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

The NEXUS project developed institutional actions aimed at advancing gender equality and intersectional change across research institutions. These actions focused on areas such as governance, inclusive communication, training, data monitoring, and structural transformation. Each partner co-created tailored measures aligned with their institutional context, supported by tools for auditing and monitoring. Capacity-building modules, inclusive recruitment practices, and integration of gender into research and curricula were key outcomes. Together, these actions aim to foster lasting, inclusive change within European higher education and research environments.

https://nexusproject.info

The Faculty of Mechanical Engineering at the University of Niš, in collaboration with its partners — the Italian Institute of Technology (IIT) and Le Mans University — has developed a researcher's handbook on the integration of gender equality in the research planning phase. This initiative is part of the project "Twinning Research and Innovation Institutions to Design and Implement Inclusive GEPs – NEXUS (HORIZON-WIDERA-2022-ERA-01-81)." The handbook can be downloaded via the following link.

https://www.masfak.ni.ac.rs/images/GenderIntersectionality_Dimension_FINAL_DRAFT_objedinjeni.pdf

Guidelines for Integrating Gender+ Dimension in Research

The authors of this handbook view the integration of the Gender+ dimension in research as a key component of scientific integrity, quality, and social responsibility. The aim of the guide is to provide both theoretical foundations and practical tools that enable researchers to incorporate gender aspects at all stages of scientific activity — from the formulation of hypotheses to the analysis and interpretation of results.

In the first section, the authors address the conceptual framework, clarifying the distinction between sex and gender, and introducing essential concepts such as intersectionality, gender stereotypes, and implicit bias. They emphasize that neglecting these aspects leads to gender blindness, which undermines the validity and applicability of scientific findings.

Particular attention is paid to the regulatory frameworks of the European Union. The authors analyze the requirements of the Horizon Europe programme and the policies of the European Research Area (ERA), stressing that the integration of gender perspectives is not merely a recommendation but a formal necessity within contemporary EU research policy.

The second part of the handbook provides practical recommendations for incorporating the Gender+ dimension into research design. It outlines approaches for formulating gender-sensitive research questions, collecting and interpreting data with attention to sex and gender variables, and choosing appropriate methodologies. Supplementary tools such as checklists, online resources, and specialized databases are also presented.

The third section focuses on empirical case studies from various scientific disciplines. It includes examples from STEM fields (e.g., robotics and artificial intelligence), biomedical research (highlighting gender differences in treatment and clinical trials), and the social sciences, where gender dimensions are integrated into urban planning and mobility research.

The fourth section is dedicated to the preparation of funding applications. The authors discuss how to effectively incorporate the gender dimension into the structure of project proposals within Horizon Europe, offering guidance on how to justify its relevance and meet evaluation criteria.

Finally, the fifth section addresses monitoring and evaluation. It describes both qualitative and quantitative indicators, methods for assessing gender impact, and principles for gender-sensitive reporting and representation of research outcomes.

In sum, the handbook is a systematic and evidence-based guide to integrating the Gender+ dimension into research, aligned with current research policy requirements and aimed at enhancing the quality, inclusivity, and social relevance of scientific knowledge.

