



Challenging gender (in)equality by implementing an institutional GEP* lessons learned from the CHANGE project

Dr. Hana Himi, Beit Berl Academic College, Israel

R&I PEERS Project – final event 12/7/2022

*GEP – Gender Equality Plan



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CHANGE Objectives



1. Removing barriers to the recruitment, retention and career progression of female researchers;
2. Addressing gender imbalances in decision making processes;
3. Strengthening the gender dimension in research programmes.

Duration: 2018-2022

<https://www.change-h2020.eu/>



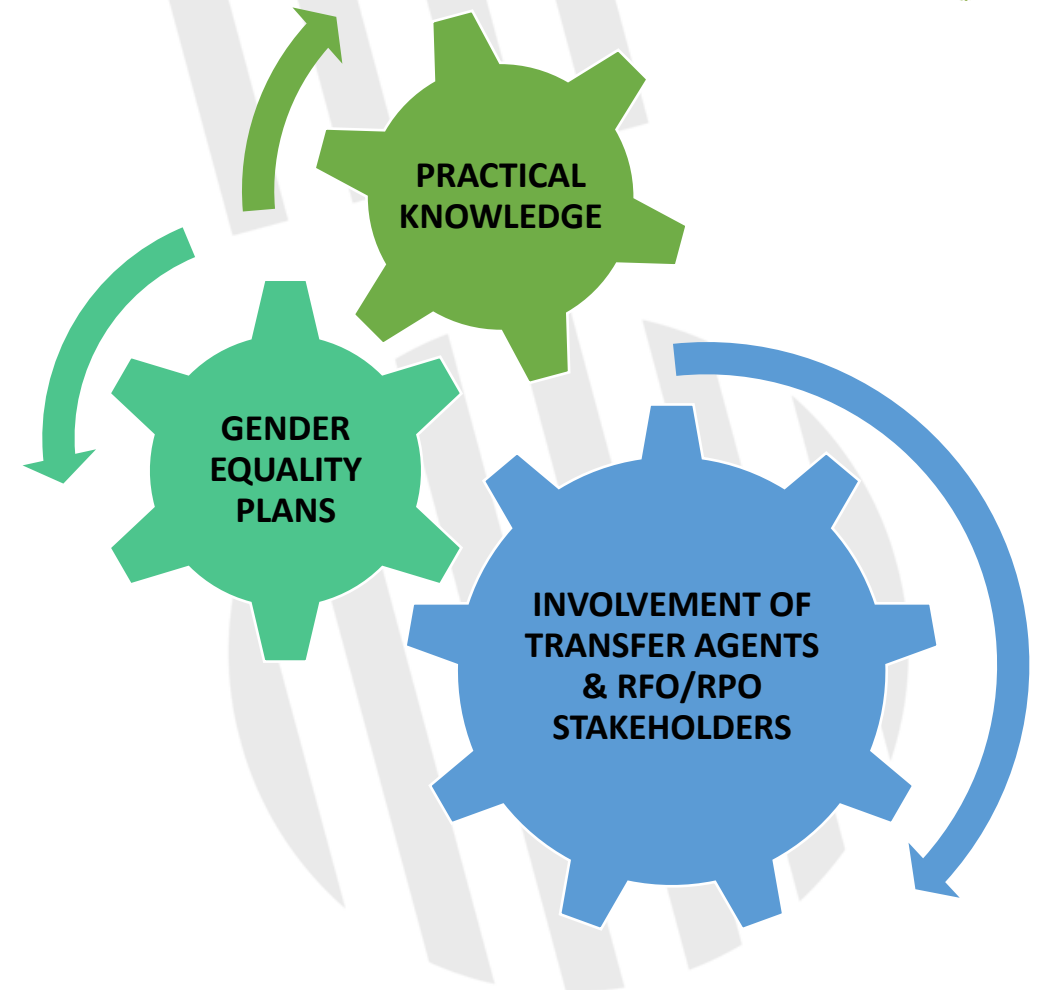
The CHANGE approach: Closing the theory-to-practice gap



