



ALMA MATER STUDIORUM  
UNIVERSITÀ DI BOLOGNA

ARCHIVIO ISTITUZIONALE  
DELLA RICERCA

## Alma Mater Studiorum Università di Bologna Archivio istituzionale della ricerca

Knowing and Solving – From the Gender Audit to the Gender Equality Plan

This is the final peer-reviewed author's accepted manuscript (postprint) of the following publication:

*Published Version:*

Siboni, B., Sangiorgi, D., Balzano, A., Toschi, T.G. (2017). Knowing and Solving – From the Gender Audit to the Gender Equality Plan.

*Availability:*

This version is available at: <https://hdl.handle.net/11585/879004> since: 2022-10-19

*Published:*

DOI: <http://doi.org/>

*Terms of use:*

Some rights reserved. The terms and conditions for the reuse of this version of the manuscript are specified in the publishing policy. For all terms of use and more information see the publisher's website.

This item was downloaded from IRIS Università di Bologna (<https://cris.unibo.it/>).  
When citing, please refer to the published version.

(Article begins on next page)

# STEM Gender Equality Congress Proceedings

ISSN 2515-0774 (Print)



Each year the STEM Gender Equality Congress offers the best case studies, most important policy developments, and an opportunity to network with other delegates who are facing the same challenges in trying to balance gender equality in STEM around the globe.

Only the most dynamic and relevant keynotes, speakers and case studies are selected to be part of the agenda. The program is filled with thought-provoking addresses, high level panel discussions, and in-depth case studies along with informative poster sessions and exhibitions.

All proceedings, presentations and posters from the congress are published online and are completely open access.

Publisher: Science Impact Ltd

---

Volume 1, Number 1, June 2017



Contents



Links



Supplementary Data

 STEM Gender Equality Congress Guide

pp. 1-44(44)

**Author:** *Brake, Nick*

---

 STEM Gender Equality Congress Guide

pp. 45-48(4)

**Author:** *Brake, Nick*

---

□ Research-oriented standards on gender equality – A presentation delivered at the STEM Gender Equality Congress, June 8th and 9th at the SeminarisCampus Hotel, Berlin Germany  
pp. 49-59(11)  
**Author:** *Schmidtman, Annette*

---

□ Best practice in sex and gender equality policy and training within research funding: Lessons and transfer of knowledge  
pp. 60-116(57)  
**Author:** *Tannenbaum, Cara*

---

□ Addressing gender imbalance in workplaces, academia and STEM disciplines: What will it take?  
pp. 117-126(10)  
**Author:** *Rudd, Cobie J*

---

□ Building support for women into your programs and structures: Best practice examples  
pp. 127-142(16)  
**Author:** *Rodríguez, Havidán*

---

□ The impact of gender diversity in research teams on research and innovation performance  
pp. 143-163(21)  
**Author:** *Rahier, Martine*

---

□ A regional approach to addressing the needs of STEM women academic faculty: Benefits and challenges of a multi-institutional model  
pp. 164-188(25)  
**Author:** *Goldstein, David*

---

□ Improving gender equality in higher education: Strategies and action plans  
pp. 189-221(33)  
**Authors:** *Waddington, Kathryn; Husbands, Deborah*

---

Tracking your gender records and statistics: Demonstrating success  
pp. 222-238(17)  
**Author:** *El-Adhami, Wafa*

---

How to set up a smart and tailor-made evaluation framework for gender equality measures across Europe  
pp. 239-250(12)  
**Author:** *Bührer, Susanne*

---

The context and considerations of gender equality within peer review, evaluation, career tracking and programme management  
pp. 251-285(35)  
**Author:** *Worms, Jean-Claude*

---

Panel session: Improving gender equality through mentoring programmes: Lessons learned from academia  
pp. 286-303(18)  
**Author:** *i Timoneda, Anna Berga*

---

Policy, recommendations and best practice in sex and gender analysis in research and innovation (GRI)  
pp. 304-337(34)  
**Author:** *Maes, Katrien*

---

Best practice in Asia: Korea's policy and key support programs for women in STEM  
pp. 338-365(28)  
**Author:** *Han, Wha-Jin*

---

Promoting gender balance and inclusion in research, innovation and training: advancements and challenges  
pp. 366-384(19)  
**Author:** *Toschi, Gallina*

---

Global leaders: Gender equality and diversity in the United States. The SEA Change program – an overview of objectives and strategy  
pp. 385-411(27)

Equity Issues at the Intersection of Gender and Race in the United States  
pp. 412-446(35)  
**Authors:** *Katehi, Linda; Kass, Philip H*

---

Achieving STEM Gender Equity through University Culture Transformation: Insights from the IDEAL and IDEAL-N projects  
pp. 447-472(26)  
**Authors:** *Singer, Lynn T; Bilmoria, Diana*

---

Beyond the binary: Building LGBTQ-inclusive classrooms and workplaces in STEM  
pp. 473-491(19)  
**Author:** *Farrell, Stephanie*

---

Best practices in developing indicators for measuring gender-related changes in universities  
pp. 492-508(17)  
**Author:** *Fàbregues, Sergi*

