



QUSTom

D1.3 – Gender and Equality Committee guidelines

Version 1.6

Document Information

Contract Number	101046475
Project Website	https://qustom-project.eu
Contractual Deadline	30/03/2024
Dissemination Level	PU - Public
Nature	R - Report
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European
Innovation
Council



Funded by
the European Union



UK Research
and Innovation

The QUSTom project has received funding from the European Union's Horizon Europe research and innovation programme under the Grant Agreement N° 101046475, and for the UK partner from the United Kingdom Research and Innovation ("UKRI") under the UK Government's Horizon Europe Guarantee with UKRI Reference No. 10038375.

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Change Log

Version	Description of Change
V1.0	Initial draft for internal review
V1.1	Suggestions Josep de la Puente
V1.2	Suggestions Nataly Buslon
V1.3	Gender policies update
V1.4	Review Susana Castel
V1.5	Review Ana Rodriguez
V1.6	Review Meeting suggestions implemented and additional formal review

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1. Executive Summary

These guidelines aim to promote gender balance, diversity, and equality within the project and establish an effective framework for achieving these goals. The key areas covered include gender balance indicators in the project, gender action plans, establishing a gender equality committee, addressing diversity and equality in recruiting and a sensitive communication strategy. Additionally, further actions and accountability are also included. Key recommendations include:

1. **Gender Balance:** Strive for equal representation of men and women at all levels of the project, ensuring equal opportunities and inclusivity.
2. **Gender Action Plans:** Develop and implement plans to address gender disparities, including training, mentorship, and supportive policies.
3. **Committee Composition:** Establish a diverse Gender Equality Committee to oversee initiatives, policies, and progress towards gender equality.
4. **Recruiting:** Implement inclusive practices to attract diverse candidates and eliminate recruitment bias.
5. **Sensitive Communication:** Promote respectful communication using gender-neutral language and avoiding stereotypes.
6. **Further Actions and Accountability:** Regularly monitor progress, conduct reviews, and hold stakeholders accountable for their commitment to gender equality.

By implementing these guidelines, the project can proactively address gender imbalances, promote diversity and equality, and create an inclusive environment where everyone can thrive. The Gender and Equality Committee will be crucial in guiding and monitoring these efforts, ensuring that gender equality becomes an integral part of the project's culture and practices. This deliverable is necessary to achieve all project objectives and milestones successfully.

2. Introduction

The Barcelona Supercomputing Center (BSC) coordinates QUSTom (Quantitative Ultrasound Stochastic Tomography), a new European project that aims to introduce a new medical imaging modality based on ultrasound and supercomputing, which will complement or even replace current techniques that use X-rays such as mammograms.

Apart from BSC, the project has five other partners: [Karlsruher Institut für Technologie](#), [Vall d'Hebron Research Institute - VHIR](#), [Arctur](#) and the BSC and Imperial College London spin-off [FrontWave Imaging](#), which is aligned with the objectives of this project, as well as [Imperial College London](#) itself as an associate partner. Therefore, physicists, engineers, operational experts and radiologists will work together to develop the next generation of radiation-free, accurate and scalable breast cancer diagnostic tools.

Within the QUSTom project, partners are committed to integrating gender aspects into the project, including equal opportunities for women and men and considering the gender dimension of research.

According to the “She Figures 2021” Report¹ published by the European Commission (EC), a disproportion between women and men in academia and the private sector is still present in all European Member States, especially when considering senior employment and decision-making positions.

While women account for 42,3% of academic staff, they are under-represented at the highest level in academia and decision-making positions: only 23% of heads of higher education institutions are women (2019, DG R&I Women in Science database). Women are also significantly underrepresented among inventors (10,7%). The 2020 European Research Area renewed the EU's commitment to gender equality in R&I. Horizon Europe has gender equality as a crosscutting priority and will play a key role in ensuring structural change towards gender equality in research and innovation.

