



# Compendium of Gender initiatives in the SEA-EU alliance



**Pr Marine Le Gall Ely,  
UBO 1<sup>st</sup> Vice Rector,  
WP Leader on European Identity.**



## **EDITO**

*The vision, mission and values of SEA-EU universities are boosted by our communities' desire to embrace challenges driven by sustainable development, and by the blueprint of the 2030 United Nations Agenda for Sustainable Development. The latter includes notably the SDG objectives 4, 5 and 10, aiming to ensure inclusive and equitable quality education for all, achieve gender equality and empower all women and girls and reduce inequality within and among countries.*

*In line with this perspective, gender balance is a significant concern for SEA-EU. The admission rates at our University seem to tend towards be gender balanced. However, we are aware that there is still a lot to do, with very gendered specialisations. Regarding gender equality, the disequilibrium progressively arises as we move up the levels of study and responsibility.*

*Building a sustainable and inclusive SEA-EU community means working to offer a favourable place to study, research and work, regardless of gender. Developing a European integrated campus thus also means taking this challenge into account, and do our best, as an alliance, to improve and broaden our gender equality practices. We all committed to monitor our ethical, gender and inclusion practices, including the implementation of the Human Resources Strategy for Researchers.*

*SEA-EU is a great opportunity and challenge for our universities for benchmarking and improving our gender equality practices. This document presents twelve initiatives, two from each to be implemented by the alliance. The initiatives developed by the alliance are varied in their form and content: research, information and awareness-raising actions. I hope that these presentations will inspire our gender policies.*

**Marine Le Gall Ely**

## *SUMMARY*

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2. University PRIDE – University o Cadiz- UCA
3. Obligatory course within the curriculum for biotechnology students  
University of Gdańsk – UG
4. Workshop 'Introduction to gender mainstreaming in University  
curricula and research' – University of Malta - UM
5. Men in the artistic swimming – University of Split- UNIST
6. Global Women's Breakfast GWB2020 – University of Bretagne  
Occidentale - UBO
7. Establishment of the Commission for implementing the policy of  
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8. Women Students at the University of Malta: the first 100 years –  
University of Malta – University of Malta - UM
9. Women especially vulnerable to gender violence: Older women and  
women with different capacities – University o Cadiz- UCA
10. Gender Research Prizes – Kiel University- CAU
11. “ Les filles qui...” – University of Bretagne Occidentale - UBO
12. French action policy in the field of equality between woman and men  
University of Split- UNIST

## Via:mento

**Contact persons:** Dr Ruth Kamm /Dr. Marta Chiarinotti ([rkamm@gb.uni-kiel.de](mailto:rkamm@gb.uni-kiel.de)  
[mchiarinotti@gb.uni-kiel.de](mailto:mchiarinotti@gb.uni-kiel.de))

**Faculty, department or service involved:** [Central Office for Gender Equality, Diversity & Family](#)  
[Christian-Albrechts University of Kiel, Germany \(CAU\)](#)

**Short description of the gender initiative:** Both initiatives are mentoring-programmes for female postdoctoral researchers who want to carry on with their scientific career. The programmes are open to women from all faculties and disciplines. The participants (mentees) are supported in the planning and implementation of their next career steps concerning the transition from their status as postdoctoral researchers to professorships. An individual mentoring relationship with a renowned professor or senior scientist, acting as a mentor, is at the core of the programme. In addition, these mentoring programmes offer the opportunity to acquire interdisciplinary expertise and provide room for exchange among the participants. via:mento is held in German and focuses on the German academic system; via:mento\_international is held in English and supports both international postdocs coming to Kiel as well as national postdocs planning a career step or path abroad.

**Approximate calendar of the action:** In 2010, via:mento started as the first German-speaking mentoring programme for female scientists at Kiel University, thus celebrating its 10th anniversary in 2020. The programme's 5th cycle commenced in December 2018, attending to a group of 18 highly qualified scientists over 21 months. In December 2020, the 6<sup>th</sup> cycle of via:mento and the first cycle of via:mento\_international will start again for 21 months.

**People involved:** No students are engaged as participants of the programme, but two student workers support the staff responsible for organisational work.