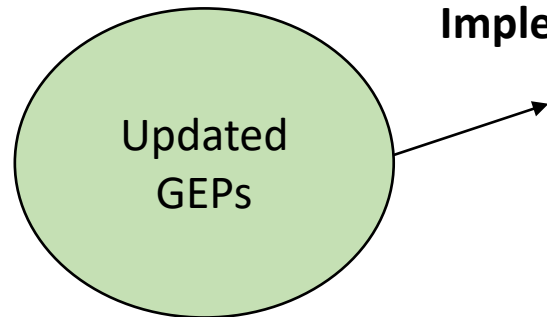
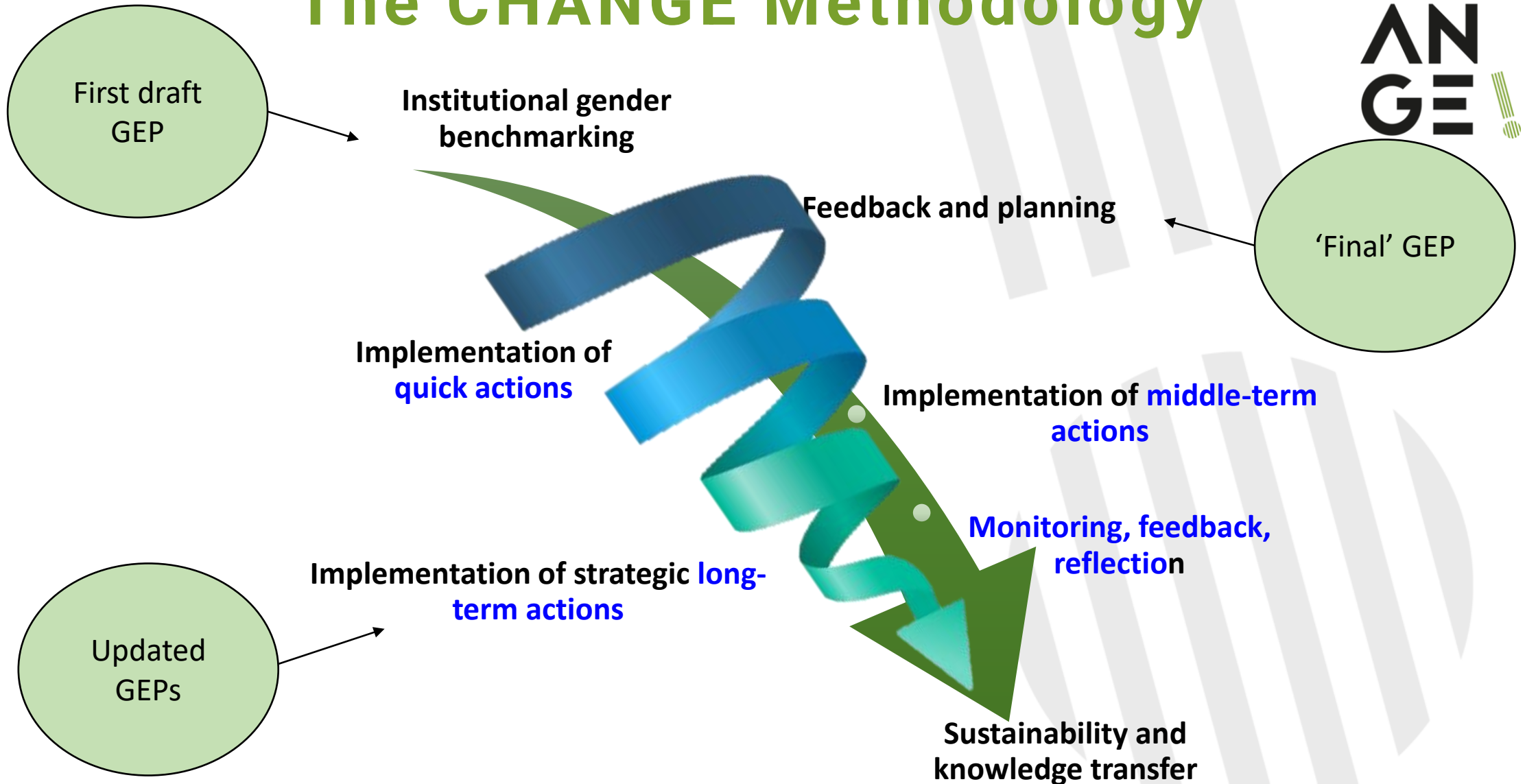
TA – Transfer Agent

