



PRESS RELEASE

The PLOTINA Project Towards gender equality in research and innovation

Plotina is a project funded by the European Union's Horizon 2020 research and innovation programme and has the participation of 10 partners from 6 countries; 6 of them are Research Performing Organizations (RPOs). Led by the Alma Mater Studiorum – Università di Bologna, the main objectives of the project are: to stimulate a gender-aware culture change, to promote career development, particularly for women researchers, in order to prevent the waste of talents, and ensure diversification of views and methodologies by taking into account the gender/sex dimension and analysis in research and teaching.

Indeed, as Prof Tullia Gallina Toschi, the Scientific Coordinator of the Plotina project, pointed out: “Gender inequality means wasting talents. If a Research Organization aims to be excellent, it has to follow the paths to gender equality. It's not only a matter of being politically correct, gender equality entails the production of a better science”.

The Plotina project started in February 2016 and it will end in January 2020. Plotina proposes a four step-process for any Research Performing Organization, such as universities and research centres interested in achieving these objectives. First of all, a gender audit must be carried out to identify where gender inequalities and bias lie. The next step is to design a Gender Equality Plan (GEP) consisting of a realistic set of positive actions aimed at structural change.

Once the GEP has been designed, it is time to implement it and lead the structural changes. And finally, a monitoring and evaluation tool will help the organisations identifying what their strengths and weaknesses are.

Together with the information and tools needed to achieve all the above-mentioned steps, Plotina makes available for users a set of actions and good practices related to gender equality attainment areas, actions already undertaken by Plotina RPO partners and the GEPs available in the public domain in Europe.



All these actions and good practices, and the overall tools provided by the Plotina project, are classified into five Key Areas, that is, the five areas that could be improved in terms of gender equality in any RPO: governing bodies, key actors and decision-makers; recruitment, career progression and retention; work and personal life integration; researchers and research; gender equality, and sex and gender perspective; the integration of the sex and gender dimension into teaching curricula.

In relation to the inclusion of the gender dimension in research, Judith Crews from Elsevier sees this issue as “very important, because it hasn’t been done in the past”. It is about systematically including sex and gender disaggregating data into research. “It is possible to insert the gender or sex dimension into research, and then decide not to consider it if it is not relevant. This kind of inclusion fosters the correctness of an experimental plan and give significance and detail at the final results” concludes Prof Gallina Toschi.

Plotina partners:

- [Alma Mater Studiorum – Università di Bologna](#). The coordinator of the PLOTINA Project
- [University of Warwick](#)
- [Lisbon School of Economics and Management](#) – Universidade de Lisboa
- [Kemijski Inštitut National Institute of Chemistry](#)
- [Ozyegin Universitesi](#)
- [Mondragon Unibersitatea](#)
- [Zentrum für Soziale Innovation GMBH](#)
- [Elhuyar Aholkularitza](#)
- [Centro Studi Progetto Donna E Diversity](#)
- [Elhuyar Komunikazioa](#)

Plotina video: youtu.be/qezWV0r3cJA

Plotina website: www.plotina.eu