**Background, advice, guidelines, schedule, etc.:** For participation in the mentoring-programmes, interested women researchers have to go through an application and competitive selection process. An advisory board and regular evaluations deliver quality assurance of the programmes. A specific budget (e.g. for workshops, travel), as well as staff responsible, are necessary to run the programme. Mentoring for women has been a proven tool for successful career development for young researchers.

You can download the flyers (pdf) here: <https://www.mentoring.uni-kiel.de/en/downloads-1>

# University Pride

**Contact persons:** This is a joint action in collaboration with: Universidad Complutense de Madrid, Universidad Valenciana, Universidad de Granada, Universidad de Salamanca and Universidad de Oviedo. Collaboration of more than 35 people with talks and round tables. María Acale as person in charge from UCA ([maria.acale@uca.es](mailto:maria.acale@uca.es))

**Faculty, department or service involved:** Equality Policies

**Short description of the gender initiative:** This year UCA joins the #orgullouniversitario, which program of activities has been developed by USAL, UCM, UVA, UGR and UNOVI. The program starts on Monday, June 22 and includes the awareness campaign "WE ARE HETERO (GÉNEAS)", echoing the thematic year "2020, LTB Women: Sorority and Feminism" of the FELGTB, and showing the diversity of LTB women. Follow the campaign on social networks using the hashtags #orgullouniversitario, #somosheterogeneas and #mujeresLTB.

**Approximate calendar of the action:** Pride month (JUNE 2020)

**People involved:** It involves all the community from 6 universities through 12 activities planned inside and outside the campuses. The initiative also aims to reach people from outside the community thanks to the live streaming on youtube.

**Background, advice, guidelines, schedule, etc.:** It involves all the community from 6 universities through 12 activities planned inside and outside the campuses. The initiative also aims to reach people from outside the community thanks to the live streaming on youtube. All the events have been broadcasted live in the university youtube channel



**CAMPAÑA "SOMOS HETERO (GÉNEAS)"**  
 Campaña de sensibilización con motivo del año temático "2020, Mujeres LTB: Sororidad y feminismo" de la FELGTB que muestra la diversidad de mujeres LTB

**LUNES 22**  
**DIÁLOGO DERECHO (17:00 h)**  
 Toni Durán (USAL) y Marina Echevarría (UVA)

**MARTES 23**  
**ADIM. DIVERSIDAD LGTBI EN EL ÁMBITO LABORAL (12:00 h)**  
 J. Ignacio Pichardo (UCM) y Luis Puche (UAL), con la colaboración de COGAM

**DIÁLOGO STEM (17:00 h)**  
 Nuria de las Heras (UVEG) y Juan Bermejo (UGR)

**MIÉRCOLES 24**  
**INVESTIGACIONES UNIVERSITARIAS LGTBI EN MARCHA (12:00 h)**  
 Mallo Soto (UAB), José María Valcárcel (UPO), Miquel Oliba (UVEG), Juan Langaita (UGG) y Diego Marchante (UB)

**DIÁLOGO AUDIOVISUALES (17:00 h)**  
 Mario de la Torre (UGR) y Lucía Vázquez (UCM)

**JUEVES 25**  
**TITULACIONES, MÁSTERES Y PROGRAMAS DE DOCTORADO LGTBI (12:00 h)**  
 Amparo Huertas (UAB), Pablo Ramos (USAL), Tatiana Sentamans (UMH) y Fran Zurón (UCM)

**DIÁLOGO EDUCACIÓN FÍSICA (17:00 h)**  
 Javier Gil (UVEG) y Lidán Soto (UGR)

**VIERNES 26**  
**GRUPO DE TRABAJO LGTBI UNIVERSIDADES (12:00 h)**  
 Kerlan Calvo (USAL), Pedro López (UGR) y Ruth Mestre (UVEG)

**OTRAS ACTIVIDADES:**

**V Festival de Cine LGTBI - Niemeyer**  
 El Centro Niemeyer y Filmin se alían para llevar el V Festival de Cine LGTBI a toda España en una edición online (con la colaboración de UNOVI)

