



OP3.3 Diversity-dedicated database – M18 report

One key value for Europe, and for SEA-EU, is gender equity. In this sense, some actions have been put in place in order to share vision and best practices among universities. The OP3.3. Diversity database output aims to testify from these actions. This output is based on **two main components**, one qualitative and one quantitative:

- a **Gender initiative booklet**: this booklet collecting existing gender initiatives within SEA-EU universities have been produced in association with the Identity Subcommittee, showcasing two Gender Initiatives developed in SEA-EU universities, that could inspire adaptation. Partners are now in the process of identifying initiatives to adapt in their own university. A first step has been made at UBO initiative, around the “Global Women Breakfast initiative” organized every year by the chemistry department. A meeting took place to organize the declination the event in some partner universities. The sanitary situation at that time (end of December) was too uncertain and most of the university were closed: it has been impossible to set up a fix organisation to engage students. Whatever, some colleagues from Cadiz, Split and Malta participated to the online event organized by UBO (9 March 2021). The collaboration on this event will be hopefully possible next year in a more integrative way. Moreover, linked with this event, some SEA-EU scientists realized some video on their professional paths that have been broadcasted on SEA-EU Social Networks for the International Women and Science Day.
- a SEA-EU **Gender Indicator Database**. The methodology behind this collection of indicators is currently under construction, based on the existing scheme developed at the European scale by the European institute for Gender Equality. Each national system having its specificities, this scheme and the broad categories of answers in line with the European classification. Led by UBO, a survey will be launched in April 2021 to follow up on gender diversity and gender equality policies among SEA-EU universities. This survey will enable the collection of comparable data and will constitute the baseline of the gender diversity database. Having a common database will then enable the launch of a collective reflection within SEA-EU about gender equality improvement and will enable to organize workshops on a common basis.