The project QUSTom's activities in gender balance stem from considering that “the empowerment of women is the key to all development and gender equality and should be a core part of all policy strategies”², as well as the application of

¹ European Commission, Directorate-General for Research and Innovation, She figures 2021 : gender in research and innovation : statistics and indicators, Publications Office, 2021, <https://data.europa.eu/doi/10.2777/06090>

² <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

Article 14 “Gender mainstreaming” of the Grant Agreement (GA), which states that “the beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action including at supervisory and managerial level”. The QUSTom consortium is *fully committed to take all the necessary actions to improve gender equality within the Consortium and to promote gender balance* in the activities of the Consortium.

This deliverable D1.3 “Gender and Equality Committee Guidelines” focuses on monitoring gender balance within the Consortium and describes the actions already taken in the project's first months for ensuring gender equality as well as the guidelines for future activities aimed to promote and improve gender equality. More in detail, the following aspects are discussed:

- i. Gender balance in the QUSTom consortium
- ii. Future actions and how equal participation of women and men will be monitored in the QUSTom project.
- iii. Support staff in achieving a sustainable work-life balance

3. Gender Balance in QUSTom

QUSTom gathers five partners from 3 European member countries and one associated state. A general overview of the gender balance at the partner level involves in the project (Table 1, Figure 1) shows that:

Partner	Number of Women*	Number of Men
BSC	4	7
KIT	1	3
FrontWave	4	1
VHIR	7	4
ARCTUR	2	4
IMPERIAL	0	4

Table 1 – Gender balance in the partners’ institutes/SMEs/Hospital (*Technical/Researcher/ other).

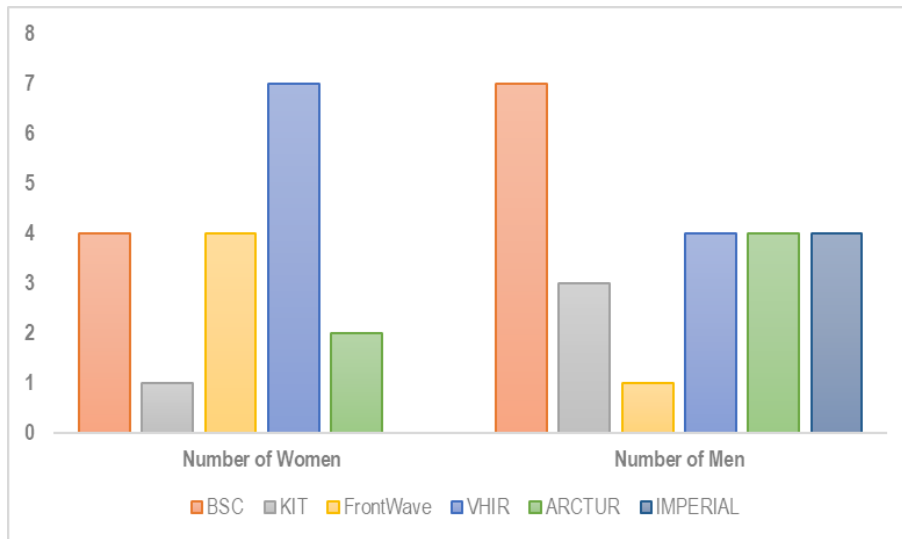


Figure 1. Gender balance in the partners’ institutes/SMEs/Hospital (*Technical/ Researcher/ other).

Focusing on the gender balance within QUSTom, Table 1 shows that the men-to-women ratio in the Consortium is very well-balanced, with almost half of the participants being women (44%). Moreover, 33% of the members show women's ratios above 60%. We have also split the roles of both men and women within their institutions and show the results in Fig. 2 for women and Fig. 3 for men. The plot shows that men's roles focus on leadership positions such as researchers or engineering.

