



athena

gender equality to unlock
research potential

Ref. Ares(2022)4689358 - 27/06/2022

D6.1. Database of Stakeholders

Project Acronym: ATHENA

Title: Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe

Grant Agreement n°: 101006416



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101006416

info@athenaequality.eu
www.athenaequality.eu



Document Version

| Version | Date | Comments / Changes | Author/ Reviewer |
|---------|------------|--------------------|---|
| 0.1 | 30/04/2022 | Draft | Patrizia Grifoni (CNR), Fernando Ferri (CNR) |
| 1.0 | 24/06/2022 | Final version | Authors: Patrizia Grifoni (CNR), Fernando Ferri (CNR), Noemi Biancone (CNR), Maria Chiara Caschera (CNR), Arianna D'Ulizia (CNR) Reviewers: Cira Mendoza (CE), Daniel Pavlov ((UNI-RUSE) |

Document Information

| | |
|----------------------------------|---|
| Project Acronym | ATHENA |
| Project Title | Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe |
| Project Number | 101006416 |
| Instrument | CSA - Coordination and support action |
| Topic | SwafS-09-2018-2019-2020 - Supporting research organisations to implement gender equality plans |
| Project Start Date | 01/02/2021 |
| Project Duration | 48 months |
| Work Package | WP6 |
| Task | T6.1 |
| Deliverable | D6.1 Database of Stakeholders |
| Due Date | 30/06/2022 |
| Submission Date | 27/06/2022 |
| Dissemination Level ¹ | CO |
| Deliverable Responsible | Consiglio Nazionale delle Ricerche (CNR) |
| Version | 1.0 |
| Status | Final |
| Author (s) | Patrizia Grifoni (CNR), Fernando Ferri (CNR), Noemi Biancone (CNR), Maria Chiara Caschera (CNR), Arianna D'Ulizia (CNR) |
| Reviewers | Cira Mendoza (CE), Daniel Pavlov (UNI-RUSE) |

¹ PU= Public, CO=Confidential, only for members of the Consortium (including the Commission Services), CL=Classified, as referred in Commission Decision 2001/844/EC

Table of Contents

| | |
|---|----|
| Acronyms and Abbreviations | 4 |
| 1. Introduction | 5 |
| 1.1 Purpose and scope | 5 |
| 1.2 Document structure | 5 |
| 2. Methodology..... | 5 |
| 3. The types of stakeholders and DB template | 7 |
| 3.1 Types of stakeholders | 7 |
| 3.2 ATHENA Stakeholders' DB template..... | 8 |
| 4. Conclusion | 10 |
| Bibliography and sitography | 12 |
| Annex I – Stakeholders already identified within the proposals..... | 13 |
| Annex II – Invitation letter | 14 |
| Annex III – Informed Consent..... | 15 |
| Annex IV – List of Sources for sisters' projects..... | 18 |
| Annex V – List of sources for Universities, RFOs, and RPOs | 23 |
| Annex VI – List of organisations on Gender Equality | 24 |
| Annex VII – Template of stakeholders' info..... | 26 |



athena

gender equality to unlock
research potential

Acronyms and Abbreviations

| | |
|------------------|---|
| DB | Database |
| GE | Gender Equality |
| GEP | Gender Equality Plan |
| GEA | Gender Equality Audit |
| GDPR | General Data Protection Regulation |
| R&D+I | Research, Development and Innovation |
| CNR | Consiglio Nazionale delle Ricerche |
| NGO | Non-governmental organisation |
| RPO | Research performing organisation |
| RFO | Research funding organisation |
| STEM | Science, technology, engineering, and mathematics |

1. Introduction

1.1 Purpose and scope

The main objective of this deliverable is to collect data related to the stakeholder that can be engaged in ATHENA for dissemination and exploitation purposes, organising them in a database (DB). The database will be periodically updated during the project life.

At the proposal stage, the ATHENA consortium already carried out an overall stakeholder analysis, identifying key networks and organisations to which they will disseminate project activities and results. A deep analysis has complemented the list of already identified networks and organisations under "T6.1.- Stakeholder identification and involvement".

The engagement process of the identified stakeholders will deal with contacting each potential organisation, setting out the terms of reference for ATHENA activities and the expectations for the organisation in terms of onward dissemination and response requirements. The engaged stakeholders will be involved in actions aiming to guarantee the sustainability of GEPs during the project life and after the end of the ATHENA activities.

1.2 Document structure

This deliverable describes:

- the methodology defined for building the stakeholders' database;
- the types of stakeholders involved and the DB template (that has been made available within EUSurvey and the link to the database);
- the stakeholders already identified within the proposals (Annex I);
- the invitation letter for engaging the stakeholders (Annex II);
- the informed consent to be subscribed by the stakeholders included in the database (Annex III).

2. Methodology

Creating a database of stakeholders is an important step within the ATHENA project; this is particularly important to stimulate a synergic process between the stakeholders and the project partners aiming to foster the dissemination and exploitation activities and create a network ensuring the sustainability of the project itself. This section describes the methodology used to create the stakeholders' database, i.e., how we select the stakeholders to be included in the database, and how to include and involve them.

For selecting the stakeholders, the following desk activities have been implemented:

1. Desk activity for searching the sister projects. CNR provides the ATHENA partners with a preliminary list of Sister projects that can be engaged as stakeholders to exchange knowledge and experiences with them. Each partner will integrate that list (Annex IV);
2. Desk activity searching for organisations such as the in the EU countries. CNR will provide a list of sources of Universities, Research Performing Organisations, research networks, Research Funding organisations, and all partners will select the stakeholders related to their country for the database (Annex V);

3. Desk activity searching for organisations on gender equality such as the following: i) Observatories on Gender Equality, ii) Associations on Gender Equality (NGOs), iii) government institution/body at the national level which is responsible for promoting gender equality and supporting government-wide gender equality policy, iv) industries interested in the Gender equality issues. CNR provides the ATHENA partners with a preliminary list of this kind of organisation, and this list will be periodically enriched by the partners (Annex VI).

