

Project NEWSLETTER



Twinning Research and Innovation
Institutions to Design and Implement
Inclusive GEPs

Grant agreement ID:
101094949
Duration: 26 months
Start Date: 1 September
2023
End date: 31 October
2025

ABOUT THE PROJECT

Under the NEXUS project, the Twin Trio groups focus on fostering collaboration between research institutions to design and implement inclusive Gender Equality Plans (GEPs). This initiative promotes gender equality in research environments by sharing expertise across borders. The trios work together to ensure that gender-inclusive practices are integrated into institutional policies, research design, and innovation processes.



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NEWS FROM NEXUS TRIOS



One of the Twin Trio groups of the NEXUS project, which includes Nis University (Serbia), Le Mans University (France), and the Istituto Italiano di Tecnologia (Italy), are developing three key actions:

- A Committee for Parents, aiming to improve work-life balance by enhancing the parenting culture within the institutions. A Guide Line on Gender and Intersectionality Dimensions in Research, to help
- researchers to embed gender and diversity perspectives in research projects, from the proposal stage to the implementation, collecting data and reporting phases. Addressing biases in recruitment and decision-making processes. Each partner has implemented this action in different ways (workshop or training or
- Round Table and so on). At Istituto Italiano di Tecnologia, we concluded an insightful Bias in Decision-Making workshop involving an internal scientist in Neuroscience and an external expert in coaching and change management. The sessions explored biases and strategies to enhance inclusion and excellence in research

We held a workshop on harassment in research institutions, focusing on awareness and different types of harassment, followed by a round table with external experts. This was our final NEXUS action, concluding a meaningful journey through an intersectional Gender Equality Plan.

WORKSHOP
Influences of Biases in Decision-Making

JOIN US Leonardo meeting room (Morego) or by remote on teams

9:00-09:30 WELCOMING

9:30-10:15 **BIAS IN RECRUITMENT AND CAREER PROGRESSION: INSIGHTS FROM ORGANIZATIONAL CULTURE**
Lina Donnarumma, Vanessa De Luca, Martina Cicaloni
Diversity, Inclusion and Social Impact Office

10:15-11:00 **NEUROCOGNITIVE FOUNDATIONS OF BIASES**
Raffaella Tonini
Director - Neuro modulation of Cortical and Subcortical Circuits (NmCS)

11:00-11:15 COFFEE BREAK

11:15-12:30 **HOW BIASES CAN SHAPE THE ORGANIZATIONAL CULTURE AND REPUTATION**
Eva Campi
Partner and L&D Director at Netwon Group

12:30-13:00 QUESTIONS AND ANSWERS

itit ISTITUTO ITALIANO DI TECNOLOGIA

● DIVERSITY AND INCLUSION

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WORKSHOP

Recognizing and Addressing Harassment in Research Institutions

JOIN US

Leonardo meeting room (Morego) or by remote on Teams

9:30-09:45 Welcoming and Participant presentations

9:45-10:30 **Workplace Harassment in Research
Institutions: Analysis and Reflections**

Lina Donnarumma and Martina Cicaloni
Nexus Team - Higher Education Office



10:30-10:45 Coffee Break



10:45-11:45 **Round Table discussion with experts:**
Massimo Servadio, *Psychotherapist and Work and
Organizational Psychologist Expert in Organizational
Health Psychology*

Susanna Schivo, *Civil Lawyer of the Genoa Bar and Trusted
advisor of the IRCCS San Martino Polyclinic Hospital*
Alessandra Bissacco, *Management Consultant specialized
in training processes*



Moderator
Vanessa De Luca
Diversity, Inclusion and Social Impact Office



11:45-12:30 Q&A and Closing



NEXUS TRAININGS

Sofia University held two important training sessions under the NEXUS project. The first was the Gender in Research Training on February 6, 2025, which focused on integrating gender perspectives into research methodologies. The second session was the Gender-Based Violence in Academia Training, held on February 13, 2025, which addressed the prevention of gender-based violence and fostering a safe academic environment. Both sessions encouraged active participation and provided valuable insights for staff and students.

Project

TRAININGS IN SOFIA UNIVERSITY

Announcement: Gender-Based Violence in Academia Training
We invite you to attend a **free online training session on Gender-Based Violence in Academia**, organized by Sofia University on **February 13, 2025, from 11:30 AM to 1:30 PM**. This 2-hour training, led by **Lector Florian Zejewski from Euraxess Bulgaria**, and developed by Smart Venice under the NEXUS project, will focus on addressing gender-based violence in academic environments.

