GEARING ROLES

Gender Equality Actions in Research Institutions to transform Gender Roles

Panel 1: Implementing Gender Equality Plans in Research Organisations: Main Achievements and Resistances Faced - UDEUSTO

Presentation Date: 30 March 2022

Presentation Location: Tartu, Estonia

This project has received funding from the European Union's Horizon 2020 programme, under grant agreement no. 824536

Deusto
Universidad de Deusto
Deustuko Unibertsitatea
University of Deusto

TRILATERAL RESEARCH

Sabancı Üniversitesi

YELLOW WINDOW

OXFORD BROOKES UNIVERSITY

Eesti Teadusagentuur
Estonian Research Council

IGOT Instituto de Geografia e Ordenamento do Território
UNIVERSIDADE DE LISBOA

Radboud University

FECYT FUNDACIÓN ESPAÑOLA PARA LA CIENCIA Y LA TECNOLOGÍA

University of Ljubljana FACULTY OF ARTS 100

DeustoTech

The University of DEUSTO: some data

- Private
- Jesuit university
- old: since 1886

- 7 faculties: Faculty of Health Science, Faculty of Social and Human Science, Law faculty, Deusto Business School, Education and Sports Faculty, and Theology Faculty.

- 1.465 staff: 60% women and 40% men
- 10,661 students: 56% women, 44% men
  - STEAM: 26% women; 74% men
  - Non-STEAM: 60% women; 40% men
- Leadership:
  - Governance structures: 66% men
  - Faculties: 63% women

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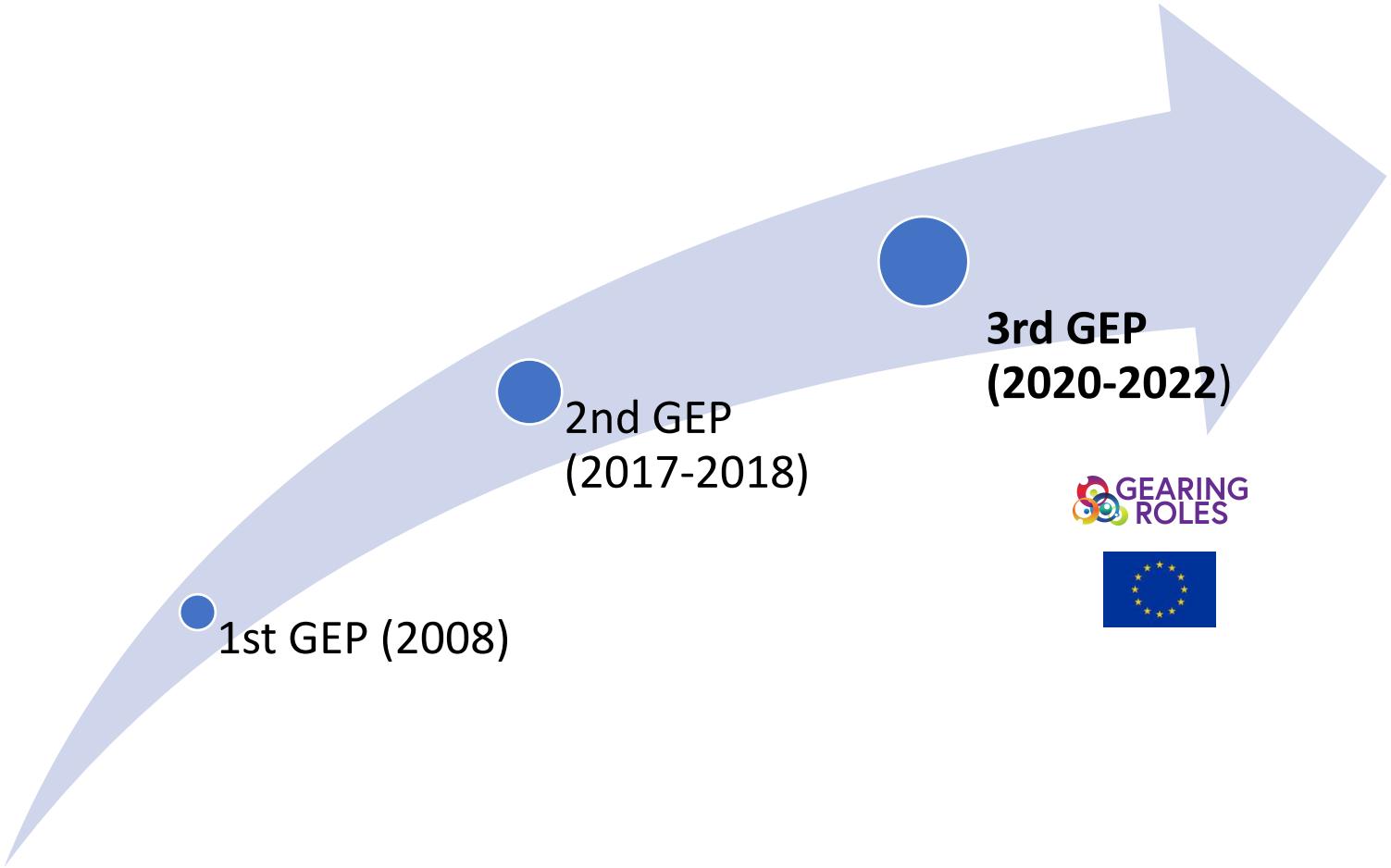
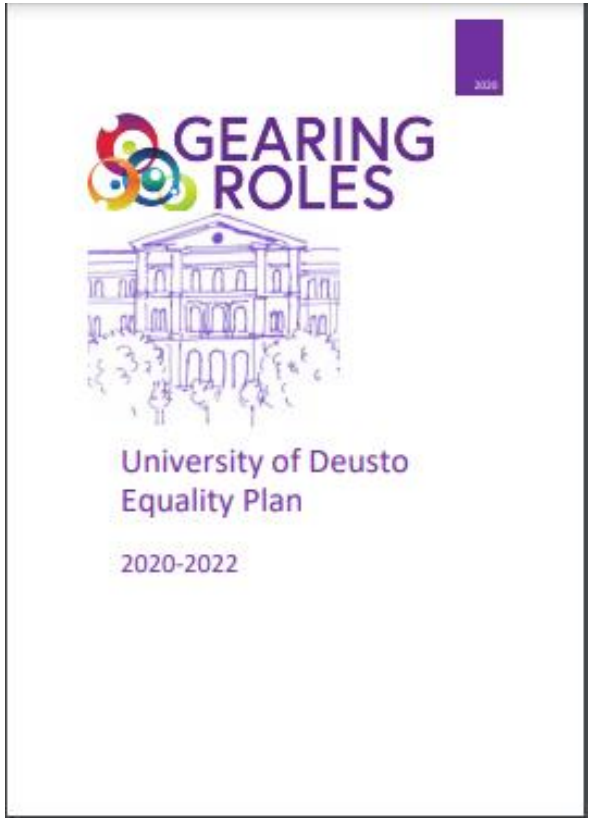
GEP University of DEUSTO - General details