The following table describes the actions that each partner will take to define and populate the database:

Table 1. Actions to start populating the stakeholders' database

| N of action | Action | Partner |
|-------------|--|-----------------|
| 1 | <u>Invitation letter template</u> that the partners can use, inviting the stakeholders to join within the database | Provided by CNR |
| 2 | <u>Informed consent</u> and the <u>Template of stakeholders' info</u> (Annex VII) that partners will send to the potential stakeholders (the informed consent has to be signed with name and family name, and sent back from the stakeholder to the partner). | Provided by CNR |
| 3 | The ATHENA partners (each one for the stakeholders identified in the proposal phase) are asked to send the <u>invitation letter</u> (see Annex II), the <u>Informed consent</u> (see Annex III), and the <u>Template of stakeholders' info</u> to the stakeholders they indicated in the proposal phase (by 6 th of may) | All partners |
| 4 | Each partner identifies the first list of local and national stakeholder to integrate the list specified in the proposals phase by partners. In particular, partners who are organising the workshops taking place in June 2022 under "Task 6.2 Stakeholder engagement at local level", invite the interested people asking them to be included in the database of stakeholders. | All partners |
| 5 | Sending the <u>Invitation letter</u> , the <u>Informed consent</u> and the <u>Template of stakeholders' info</u> template to the stakeholders identified in the step 4 | All partners |
| 6 | Starting filling in the database Stakeholders' data from the Stakeholders who agree to be included (answering the invite of steps 3 and 5), filling in the stakeholders' info and uploading the informed consent template that the stakeholders filled in, and sent to each partner by Email. | All partners |
| 7 | Providing each partner with a list of sources of information to be included in the DB at EU Level (assigning a subset to each partner to be contacted). CNR provides the ATHENA partners with a preliminary list of Universities, Research Performing organisations, Research networks, Research Funding organisations, Sister projects, Industries, Policymakers, Associations, Observatories, etc., and all partners will select the stakeholders related to their country for the database see Annexes IV, V, VI). Each partner will integrate these data | CNR |
| 8 | Sending the <u>invitation letter</u> (see Annex II), the <u>Informed consent</u> (see Annex III) and the <u>Template of stakeholders' info</u> to the local, national and EU stakeholders as in the list given in the step 7 or any organisation identified by each partner as potentially useful to be included in the ATHENA stakeholders' DB. | All partners |
| 9 | Filling in the database with Stakeholders' info received from the Stakeholders invited in the step 7, who agreed to be included, and uploading the informed consent template that the stakeholders filled in and sent to each partner by Email | All partners |

| | | |
|----|--|--------------|
| 10 | <p>Continuous update (at least each three months of the Stakeholders database, by:</p> <p>i) Sending the <u>invitation letter</u> (see Annex II), the <u>Informed consent</u> (see Annex III) and the <u>Template of stakeholders' info</u> to the local, EU stakeholders</p> <p>ii) Filling in the database Stakeholders' data from the Stakeholders invited who agreed to be included, and uploading the informed consent template that the stakeholders filled in and sent to each partner by Email</p> | All partners |
|----|--|--------------|

The partners of the ATHENA Project will continuously update the database. For updating the DB, partners will send an invitation letter to the stakeholders (see Annex II) and a template containing the informed consent asking for an explicit request of consensus (see the consent form in Annex III) for collecting personal data from the primary and secondary contact from each organisation.

Each partner of the ATHENA project, when uploading data, confirms that the primary and secondary person (optional) included in the database: i) reached the age of legal majority in their jurisdiction, ii) understood that their inclusion within the ATHENA database is voluntary, and they can withdraw at any time, iii) they agree that they have received adequate information about their inclusion in the database, iv) they confirmed that understand, agree, and are willing to be included as contacts in the database. Each

The following section describes the types of stakeholders to be included in the ATHENA database and the structure of the Stakeholders database.

3. The types of stakeholders and DB template

3.1 Types of stakeholders

The ATHENA project aims to engage different types of stakeholders in the framework of the Quadruple Helix (QH).

More in detail among the QH stakeholders ATHENA will consider, 1) Academia & Research: University, Research Performing Organisation, Research Funding Organisation, Sister project, 2) Government & public sector: local/ regional /national authorities (Policymakers), 3) Industry & business: STEM-related companies, start-up incubators, etc., 4) Civil society: (Women's) NGOs, Networks, Sister project, Association of women. Table 2 describes the interest they might have in ATHENA and the benefits they might take from.