Del 20 al 28/06/2020, en la plataforma Filmin  
 Más información: <https://www.centro niemeyer.es/eventos/v-festival-de-cine-lgtbi-filmin>

**Mesa CIENCIA + LGTBQIA+ (UAM)**  
 Javier Díaz, José Luis Linares, miembros del Grupo Motor UAM-Diversidades Sexo-Afectivo y de Género, Lidia Casado, Marta Morgade (UAM) y Javier Armentia / Aitor Villafraña (PRISMA)

30/06/2020, a las 11:00 horas  
 Más información e inscripciones: [uam.lgbtiqa@uam.es](mailto:uam.lgbtiqa@uam.es)

**CELEBRACIÓN ESTATAL DEL ORGULLO**  
 Manifestación del Orgullo LGTBI estatal de manera virtual y bajo el lema "Sororidad y feminismo para TRANSformar. Mujeres lesbianas, trans y bisexuales en acción ¡por las más vulnerables!"

04/07/2020, a las 19:00 horas.  
 Más información: <https://felgtb.org>

**DIÁLOGO RECURSOS PARA FUTUROS UNIVERSITARIOS LGTBI**  
 Izan Parra (UCM), René Rodríguez Clarés (UGR), María Valvidares (UNOVI), Polymorfia (UVEG), Tània Verge (UPF) y Grupo motor LGTBQIA+ (UAM), entre otros.

15/07/2020, a las 17:00 horas

**SIGUE TODAS LAS MESAS Y DIÁLOGOS EN DIRECTO DESDE EL YOUTUBE DE DIVERSITATS DE LA UVEG**  
<https://www.youtube.com/channel/UCm8F914qptUG1CHU0TGA>

Más información: [diversitats@uv.es](mailto:diversitats@uv.es)

**Síguenos en redes sociales:**  
 #orgullouniversitario, #somosheterogeneas, #mujeresLTB

- 4 round tables/debates
  - One film festival
  - One work group
- One final event, celebration  
 Five talks from experts and members of the  
 LGBTIQ+ COMMUNITY

## ***A Diversity Team Management course for biotechnology students***

**Contact persons:** prof. Natasza Kosakowska-Berezecka, dr Magdalena Żadkowska, [natasza.kosakowska@ug.edu.pl](mailto:natasza.kosakowska@ug.edu.pl)

**Faculty, department or service involved:** Intercollegiate Faculty of Biotechnology UG & MUG (IFB)

**Short description of the gender initiative:** Its implementation was the direct output of 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517) – please find below the description of the course: How to be an effective team member? How to manage diverse teams effectively, so we achieve our top performance? How to deal with conflicts in teams?

The goal of our course is to equip participants with practical knowledge on how to enhance diversity within teams and how to manage it if one is a team member or leader/PI of a group. Diversity can be related to personality differences, different working style but also is a direct result of gender, age and cultural diversity etc. Innovative teams are the ones that are built on diversity. Nevertheless, certain conditions allow team members to work together in synergy and achieve top performance. During our course, we will thus, together with participants, analyze their strengths and potential in effective team building and team management and apply best practices in diversity team management to their cases/future plans/careers.

The themes discussed during the workshop can be used within:

- Building effective teamwork while conducting research
- Fostering interpersonal relations with academics
- Planning your academic career
- Managing teamwork while dealing with intercultural/gender differences
- Communicating about our achievements and goals
- Dissemination of scientific project outcomes we achieve.

Follow-up training to be realized this academic year: Online training for both academics and students in controlling their gender biases when managing teams – obligatory course since summer semester 2019/2020

**Approximate calendar of the action:** since summer semester 2019/2020

**People involved:** The content of the course was based on the focus groups and surveys conducted among biotechnology students.

**Background, advice, guidelines, schedule, etc.** Its implementation was the direct output of 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517). Materials in English used when conducted in English can be sent upon request.