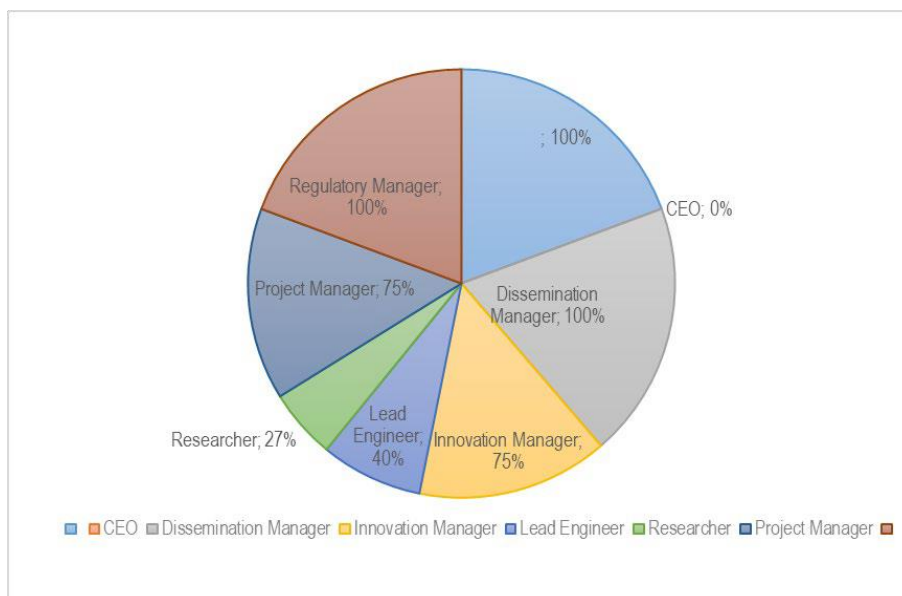


Figure 2. Roles of Females in QUSTom project.

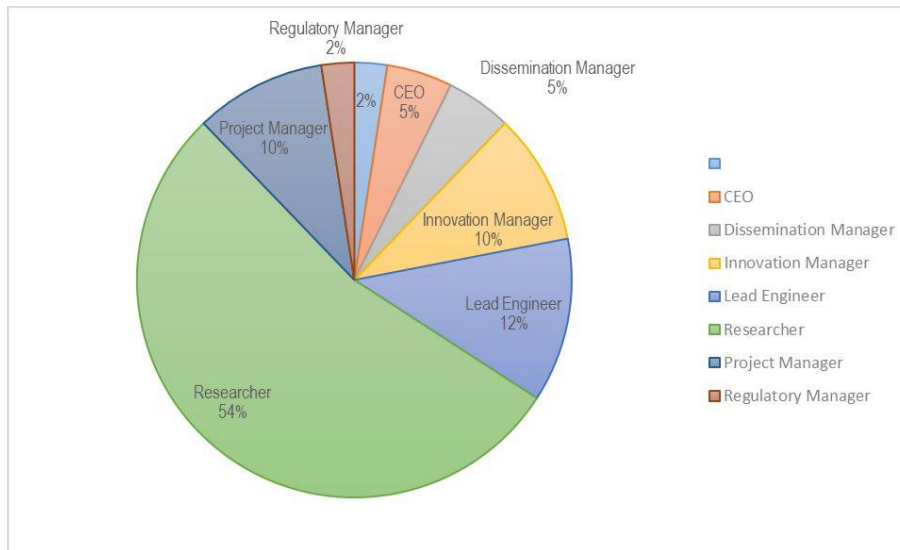


Figure 3. Gender Balance in QUSTom project.

ROLE	Total	Number of Women*	Number of Men	Percentage
Business Developer	1	0	1	100%
CEO	4	2	2	0%
Dissemination Manager	2	0	2	100%
Innovation Manager	3	1	4	75%
Lead Engineer	2	3	5	40%
Project Manager	3	1	4	75%
Regulator Manager	1	0	1	100%
Researcher	6	16	22	27%

Table 2. Roles sorted by gender in the QUSTom project.

The role of women is prevalent in most managerial positions. A balance is found at the engineering level, which is remarkable in STEM, and clear bias towards men is observed at researcher levels. At this stage, no information is available regarding the gender balance of the workforce involved in the project (new hiring); see Table 2.