Table 2. ATHENA stakeholders' DB: type, interest and benefits

| Type of stakeholders | Interest they might have in ATHENA | Benefits they might take from ATHENA |
|----------------------|--|---|
| Academia & Research | Stakeholders from already experienced or they are working on defining GEPs, and ATHENA can share similar problems and solutions when identifying barriers and addressing solutions related to GEPs definition and Gender equality institutionalisation | <ul style="list-style-type: none"> Replication of the GEPs Use of the ATHENA results (Lessons learnt, best practices analysis, resources available at the ATHENA e-platform). |

| | | |
|---|---|---|
| | | <ul style="list-style-type: none"> • Co-build training actions at different scales. • Building networking actions for attracting public or private funding within specific actions. |
| Government and public sector | Comparing lessons learned from other stakeholders' policy recommendations about gender equality. | <ul style="list-style-type: none"> • Replication or assumption and evolution of policy recommendations about gender equity at their territorial jurisdiction. • Building networking actions for attracting public or private funding within specific actions. |
| Industry & business: STEM-related companies, start-up incubators, etc., | <p>Mutual learning of barriers and solutions related to GE within the different stakeholders and with a particular focus on other industries.</p> <p>Knowledge of the regulatory framework at different scales and how it can support the industry in implementing GE</p> | <ul style="list-style-type: none"> • Replication or assumption and evolution of lessons learned and good practices about gender equity starting from the experiences of other organisations and, in particular, other industries (considering the benefits produced). • Building networking actions for attracting public or private funding within specific actions. |
| Civil society: (Women's) NGOs, Networks, a Sister project, Association of women | Mutual learning of barriers and solutions related to GE within the different stakeholders to overcome concerns related to the inclusion on gender base within the different organisations. | <ul style="list-style-type: none"> • Sharing and delivering the culture and lessons learned related to GE and GEPs • Building networking actions for attracting public or private funding within specific actions. |

3.2 ATHENA Stakeholders' DB template

We have defined the template to organise the stakeholders' information as in Figures 1a and 1b. In particular, Figure 1b shows the detailed options that it is important to specify according to the type of stakeholder chosen within question 3. These options are visualised according to the type of stakeholder selected.



ATHENA DATABASE OF STAKEHOLDERS

| | |
|---|---|
| <p>* 1. Name of the organisation <input type="text"/></p> <p>2. Website of the organisation <input type="text"/></p> <p>3. Type of stakeholder</p> <p>* 3. Type of stakeholder</p> <p><input type="radio"/> Academia & Research <input type="radio"/> Government & public sector (Policy makers) <input type="radio"/> Industry & business <input type="radio"/> Civil society <input type="radio"/> Other</p> <p>* 4. Scale</p> <p><input type="radio"/> Local <input type="radio"/> National <input type="radio"/> European</p> <p>* 5. Description of the organization <input type="text"/></p> <p>6. Partner who suggested the Stakeholder <input type="text"/></p> <p>* 7. Name, Family Name of the primary contact within the organization <input type="text"/></p> <p>8. Position of the primary contact in the organization <input type="text"/></p> <p>* 9. Email of the primary contact <input type="text"/></p> <p>* 10. Address of the primary contact <input type="text"/></p> | <p>* 11. Phone number of the primary contact <input type="text"/></p> <p>12. Name and Family name of the secondary contact <input type="text"/></p> <p>13. Position of the secondary contact in the organization <input type="text"/></p> <p>14. Email of the secondary contact <input type="text"/></p> <p>15. Address of the secondary contact <input type="text"/></p> <p>16. Phone number of the secondary contact <input type="text"/></p> <p>* 17. Region of the organisation <input type="text"/></p> <p>* 18. Country of the organisation <input type="text"/></p> <p>19. Notes <input type="text"/></p> <p>Read the informed consent ATHENA_DB_Informed_consent.docx</p> <p>Confirmation Each partner of the ATHENA project when uploading personal data confirm that the primary and secondary person included in the database:</p> <p>*</p> <p><input type="checkbox"/> I confirm and accept your Terms</p> |
|---|---|



Submit

Figure 1a. Template of the Stakeholders' database of ATHENA



EU Survey

| | |
|---|---|
| <p>* 1. Name of the organisation</p> <p>2. Website of the organisation</p> <p>3. Type of stakeholder</p> <p>* 3. Type of stakeholder</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Academia & Research <input type="radio"/> Government & public sector (Policy makers) <input type="radio"/> Industry & business <input type="radio"/> Civil society <input type="radio"/> Other <p>* 3.1 Academia & Research</p> <ul style="list-style-type: none"> <input type="radio"/> Research Funding Organisation <input type="radio"/> Sister project <input type="radio"/> Research Performing Organisation <input type="radio"/> University | <p>* 1. Name of the organisation</p> <p>2. Website of the organisation</p> <p>3. Type of stakeholder</p> <p>3. Type of stakeholder</p> <ul style="list-style-type: none"> <input type="radio"/> Academia & Research <input checked="" type="radio"/> Government & public sector (Policy makers) <input type="radio"/> Industry & business <input type="radio"/> Civil society <input type="radio"/> Other <p>* 3.2 Government & public sector (Policy makers)</p> <ul style="list-style-type: none"> <input type="radio"/> Local authorities <input type="radio"/> National authorities <input type="radio"/> Regional authorities |
| <p>* 1. Name of the organisation</p> <p>2. Website of the organisation</p> <p>3. Type of stakeholder</p> <p>* 3. Type of stakeholder</p> <ul style="list-style-type: none"> <input type="radio"/> Academia & Research <input type="radio"/> Government & public sector (Policy makers) <input checked="" type="radio"/> Industry & business <input type="radio"/> Civil society <input type="radio"/> Other <p>* 3.3 Industry & business</p> <ul style="list-style-type: none"> <input type="radio"/> Start-up incubators <input type="radio"/> STEM related companies | <p>* 1. Name of the organisation</p> <p>2. Website of the organisation</p> <p>3. Type of stakeholder</p> <p>* 3. Type of stakeholder</p> <ul style="list-style-type: none"> <input type="radio"/> Academia & Research <input type="radio"/> Government & public sector (Policy makers) <input type="radio"/> Industry & business <input checked="" type="radio"/> Civil society <input type="radio"/> Other <p>* 3.4 Civil society</p> <ul style="list-style-type: none"> <input type="radio"/> Association related to Gender <input type="radio"/> Networks related to Gender <input type="radio"/> Non Governmental Organisations related to Gender |

* 1. Name of the organisation

2. Website of the organisation

3. Type of stakeholder

* 3. Type of stakeholder

- Academia & Research
- Government & public sector (Policy makers)
- Industry & business
- Civil society
- Other

* 3.5 If Other, Please specify

Figure 1b. Options to be specified that are visualised according to the type of stakeholder chosen within the question 3

4. Conclusion

The database of stakeholders is a tool that will be used and populated during all the project life. The database has been organised using EUSurvey, and the ATHENA consortium can add new stakeholders at:

https://ec.europa.eu/eusurvey/runner/ATHENA_STAKEHOLDERS

The input is protected by a password.

