



CAPARDUS - Capacity-building in Arctic standardization development

Coordination and Support Action under EC Horizon2020
Grant Agreement no. 869673

Project coordinator: Nansen Environmental and Remote Sensing Center


Deliverable 9.2

Gender and Diversity Action Plan

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Lead beneficiary for preparing the deliverable:	NERSC		

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DISSEMINATION LEVEL		
PU	Public, fully open	X
CO	Confidential, restricted under conditions set out in Model Grant Agreement	
CI	Classified, information as referred to in Commission Decision 2001/844/EC	

<i>EXECUTIVE SUMMARY</i>
<p>The aim of the Gender and Diversity Action Plan is to improve gender balance and diversity¹ in the project by</p> <ul style="list-style-type: none"> • stimulating gender balance at all levels of personnel assigned to the project, • including the gender dimension into account when CAPARDUS approaches stakeholder groups • building awareness of the gender balance within the consortium and among the participants

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¹ The description here is only on gender balance. The same principles adhere to race, age, disability etc.

1. Introduction

Background

The gender dimension plays an important role in the project regarding involvement of scientists, stakeholders, local communities, decision and policymakers, and private sector. The gender dimension is taken into account in the workpackages, tasks and events organized by the project. The exploitation of the project results will be targeted to both genders, for example results regarding community development (business, infrastructure, environment) and environmental monitoring. The project will follow the guidelines established for EU project see http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home

The Consortium agrees to promote and ensure gender equality throughout the project. The Consortium is aware of the importance of attracting more female researchers into polar research and exploitation of research for the benefit of society.

The project will act upon the EC recommendations listed in the “Gendered Innovation” to stimulate and promote career development for women in science, innovation, and technology. The Consortium aims to improve a gender balance at all levels of personnel assigned to the project, including at supervisory and managerial levels (ref. Art. 33 of the Grant Agreement). The project management team will follow up the implementation of the Gender and Diversity Action Plan, but all beneficiaries are responsible for promotion and monitoring of gender equality of the personnel involved throughout the project. The status of the Gender and Diversity Action Plan will be reported in the periodic reports.

Art. 33 from the grant Agreement reads:

“ARTICLE 33 – GENDER EQUALITY

33.1 Obligation to aim for gender equality

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

33.1 Consequences of non-compliance

If a beneficiary breaches its obligations under this Article, the *Agency* may apply any of the measures described in Chapter 6.” Rejection of costs – reduction of costs – recovery – penalties – damages – suspension – termination – force majeure”

Definitions

Gender: Gender refers to cultural attitudes and behaviors that shape "feminine" and "masculine" behaviors, products, technologies, environments, and knowledges. "Femininities" and "masculinities" are multidimensional and can be practiced in different ways by biological females or males; gender does not necessarily match sex. Gendered attitudes and behaviors are not binary but slide along multiple continua.

http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home

Gender Norms are produced through social institutions (such as families, schools, workplaces, laboratories, universities, or boardrooms) and wider cultural products (such as textbooks, literature, film, and video games.) Gender norms refer to social *attitudes* about what behaviour, preferences, products, professions, or knowledges is appropriate for women and men, and may influence the development of science and technology.

Gender sensitivity refers to the aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. It focuses mainly on instances of structural disadvantage in the positions and roles of women.

2. Objectives and actions

The aim of the Gender and Diversity Action Plan is to improve gender balance and diversity² in the project by

- promoting understanding among researchers and other project personnel on the “gender and science” issue and make them more sensitive towards the gender dimension of/in science;
- including the gender dimension throughout the research project;
- indicating how to design a more gender sensitive project;
- helping to eliminate gender bias in the research project;
- showing why it is important to create a gender-balanced research team;
- making research results more relevant for society.

Actions:

- to improve gender balance at all levels of personnel assigned to the project, including at supervisory and managerial levels (ref. Art. 33 of the Grant Agreement)
- to take the gender dimension into account when CAPARDUS approaches stakeholder groups including communities, decision and policymakers, and actors in the private sector
- to build awareness of the gender balance within the consortium and among the participants in dialogue meetings, workshops, research schools and other events organised by the project
- to monitor gender status during the project as part of the periodic reporting

² The description here is only on gender balance. The same principles adhere to race, age, disability etc

3. References

The following links with supporting documents are available:

Gendered Innovations in Science, Health and Medicine, Engineering and Environment (<http://genderedinnovations.stanford.edu/index.html>)

Gender in EU-funded research: Toolkit and Training (https://www.yellowwindow.com/genderinresearch/index_downloads.html)

Gender equality in Academia and Research – GEAR Tool (<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>)

GenPORT started as a project funded by the European Union FP7-SCIENCE-IN-SOCIETY-2012-1 programme. Now, GenPORT is a community sourced Internet Portal on gender and science. <https://www.genderportal.eu/>

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Project partners:

No	Acronym	Participant Legal Name	Country
1	NERSC	STIFTELSEN NANSEN SENTER FOR MILJO OG FJERNMALING	NO
2	NORDECO	NORDISK FOND FOR MILJØ OG UDVIKLING	DK
3	Ilisimatusarfik	Ilisimatusarfik, Grønlands Universitet, University of Greenland	GL
4	AWI	Alfred-Wegener-Institut Helmholtz-Zentrum für Polar- und Meeresforschung	DE
5	IEEE	IEEE France Section	FR
6	NINA	STIFTELSEN NORSK INSTITUTT FOR NATURFORSKNING NINA	NO
7	UCPH	KOBENHAVNS UNIVERSITET	DK
8	NIERSC	Scientific foundation Nansen International Environmental and Remote Sensing Centre	RU
9	ARC-HU	Arctic Research Centre, Hokkaido University	JP

Subcontractors

	ELOKA	Exchange for Local Observations and Knowledge of the Arctic	USA
	UAF/IARC	University of Alaska Fairbanks/ International Arctic Research Center	USA
	CSIPN	Center for Support of Indigenous Peoples of the North	Russia
	E84	Element 84	USA