GEP – Gender Equality Plan

CoP – Community of Practice



The CHANGE Methodology



Beit Berl Academic College

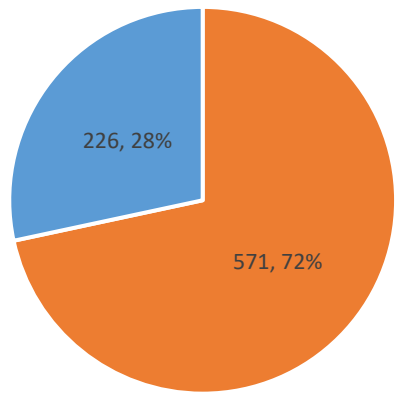
המכללה האקדמית בית ברל
الكلية الأكاديمية بيت بيرل
Beit Berl College



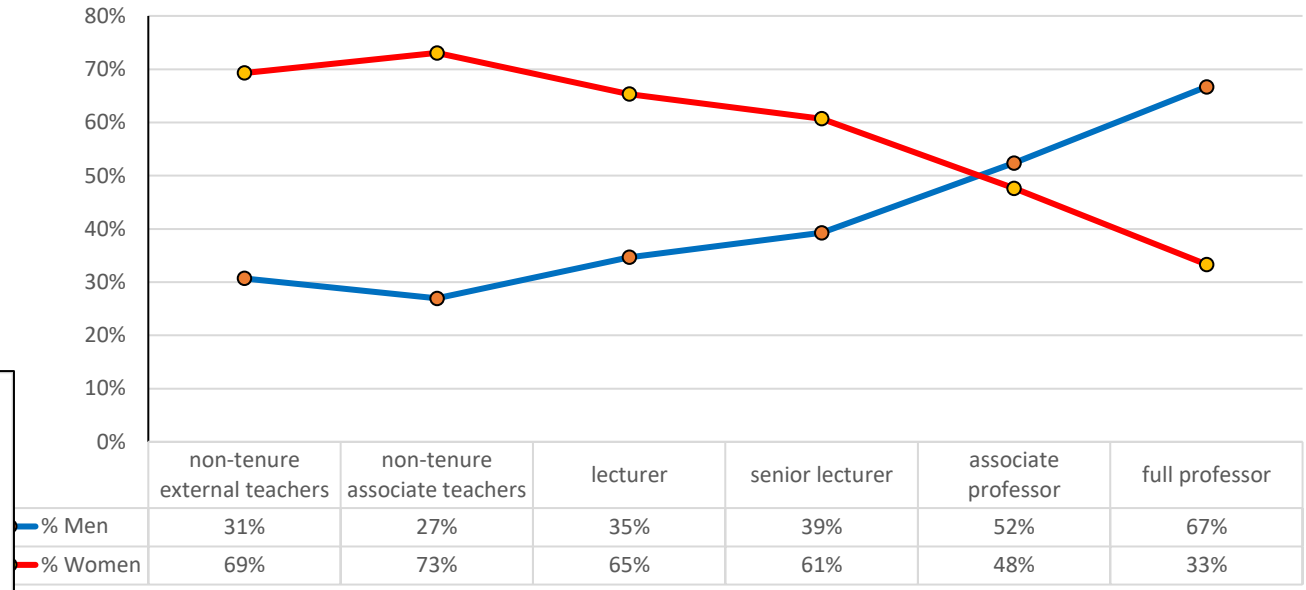