Each partner of the ATHENA consortium can also visualise the stakeholder's info at:

https://ec.europa.eu/eusurvey/publication/ATHENA_STAKEHOLDERS

Also the consultation of the database is limited to the Consortium members only, and it is protected by a password.

At the end of June 2022, 88 stakeholders were included in the database and partners are waiting for the agreement of stakeholders that can potentially populate the Database.



Bibliography and sitography

1. Complete guide to GDPR compliance, <https://gdpr.eu/> last access 16/05/2022
2. Directive (EU) 2016/680 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data by competent authorities for the purposes of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, and on the free movement of such data, and repealing Council Framework Decision 2008/977/JHA". 4 May 2016.
3. EUSurvey tool, <https://ec.europa.eu/eusurvey/home/welcome> last access 20/05/2022
4. GENDERACTION sister projects <https://genderaction.eu/resources/sister-projects/> last access 20/05/2022

Annex I – Stakeholders already identified within the proposals

| Organisation | Type | scale | Partner |
|---|---------------------------|---------------|---------|
| Associação Centro de Estudos de Economia Solidária do Atlântico, Açores - Portugal (ACEESA) | NGO | regional | FRCT |
| UMAR AÇORES - Association for Equality and Women's Rights | NGO | regional | FRCT |
| Centro de Informação, Promoção e Acompanhamento de Políticas de Igualdade | NGO | regional | FRCT |
| Conference of Rectors of Universities in Poland | Association | national | UJK |
| The Kielce Technology Park | Practicioners | regional | UJK |
| The European Alliance for Innovation | SMEs, academics, public | European | CE |
| Nuclear Society of Slovenia - section Alfa | Society | national | IJSI |
| Informal Network of Female Physicists | Association | national | IJSI |
| Committee for Women DMFA Slovenia | Association | national | IJSI |
| Science on the Street | Community Group | national | IJSI |
| COST Nano2Clinic; COST CA17140 | All named above | global | IJSI |
| Slovenian Academy of Engineering | Academics | national | IJSI |
| Society for Microelectronics, Electronic Components and Materials - MIDEM | Society | international | IJSI |
| Women forum of SD | Political association | national | IJSI |
| Science and Education Council of SD | Political association | national | IJSI |
| Internet society Slovenia ISOC-SI | Society | national | SJI |
| British Embassy Ljubljana | Governmental organisation | European | IJSI |
| Institute for the Study of Gender Equality - IPES | NGO | national | IJSI |
| CIVIS-European Civic University Alliance | students, academics | European | UB |
| RINGS-The International Research Association of Institutions of Advanced Gender Studies | Academics, NGOs | international | UB |
| The Association of Universities in European Capitals (UNICA) | Academics | European | UB |
| The European University Association (EUA) | Academics | European | UB |
| Agence Universitaire de la Francophonie (AUF) | Academics | Global | UB |
| Black Sea Universities Network (BSUN) | Academics | European | UB |
| Academic Cooperation Association (ACA) | Academics | International | UB |

Annex II – Invitation letter

To: XXXX
From: YYYY

Object: Invitation to Join the AHTENA database of stakeholders

Dear Name and Family name of the stakeholder,

“ATHENA- Empowering female research talent through a gender equality infrastructure” is an H2020 project (Grant agreement ID: 101006416) funded by the European Commission.

The ATHENA project is committed to strive towards gender equality, mitigating barriers to the recruitment, retention and career progression of female researchers and addressing gender imbalances in decision-making processes. ATHENA delivers and implements Gender Equality Plans (GEPs) in 8 research performing (RPOs) and research funding organisations (RFOs).

ATHENA ensures that all people, disregarding of their gender, will have the opportunities to express their potential in research and contribute to an innovative, competitive and thriving Europe society. More information and materials are available at: <https://www.athenaequality.eu/>

We send you some materials such as the flyer and the leaflet about the ATHENA project jointly with this letter.

The project started in 2021 and it is now in the phase of the core activity period for discussing and improving GEPs that the different organisations are producing and releasing.

For this purpose, we are inviting you to join the ATHENA stakeholders’ group and to agree that your organisation and you will be included in the database of stakeholders on Gender Equality of the project.

This will enable you to receive information on the activities carried out and be invited to participate.

By becoming a stakeholder, (1) you will be informed how a Gender equity plan (GEP) is organised. Such information will help you to develop and implement a similar GEP at your organisation and be eligible to apply for HORIZON EUROPE funding. (2) You will join a community of other stakeholders who are highly interested in equal opportunities for female researchers. Thus, you will be able to learn some of their practices and share your experience, too.

Kind Regards

Name, Family name and Email of the partner who is sending the invitation letter

Date

Annex III – Informed Consent

In accordance with the Regulation (EU) 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies, and on the free movement of such data (Regulation), the ATHENA stakeholders' database collects personal information only for the contact persons and for the time required in the project. This document describes the privacy policy that applies to all data gathered and processed through the ATHENA stakeholders' database.

