



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> Explanation of what the Workshop is 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 includes high-level representatives from among the GENERA 30 participating organisations</i>
15:00 – 15:30	Implementing GEPs in tough settings: <i>lessons from Israel military</i>
15:30 – 15:45	Break and Networking
15:45 – 16:45	Reports from GENERA on key achievements and deliverables: <i>new tools for GEPs</i>
16:45 – 17:15	Creating the GENERA Network: Part 1 <i>What is it about and for: promote long term monitoring of GEPs and to share knowledge and experiences</i>

## Workshop Agenda

### Day 2

9:00 – 10:15	Participatory activity: Prioritising GE measures - Part 1 <i>Participants are divided into groups and asked to map the 100+ individual gender equality measures identified in GENERA and elsewhere onto two dimensions: 1) Effectiveness / likely impact; 2) Feasibility / usefulness</i>
10:15 – 10:30	Break and Networking
10:30 – 11:45	Participatory activity: Prioritising GE measures - Part 2 <i>Based on part 1, participants will rank GE measures in terms of preference and "fit" for (own) physics organization</i>
11:45 – 12:45	Open discussion how to improve the adoption of the measures that have been prioritised as effective and/or useful in terms of what has to be provided to make it easier for organisations to put them into practice.
12:45 – 13:30	Lunch
13:30 – 14:30	Building institutional commitment to GE in the UK setting <i>The panel includes high-level representatives from Physics and STEM institutions in the UK, highlighting the JUNO and Athena SWAN approach, identifying "gaps" in GEPs, and promoting the gender dimension in research and education</i>
14:30 – 14:45	Break and Networking
14:45 – 15:45	Creating the GENERA Network: Part 2 <i>Discussion on how the network could support development of good practice, Signing of the Letter of Intent</i>
15:45 – 16:00	Closing
16:00 – 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](http://www.genera-project.com). Please register [here](#).
- Specific questions about the workshop organisation should be addressed to Elizabeth Pollitzer at [ep@portiaweb.org.uk](mailto:ep@portiaweb.org.uk)
- Questions about GENERA should be addressed to GENERA management team, [genera@desy.de](mailto:genera@desy.de)