It is worth mentioning that at the management level, the following balance is present within the project (see deliverable D1.1 for a detailed report on the project management structure):

- General Assembly: the main governance body of the project that can take votes to modify aspects of the project includes four women (VHIR, ARCTUR, KIT and FRONTWAVE) and two men (BSC and IMPERIAL). **66% of women's representation.**
- Managers: specialising in several key aspects of the project, have three women (dissemination, regulatory and equality) and two men (general, exploitation). The project manager is also the equality manager. **60% of women's representation.**
- Work package leaders: coordinating activities within each WP, including five women (WPs 1, 2, 3, 4 and 5) and two men (WPs 3 and 5). Notice that 2 WPs are co-led. **71% of women's representation.**
- Principal investigator: drives the project as coordinator, is a man. **0% of women's representation.**
- Consequently, the Project Supervisory Board (PSB) members, including members of all three management units above (GA, WP leaders and managers), meet monthly, including eight women and three men. **73% of women's representation.**

Therefore, the project is making the role of women relevant at all management levels, with the sole exception of the Principal Investigator, a single figure. We aim to keep a similar balance within each management level despite possible future changes during the project's lifetime.

4. Gender Action Plans

Moreover, 100% of academic partners already have a gender policy in place, with other partners (FrontWave) working on its preparation. As a relatively young startup, it has not published its gender policy but is committed to do so in the following months.

A general overview of the gender action plans shows that they are mainly focused on the recruitment process, with the aim to increase the number of women scientists employed in professional positions, on the training of employees directly involved in gender at each institution to raise awareness on the topic (see Table 3)

PARTNER	POLICY	LINK
BSC	<p>Gender and Diversity Equality Plan https://www.bsc.es/join-us/gender-and-diversity-equality-plan</p> <p>The BSC-CNS reiterates, therefore, its commitment to the establishment and development of policies that integrate the equality of treatment and opportunities between men and women, without direct or indirectly discriminating for the reason of sex or other aspects (nationality, race, religion...). In each and every one of the ambits in which the activity of this institution is developed, from the selection of new personnel to internal promotion, including training, working conditions and employment, working health, the regulation of working hours and conciliation or salary policy, we assume the principle of equality of opportunities between men and women and the principle of diversity, complying especially with indirect discrimination, understood as “the situation in which a seemingly neutral disposition, criteria or practice, places a person of one sex or another personal characteristic such as nationality or age in particular disadvantage regarding people of another sex, other nationalities or ages”.</p>	
	<p>Excellence Career Opportunities https://www.bsc.es/join-us/excellence-career-opportunities</p> <p>BSC is committed to transparency and equal opportunities in all its recruitment processes. For that, BSC was awarded the HR Excellence recognition for HRS4R – Human Resources Strategy for Researchers in 2015.</p> <p>BSC wants to promote a challenging work environment where equal opportunities, ethics & integrity, work-life balance, career prospects and the best work conditions are met. One of the main components of this Excellence in HR award is called the OTM-R: Open, Transparent and Merit-based Recruitment. It ensures that the BSC provides equal opportunities, accessible to all and with a vision of continuous career development.</p>	
	<p>Protocol for prevention and intervention in cases of discrimination or harassment. Exposure to a situation of harassment or discrimination is considered a very significant psychosocial risk and can have severe consequences on a person's physical and mental health. The BSC-CNS expresses its commitment to achieving safe working spaces and working relations based on freedom and respect. Therefore, it states its position of zero tolerance towards harassment and clear and categorical disapproval of offensive, discriminatory and/or abusive behaviour and attitudes.</p>	
KIT	<p>Work-life balance and organisational culture https://www.kit.edu/career/26984.php</p> <p>A good work-life balance keeps you healthy, makes you happy, and increases your motivation to do your job. We help you balance your private life's conditions with your job.</p> <p>Job and Family. Compatibility of job and family is the prerequisite for equal opportunities for women and men at work.</p> <p>Parent-child Office. In case of short-term childcare problems, use our Parent-child Office equipped with a PC, telephone, internet access, diaper-changing table, cot, and toys.</p> <p>Childcare Services: Child care facilities, Holiday care, Finding childminders</p>	
	<p>Gender balance in leadership and decision-making https://www.chg.kit.edu/english/index.php</p> <p>KIT's Equal Opportunities Officers provide assistance in all matters relating to equal opportunities (discrimination, sexual violence, stalking, compatibility of job, studies, and family, etc.). KIT promotes equal opportunities for men and women as stipulated by law and continuously works towards eliminating disadvantages and discriminatory structures. A very important strategic goal is to significantly increase the proportion of women in management positions.</p>	

