

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 Frederick University, Nicosia Cyprus , AGH University of Krakow (Poland) , and Bay Zoltán Nonprofit Ltd (Hungary) are developing the following key actions:

1. E-Course on Gender Equality and Intersectionality

Thematic Area 4: Institutional Culture & Gender+ Training

Develop an accessible, self-paced online course to raise awareness and deepen understanding of gender equality and intersectionality within academic and research institutions. The course will include interactive modules, real-life scenarios, and self-assessment tools aimed at empowering staff and students to recognize and challenge structural inequalities.

2. Implementation of the GEAM Tool

Thematic Areas 1, 2, 3, 5: Governance, Human Resources, Career Progression, Research & Teaching

Launch the Gender Equality Auditing and Monitoring (GEAM) Tool to gather robust intersectional data across governance structures, recruitment practices, career development, and research content. This action will enable data-driven planning, identify gaps, and guide institutional transformation toward gender-inclusive policies and procedures.

3. Gender+ Data Collection on Training Participation

Thematic Area 3: Career Progression & Work Conditions

Introduce systematic gender+ disaggregated data collection on participation in professional development trainings. This will help identify disparities in access or uptake among staff based on gender, age, ethnicity, disability, or contract type, and inform targeted interventions for more inclusive skill-building opportunities.

4. Inclusive Communication Guidelines

Thematic Area 4: Institutional Culture

Develop and disseminate guidelines for inclusive communication that reflect gender-sensitive and intersectional principles. This action will ensure that all internal and external communications promote equality, respect diversity, and are free from bias, thereby strengthening inclusive institutional culture.



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NEXUS TRAININGS

A survey conducted two years ago by the UniSafe project among more than 40 universities in Europe showed the scale of violence that affects working and studying people.

Sexist jokes? They were experienced by 40% of male and female respondents . Violence does not have to take drastic forms at all. It can also hide in ignoring, mocking, belittling.

Moreover, the consequences of violence affect not only the person experiencing it, but affect the entire organization. The result is an exodus of talent, reduced productivity and creativity, low recruitment.

A workshop on GBV was conducted by @Agnieszka Chrzaszcz and @Katarzyna Leszczynska at @AGH University of Krakow

TRAININGS IN AGH UNIVERSITY IN KRAKOW

Project



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NEXUS TRAININGS at AGH UNIVERSITY IN KRAKOW

We discussed this difficult, multifaceted and complex issue with passion and respect, thanks to a wonderful group of participants. We reflected on what are the limits of our responsibility and what MOOCs we have to counteract violence in the workplace and learning.

Project

We agreed that the university should be a place free of violence or intimidation - it is neither a method of education nor a motivator for better work. It destroys and weakens. We want to equip working and studying people with effective tools to deal with violence: mental resistance, assertiveness, healthy communication.

Sources:

- ➔ Data ot. research in European universities of the Unisafe project <https://unisafe-gbv.eu/>
- ➔ Gender Equality Plan for AGH <https://rownosc.agh.edu.pl/plan-rownosci-plci>
- ▶ Nexus Project <https://nexusproject.info/>

More than 90 pages of text is necessary to summarise the research, describe the findings and draft action plans for new Gender Equality Plan at @AGH University of Krakow.

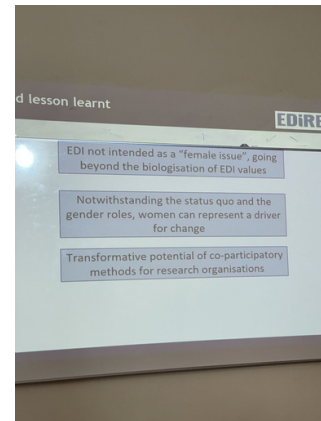
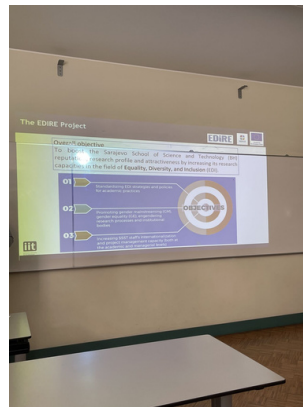
The new GEP for years 2025-2028 has been finally published >>
<https://rownosc.agh.edu.pl/plan-rownosci-plci>