NEWS FROM NEXUS TRIOS

📢 **New Resource Available: GBV Training and Awareness Module**
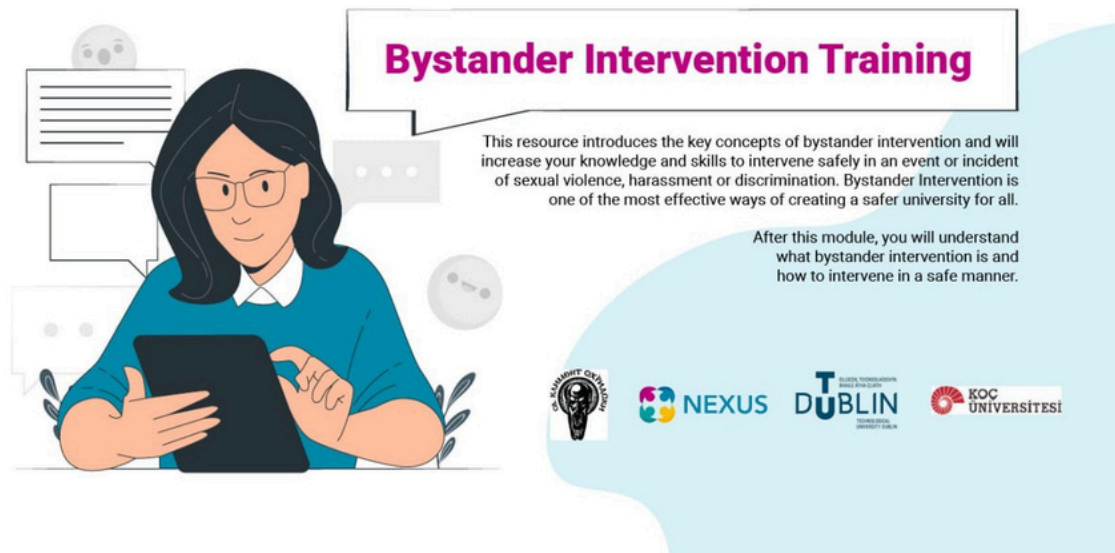**We're excited to announce that the "Bystander Intervention Awareness Training" module is now available!**
Developed collaboratively by the Twin Trio partners — TU Dublin (Ireland), Koç University (Turkey), and Sofia University (Bulgaria) — under the NEXUS project, this training module focuses on raising awareness and building capacity to address Gender-Based Violence (GBV) in academic and research institutions.
The module aims to:
- **Promote understanding of bystander roles and responsibilities.**
- **Equip participants with tools and confidence to safely intervene.**
- **Foster a supportive and inclusive institutional culture.**

This training is an important step toward creating safer environments through collective action and accountability.
Link - https://nexusproject.info/slide1/

Bystander Intervention Training

This resource introduces the key concepts of bystander intervention and will increase your knowledge and skills to intervene safely in an event or incident of sexual violence, harassment or discrimination. Bystander Intervention is one of the most effective ways of creating a safer university for all.

After this module, you will understand what bystander intervention is and how to intervene in a safe manner.

https://nexusproject.info
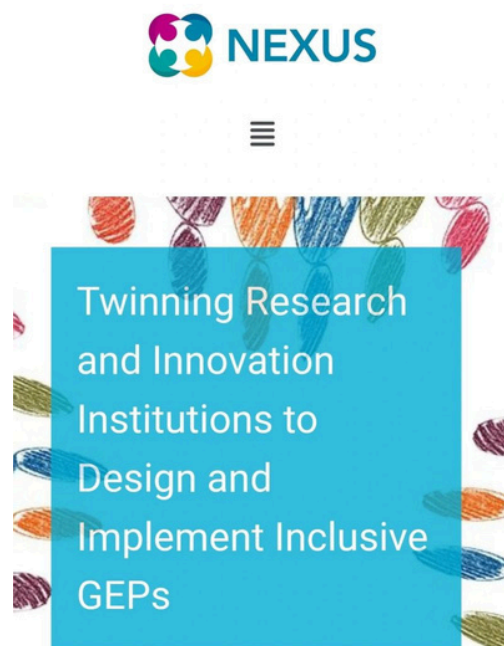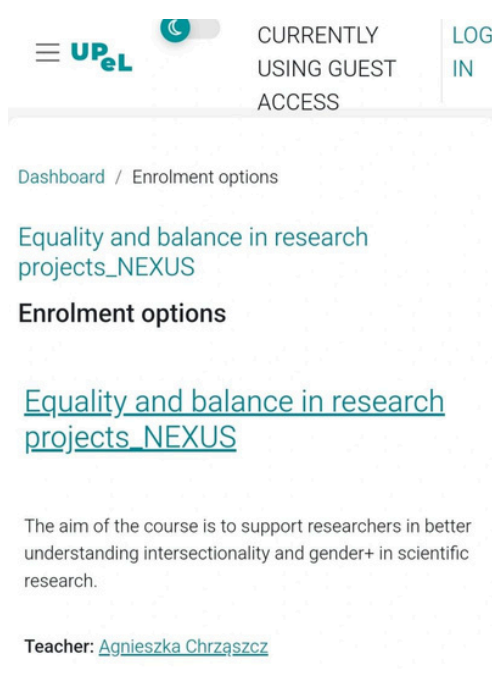
NEWS FROM NEXUS TRIOS