	<p>Integration of the gender dimension into research and teaching content; https://www.chg.kit.edu/downloads/Flyer%20CHG%202020%20englisch.pdf</p> <p>Long-term objectives</p> <ul style="list-style-type: none"> – More women in leading positions at KIT – Gender balance in science and technology – Fair career opportunities for women and men – Work-life balance <p>To reach these objectives, KIT strives to</p> <ul style="list-style-type: none"> – Create optimum conditions for women intending to work in or working in leading positions – Increase the percentage of women in leading positions in science and administration. – Increase the percentage of female students in mathematics, informatics, natural sciences and engineering. – Enhance quality management for all measures ensuring equal opportunities. <p>Measures against gender-based violence, including sexual harassment. https://www.chg.kit.edu/english/sexual_harassment.php</p> <p>The aim of the working group on Sexualised Violence and Harassment at Karlsruhe Institute of Technology is to raise awareness for this topic in all areas and provide support since everyone has the duty to care and behave responsibly regarding sexualised violence.</p>
FrontWave	<p>Currently, Frontwave Imaging S.L. has no active policies on equality issues but is working on a Gender Equality Plan. FrontWave has contacted the TAX company (https://www.tax.es/en) firm, which will assist them in the setup procedure.</p>
VHIR	<p>Work-life balance and organisational culture: For Vall d'Hebron as an institution, work-life balance is pivotal to ensure that every team member is adequately supported to advance their career alongside personal responsibilities. These policies benefit the whole organisation and contribute to a healthy, attractive, and balanced working environment. Specific policies of the centre:</p> <p>Work-life balance and organisational culture.</p> <p>Parental leave policies: apart from the mandatory parental leave time after birth, both parents can ask for flexible working time arrangements and a part-time position if needed during the first years of the children's lives to have a comfortable life-work balance.</p> <p>Ease for familiar conciliation: The centre has an in-house kindergarten available for employees, contributing to the overall familiar conciliation.</p> <p>Support for caring responsibilities: Workers with caring responsibilities and care for other dependants (people with disabilities and elderly relatives) can ask for a temporary leave and a part-time job reduction.</p> <p>Reintegration of staff after a career break: with active mentoring and support. A systematic effort is being made in the institution to reach homogeneous respectful, open, and welcoming working culture between teams and departments.</p> <p>Hiring policies and HHRR politics: The selection process for any position offered in the institution is open and public and must be accessible on the institution's webpage with a job description and the expected requisites of the candidate.</p> <p>Before starting an external candidate search, the responsible of the department considers if there is any individual in the team that can be interested in the position and fulfils the requisites for the job offer; if so, the responsible of the department has to communicate to the human resources team the will to fill the position with an internal promotion. The human resources team will consider the candidates and evaluate their suitability for the position.</p>

Integration of the gender dimension into research. Gender equality in research and teaching content is among the six European Research Areas (ERA) priorities. In our institution, we follow a model based on the Integrative approach (Becker, Jansen-Schultz, Lortendiek, and Schäfer (2006)) based on implementing a gender approach and equality policies in the research methods as well as the basics of teaching and communication efforts in our institution, a University Hospital Campus. Also, our institution is part of an equality observatory that evaluates the fulfilment of these criteria. The regulatory context of the region has developed several laws to integrate the gender dimension in research and teaching content which rule our daily activity: Law 17/2015 for effective equality between men and women (DOGC, 2015):

