

## WHO WILL BENEFIT?

- Research Performing Organisations (RPOs)
- Research Funding Organisations (RFOs)
- National and EU policy-makers
- Academic publishers

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## CONSORTIUM

### RESEARCH PERFORMING ORGANISATIONS



ALMA MATER STUDIORUM – UNIVERSITÀ DI BOLOGNA (UNIBO)  
PROJECT COORDINATOR  
ITALY - [www.unibo.it](http://www.unibo.it)



UNIVERSITY OF WARWICK (WARWICK)  
UNITED KINGDOM - [www2.warwick.ac.uk](http://www2.warwick.ac.uk)



KEMIJSKI INŠTITUT NATIONAL INSTITUTE OF CHEMISTRY (NIC)  
SLOVENIA - [www.ki.si](http://www.ki.si)



LISBON SCHOOL OF ECONOMICS AND MANAGEMENT (ISEG) UNIVERSIDADE DE LISBOA  
PORTUGAL - [www.iseg.ulisboa.pt](http://www.iseg.ulisboa.pt)



MONDRAGON UNIBERTSITATEA (MU)  
SPAIN - [www.mondragon.edu](http://www.mondragon.edu)



OZYEGIN UNIVERSITY (OZU)  
TURKEY - [www.ozegin.edu](http://www.ozegin.edu)

### PROFESSIONAL ASSOCIATIONS



CENTRO STUDI PROGETTO DONNA E DIVERSITY  
MGMT (PD)  
ITALY - [www.progettodonna.net](http://www.progettodonna.net)



ELHUYAR AHOLKULARITZA (ELHUYAR)  
SPAIN - [www.elhuyar.eus](http://www.elhuyar.eus)

### EVALUATION PARTNER



ZENTRUM FUER SOZIALE INNOVATION GMBH (ZSI)  
AUSTRIA - [www.zsi.at](http://www.zsi.at)

### COMMUNICATION PARTNER



JUMP FORUM SPRL (JUMP)  
BELGIUM - [www.jump.eu.com](http://www.jump.eu.com)



Promoting gender balance and inclusion  
in research, innovation and training



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# PLOTINA VISION

PLOTINA envisages creating an inclusive, diversified and supportive workplace where women and men can conduct excellent research.

## CONSORTIUM

The PLOTINA Consortium represents the diversity of European Research Performing Organizations (RPOs) as well as the diversity of European social and cultural environments across a range of disciplines.

## OBJECTIVES

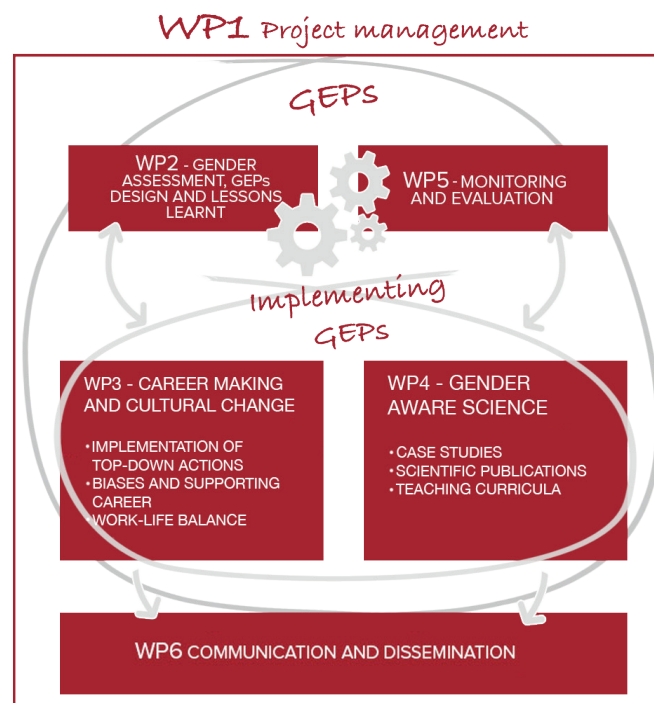
The overall objective of PLOTINA is to enable the implementation and assessment of self-tailored Gender Equality Plans (GEPs) with innovative and sustainable strategies.

The PLOTINA programme is structured around three aims:

- preventing underutilization of qualified female researchers by removing barriers to recruitment, retention and career progression;
- improving decision making by addressing gender imbalances to meet new opportunities for scientific innovation, excellence and productivity;
- incorporating the sex/gender dimension variable in research especially where it is traditionally not applied.

# PLOTINA WORKPLAN

PLOTINA is organised in 6 workpackages



The workplan will proceed in 4 overall stages:

- assess the current situation in all Partner RPOs (gender audit);
- design self-tailored GEPs for each RPO;
- implement and evaluate actions in the Partner RPOs to address the targets of the GEPs;
- create a platform of resources that can be used by RPOs across Europe to implement their own GEPs suited to their own situations.

# PLOTINA OUTCOMES

The GEPs Actions will **support systemic and sustainable** changes at institutional and departmental level of RPOs.

The end results will be a set of modular and adaptable resources in particular:

## TOOLS



Gender Audit Tool



Catalogue of core quantitative and qualitative indicators



Online software for impartial monitoring and evaluation

## GOOD PRACTICES DATABASE

A library of successfully implemented PLOTINA GEPs and Actions in:



Women researchers' recruitment, retention, and career progression



Support for work-life balance and cultural change



Integration of sex-and-gender variables in research and teaching