

FESTA

*Female Empowerment
in Science and Technology Academia*

at FBK

Fondazione Bruno Kessler, Trento

February 2012-January 2017

About FESTA: the consortium and the advisors

- Uppsala Universitet (Svezia)
- Southwest-University Neofit Rilski (Blagoevgrad, Bulgaria)
- Siddansk Universitet (Danimarca)
- Fondazione Bruno Kessler (Italia)
- Rheinisch-Westfaelische Technische Hochschule Aachen (Germania)
- University of Limerick (Irlanda)
- Istanbul Teknik Universitesi (Turchia)

The scientific advisory board: E. Addis, B. Bagilhole, K. Bratbergsengen, G. Griffin, L. Husu, P. Yancey Martin, M. Ozbligin, M. Palasyk, T. Rees, E. M. Trauth

About FESTA: assumptions and aims

- to analyse **gender gap phenomena** in science and technology academia
- to identify **mechanisms** involving **disadvantages** for women which may result in gender gap phenomena
- to introduce **permanent changes** into science and technology academia to encourage women's career

FESTA's workpackages

- WP1: Management
- WP2: Communication and **dissemination**
- WP3: **Awareness** raising
- WP4: Gendering **decision-making** and communication processes
- WP5: Awareness raising of hidden assumptions (including gendered ones) in definitions of **excellence**
- WP6: Improvement of interactional patterns
- WP7: Dealing with **resistance**

A transversal (*inclusive and transparent*) approach to introduce (permanent) changes

- **identify mechanism** that may lead to gender discrimination and **collect/formulate proposals** about how to correct them (as a part of the FESTA work within each WP, designed to include interviews and meetings)
- take **formal actions**, i.e. turn the best proposals into a new organizational reality:
 - *identify new policies and have them adopted by HR*
 - *suggest new guidelines and have them approved by the decision making bodies at the institutional level*
 - *define recommendations and have them approved by HR*

New policies ...

1) HR has adopted a new **training policy** with a specific focus on gender

Linee Guida Formazione, Section “pari opportunità e valorizzazione delle diversità”

FBK è attenta, anche nella sua offerta formativa, a garantire equità di opportunità nello sviluppo del suo personale [...] Per fare questo, in collaborazione con il progetto FESTA (FP7) la pianificazione delle attività formative è attenta ad un'offerta inclusiva che parte dalla sensibilizzazione dei/delle docenti all'utilizzo di materiale diversity sensitive, sino alle proposte di lavoro in aula (lavori di gruppo, simulazioni, etc.) che pongano a questione alcuni stereotipi di genere. La finalità di questa sensibilizzazione consiste nel riconoscimento dei meccanismi di discriminazione di genere a favore di una cultura rispettosa della parità uomo-donne e della diversità in generale [...]

New policies ...

Some implementations:

- reading of **scientific articles** on **gender equality-bias-discrimination** as materials for the English courses
- a whole day training on issues related to **gender differences** within the training course on **leadership** (and related decision making) for decision makers
- training for researchers (men and women) on **public speaking** and **negotiation** skills

New policies...

2) HR has adopted a new policy **on the mobility program**

Mail by *HR*, July 6th, 2015

“Rispetto alle precedenti edizioni sono state introdotte alcune novità anche in linea con il progetto europeo FP7 FESTA:

- il/la ricercatore/trice avrà al possibilità di suddividere l’esperienza all’estero (di durata complessiva dai 3 ai 9 mesi) in due periodi, in ottica di favorire la conciliazione vita/lavoro
- chi ha un carico familiare beneficerà di un contributo mobility maggiorato, indipendentemente che al famiglia si sposti con il/la ricercatore/trice”

New policies...

3) new **guidelines for recruitment** will be approved by the board of directors including:

- the introduction of open calls for the recruitment of top positions
- the commitment to gender balance in recruiting committee (at least one women/men in a committee composed by three members)
- the practice to provide committee members with guidelines on the assessment of excellence in a gender sensitive ways prepared within FESTA

New policies...

4) Recommendations by HR to decision making bodies

- to share agendas and minutes of decision making committees (in line with FESTA's purpose of increasing transparency)

New policies...

5) Recommendations/Policies concerning PhD supervisors

- focus groups for PhD supervisors about relationships with PhD students
- let PhD supervisors and student use a specific Toolkit
- training meetings for PhD supervisors

THANK YOU!

FESTA has received funding from the European Union, FP7, Capacities