## ***Workshop "Introduction to gender mainstreaming in University curricula and research"***

**Contact persons:** Ms Simone Ellul [simone.ellul@um.edu.mt](mailto:simone.ellul@um.edu.mt)

**Faculty, department or service involved:** Administrator II  
University of the Third Age  
University of Third Age

**Short description of the gender initiative:** The workshop 'Introduction to gender mainstreaming in University curricula and research' focused on Gender Mainstreaming into the Curriculum and Gender Mainstreaming in Research and Research Proposals. This workshop, organised by the Gender Issues Committee and the Department of Gender Studies with the support of the Association of Commonwealth Universities, will be led by Dr Sabine Ludwig, Charité Medical University Berlin, Germany. The keynote speaker of the event was Dr Sabine Ludwig, responsible for Gender and Diversity in Medical Education at the Charité University, Berlin, Germany.

**Approximate calendar of the action:** It has been held on 22 and 23 March 2018.

Programme Day 1:

9:00 - 10:30 Gender Mainstreaming into the Curriculum

11:00 - 11:30 Gender Mainstreaming in Research and Research Proposals

Programme Day 2:

9:00 - 10:35 Gender-sensitive Didactics

10:45 - 11:45 Gender Mainstreaming in Faculty Structures

11:45 - 12:00 Evaluation

**People involved:** The workshop was aimed at teaching staff from the University of Malta.



## *Men in the artistic swimming*

**Contact persons:** Assistant professor Mia Perić, PhD [miaper@kfst.hr](mailto:miaper@kfst.hr)

**Faculty, department or service involved:** Faculty of Kinesiology

**Short description of the gender initiative:** Artistic swimming became an Olympic discipline in 1984, where only women could compete. Mixed duet synchro swimming is a new discipline, debuted in 2015 at the World and European Championships, allowing men to compete alongside women. At the initiative of the professor from the Faculty of Kinesiology in Split, at the 2018 Croatian championship for seniors, there was a mixed duet for the first time (kinesiology student and law student) who won the gold medal. At the 2019 Croatian Championship, two kinesiology students won the gold medal in the senior category, with a new mixed duet. Due to the Coronavirus outbreak, the 2020 Croatian Championship was not held, but the same duet was preparing its performance. They plan to participate in the 2021 Croatian Championship and another International Championship for seniors, if the epidemiological situation allows it.

Although the artistic swimming is still perceived as a female sport, the performances delivered by the mixed duet in Croatia are a considerable step forward in the development of the new discipline and the sport in general. The importance of giving men and boys an opportunity to participate in the aesthetic sports activity must also be emphasized. By including more male participants in the artistic swimming, the possibility of introducing mix duets to the Olympic disciplines might be realized.

**Approximate calendar of the action:** Every year: 2018, 2019, 2021

**People involved:** All the participants besides the coach are students (three of them are students at the Faculty of Kinesiology in Split).

**Background, advice, guidelines, schedule, etc:** It would be useful for this initiative to start with students (senior contestants), and later include contestants in the younger age groups. Since the number of male contestants is still small, students are an appropriate group to promote and develop a new sports discipline.



### *More links:*

<https://bit.ly/34drPw0>

<https://bit.ly/3jivGur>

<https://bit.ly/30CwUNx>

<https://bit.ly/2GcoDbY>





## Global Women's Breakfast

**Contact persons:** Conan Francoise / [Francoise.conan@univ-brest.fr](mailto:Francoise.conan@univ-brest.fr)

**Faculty, department or service involved:** Faculty of Sciences and Technologies / Chemistry Department / Laboratory CEMCA

**Short description of the gender initiative:** The main objective of this action is "to establish an on-going virtual network where women in the chemical and related sciences can connect in a meaningful way to support their professional aspirations". (ref <https://iupac.org/global-womens-breakfast/>). It concerns students, graduate and undergraduate, PhD students, postdoc, technician, researchers and professors.

Participants, young female students and also senior scientists, really appreciate the activity and give positive feedback on the utility of such empowering day

**Approximate calendar of the action:** Once a year, on February (the 12<sup>th</sup> in 2020), the date is not decided for 2021. Duration: half a day, 2-3 hours it depends on the organizers. In Brest due to availabilities of the students, we have in fact organized a teatime instead of a breakfast in 2019 and 2020.



**People involved:** Undergraduate and graduate students, PhD students, postdoc fellows Chemistry but at the Faculty of Sciences in Brest, we would like to open this action to other STEM disciplines.