ARCTUR	Gender and Equality Aspects	https://www.arctur.si/about-us/section Gender and Equality Aspects
IMPERIAL	<p>Equality, Diversity and Inclusion Strategy (EDI) https://www.imperial.ac.uk/media/imperial-college/administration-and-support-services/equality/public/Imperial-EDI-Strategy-2018.pdf</p> <p>ICL's efforts to develop an effective EDI strategy build on existing work that involves many people and many different streams of activity. The most visible components of this work are perhaps external benchmarking schemes, including the Athena SWAN awards, the Race Equality Charter, Disability Confident Employer status and the Stonewall Workplace Equality Index.</p> <p>Actions</p> <p>College leadership. ·To ensure that all members of the College senior leadership are fully equipped to lead on equality, diversity and inclusion matters by including specific training on how to recognise and address issues of equality, diversity and inclusion</p> <p>Talent development</p> <p>ICL will review how we identify and nurture talent from under-represented groups and, where necessary, create mechanisms to ensure these are effective – including mentoring programs targeted at staff from under-represented groups and reverse-mentoring opportunities for managers to better understand minority perspectives</p> <p>Recruitment</p> <p>ICL will extend the ‘Know Your Pool’ approach to cover all protected characteristics in staff recruitment processes.</p> <p>Procurement and services</p> <p>ICL will widen the influence of our commitment to equality, diversity and inclusion by ensuring that it forms part of our relationships with suppliers, sub-contractors and commercial customers (e.g. organisations that hire our facilities).</p> <p>Research</p> <p>ICL will incorporate consideration of equality, diversity and inclusion in the design of research projects that directly impact people.</p>	

Gender and Ethnicity <https://www.imperial.ac.uk/human-resources/pay-and-pensions/principles-of-pay-and-recognition/gender-and-ethnicity-pay-gap/initiatives-and-projects/>

All jobs are evaluated by trained assessors using the internationally recognised Hay job evaluation system, and we are currently training more HR staff to support this. This system ensures a sound and consistent judgement on the grading of individual jobs.

Anonymised recruitment option is now available for hiring managers when appropriate.

Review the language and material used in recruitment and use strategies to make it more attractive and inclusive to diverse and underrepresented groups.

We have implemented a gender de-coding tool in recruitment to avoid deterring women from applying for roles or promotions due to hidden bias in language.

Ensured that search agencies were briefed on the College's requirement for them to identify the widest range of possible candidates

Implemented feedback surveys to review the applicant experience and record, where possible, the reasons candidates decline an offer of employment

Data provided to implement workforce planning, enabling departments to identify current or future problem areas and take action to address them

Imperial has joined BB Stem Black British in STEM (BBSTEM), which aims to increase the representation of Black scientists in industry and in academia and inspire young Black people to pursue STEM subjects in university and beyond.

Table 3. QUSTom partners Gender Policies.

5. Gender Equality Committee

Establishing a gender equality committee is key to driving change towards a more diverse and inclusive culture.

Our committee tasks are aligned with the following actions:

- Advocating for raising awareness of gender equality issues, both internally and externally.
- Developing and implementing a gender diversity strategy.
- Ensuring leadership and accountability for various initiatives within the gender diversity strategy.
- Monitoring the progress and impact of the gender equality strategy.

Existing online resources suggest that a gender equality committee's charter should cover the following:

- Vision/Mission.
- Objectives.
- Roles and responsibilities.

5.1 Committee Composition

It is important to have the right people involved in your committee. In QUSTom, the Gender Equality Committee look for a diverse representation, including gender-balanced representation, as well as representation from across the Consortium.

Participant no.	Participant organisation name	Part. short name
1	Maria Paz Baghetti	BSC
2	Josep Casellas	BSC
3	Claudia Grass	FrontWave
4	Torsten Hopp	KIT
5	Martina Murovec	ARCTUR
6	Anton Aubanell	VHIR
7	Oscar Bates	IMPERIAL

Table 4. QUSTom Gender Equality Committee.

