desy.de

