

Gender Equality Plans as Changemaker: Successful Practices for Sustainability

The third R&I Peers Multisectoral Conference took place on 9 December 2021 with the purpose of discussing and showcasing results and good practices from Gender Equality Plans implemented within R&I Peers and other projects. The aim was to disseminate activities, practices and policies that could eventually become best practices.

Learnings from the conference include that an effective GEP should consider gender equality both in terms of an organization's internal processes as well as the impact of its broader research outputs. When building and implementing a GEP, there are several "building blocks" that need to be present in order to ensure success. These success factors may be categorized, along with examples, as the following:

Process-based – including dedicated resources, internal monitoring, official endorsement, etc.; and

Content-based – including organizational culture, gender balance in decision-making bodies, gendered research, etc.

These success factors were the basis of an exchange of good practices at the conference, where the changemakers in the environment were discussed in the context of various GEP implementing bodies. To enrich and dive deeper into organizational realities, hands-on experiences were shared by stakeholders that had implemented and managed such changes internally.

The Third R&I Peers Conference was joined by science and innovation leaders, decision-makers, researchers and practitioners who eagerly shared their experiences on gender equality in R&I. The original event communication may be found [here](#). Outputs and presentations from the conference may be found below, with more added as they become available.

For more information, contact Mr. Andreas Andreou at Future Worlds Center.