1. Why do we collect your personal data?

The ATHENA project aims to support the consortium partners, which include 6 Research Performing Organisations (RPOs) and 2 Research Funding Organisations (RFOs), in the development and implementation of Gender Equality Plans (GEPs) as a way to generate systemic institutional changes. Under the scope of the ATHENA, the WP6 aims to design and implement a database of stakeholders to share with them the project results, disseminate information, increase the number of RPOs and RFOs taking up GEPs, addressing gender imbalances and strengthening gender dimension at their organisational level, and facilitate the activities of communication. Personal data that will be collected are: Name of the primary and secondary contact person, Email of the primary and secondary contact person, Address of the primary and secondary contact person, Phone number of the primary and secondary contact person.

2. Who is responsible for this process?

The Data Protection Officer is Consulta Europa Projects and Innovation SL (CE), the project coordinator, and the Controller is Consiglio Nazionale delle Ricerche (CNR), responsible for the database of stakeholders.

3. What is the legal basis to collect your data?

This processing activity, based on Article 5(1) (a) of the Regulation, is necessary for the performance of a task carried out in the public interest or the exercise of official authority vested in ATHENA by the following legal acts: • European Commission granting of the CSA project: Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe, with the acronym ATHENA, selected under the H2020-SwafS-2020-1call, Grant Agreement No. 101006416, running from February 1st 2021 until January 31st 2025.

4. Which personal data are collected?

One partner from the ATHENA project will send you an email. If the primary and secondary contact accept conditions (subscribing them), ATHENA will use the personal data to send you ATHENA newsletters, invitations and information by Email. The personal data collected are: Name of the primary and secondary contact person, Email of the primary and secondary contact person,

Address of the primary and secondary contact person, Phone number of the primary and secondary contact person.

You can choose to unsubscribe from these email updates at any time sending an email to the following Email address: athena_stakeholder@irpps.cnr.it.

5. Who will have access to your personal data?

The data and information gathered through the online contact form are accessible to the ATHENA Consortium, which is the owner and processor of this data and does not share these data.

6. How long do we keep your personal data?

The Controller only keeps the data for as long as follow-up actions linked to the above-mentioned purpose are necessary. All personal data will be deleted at the end of the ATHENA project.

7. Your right as a data subject

A data subject is the natural person for whom personal data is processed. Each person has the right to be informed on what personal data is being processed and to have access to his or her personal data. As the data subject, you have the right to: • request a copy of your personal details at any time to check the accuracy of the information held; • and/or to correct or update this information; • You may also ask your personal information to be deleted completely (your right to be forgotten). Simply send us an email at athena_stakeholder@irpps.cnr.it with your request, and we will act and reply you as soon as possible. Note that the GDPR stipulates that each request made must be logged. You have the right to object at any time to processing of your personal data. If you would like to apply your right to object, please contact us at athena_stakeholder@irpps.cnr.it.

8. Disclosures of personal information

We take care to allow access to personal information only to those who require such access to perform their tasks and duties, and to third parties who have a legitimate purpose for accessing it. Whenever we permit a third party to access personal information, we will implement appropriate measures to ensure the information is used in a manner consistent with this policy and that the security and confidentiality of the information is maintained. • Transfers to our members We may share your personal information with the ATHENA consortium in order to support us in a specific task or initiative. • Transfers to third party service providers In accordance with applicable law, we may make certain personal information available to third parties who provide services to us, including data storage, shared services platform providers, IT developers and support providers and providers of hosting services in relation to our online services. Additionally, third parties who provide support and advice including in relation to legal, financial / audit, management consultancy, insurance, health and safety, security and reporting issues, can also access personal data.

9. External websites

Our webpage provides links to other websites. We do not control, and are not responsible for, the content or practices of these other websites. Our provision of such links does not constitute our endorsement of these other websites, their content, their owners, or their practices. This Privacy Policy does not apply to these other websites, which are subject to any privacy and other policies they may have.

10. Updates to the Privacy Policy

We will update our Privacy Statement whenever necessary. Unless, and until, you object in writing by contacting us at athena_stakeholder@irpps.cnr.it, all changes will apply to the existing information about you that the ATHENA project already holds, and the personal information collected from the effective date of the revised Privacy Statement. Your use of our portal following the effective date of any revision will constitute your acceptance of the terms of the updated Privacy Statement.

11. Website Operator and Data Controller

In case you have questions, comments or objections related to this Privacy Statement, or on your rights, you can contact us at athena_stakeholder@irpps.cnr.it or at the following address: Patrizia Grifoni, Via Palestro 32, 00185, Rome, Italy.

Annex IV – List of Sources for sisters’ projects

“**ACT** - Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe” is an H2020 project. It aims at promoting Communities of Practice to advance knowledge, collaborative learning and institutional change on gender equality in the European Research Area. ACT started up a network of 7 Communities of Practice and will develop a Practice Toolkit and create an EU-wide change. The website is: www.act-on-gender.eu

“**CALIPER** - Linking research and innovation for gender equality” supports 7 research performing organisations and 2 research funding organisations from the STEM research and innovation field across Europe. The EU is increasingly interested in promoting programmes that empower gender equality at all levels of societal life. Gender equality in the scientific world attracts particular attention, and as a consequence gender equality should be increased in scientific and research institutions. The EU-funded CALIPER project intends to support the transformation of research institutions to more gender-equal entities by increasing the number of women researchers in STEM, enhancing their career perspectives and adding a gender dimension in research. The project will engage regional and national innovation environments in active synergies with external stakeholders. It aims at a universal methodology that supports gender equality on a permanent base and avoids gender discrimination in scientific institutions. The website is: www.caliper-project.eu

