



Gender and science at five European universities and one research centre: PLOTINA project launch

Zentrum für soziale Innovation GmbH is one of the partners in an international consortium focused on gender equality led by the University of Bologna. The aim of the project is to develop, implement and evaluate gender equality plans tailored for each research organization involved in the project. The project partners officially kicked off the activities at the start-up meeting hosted by the University of Bologna from 24th to 26th February 2016.

The overall aim of "**PLOTINA: Promoting Gender Balance and Inclusion in Research, Innovation and Training**" is to enable the development, implementation and assessment of individually tailored Gender Equality Plans (GEPs), with innovative and sustainable strategies for the Research Performing Organizations (RPOs) involved.

PLOTINA will encourage the following specific objectives: creating tools to promote the career-development of researchers, especially of women, so that talent does not go to waste; correcting gender inequalities in decision-making processes; and integrating gender/sex variables in programs and research contents to foster excellence.

The project, coordinated by Professor Tullia Gallina Toschi (Department of Agricultural and Food Sciences, University of Bologna), is focused on the careers of women researchers and gender equality. The leading role within the Zentrum für soziale Innovation GmbH will be assigned to WP5 Monitoring and Evaluation.

The project aims to involve all the players within each academic community, including governing bodies (Rector, Academic Senate and Board of Directors), Department Heads and School Deans, and academic and administrative staff, post-doctoral researchers and PhD students. Undergraduate students will be the indirect stakeholders of the project activities and results.

The tools developed by PLOTINA will be available on an open-source project platform. Other Research Organizations and Higher Education Institutions will thus also be able to use the project library of Gender Equality Plan actions in their own contexts.

Thanks to its actions, the project will contribute to the achievement of ERA (European Research Area) gender equality targets, thus increasing productivity and giving value to social innovation. In the academic context, at which it is specifically targeted, PLOTINA will contribute to the diffusion of cultural change based on more inclusive workplaces that respect diversity.



ZENTRUM FÜR SOZIALE INNOVATION

CENTRE FOR SOCIAL INNOVATION

The consortium represents the range of European RPOs, as well as the multiplicity of European social and cultural environments. The consortium includes the following organizations: University of Bologna (Italy), University of Warwick (United Kingdom), Mondragon Unibertsitatea (Spain), Instituto Superior de Economia e Gestao (Portugal), Kemijski Institut (Slovenia), Ozyegin Universitesi (Turkey), Zentrum für Soziale Innovation GmbH (Austria), Jump Forum (Belgium), Centro Studi Progetto Donna e Diversity MGMT (Italy), and Elhuyar-Zubize SL (Spain).