The screenshot shows the website for the Gender Equality Plan (GEP) at AGH University of Krakow for the years 2025-2028. The header includes the AGH logo and the text 'Równość w AGH'. The main content area is divided into two columns. The left column contains a table of contents with items such as 'Spis treści', 'WSTĘP', 'Plan Równości Płci dla AGH na lata 2022-2024', '2024 – realizacja i implementacja. Stan na grudzień 2024 roku', 'Etapy przygotowywania i realizacji Planu Równości Płci 2025-2028', 'Metodologia badań', 'Charakterystyka', and 'badanej zbiorowości w'. The right column features the title 'Plan Równości Płci AGH na lata 2025-2028' and a link to the full plan: 'PLAN WRAZ Z PRZYPISAMI, WYKRESAMI, ZAŁĄCZNIKAMI I BIBLIOGRAFIĄ DOSTĘPNY DO POBRANIA TUTAJ'. Below this is a 'WSTĘP' section with a short introductory paragraph: 'Przedstawiamy Państwu Plan Równości Płci (Gender Equality Plan) Akademii Górniczo-Hutniczej w Krakowie na lata 2025-2028. To już drugi dokument tego typu, który opracowaliśmy w zespole powołanym przez JM Rektora prof. dr hab. inż. Jerzego Lisa w ostatnich latach. Pierwszy Plan Równości Płci powstał w 2021 roku, zaś ostatnie lata to czas wdrażania i realizacji jego założeń. Naszym zamierzeniem w poprzednim Planie było zbadanie najważniejszych wyzwań związanych z równym traktowaniem, przed którymi stoi nasza uczelnia, oraz zaproponowanie odpowiednich...



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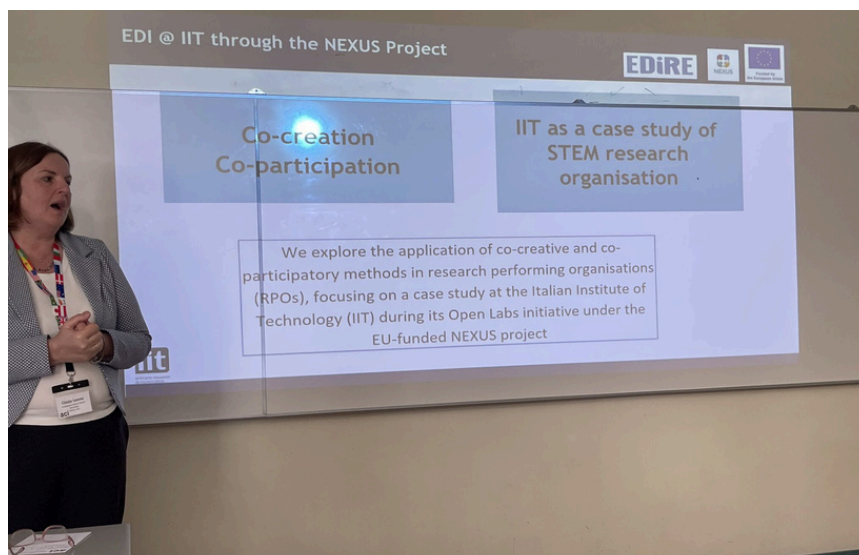
<https://nexusproject.info>



🔗 **Excited to share highlights from our presentation at the ICGR Conference in Porto, Portugal!**

We presented the NEXUS project's methodology for co-creation and co-design, showcasing how inclusive and participatory approaches drive institutional change.

🌟 **Special thanks to the team: Vanessa De Luca, Cinzia Leone and the NEXUS team at Istituto Italiano di Tecnologia.**



JOINT SISTER PROJECTS ACTIVITIES



Mark Your Calendars!

Join the SUPPORTER Final Conference in Prague at Charles University, June 4-5, 2025!

This sister project of NEXUS celebrates the development of inclusive Gender Equality Plans in sports higher education institutions across Central and Eastern Europe.

🌐 June 4: Session focused on students, staff & stakeholders—creating safe, inclusive ecosystems in sports & academia.

🌐 June 5: Full-day conference on implementing GEPs and advancing gender equality across sectors.

 The event will be streamed online!



SUPPORTER Final Conference



Advancing Gender+ Equality in Widening Higher Education Institutions

 4- 5 June 2025

 Charles University, Prague



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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 6th episode of the NEXUS podcast, we are joined by Grace Ese-Osa Idahosa, Assistant Professor at the Faculty of Education of the University of Cambridge, to explore possibilities for change towards inclusion in Higher Education. Dr Idahosa focuses on two complementary lines of inquiry: on the one hand, agency and higher education transformation, and on the other, feminist and decolonial thought. Her research spans across different contexts, including South Africa, India and Northern Ireland. With reference to Dr Idahosa's research on individual experiences of inequality in Higher Education institutions, we discuss how enabling and constraining conditions affect experiences of belonging, and how to promote critical self-reflection and foster sustainable change.

Find the podcast here: <https://www.youtube.com/watch?v=te3SYyq9e-c&t=746s>

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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