The training will be conducted in English, and an **registration form is available for those who wish to participate - <https://forms.gle/nTCAL9xByDRqNdrca>**. You will receive a link once you fill in the registration form.


We encourage you to join and contribute to creating a safer academic space!



Announcement: Free Online Training - Gender in Research
We are excited to announce a free online training session on **Gender in Research**, led by **Lector Florian Zejewski from Euraxess Bulgaria on February 6, 2025, from 11:30 AM to 1:30 PM**. This 2-hour session, developed by Smart Venice under the NEXUS project, will provide insights into the integration of gender perspectives in research methodologies and content.

The training will be conducted in English, and registration is required - <https://forms.gle/dJy8XMdTzVELjoVu8>. You will receive a link once you fill in the registration form.

Take this opportunity to enhance your knowledge of gender inclusion in research!



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NEXUS TRAININGS at Koç University

Gender (+) in the Content and Methods of Scientific Research

Project

Koç University Gender Equality Office, in collaboration with the Office of Learning and Teaching (KOLT) and as part of the NEXUS Project, held an online training session on "Gender (+) in the Content and Methods of Scientific Research" on December 6th, 2024.

The session emphasized the importance of integrating the gender dimension into research, highlighting an intersectional approach that is increasingly relevant in EU Research and Innovation Policy. Participants explored practical guidelines, useful tools, and engaged in group work to apply these concepts.

Feedback from the exit survey revealed that attendees recognized the impact of incorporating the gender dimension across various fields and appreciated the concrete examples provided throughout the training.

Gender-based Violence in Academia

Koç University Gender Equality Office, in collaboration with the Office of Learning and Teaching (KOLT) and as part of the NEXUS Project, held an online training session on "Gender-Based Violence in Academia" on March 6th, 2025.

The session aimed to build a shared understanding of key concepts, definitions, and data related to Gender-Based Violence (GBV) and its impact on academia, while also exploring the 7P Framework of UNISAFE. Participants engaged with practical guidelines, valuable tools, and interactive group work designed to deepen their learning experience.

Feedback from the exit survey highlighted that attendees found the training "eye-opening" and particularly appreciated the case studies for helping them integrate their knowledge into real-world contexts.

JOIN US FOR A TRAINING SESSION

GENDER+ IN SCIENTIFIC RESEARCH

Trainers: Aycan Uğur & Ayça Çavdar

Friday, 20th December



Zoom Meeting



JOIN US FOR A TRAINING SESSION

GENDER-BASED VIOLENCE IN ACADEMIA

Trainers: Aycan Uğur & Ayça Çavdar

Thursday, 6th March



Zoom Meeting



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Panel Series at Koç University

Beyond the Code Panel Series, organized by the Gender Equality Office in collaboration with KUIS AI and the NEXUS Project, focused on academic research addressing digital hate, bias, and anti-feminist rhetoric in digital ecosystems. Expert panelists examined the role of machine learning, algorithms, and AI in perpetuating anti-feminist narratives and explored strategies and measures to counteract them.

Beyond the Code -1-

The first session of the "Beyond the Code" panel series, was held on December 6th, 2024, in honor of the International Day for the Elimination of Violence Against Women.

The panel created a platform for interdisciplinary discussions on gender bias in digital ecosystems.

BEYOND THE CODE PANEL
Misogyny in the Digital Landscape

Join us for an important discussion to address the impact of digital hate and biases and to work towards a more inclusive digital landscape.

Themes to be explored:
Machine learning & hate speech against women
Gender biases in video game design
The origins of bias in AI
Algorithms & prejudices in digital ecosystems

PANELISTS
Barış Akgün
Büşra Sağlam
Ergin Bulut
Firat Duruşan

MODERATOR
Behice Pehlivan

Friday, Dec 6
Tower, 2nd floor
1.00 - 3.00 pm
Panel + Reception

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Beyond the Code -2-

Second session of the "Beyond the Code" panel series on March 10th, 2025, bringing together scholars from diverse disciplines to examine the impact of AI, big data, and algorithms on online hate speech and gender inequality.

How do digital platforms amplify anti-feminist rhetoric? How do algorithms reinforce gender biases? Can AI systems unintentionally reproduce discriminatory narratives?