HR & Equity, Diversity and Inclusion Officer of BSC, Nataly Buslón Valdez, will help us set up and push up the actions proposed by the Committee. Nataly will act as our gender advisor on the Gender Equality Committee, facilitating capacity-building training on gender equality. Raising awareness on the importance.

5.2 Diversity & Equality in Recruiting

A diverse workforce and equal opportunities for job candidates is therefore not only a question of Responsible Research and Innovation but also an important ingredient of excellence.

Some partners have already implemented action plans and guidelines to provide support and ensure high recruitment standards (see Table 3).

5.2.1 Advertising

The first step in the selection procedure is to define the job vacancy and to create a public advertisement, including the job requirements. The form of the advertisements as well as the networks and channels used for promotion, also influence the diversity of the pool of available potential candidates.

GEC recommend improving the advertising strategy might include

- A) Use different types of language to address different groups of potential candidates.
 - <https://gender-decoder.katmatfield.com/>. This site is a quick way to check whether a job advert has the kind of subtle linguistic gender coding that has this discouraging effect
- B) Rethink your networks and dissemination strategies to find new groups of potential candidates.

The content of job advertisements, as well as the type of language and design of description, strongly influences the pool of applicants.

In a comprehensive study, Gaucher, Friesen, and Kay (2011)³ analysed the different types of gendered language used in job advertisements and their effects on the gender ratio. According to the study, women use a more communal language style, while men use a more agentic form of communication. For example, words such as “active”, “compete*”, “decision”, “innovation”, “logic”, and “superior” will address more men, while women are likely to pay more attention to words associated with social and emotional work, such as “connect*”, “cooperate”, “empathy”, “kinship” and “support”.

The ERA Progress Report noted, "Member States and institutions need a coordinated effort to ensure that all research positions are subject to *open, transparent and merit-based recruitment practices (OTM-R)*".

In line with the principles of "Recruitment" and "Transparency" of the Code of Conduct for the Recruitment of Researchers, keeping the job advertisement and description of requirements as concise as possible and including links to more detailed information online is recommended. Applicants should be able to find information on the following:

³ Gaucher, D., Friesen, J., & Kay, A. C. (2011). Evidence That Gendered Wording in Job Advertisements Exists and Sustains Gender Inequality. In: Journal of Personality and Social Psychology. DOI: 10.1037/a002253

- Organisation and recruiting unit
- Job title, specifications and starting date
- Researcher career profiles (R1-R4) with the respective 'required' and 'desirable' competencies
- Selection criteria (and possibly their respective 'weight'), including knowledge and professional experience (distinguishing the 'required' and 'desirable')
- Number of available positions
- Working conditions, workplace, entitlements (salary, other benefits, etc.), type of contract
- A reference to the institution's OTM-R policy
- A reference to the institution's equal opportunities policy

QUSTom partners will be encouraged to post job openings on platforms that promote women in STEM fields, such as:

Platforms	Website
Women in HPC (WHPC)	https://womeninhpc.org/community/jobs/post-a-job
R-Ladies	https://rladies.org/
PyLadies_BCN	https://www.meetup.com/es/PyLadies-BCN/
ACM-Women Europe	https://women.acm.org/
AMIT-CAT	https://www.amit-es.org/
Euraxess	https://euraxess.ec.europa.eu/
We are tech Women	https://wearetechwomen.com/jobs/post-a-job/

Table 5. Platforms promoting Gender Equality in STEM careers.

5.2.2 Open, Transparent and Merit-based Recruitment Practices

Using open, transparent and merit-based recruitment practices with regard to research positions as the top action priority within the ERA Roadmap⁴.

In order to attract the best researchers and to make research careers more attractive. This action contributes to the full implementation of the ERA, as open recruitment promotes mobility, matching talent to opportunities, and gender equality.

OTM-R implies gender awareness throughout the recruitment process within an institution, including (but not limited to) the promotion of gender balance within the respective committees.