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GEP University of DEUSTO - General details

7 DIMENSIONS (+evaluation), 63 ACTIONS

- SELECTION, RECRUITMENT AND PROMOTION **(10 A)**
- GENDER PAY GAP **(3 A)**
- WORK-LIFE BALANCE **(6 A)**
- GENDER MAINSTREAMING IN TEACHING AND RESEARCH **(20 A)**
- LEADERSHIP AND DECISION-MAKING **(8 A)**
- SEXUAL AND SEX-RELATED HARASSMENT **(6 A)**
- NON-SEXIST COMMUNICATION **(9 A)**
- EVALUATION **(1 A)** (USR)

STAKEHOLDERS INVOLVED

- GEP implementing team (GR + RSU)
- Core group
- Extended group
- Management (Rector, VRs, Board of Directors)
- Joint Commission for Equality : Mgt + trade unions
- Students

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GEP UDEUSTO – Main achievements

CROSSCUTTING

- ***Leadership: change of attitude***

- ***Core group strengthened***

- ***Trainings ingrained into the training offer: more systematic***

Igualdad Berdintasuna Equality	Introducción de la perspectiva de género en la docencia	TODOS	Febrero	2h	Opción remoto
Igualdad Berdintasuna Equality	Lenguaje inclusivo y no sexista	TODOS	Enero	6h	Online
Igualdad Berdintasuna Equality	Introducción a la perspectiva de género en la Investigación	TODOS	Enero	2h	Opción remoto
Igualdad Berdintasuna Equality	Protocolos acoso sexual y por razón de sexo - responsables -	TODOS	Junio	4h	Online