No ECT is available for this action, but, if demanded, it could be possible to provide a certificate of attendance

**Background, advice, guidelines, schedule, etc.:** This action was first organized in 2011 by IUPAC as a part of the International Year of Chemistry (IYC 2011), in 2019 was organized the 2<sup>nd</sup> Breakfast as a part of the celebrations for the centenary of the founding of IUPAC. The organizers are IUPaC members, Dr. Laura McConnell and Prof. Mary Garson.

For more information see website: <https://iupac.org/global-womens-breakfast/information/>

In Brest, for the first edition in 2019, we have only organized informal discussions

For the second edition, we had two times during the teatime.

- The first part was a seminar, which consisted of a presentation of the position of women in Sciences and more significantly in chemistry, followed by a rapid presentation of the GWB action. Two young chemists, Dr Lucile Chatelain, assistant professor and Dr Noémie Lallaoui, a researcher at CNRS, then presented their experiences as students and young chemists. They have shown their motivation to evolve as women in the world of research.
- This time of formal presentation was followed by a time of exchange around cups of coffee, tea or fruit juice glasses.
- We have also prepared a short video with undergraduate students.



## ***Establishment of the Commission for implementing the policy of social responsibility of science***

**Contact persons:** UG Vice – Rector for Development and Cooperation with Business and Industry prof. Krzysztof Bielawski supervises the work of the ComSRS. The commission consists of: prof. Ewa Łojkowska – chairwoman, prof. Beata Możejko, assoc. prof. Natasza Kosakowska-Berezecka, assoc. prof. Joanna KruczałakJankowska, assoc. prof. Barbara Pawłowska, assoc. prof. Dorota Pyć, PhD. Katarzyna Świerk, asst. prof. Magdalena Żadkowska, M.A. Marta Dziejczak, M.A. Izabela Raszczyk. [komson@ug.edu.pl](mailto:komson@ug.edu.pl) or [natasza.kosakowska@ug.edu.pl](mailto:natasza.kosakowska@ug.edu.pl)

**Faculty, department or service involved:** Applies to all Uni

### **Short description of the gender initiative:**

In November 2019 His Magnificence Rector of the University of Gdańsk prof. Jerzy Gwizdała appointed the Commission for implementing the policy of social responsibility of science (hereinafter referred to as ComSRS). Its establishment is a result of conducting extensive activities in the area of the social responsibility of the University and, in particular, the implementation over the years 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517).

Following the "Strategy of the University of Gdańsk for 2020-2025", the University of Gdańsk is to become an open, socially responsible and committed university (third strategic goal). This objective should be achieved by: 1) implementing and monitoring the realization of the anti-discrimination policy; 2) building an academic community based on science culture equality; 3) development and implementation of a coherent system of monitoring gender equality

One of the aims of the ComSRS is to implement the postulates of integration of gender issues and gender equality in research and science management, ethics in conducting scientific research and conducting reliable scientific education. In November 2017 the University of Gdańsk as one of 23 universities in Poland, signed the "Declaration of Social Responsibility of the University". The activities defined in it are part of the concept of diversity management at the University. One of the first outputs of ComSRS's work is the present Report entitled: "Women in science. Diversity management and gender equality in the social responsibility of the University of Gdańsk". The Report summarizes the most important current challenges concerning diversity management and gender equality in science. At this point the analysis of the data presented in the Gender in the Global Research Landscape4 Report was helpful in