Institutional gender benchmarking

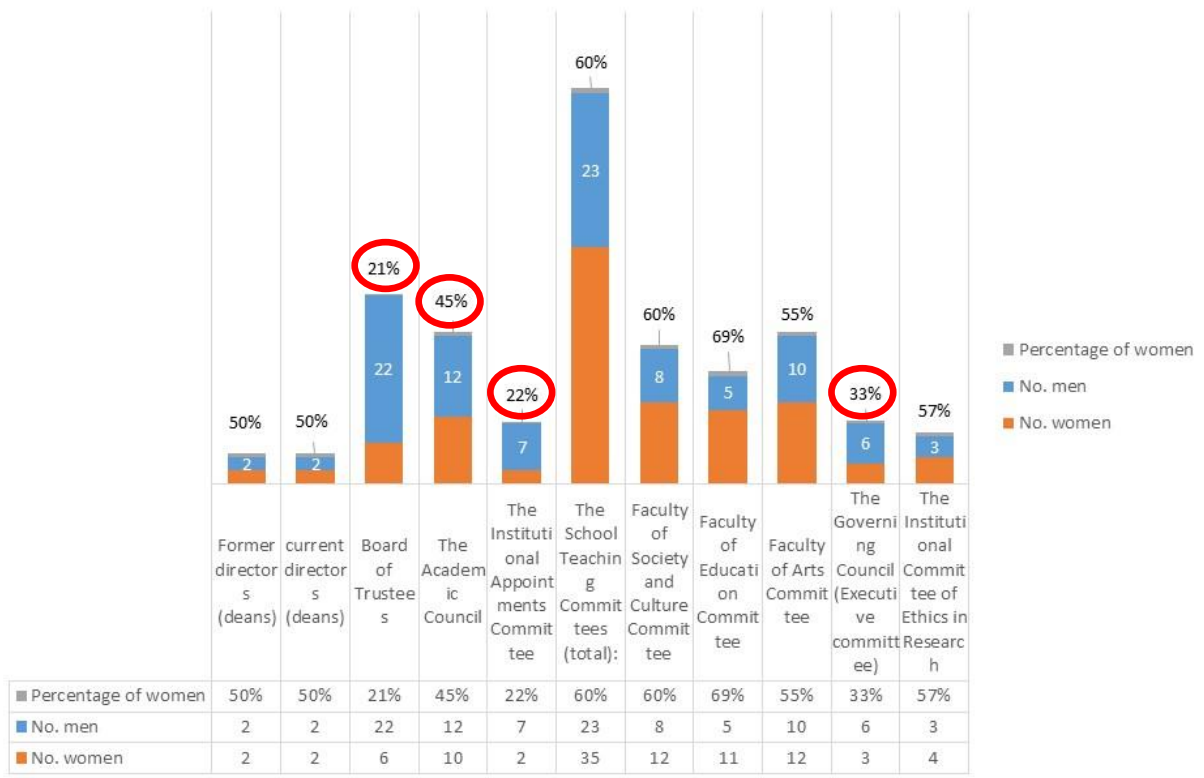
Total number of employees



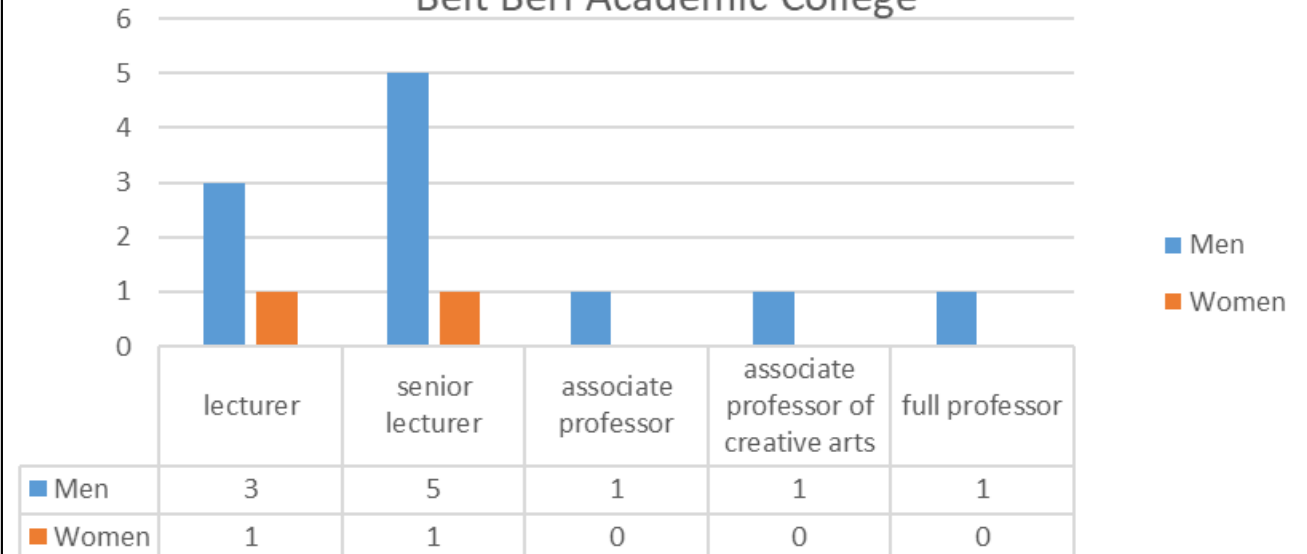
Scissors Diagram - Beginning of 2019/20 Academic Year Beit Berl Academic College