“**CHANGE** - CHAlleNging Gender (In)Equality in science and research” project aims to support research performing organisations to design and implement gender equality plans by involving key actors, called Transfer Agents. The website is: <https://www.change-h2020.eu/>

“**DIVERSITY** - Improving the gender diversity management in materials research institutions” was an FP7 project. Its objective was to identify policies and implementation activities to improve gender diversity management in materials research organisations by: i) strengthening the role of women in scientific decision making, ii) supporting the materials research institutions to create their individual profile on the basis of principles of the European Charter for Researchers and the Code of Conduct for their Recruitment, iii) enhancing the solidarity and involvement of men decision makers in promoting gender equality in scientific decision making. www.cordis.europa.eu/project/rcn/90986_en.html ATHENA partner involved: JSI

“**EFFORTI** - Evaluation Framework for Promoting Gender Equality in R&I” is an H2020 project. It seeks to analyse and model the influence of measures to promote gender equality on research and innovation out-puts and on establishing more responsible and responsive RTDI systems. The website is: www.efforti.eu

“**EQUAL4EUROPE** - Gender Equality Standards for AHMSSBL institutions throughout Europe” is an H2020 project. It focuses on the implementation of the gender equality plans at 6 research performing organisations in the fields of art, humanities, medicine, social science, business, and law. Goals include the promotion of equal economic independence for women and men, closing the gender pay gap, advancing gender balance in decision-making, ending gender-based violence and promoting gender equality beyond the EU.

The project aim was also to assess the situation and create a network of gender equality officers from the social science fields. The website is: <https://equal4europe.eu/>

"EQUAL-IST - Gender Equality Plans for Information Sciences and Technology Research Institutions" is an H2020 project. It aims at introducing structural changes to enhance gender equality within Information Systems and Technology Research institutions. The project aims at supporting seven RPOs from Northern, Southern and Central European countries plus a CSI country, in developing and implementing Gender Equality Action Plans. The website is: <https://equal-ist.eu/>

"GE ACADEMY - Gender Equality Academy" had the aim to implement a high-quality capacity-building program on gender equality in research, innovation, and higher education. The website is: <https://ge-academy.eu/>

"GEARING-Roles - Gender Equality Actions in Research Institutions to transform Gender ROLES" involves 10 partners from 8 countries that represent a combination of industry/SMEs, academia, and research institutions including one research council. Increased access and inclusion of women in higher education does not mean that equal status between men and women and personal empowerment has been achieved. Even though universities and research centres are obliged to implement gender equality plans (GEP), ensuring effective implementation and avoiding resistance is difficult. The EU-funded GEARING ROLES project will assess GEPs at five universities and one research organisation. The website is: <https://gearingroles.eu/>

"GEECCO - Gender Equality in Engineering through Communication and Commitment" (H2020) aims to establish tailor-made Gender Equality Plans (GEPs) in 4 European RPOs and to implement the gender dimension in 2 RFOs (funding schemes, programmes and review processes). All participating RPOs are located in the STEM (Science, Technology, Engineering, and Mathematics) field, where gender equality is still a serious problem and whose innovations are increasingly important in the knowledge-based economies. The website is: www.geeco-project.eu

"GENDERA - Gender Debate in the European Research Area" (FP7) identified and discussed good practices of gender balance on national and European levels by networking and in workshops. The project investigated the factors that limit the participation of women in specific scientific fields as well as in decision making positions, and introduce real-life implementation examples to top decision makers of research and higher education institutions. www.cordis.europa.eu/project/rcn/93105_en.html ATHENA partner involved: JSI

"GENERA - Gender Equality Network in the European Research Area" (H2020) is a Horizon 2020 project aiming at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organisations specifically in the physics research field. The end goal is to propose and create organisational structures allowing physics research in Europe to benefit from the greater presence of talented women at all levels, and which can open up more opportunities for women to create successful careers in physics research and in related fields. The website is: www.genera-project.com/ ATHENA partner involved: CNR

“**GENDERACTION** - GENDER equality in the ERA Community To Innovate policy implementation” is an H2020 project. It promotes GENDER equality in the ERA Community To Innovate policy implementation. GENDERACTION has worked actively to mainstream gender in research and innovation policies in the European Union, to coordinate advice on gender equality policy in the EU, to build capacity to foster gender equality in research and innovation, and to network across the EU and beyond. The website is: <https://genderaction.eu/>

“**GENDER NET Plus** - ERA-NET Cofund Promoting Gender Equality in H2020 and the ERA” aims to strengthen transnational collaborations between research program owners and managers, provide support to the promotion of gender equality through institutional change and integration of sex and gender analysis into research. GENDER-NET Plus addresses the challenge of ‘Gender equality and gender mainstreaming in research’ identified as one of the policy goals of the European Research Area. Integrating sex and gender analysis in research is crucial to produce inclusive science, avoiding gender-blind and -biased research methods and benefiting society as a whole. GENDER-NET Plus’ main objective is to fund transnational research projects integrating sex and gender dimension in their analysis. The website is: <https://gender-net-plus.eu/>

“**Gender-SMART** Gender in Science Management of Agriculture & lifesciences, including Research and Teaching” is a community of 7 European research performing organisations and research funding organisations, operating in the broadly framed field of research in food, agricultural, and life sciences, supported by 2 technical partners. The implemented iterative process towards change will be based on four main pillars, designed mainly to induce visible and measurable changes, based on a common understanding of the project's impact pathway and by using inclusive and participatory approaches. The website is: <https://gender-smart.eu/>

