

## Four years of linking Research & Innovation with Gender Equality

January 30, 2024

The CALIPER project has officially reached its completion marking 4 years (2020-2023) of dedication and collaboration among the project partners towards structural change, through the development and implementation of tailored and inclusive Gender Equality Plans (GEPs) in 9 different STEM research and higher education institutions.

Funded under the European Union's Research and Innovation programme, Horizon 2020, CALIPER was a Coordination and Support Action (CSA) project that sought to make 7 Research Performing (RPOs) and 2 Research Funding Organizations (RFOs) across Europe more gender equal by increasing the number of female researchers in STEM, improving their careers prospects and integrating a gender dimension in research.

### ***GEPs design, implementation, monitoring and evaluation***

To achieve this, CALIPER'S RPOs and RFOs designed and implemented **tailored and inclusive GEPs** based on their existing gaps and capacities to advance gender balance and address existing inequalities. Indeed, an initial internal and external assessment was conducted by partners following an ad hoc elaborated methodology. The GEPs design implementation, monitoring and evaluation were based on concrete methodologies and change management strategies as well as [capacity building sessions](#) delivered in the context of the project. Distinguishing feature was the use of collaborative techniques for the co-design of GEPs and the involvement of external stakeholders already at that stage. CALIPER successfully iterated and validated resources that facilitated gender balancing strategies.

### ***Research & Innovation Hubs***

Furthermore, the inward structural progress was paired with the engagement of wider stakeholders in the process (such as business, public sector, other RPOs and RFOs, civil society organizations and policymakers), through the creation of **Research and Innovation Hubs by each CALIPER RPO and RFO**, thus strengthening the synergies between partner RPOs/RFOs with their local/regional/national innovation ecosystems for the adoption of GEPs and the integration of gender dimension across all the stages of research, decision making and business. Official CALIPER events under the coordination of each RPO and RFO of the project, titled **Women in Innovation (WIN events)** took place at a yearly basis to raise awareness and attract more female students and young researchers to STEM fields and promote the importance of gender dimension in research!

### ***GEPs sustainability***

Coming into full circle, CALIPER project proudly demonstrated the adoption of GEPs in all 9 RPOs/RFOs of the consortium. Each GEP included several targeted interventions. Individual sustainability plans were drafted by each partner to back up the uptake and further implementation of the inclusive GEPs.

### ***Policy Recommendations regarding GEPs***

In addition to the CALIPER inclusive GEPs, the project delivered [three series of policy briefings](#) to bridge the gap between research and policy for greater gender equality in STEM fields. The policy briefings draw from the CALIPER experience featuring practical recommendations to orientate the development and adoption of measures towards an inclusive GEP within Higher Education Institutions and research organisations.

### ***Role model interviews***

What is more, throughout its lifecycle, the project interviewed women from academia and the industry to give an insight into their journey and talk about how they overcame various gender inequalities. These [role model interviews](#), produced in a form of 1-on-1 sessions, discuss on the role models' achievements in areas such as **career progression, decision-making process, integrating gender in research content, and/or introducing changes** in gender equality in STEM institutions.

### ***Joint Final Conference***

The project was completed with the organisation of a [Joint Final Conference on November 23, 2023](#) at the project partner, Université Libre de Bruxelles. The event titled *"Inclusive Research and Innovation Ecosystems: A Sustainable way forward for Gender Equality"* was held in synergy with the Sister Project LeTSGEPs. More than a hundred researchers, innovation leaders, decision-makers, gender experts and project managers attended the event physically and online.

### ***The CALIPER Charter***

The project's completion also marked the launch of [the CALIPER Charter](#), a transformative initiative designed to create lasting change in organisations and ecosystems. The Charter's goal is to consolidate and strengthen **the current intersectional and intersectoral approach to gender equality in research and innovation** in view of the ERA Policy Agenda from 2025 and the forthcoming Horizon Europe Work Programmes.

The summative view of the overall impact of the CALIPER's two rounds of GEPs iteration and organisation of supportive actions is illustrated in the infographics below available at the project website:

- [GEPs Implementation Impact – First Round Flyer](#)
- [GEPs Implementation Impact – Second Round Flyer](#)

To access the complete set of CALIPER results and outputs visit the project's website at: <https://caliper-project.eu/>



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