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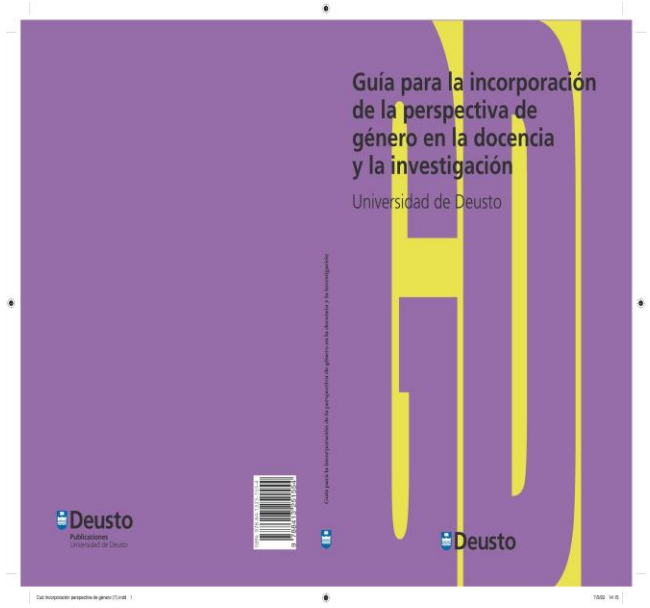
GEP UDEUSTO – Main achievements

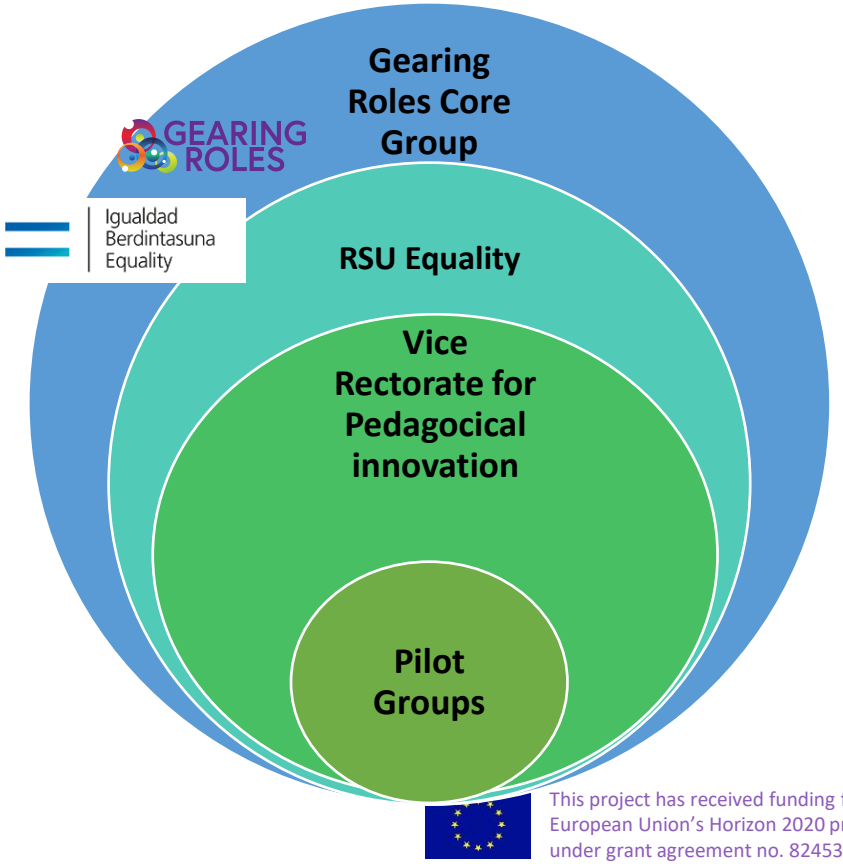
Dimension: TEACHING AND RESEARCH

- ***Guidelines for mainstreaming gender in teaching and research***



Collaborative effort:

- 31 academic and researchers involved, 6 faculties
- 2 working groups + control group
- Trainings, group discussions



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GEP UDEUSTO – Main achievements

Dimension: TEACHING AND RESEARCH

- ***Awards Benita Asas Manterola to research with gender perspective***
  - 7,000€ of funding
  - Doctoral tesis, Master's, Bachelor

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gramme,
under grant agreement no. 824536

DEUSTO – Resistances and Challenges

- Denial of the existence of gender inequality
- Lack of interest or relevance
- Lack of trust
- Financial reasons
- Ideological reasons

From whom?

- Leadership
- Researchers/teachers
- Trade unions
- Students

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WHAT NEXT?

- Evaluation of GEP & diagnosis
- Design of next GEP
- Continue dynamising core group
- Expand and strengthen networks and institutional commitments

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http://gearingroles.eu

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