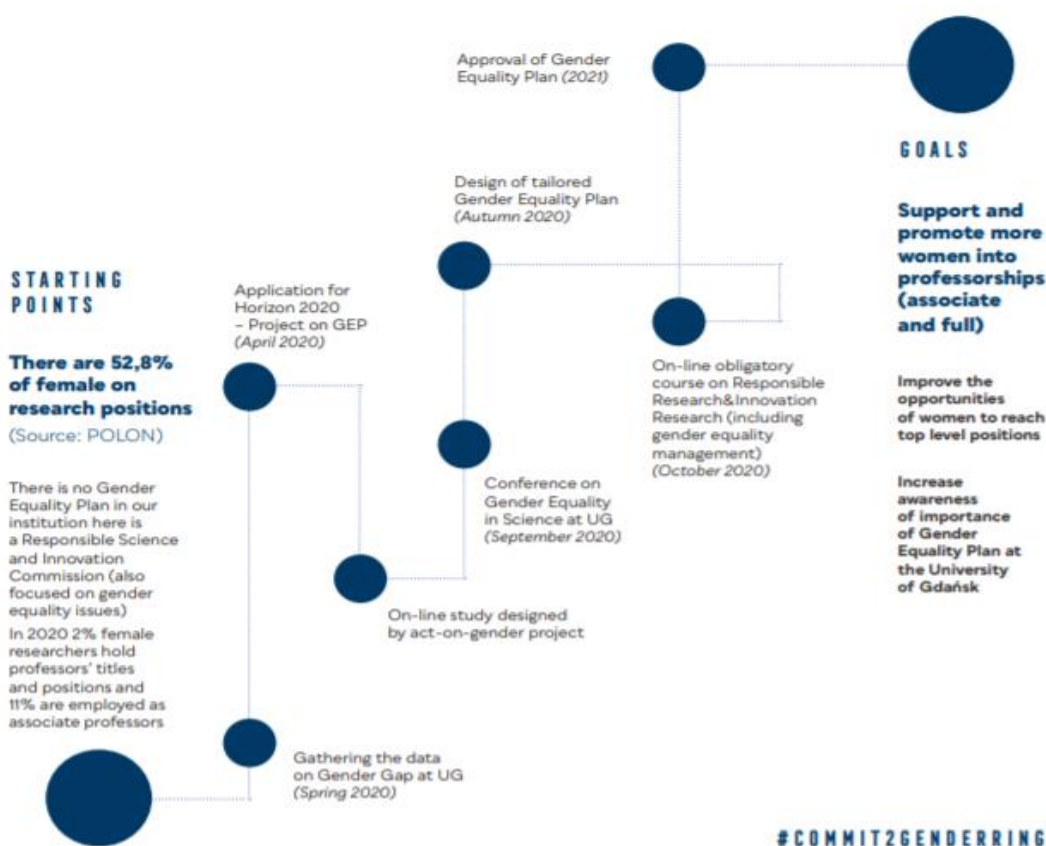
identifying and highlighting three important issues – the report has just been published and should be online soon, but can send it to all our members.

**Approximate calendar of the action:** Since Nov 2019

**People involved:** Commission members represent different faculties and administration levels at the University

**Background, advice, guidelines, schedule, etc.:** Report on Women in Science can be sent upon request.

## OUR COMMITMENT TOWARDS GENDER EQUALITY AT UNIVERSITY OF GDAŃSK 2020





## *Centenary of Women students at the University of Malta*

**Contact persons:** Professor Clare Vassallo and Patricia Camilleri  
"[patricia.camilleri@um.edu.mt](mailto:patricia.camilleri@um.edu.mt), [clare.vassallo@um.edu.mt](mailto:clare.vassallo@um.edu.mt)

**Faculty, department or service involved:** Translation, Terminology and Interpreting Studies  
Faculty of Arts.

### **Short description of the gender initiative:**

The University of Malta celebrated the centenary of the first women student admissions to the University of Malta in 1919 provides the platform for HUMS to revisit the past, evaluate the present, and confront the future of women students, graduates and academics at our Alma Mater in 2019. The event started with a commemoration of the first two women alumnae, followed by a conversation with the University's first woman Registrar, Ms Veronica Grech. Presentations followed up by discussion amongst speakers and audience.

The event included broadcast on the Campus FM and visual exhibitions. A collection of interviewed women had been screened at the campus and the University theatre.

**Approximate calendar of the action:** The Humanities, Medicine and Science Platform (HUMS) has held the Autumn Symposium on the morning of Friday 25 October 2019 at the Faculty of Arts Library.

**People involved:** Open to all students, academic and non-academic staff of the University

**Background, advice, guidelines, schedule, etc:** Link to the [event](#).





## ***Research about women especially vulnerable to gender violence: Elderly women and women with different capacities***

**Contact persons:** Carmen Ferradans / [Carmen.ferradans@uca.es](mailto:Carmen.ferradans@uca.es)

**Faculty, department or service involved:** Labour Law

**Short description of the gender initiative:** The research work is carried out to scientifically cover a sector of the population that is often invisible by policies and action plans to fight against inequality and gender violence. Express reference is made to women's groups in which, in addition to suffering structural violence for the mere fact of being so, they suffer more specific violence that takes into account their personal circumstances.