📢 **New Training Available: "Equality and Balance in Research Projects"**
As part of the NEXUS #HorizonEU project, we are excited to share that the training "Equality and Balance in Research Projects" is now available on the AGH University of Krakow platform – open to all interested participants, including those outside the university!
👉 **Access the training here**
Developed in collaboration with colleagues from Bay Zoltán Research Centre (Budapest), RIGE - Frederick University (Cyprus), and AGH University (Poland), the training explores practical strategies to integrate gender equality and balance in research projects, from planning to execution.
We thank everyone involved – especially the Center for e-Learning and Innovative Education at AGH and project coordinator Agnieszka Chrząszcz – for making this training possible.
🔍 **Let's work together to foster more inclusive, balanced, and equitable research practices!**

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JOINT SISTER PROJECTS ACTIVITIES

📢 **Join Us for the Panel: Tailoring GEPs in Higher Education Institutions to Specific Ecosystems**
🗓️ **5 June 2025 | Charles University, Prague**

The second day of the SUPPORTER Final Conference begins with a powerful panel discussion focused on how Gender Equality Plans (GEPs) can be effectively adapted to the unique needs of diverse higher education ecosystems.

This session will explore:

How institutional culture, demographics, and discipline-specific dynamics shape GEP design.

Real-world experiences and insights from sister projects.

Strategies for overcoming implementation barriers and fostering long-term, inclusive change.

Don't miss this opportunity to learn from leading voices in the field and engage with best practices for creating more equitable academic environments.

📍 **Charles University, Prague**
📅 **5 June 2025**
Register here: https://forms.office.com/pages/responsepage.aspx?
id=R2wXn7a5o0qhwrgPMVMK7h8xero_lyBGr_UTl9fiZOhUNE1PVVRHQTZCWUwzTEo5NVJUT05GS0JENy4u&route=shorturl

SUPPORTER Final Conference

Panel 1: Tailoring Gender Equality Plans in higher education institutions to specific ecosystems

Suzanne Lundvall
Professor of sports science at Gothenburg University

Jana Mazancová
Professor at the Czech University of Life Sciences Prague

Sara Clavero
Researcher at TU Dublin and deputy director of RINCE

Maria Sangiuliano
Research director at SMART VENICE

Charles University, Prague   **5 June, 2025 at 10.30 AM - 12:00 PM**   **SUPPORTER**

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NEXUS FINAL CONFERENCE

🚀 **Save the Date: Final Conference on EU Science, Research & Innovation!** 🔬
**We are thrilled to invite you to the Final Conference on September 23rd in Poland , where
we will explore the latest advancements in EU science, research, and innovation.
This event will bring together leading experts, policymakers, and innovators to discuss:
✅ Cutting-edge research shaping Europe's future
✅ Innovation driving sustainability and digital transformation
✅ Collaborative opportunities in EU-funded projects
📅 Date: September 23, 2025
📍 Location: Poland
Stay tuned for more details! Let's shape the future of science and innovation together.** 💡
🌍

https://nexusproject.info

NEW

E–LEARNING

COURSE

NEXUS

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/

GenderResearch

SMARTVENICE SRL
RESEARCH, PROJECTS, IDEAS FOR SMART
TERRITORIES AND NETWORKS

NEXUS

Sister Projects Webinar Series: Session organised by NEXUS

Revisiting AI research and teaching: Integrating gender and intersectional perspectives
20 May 2025, 11:00-12:30 CEST

Online via Zoom - Register here!

Learning objectives

- Learn about the methodologies and preliminary results from Horizon Europe projects on Gender and Race in Artificial Intelligence applied to different sectors, from recruitment to health services. Gain insights on how to integrate a gender and intersectional perspective
- in AI research to detect, prevent and mitigate bias and algorithmic discrimination. Reflect on how to integrate AI in Teaching and Pedagogy with a critical and decolonial approach.
-

About the event

This webinar will explore how to integrate a gender and intersectional perspective in AI research to detect, prevent and mitigate bias and algorithmic discrimination. This topic will be presented in light of preliminary findings from two Horizon Europe projects on Gender and Race in Artificial Intelligence, BIAS and AEQUITAS. In addition, the webinar will include reflections integrating AI in Teaching and Pedagogy with a critical and decolonial approach. The webinar will include time allocated for participants to reflect on the concepts in real-time, ask questions and share their experiences through a dedicated Q&A session.