WOMEN REPRESENTATION IN DECISION MAKING COMMITTEES BEIT BERL ACADEMIC COLLEGE 2018



Senior Staff Promotions - 2019/20 Beit Berl Academic College



BBC Updated Gender Equality Plan



2021/22

Gender in Education

Work-Life Balance

Institutional Barriers and Job Security

GE in a Multicultural society

Women of Minority Groups, intersection of identities

- Personal interviews of ECE teachers and pedagogical advisors
- Gender training for ECE teachers and pedagogical advisors
- Support group for male ECE teachers
- Gender training for novice teachers

***Gender mainstreaming in research and teaching content**

- On-line questionnaire
- Interviews
- Gender workshops for academic staff members

***Prevention of gender-based violence**

- Personal interviews of staff members
- Gender workshops and lectures about unconscious bias
- Personal talks and guidance on academic career-management
- Organizational gender mainstreaming

- Personal interviews of women researchers of minority groups (Ethiopian, Arab)
- Mentoring
- Awareness events

***Horizon Europe additions**

New windows of opportunity!

CH
AN
GE!

Horizon Europe



The 'Equator Index' programme



Beit Berl Academic College Adjusted GEP building blocks

work-life balance and organizational culture	التوازن بين البيت والوظيفة والثقافة التنظيمية	איזון בית - קריירה ותרבות ארגונית
gender balance in leadership and decision-making	التوازن الجندي في القيادة ومواقع اتخاذ القرار	איזון מגדרי במנהיגות ובצמתי קבלת החלטות
gender equality, job security in recruitment and career progression	المساواة بين الجنسين والأمن المهني في التوظيف، التقدم وإدارة مهنة المستقبل	איזון מגדרי ובטחון תעסוקתי בתהליכי גיוס, קידום וניהול קריירה
gender sensitivity in a multi-cultural environment	الحساسية الجنديّة في بيئة متعددة الثقافات	רגישות מגדרית בסביבה רב-תרבותית
integration of gender dimension into research, teaching and education contents	دمج التفكير والمضامين الجنديّة في البحث والتدريس والتربية	הטמעת חשיבה מגדרית ותכנים מגדריים בהוראה, חינוך ומחקר
measures against gender-based violence including sexual harassment	علاج ومنع العنف القائم على خلفية جنديّة بما في ذلك التحرش الجنسي	טיפול ומניעת אלימות על רקע מגדרי לרבות הטרדות מיניות



Example Activities

work-life balance and organizational culture

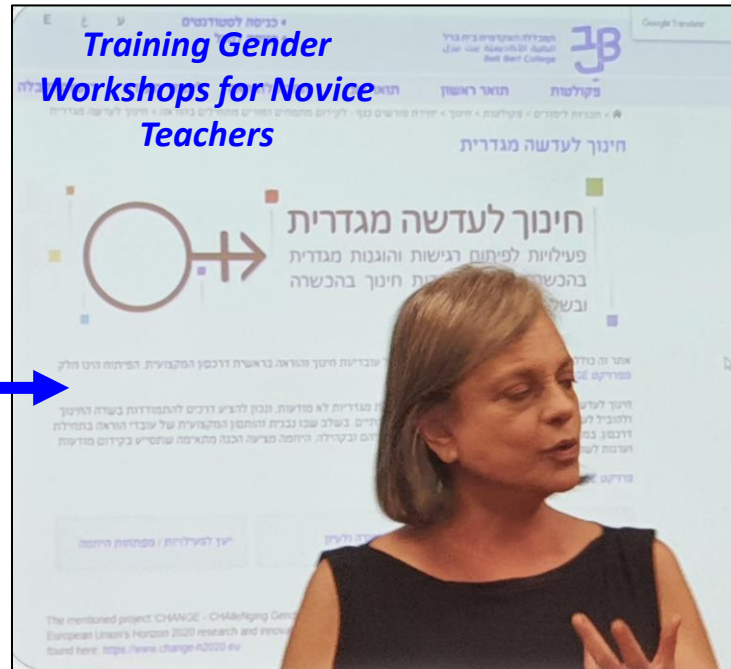
gender balance in leadership and decision-making