The specific objectives of the project are:

- Analyse to what extent factors such as age or disability increase the risk of experiencing situations of gender violence.
- Make visible the situation of inequality that older women and women with different capacities suffer.
- Disseminate the results.

**Approximate calendar of the action:**

July 2020: Report to be submitted

Course 20-21: Results to be disseminated

**People involved:** Staff involved:

-Prof<sup>a</sup>.Dra. Carmen Ferradans Caramés, Profesora TU Derecho del Trabajo y de la Seguridad Social

-Prof<sup>a</sup>. Dra. Cristina Aguilar González, Profesora Contratada Doctora área de Derecho del Trabajo y de la Seguridad Social

-Prof<sup>a</sup>. Dra. Vanesa Hervías Parejo, Profesora Ayudante Doctora del área de Trabajo Social y Servicios Sociales

-Prof<sup>a</sup>. Dra. Inmaculada Antolínez Domínguez, Profesora Ayudante Doctora del área de Trabajo Social y Servicios Sociales

-Prof<sup>a</sup>. Dra. Francisca Bernal Santamaría, Profesora Sustituta Interina del área de Derecho del Trabajo y de la Seguridad Social

-Prof<sup>a</sup>.Dra. Paula Sepúlveda Navarrete, Profesora Sustituta Interina del área de Trabajo Social y Servicios Sociales

-Prof<sup>a</sup>.Dra. Eva Bermudez Figueroa, Profesora Sustituta Interina del área de Economía

## Gender Research Prizes

**Contact persons:** Dr. Iris Werner / [iwerner@gb.uni-kiel.de](mailto:iwerner@gb.uni-kiel.de)

**Faculty, department or service involved:** Central Office for [Gender Equality, Diversity & Family](#)  
Christian-Albrechts University of Kiel, Germany (CAU)

**Short description of the gender initiative:**

In order to promote topics in gender studies, two research prizes are awarded each year at CAU, one for an excellent master thesis and one for an outstanding PhD thesis. The prizes are open to work from all faculties and disciplines; they must deal with relevant gender aspects in their research question and/or design.

**Approximate calendar of the action:**

Both prizes are awarded to students, one to a master student, one to a PhD student. Furthermore, students are involved in the selection of the nominees.

**People involved:** The prizes include a financial award (500 and 1000€ resp.). The action requires a certain openness and respect to gender topics in research. Furthermore, a committee with some gender expertise is needed for the selection process. It is a very awarding action because it shows and acknowledges the broad relevance of gender in research topics across disciplines.



copyright: C Eulitz, CAU



## *“Les filles qui...” (“Girls who ...”)*

**Contact persons:** Ribaud Vincent / [ribaud@univ-brest.fr](mailto:ribaud@univ-brest.fr)

**Faculty, department or service involved:** Computer Science department, Faculté des Sciences et Techniques as an operator for the whole University

### **Short description of the gender initiative:**

"Girls who..." is an education system issued from the French national program "[Partenaires scientifiques pour la classe](#) (Science partners in the classroom)". Be aware that our local version of the national program is for female students only. "Girls who..." is a girl network that develops and teaches Scratch programming courses for elementary school pupils, addressing a double goal: setting an example of science performed by women and foster programming and robots technology in elementary schools.

Scratch Junior and Scratch are open-source environments for multimedia creation and programming intended to 4-16 years old young people.

In 2019-2020, 67 girls who ... (Bachelor students) delivered programming lessons in 71 classes (about 1400 pupils): Scratch junior for 4-7 kids (38 classes), Scratch for 8-12 pupils (25 classes) and Scratch-programming for robots (8 classes). The COVID-19 interrupted 30 sessions over 71.

"Girls who..." is an initiative that helps to anchor in young children's unconscious that traditionally gendered scientifically-based professions and sectors (such as computer science) are equally accessible to women and men. It also empowers female students as trainers and help them to develop leader responsibilities.