The panel series reaffirmed that global, contemporary, and multilayered issues such as digital inequality and algorithmic bias can only be effectively tackled through transdisciplinary and in-depth academic dialogue.

Beyond the Code Panel

Join us for a critical discussion on how disinformation, online extremism, and algorithmic biases fuel gendered hate, distort digital narratives, and shape online spaces!

10 March 2025 (Monday) | Student Council (Student Center 1st Floor)

🕒 13:00 - 15:00

Panelists:
Suncem Köçer (Media and Visual Arts)
Murat Ergin (Sociology)
Mehmet Emre Gürsoy (Computer Engineering)
Özgün Çelebi (Civil Law)
Gözde Gül Şahin (Computer Engineering)

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**JOINT
SISTER
PROJECTS
ACTIVITIES**



3rd of April, 2025 | 11:00 AM (CEST)

Series of webinars coordinated by **AGRIGEP**, co-organized with **STREAM IT**

ADVANCING GENDER EQUALITY IN STEAM HIGHER EDUCATION

Exploring Challenges, Opportunities, and Institutional Strategies

SPEAKERS:

Dr. Katalin Oborni, HÉTFA Research Institute (HU) – STREAM IT

Dr. Réka Geambaşu, Babes-Bolyai University (RO) – STREAM IT

Dr. Lucy Yeomans, University of Exeter (UK) – Road-STEAMer

Dr. Eleni Chatzidaki, NTNU (NO) – STE(A)M Learning Ecologies



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ONLINE VIA ZOOM

SISTERS PROJECTS



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NEW

E-LEARNING

COURSE



Advancing inclusive **GENDER EQUALITY PLANS**

in research organizations
Knowledge and tools for intersectional
and intersectoral approaches



Course overview

This innovative course gathers the knowledge and tools developed throughout the NEXUS project. With a focus on intersectional and intersectoral approaches, this course will equip you to foster a more equitable environment in your institution.

What you'll learn

1. How to integrate **intersectional and intersectoral approaches** into research and structural change processes.
2. How to incorporate a **sex and gender dimension** with an intersectional approach into research and teaching.
3. How to address **gender-based violence in academia**.

Who should enroll?

This course is ideal for: Administration and management staff of research-performing organizations; Academic staff across all fields; Researchers; Doctoral candidates and students in higher education institutions.

Course format

The course is self-directed, allowing you to start now and progress at your own rhythm. Extra materials, reference lists and optional self-assessments are also included. Upon completing the course and the final quiz, you will obtain a certificate of attendance. Participation is upon registration and free of charge.

FREE
SELF-PACED
EXTRA
RESOURCES

Register at <https://gender-research-docc.eu/>



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GenderResearch



SMART VENICE^{SRL}
RESEARCH, PROJECTS, IDEAS FOR SMART
TERRITORIES AND NETWORKS

PODCAST



In this fourth episode of our podcast series, we are thrilled to welcome Florian Zejewski, a lecturer at Sofia University and part of the EURAXESS Bulgaria team. Florian has been a key figure in the NEXUS project, leading vital training sessions on Gender in Research and Gender-Based Violence in Academia at Sofia University. In this discussion, we'll dive into his insights, explore the significance of these training programs, and examine how they are driving change in gender equality within academic institutions. Stay tuned for an engaging conversation!

Find the podcast here: <https://www.youtube.com/watch?v=opkN0UjRuTM>

In the 5th episode of the NEXUS podcast, we are honored to have Svetlana Dimitrova from Sofia University and EURAXESS Bulgaria joining us. Svetlana is a key figure in supporting the Science4Refugees initiative, which connects researchers who have been displaced with opportunities in academic institutions across Europe. Today, we'll explore the development of the Refugee Hub, the importance of inclusive research environments, and how institutions can play a pivotal role in supporting refugee researchers. Stay tuned for a compelling discussion on fostering inclusivity and opportunities for displaced talent!

Find the podcast here: <https://www.youtube.com/watch?v=M2jAN12yjk>

Upcoming EVENTS

Stay tuned for the next exciting episodes of the NEXUS podcast series, where we continue exploring vital topics such as Gender Equality, and their integration into research practices. With expert insights from prominent figures in the field, each episode delves deeper into how these initiatives are being implemented in research organizations and what lessons can be learned from successful collaborations. Don't miss out on future episodes!

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