5.2.3 Equal opportunities

We uphold the following principles and objectives to ensure that the partners offer everyone equal opportunities and reflect today's world's diversity.

- QUSTom project ensures equal opportunities, treatment and access to all candidates regardless of their sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation;
- QUSTom project respects inclusion in the selection procedures and provides all candidates with an equal opportunity to fully demonstrate their competencies by identifying and eliminating their blocking factors, possible biases and risks of discrimination;
- QUSTom project promotes equal opportunities and engages with various stakeholder groups and expert organisations in order to reach out to more diverse talent.

⁴ ERA Roadmap, 2015: <http://data.consilium.europa.eu/doc/document/ST-1208-2015-INIT/en/pdf>

6. Gender Sensitive communication

QUSTom will follow up on the Guidelines for gender-sensitive communication in research⁵.

Through the lenses of gender-sensitivity QUSTom will:

- Raising awareness on the pervasive role of communication.
- Introducing a deeper awareness of the gender biases and stereotypes that affect daily communication.

QUSTom will work in the framework of gender-sensitive language, including graphic and visual, events management and media relations, including communication in brochures, press releases, and front offices and considering how to manage gender-sensitive communication in digital communication platforms, such as websites or social media channels.

6.1 Further actions

The QUSTom consortium is characterised by a well-balanced ratio of male and female participants, and several actions will be taken to ensure gender equality during the execution of the project.

Nevertheless, a more detailed analysis showed that a stronger focus is still needed, especially for some roles where females are still underrepresented. Moreover, direct actions must be taken to promote a gender equality policy within the Consortium.

To reach these goals, the consortium gender action plan will be focused on the following aspects:

⁵ Guidelines for gender-sensitive communication in research and academia GA No. 787829, <https://www.superaproject.eu/wp-content/uploads/2020/05/SUPERA-guidelines-gender-sensitive-communication.pdf>

Project Activity.	How to contribute to gender mainstreaming
Project Management	Develop a gender strategy within the Consortium in a participatory manner to ensure the engagement and understanding of all partners.
	Set targets for equal participation in the project activities.
	Appoint a gender specialist or gender contact point from the existing staff to develop partner capacity in addressing gender issues.
	Monitor and ensure that project staff apply a gender-sensitive approach in their respective activities and reach gender targets.
Project communication	Increasing the visibility and representation of women in science and engineering by putting women staff in the spotlight when communicating and disseminating results.
	Ensure the timing and locations of project-related meetings are convenient for all participants.
	Provide project information and services through media that all target groups will likely access.
	Participate in EU initiatives promoting gender diversity.

Table 6. Recommendations and guidelines on improving gender mainstreaming in QUSTom management and communication.

6.2 Accountability

QUSTom will promote a cultural environment for gender equality, monitor mass media from a gender-sensitive perspective, and establish a feedback system.

A positive environment for gender equality will be produced and distributed across QUSTom outcomes content promoting gender equality.

Indicators used to determine impact:

- Publication of monitoring reports (midterm and final report WP1)
- Training programs about Gender & Diversity, Provide supplementary online and in situ workshops and material on gender and equality
- Foster joint working, through broader learning communities, on the fifth Sustainable Development Goal (SDG): gender equality. SDG 5 has nine
- (9) targets and fourteen (14) indicators. Targets specify the goals, and Indicators represent the metrics by which the world aims to track whether

these Targets are achieved. SDG 5 is focused on pursuing the main goal of real and sustained gender equality in all aspects of women and girls' lives, which includes (1) ending gender disparities, (2) eliminating violence against women and girls' lives, (3) eliminating early and forced marriage, (4) securing equal participation and opportunities for leadership, and (5) universal access to sexual and reproductive rights.

- QUSTom will monitor KPIs related with
 - Indicator 5.1.1 is whether legal frameworks are in place to promote, enforce and monitor equality and non-discrimination based on sex.
 - Indicator 5.5.2 is the proportion of women in managerial positions.
 - Indicator 5.C.1 is the Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment.
- Promote the use of inclusive language in materials published by the Consortium.