

## **Future Worlds Center supports Greek Research & Innovation Organizations design their own Gender Equality Plans**

Future Worlds Center, an international pioneer in the development of scientific theory and applications of the science of structured dialogic design, is now supporting Greek Research & Innovation Organizations design collaboratively their own Gender Equality Plans. The methodology of Structured Democratic Dialogue has been used to identify the barriers that prevent Greek institutions from designing and implementing GEPs. Toward that end, the organizers have begun their process with the formulation of the Triggering Question: What barriers or obstacles do we face when designing and implementing GEPs? Stakeholders from across the country have participated in a month-long virtual dialogue to identify, discuss and prioritize these barriers. They clustered them in 10 dimensions: Commitment, Resources, Knowledge-Awareness, Conflict with existing HR, Inclusion of employees, Evaluation, Not evidence-based, Environment, Bureaucracy, Insufficient Measures, and Research.

The results have been published online: [https://www.futureworlds.eu/wiki/R-I-Peers\\_-](https://www.futureworlds.eu/wiki/R-I-Peers_-)

[Athens Virtual SDD Obstacles we face when designing and implementing GEPs](#). The dialogue has been organized in the context of a 4-year H2020 project known as “Pilot experiences for improving gender equality in research organisations” (<http://ripeers.eu>). The project had three objectives: (1) Implementation and improvement of Gender Equality Plans (GEPs) in R&I-related organizations. (2) Smooth the gap of gender representation in decision-making and research-performing processes. (3) Maximize the impact and the efficacy of gender content in the research programs. The project involved partners from Italy, Cyprus, Spain, Israel, Belgium, Greece, and Slovenia. Among the new aims, they now included the vision to support organizations in their respective countries to design, adopt and sustain their own GEPs.

The R&I Peers project (<http://ripeers.eu>) is based on the concept of gender equality, that “women and men enjoy the same status and have equal opportunity to realize their full human rights and potential to contribute to national, political, economic, social and cultural development, and to benefit from the results”.

The Coordinator of the project is Universita Degli Studi di Salerno (UNISA). For more information, contact Dr. Yiannis Laouris at Future Worlds Center.