**Approximate calendar of the action:** Three sessions of 6 lessons over six weeks: November-December, January-february, March-April. A typical 25 pupils classroom is divided into two halves (8-12 years old pupils) or in 3, even 4 parts (4-7 years old pupils). Scratch and robots are taught using a personal computer, a lesson lasts about 1h15; Scratch junior is taught using tablets, a lesson lasts from 20 mn (4 years old) to 1h (7-8 years old).

### **People involved:**

Each academic year, we are ~70 female students from many Bachelor programmes (19 in 2019-2020) and 5 faculties (art and social sciences, law, medicine, sport and education, sciences and technology) . Students' commitment is recognized: either in a course unit called "Engagement étudiant" (2 ECTS) offered to Bachelor female students or in 2 faculties (Sciences and Sport) as an internship in L2 (2 ECTS).



A primary school trimester runs over 2 periods of 6 weeks, separated by 2-weeks holidays. New "girls who..." are trained in Scratch / Scratch jr programming during the first period, hence 6 \* 2 hours. We use performative training, "girls who..." are learning through the same lessons that will be used in the classroom. "Girls who..." teach in



the classroom in 2-3 people team during the second period. Before teaching starts, almost all "girls who..." are stressed and doubt their ability to manage a class. However, working in pairs and only between girls is helpful to gain confidence and motivation. The female students come out positively transformed, proud to be a "girl who..." and to have contributed to a project that carries beautiful values of sharing, education and of course, female emancipation.

We are conducting research to assess the impact of such systems on stakeholders; our initial results confirm the transformative nature of the "girls who..." system, especially for students themselves. The identification of young pupils with these female role models is tangible but has not been evaluated over time. Our intuition, as well as research on these issues, leads us to believe that the effect would be more marked and lasting on secondary school students (13-15 years old).

**Background, advice, guidelines, schedule, etc:** The initiative started in 2016-2017 with 5 Maths and 2 CS female students and 6 classes. We had 25 girls and 26 classes in 2017-2018, and about 70 girls and 70 classes since that time. Developing and maintaining a network of primary school teachers interested in programming is a long-term but worthwhile effort. The network can also be used as a research field for different studies: gender-oriented, novice programmers, problem-solving competencies, ... From the organisational point of view, the main difficulty is the short time-frame for recruitment, when the academic year starts. Students are choosing elective course units in a week, and resources are lacking to present the "girls who..." initiative in all the university Bachelor programs. Another difficulty is to convince Bachelor programs' heads to free the few "girls who..." belonging to their program an half-day per week, regularly. French Education Ministry representatives have strict rules to let students (and other external people) access to the classroom, and regularity is one of them.

However, the philosophy of the project is the subject of debate and even controversy, mainly because it is a non-mixed gender system. We must keep in mind that it is in a context of gender diversity that male and female stereotypes are most apparent and modulate pupils' behaviour. Thus, deploying a gender-neutral system makes it possible to neutralize gender relations and create conditions more conducive to the identification effect.

More information on: <http://lesfillesqui.org/>

## ***A lecture entitled "French action policy in the field of equality between woman and men"***

**Contact persons:** Associate Professor Gloria Vickov, PhD / [dekanat@ffst.hr](mailto:dekanat@ffst.hr) ; [gvickov@ffst](mailto:gvickov@ffst)

**Faculty, department or service involved:** Faculty of Humanities and Social Sciences

### **Short description of the gender initiative:**

The lecture was held in front of numerous students and employees of the Faculty of Humanities and Social Sciences and the Rectorate of the University of Split on the occasion of International Women's Day. The theme of this lecture was equality between men and women in the professional context. The special interest of the participants was evoked by the ambassadors' personal experience (man and woman) who were both named to that position and fulfil it intermittently.

<https://www.ffst.unist.hr/veleposlanici-republike-francuske-posjetili-su-filozofski-fakultet-i-odrzali-predavanje-o-ravnopravnosti-spolova/>

**Approximate calendar of the action:** March 8<sup>th</sup>, 2019

**People involved:** Both students and staff were involved in this initiative.



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