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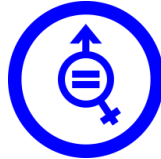
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Awareness event on women in academia in a multicultural society



Awareness events on sexual harassment

Example Activities

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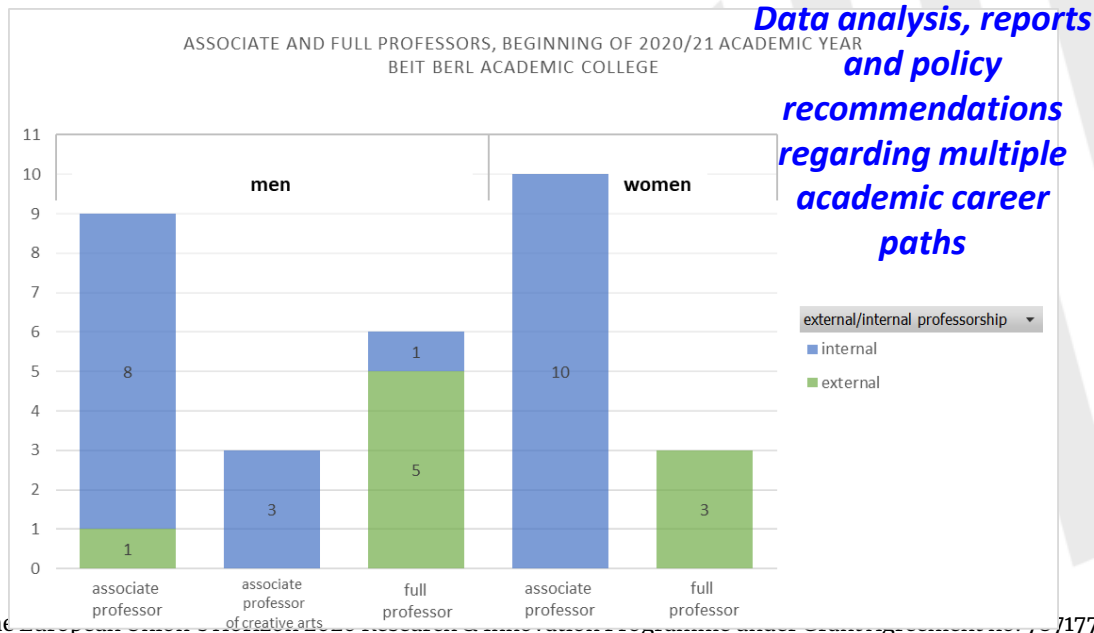
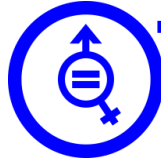
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Achievements

- Higher visibility and open discourse about gender issues
- Management allocating time and resources to promote GE
- Increase in women % in decision-making bodies

Good practices

- informal mechanisms and talks
- Teamwork & networks
- Dissemination and gender mainstreaming in 'organisational culture'

Challenges

- Gender imbalances in higher academic ranks
- Academic meritocracy, promotion based mainly on 'research productivity'
- Colleges vs. universities [isomorphism]

Barriers & obstacles

- Political instability (national)
- Work overloads, 'transparent jobs' (e.g. during COVID)
- job insecurity
- Lack of information, mentoring and instrumental support

Tips



- Identifying major themes, or key sites of gender inequality in your institution, considering the local context.
- Identifying key persons, additional transfer agents and ambassadors within and outside the organization.
- Teamwork! Establish or join formal and informal networks of collaboration.
- The development and implementation of a GEP is an ongoing spiral process, of constant feedback, assessment and update.
- Implement a mix of short, middle and long-term actions.
- Enjoy the achievements, contain the resistances, hurdles, and barriers...It comes with the territory...

Remember – GEP is all about running a marathon, not sprinting...



Thank You!

Dr. Hana Himi, Presidential Advisor for Gender equity

hanah@beitberl.ac.il

Maya Ashkenazi, Project Coordinator & research assistant

maya.ashkenazi@beitberl.ac.il



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