---

Sister outsider within: Advancing black women faculty in STEM at historically black colleges and universities in the United States  
pp. 509-522(14)  
**Author:** *Nave, Felecia M*

---

Tracking your gender records and statistics: Demonstrating success  
pp. 523-553(31)  
**Author:** *Ruebain, David*

---

Gender segregation in education, training and the labour market: Emerging findings from the Beijing Platform for Action report  
pp. 554-580(27)  
**Author:** *Salanauskaite, Lina*

---

Strategies and opportunities to partner with and engage men  
pp. 581-591(11)

---

□ Improving gender equality in the STEM environment: EESC recommendations

pp. 592-602(11)

**Author:** *Bischoff, Gabrielle*

---

□ Conclusions, insight and recommendations from the World Economic Forum Global Gender Gap Report 2016

pp. 603-647(45)

**Author:** *Ratcheva, Vesselina Stefanova*

---

□ Creating organizational commitment and structured programs in academia to advance academic leaders in STEM

pp. 648-677(30)

**Author:** *Wong, Joyce*

---

□ Implementing frameworks to achieve recognised, measurable success: Examples and advice

pp. 678-703(26)

**Author:** *Wolff-Boenisch, Bonnie*

---

□ Building and developing our staff networks: Reflecting on the successes and best practice approaches of a Women's Network

pp. 704-715(12)

**Author:** *Everett, Sally*

---

□ Benefits within the organisation of implementing gender equality: Measuring and demonstrating impact

pp. 716-738(23)

**Author:** *Bailey, Margaret*

---

□ Influencing organisational stakeholders in government, policy, academia and industry to drive integrated gender equality programs

pp. 739-750(12)

**Author:** *Rudin, Tom*

---

□ Gender Equality in STEM: Empowering women through leadership and engineering education strategies

Gender equality as a critical component of Research

Council activity

pp. 785-799(15)

**Author:** *Simonsen, Jesper Werdelin*

Stimulating STEM related skills development and women's entrepreneurship through ICT: Experience from across Asia

pp. 800-836(37)

**Author:** *Yu, Lily*

Beyond the Binary Creating LGBTQ – inclusive Classrooms and Workplaces in STEM

pp. 837-837(1)

Removing Road Blocks – Advancing Women Faculty

pp. 838-838(1)

TARGET – Taking a Reflexive approach to Gender Equality for institutional Transformation

pp. 839-839(1)

Women in Computer Sciences

pp. 840-840(1)

Gender mainstreaming at Chalmers: a prerequisite to develop as a technical university

pp. 841-841(1)

Research Leadership Development Initiative

pp. 842-842(1)

Modelling IT Career Choices Through Work Congruity, Self-Efficacy, and Personal Identity

pp. 843-843(1)

Gender mainstreaming – changing the basis of academic practice

pp. 844-844(1)

Gender Equality work at the Medical University of Innsbruck  
pp. 845-845(1)

---

Gender Equality at The University of Chemistry and  
Technology in Prague, Czech Republic  
pp. 846-846(1)

---

Cracking the Code: Girls' Education in STEM  
pp. 847-847(1)

---

Two examples of work and aims of the conference of  
Women's representatives in Bavarian universities  
pp. 848-848(1)

---

Gendered Product Design Gendering Research in  
MONDRAGON UNIBERTSITATEA  
pp. 849-849(1)

---

Gender equality policies  
pp. 850-850(1)

---

PLOTINA GEPs: The design process  
pp. 851-851(1)

---

Promoting gender balance and inclusion in research,  
innovation and training  
pp. 852-852(1)

---

Lessons Learnt from Gender Audits in Academia  
pp. 853-853(1)

---

Gender Equality Planning at Özyeğin University (OzU)  
pp. 854-854(1)

---

Gender mainstreaming in higher education: support for  
women researchers & academics in developing countries  
pp. 855-855(1)

---



- 
- Which strategies to implement Gender Equality?  
pp. 856-856(1)

---
  - Gender balance activities at EMBL and EMBL-EBI  
pp. 857-857(1)

---
  - Evaluation Framework for Promoting Gender Equality in  
Research and Innovation  
pp. 858-858(1)

---
  - Morinomiya Project for Empowering Women in Research  
pp. 859-859(1)

---
  - Knowing and Solving – From the Gender Audit to the  
Gender Equality Plan  
pp. 860-860(1)

---
  - Early-stage researchers in STEM and training needs  
pp. 861-861(1)

---
  - Analyzing beef sexing and sex-related compounds in meat:  
a problem of authentication – Gendering Research  
pp. 862-862(1)


---
  - Awareness, commitment and empowerment of women  
faculty  
pp. 863-863(1)

---
  - Advance Women's careers in STEMM – The University of  
Limerick (UL) and Athena SWAN  
pp. 864-864(1)

---
  - METHODS AND RESULTS – Gender audit, design of the  
Gender Equality plan (GEP), implementation and monitoring  
pp. 865-865(1)

---
  - Human resources in 2016  
pp. 866-866(1)

---

 Advancing women in physics in the U.S.A. - the Alliance  
Project  
pp. 867-867(1)

---