“**GenderSTI** - Gender Equality in Science, Technology and Innovation in dialogues with third countries” aims at innovatively contribute to solving complex problems associated with the integration of the gender perspective in STI dialogues with third countries. The website is: <https://www.gender-sti.org/what-is-gender-sti/>

“**GRANteD** – Grant Allocation Disparities from a gender perspective” studies the occurrence and causes of gender bias in the allocation of research grants. It also studies the consequences of gender bias in grant allocation for gender bias in the development of careers in research and innovation. The website is: <https://www.granted-project.eu/>

“**LeTSGEPs** - Leading Towards Sustainable Gender Equality Plans in research performing organisations” project focuses on gender equality plans and fostering the use of gender budgeting. To design actions that will address gender bias in research performing organisations (RPOs), the project will form a network of partners with different levels of experience in Gender Equality Plans and Gender Budgeting: they will work together to design a common methodology to implement GEPs in their environment. The website is: <https://letsgeps.eu/>

“**MINDtheGEPs** - Modifying Institution by Developing Gender Equality Plans” brings together 11 partners from European universities, research centers, and a scientific publisher united to construct gender equality plans and promote gender equality in research environments. The project’s work will help increase the number of women in university decision-making and managing bodies and

pave the way for a gender equality ombudsman. It will also increase open trainings and admissions monitoring processes, and encourage equal opportunities in research and administrative promotions. Gender imbalances in five different countries with traditional regimes across several research organisations will be the focus of the project. The website is: <https://mindthegeps.eu/>

“**LIBRA** - Leading Innovative measures to reach gender Balance in Research Activities” is an H2020 project. Its main goals of LIBRA are to implement innovative Gender Equality Plans that will empower women researchers to achieve successful careers in science, remove gender barriers and biases at an institutional level, and raise awareness of gender aspects in the experimental design of preclinical research projects. The website is: www.eu-libra.eu/

“**PLOTINA** - Promoting gender balance and inclusion in research, innovation and training” was an H2020 project. Its overall objective was to enable the development, implementation and assessment of self-tailored Gender Equality Plans with innovative and sustainable strategies for the RPOs involved. This objective will be achieved by: i) Stimulating a gender-aware culture change; ii) Promoting career-development of both female and male researchers to prevent the waste of talent, particularly for women; iii) Ensuring diversification of views and methods. The website is: www.plotina.eu/

“**RESET** -Redesigning Equality and Scientific Excellence Together” is an H2020 project. It involves seven large multidisciplinary universities from all over Europe and addresses the challenge of gender equality in research institutions with the objective to design and implement a user-centered, impact-driven, and inclusive vision of scientific excellence. The website is: <https://wereset.eu/>

“**R&I PEERS** - Pilot experiences for improving gender equality in research organisations” is an H2020 project. It aims at creating and validating pilot experiences aiming at disrupting the gender-biased approach and those unconscious rules that limit the participation and the career of women in research and innovation in the Mediterranean Area. R-I Peers leverages on the synergies of structured dialogues and women’ empowerment through skills and entrepreneurial perspective of research and innovation. CNR carried out the monitoring activity. The website is: [www.ripeers.eu /](http://www.ripeers.eu/) ATHENA partner involved: CNR

“**SAGE** - Systemic Action for Gender Equality” is an H2020 project. Through the design and implementation of Gender Equality Plans, SAGE partner institutions will uncover, assess, and address the barriers to equal participation of women and men in research and decision making. SAGE is designed using the concepts and methodology of structural change to deliver a more equitable research landscape. The composition of the consortium will allow for transfer of learning, thus increasing the efficacy of Gender Equality Plans and their capacity to deliver greater gender balance and gender awareness in research and decision making. The website is: <https://www.sage-growingequality.eu/>

“**SPEAR** Supporting and Implementing Plans for Gender Equality in Academia and Research” initiates institutional change in 9 European research performing organisations by implementing gender equality plans. SPEAR’s consortium numbers eleven partners, three of which have some experience with GE work while six have little or no experience. The first - three will coordinate sessions during CoL and provide crucial support and best-practice guidance during structured

interactions in CoP. Two task partners handle evaluation and dissemination. An advisory group representing key GE-stakeholders is affiliated. SPEAR aims to foster sustainability in GE-practices in academia through a range of measures and outcomes, including ties to other EU-based GE projects, network and community building within and beyond SPEAR, and formulation of practicable policy recommendations. The website is: <https://gender-spear.eu/>

“SUPERA - Supporting the Promotion of Equality in Research and Academia” aims to develop and implement 6 gender equality plans in four universities and 2 research funding organisations. It aims at articulating a structural understanding of gender inequalities, stereotypes and biases in research as a cross-cutting issue to tackle in their complex, multi-layered dimensions and the inclusion of a gender perspective in research and academia, with a holistic set of measures addressing the above-mentioned objectives of the European Commission’s strategy: 1) Building gender sensitive career management and workplaces; 2) Transforming decision-making towards accountability, transparency and inclusiveness; and 3) achieving excellence through strengthening the gender dimension in research and knowledge transfer. The website is: <https://www.superaproject.eu>

“**TARGET** – Taking a Reflexive approach to Gender Equality for institutional Transformation” is an H2020 project. TARGET aims at building institutional capacity in RFOs and university network. TARGET initiates institutional change in seven gender equality innovating institutions (GEIIs) in the Mediterranean basin – including research performing organisations (RPOs), research funding organisations (RFOs) and a network of universities. TARGET takes a reflexive approach which goes beyond the formal adoption of a gender equality plan by emphasising an iterative reflection of progress made as well as establishing a community of practice to effect institutional transformation. The website is: www.gendertarget.eu

“**TARGETED-MPI** - Transparent And Resilient Gender Equality Through Integrated Monitoring Planning and Implementation” supports higher education and research organisations to implement gender equality plans. It focuses specifically on institutional changes in business and management (B&M) schools to drive more inclusive, sustainable, and transparent academic cultures. The website is: <https://targeted-mpi.eu/>

“**TRIGGER** - TRansforming Institutions by Gendering contents and Gaining Equality in Research” was an FP7 project. It aimed at promoting systemic interventions designed to have deep, long lasting and widespread impacts at all the different levels in 5 research organisations. The website is: www.triggerproject.eu

“UniSAFE - Gender-based violence and institutional responses: Building a knowledge base and operational tools to make universities and research organisations safe” has a double objective. First, to produce robust and knowledge on gender-based violence (GBV) in universities and research organisations. Second, to translate the knowledge into operational tools and recommendations for universities, research organisations, and policymakers to reduce GBV. The website is: <https://unisafe-gbv.eu/>

“**FIAGES** - Feminist Institutional Approach to Gender Equality in STEMM” addresses the research question: “is narrative congruence essential for progressing Gender Equality (GE)?” using the qualitative hypothesis that progress in GE is dependent on strong congruent narratives

supporting of GE in academic and workplace organisations, in particular STEM disciplines and high-tech companies. Studying and working in organisations having a satisfactory level of gender equality can foster gender-sensitive innovation in STEM fields in academia and in high tech companies, creating a virtuous circle that reinforces a culture of GE. It is hypothesised that when narratives are a) non-congruent; b) non-supportive; or c) congruent and non-supportive, GE does not progress, while d) congruent and supportive narratives will favour progress in GE. The website is: <https://cordis.europa.eu/project/id/793195/results/it>

Annex V – List of sources for Universities, RFOs, and RPOs

| Type of stakeholder | Source |
|---|--|
| Research Performing organisations in the EU countries | https://ec.europa.eu/eurostat/documents/203647/771732/Recognised-research-entities.pdf https://www.4icu.org https://eua.eu/about/member-directory.html |
| Research Funding organisations in the EU countries | https://www.horizoneuropencportal.eu/ |
| Research networks in the EU countries | https://www.unipd.it/sites/unipd.it/files/2020/All_1_Elenco_Reti_2021.pdf |
| List of the top 200 Universities in Europe | https://www.4icu.org/top-universities-europe/ |

Annex VI – List of organisations on Gender Equality

| Organisation | Link |
|--|---|
| International | |
| Charter Observatory | https://charter-equality.eu/ |
| European Institute for Gender Equality (EIGE) | https://eige.europa.eu/ |
| A Permanent Observatory on Women's Empowerment | https://www.ambrosetti.eu/en/news/a-permanent-observatory-on-womens-empowerment/ |
| Gender Mainstreaming in EU development cooperation | https://eugender.itcilo.org/ |
| European Women on Boards | https://europeanwomenonboards.eu/about-us/ |
| Equileap | https://equileap.com/our-story/ |
| Bloomberg Gender Reporting Framework | https://www.bloomberg.com/gei/about/ |
| Deloitte Diversity, equity, & inclusion | https://www2.deloitte.com/global/en/insights/topics/value-of-diversity-and-inclusion.html?icid=top_value-of-diversity-and-inclusion |
| EWL Observatory on Violence against Women | https://www.womenlobby.org/EWL-Observatory-on-Violence-against-Women-219?lang=en |
| European Observatory on Femicide (EOF) | http://eof.cut.ac.cy/ |
| Violence Against Women Observatory | https://www.womenalliance.org/eu-women-violence-against-women-observatory/ |
| ESMO W4O Observatory | https://www.esmo.org/career-development/women-for-oncology/esmo-w4o-observatory |
| European Network for Women Excellence | https://enwe.org/who-we-are/#our-mission |
| National | |
| Gender Observatory (Ukraine) | http://gender-ua.org/en/gender-observatory |
| Equally Ours (UK) | https://www.equallyours.org.uk/policy/ |
| CORE – Centre for Research on Gender Equality (Norway) | https://www.samfunnsforskning.no/core/english/our-research/family-and-gender-equality-policy/ |



athena

gender equality to unlock
research potential

| | |
|--|---|
| | |
| Universitat Rovira I Virgili | https://www.urv.cat/en/campus-life/corporate-responsibility/equality-observatory/ |
| Università degli Studi di Napoli Federico II | http://www.genovate.unina.it/community/index.php/113-general/467-realization-of-the-unina-gender-observatory-web-site.html#comboFilters%5Bsize%5D=.small |
| Ogepo - Università di Salerno | https://www.unisa.it/areavii/cpo/centro_studi_pari |
| Observatori per a la Igualtat - Universitat Autònoma de Barcelona | https://www.uab.cat/observatori-igualtat/ |
| Observatory for Gender Diversity - Center for Research in Molecular Medicine and Chronic Disease (CiMUS) | https://www.usc.es/cimus/en/about-cimus/observatory-gender-diversity |
| Universidade de Coimbra | https://www.uc.pt/en/research/gender |
| Politecnico di Milano | https://www.polimi.it/en/the-politecnico/about-polimi/gender-budget-and-gender-equality-plan/ |

Annex VII – Template of stakeholders' info

| |
|---|
| Name of the organisation |
| Website of the organisation |
| Description of the organisation |
| Name, Family Name of the primary contact within the organisation |
| Position of the primary contact in the organisation |
| Email of the primary contact |
| Address of the primary contact |
| Phone number of the primary contact |
| Name and Family name of the secondary contact |
| Position of the secondary contact in the organisation |
| Email of the secondary contact |
| Address of the secondary contact |
| Phone number of the secondary contact |