Audience

Researchers working on Artificial Intelligence, both from a Computer Sciences/Engineering background and from Social Sciences or Science and Technology Studies; Gender Equality officers/focal points; Equality, Diversity and Inclusion officers; Gender Equality Plan core team members; Members of Gender Equality Committees at Research Organizations; Gender and intersectionality scholars and anyone interested in the topic.

Guest speakers

- Mascha Kurpicz-Briki (Bern University of Applied Sciences) | BIAS Project
- Laura Sartori (University of Bologna) | AEQUITAS Project

BIAS **AEQUITAS** unbias AI

AGRIGEP GenderSAFE ENDING GENDER-BASED VIOLENCE IN ACADEMIA BUDGET-IT SUPPORTER STREAM IT Streaming girls and women into STEAM education, innovation and research NEXUS

NEXUS

Revisiting AI research and teaching: Integrating gender and intersectional perspectives
20 May 2025, 11:00-12:30 CEST

Online via Zoom - Register here!

We're proud to share that the NEXUS Project webinar hosted on the 20th of May 2025, "Revisiting AI Research and Teaching: Integrating Gender and Intersectional Perspectives", was a success!

We want to express our gratitude to our esteemed guest speakers, Mascha Kurpicz-Briki and Laura Sartori, for presenting findings from BIAS Project and AEQUITAS Project to explore how to integrate a gender and intersectional perspective in AI research and teaching, detect, prevent and mitigate bias, and strengthen interdisciplinary research in this area.

Thank you to the over 30 participants who joined the conversation sharing insightful questions and reflections!

BIAS   **AEQUITAS** unbias AI

AGRIGEP   GenderSAFE ENDING GENDER-BASED VIOLENCE IN ACADEMIA   BUDGET-IT   SUPPORTER   STREAM IT Streaming girls and women into STEAM education, innovation and research   NEXUS

🚀 New Release: The NEXUS Toolkit
We're excited to share the NEXUS Toolkit — a comprehensive resource designed to support Higher Education and Research & Innovation organisations in strengthening their Gender Equality Plans through intersectional and intersectoral lenses.
💡 What's inside: ✔️ Tools & resources for innovative gender actions
✔️ Monitoring & evaluation guidance
✔️ Integration of the gender+ dimension in research
✔️ Strategies to address gender-based violence in academia
🛠️ Developed by the Smart Venice team with contributions from NEXUS partners, this toolkit brings together the insights and outputs of the NEXUS Project, along with curated external resources.
📚 A valuable asset for institutions committed to real, sustainable change.
Link - https://nexusproject.info/about-the-project/outcomes/

Discover the

NEXUS Toolkit

Resources, tools and capacity building materials for intersectional and intersectoral inclusivity in HE and R&I institutions

PODCAST

NEXUS

"MATILDA: Women's and Gender History in Focus with Assoc. Prof. Valentina Mitkova"

In this insightful episode of the NEXUS podcast, we are joined by Associate Professor Valentina Mitkova, PhD from Sofia University to explore the MATILDA Master's Program in Women's and Gender History. Prof. Mitkova shares the program's mission to deepen knowledge on gender history through a European and intersectional lens, while empowering students to challenge historical narratives. Tune in to learn how MATILDA fosters academic collaboration, inclusive research, and future scholars in gender equality studies.

"Gendered Innovations: Rethinking Science with Professor Londa Schiebinger"

In this special episode of the NEXUS podcast, we are honored to welcome Professor Londa Schiebinger, John L. Hinds Professor of History of Science at Stanford University and Director of the Gendered Innovations project. We discuss how intersectional analysis in science and technology leads to more inclusive, effective, and ethical research outcomes. Professor Schiebinger shares insights on redesigning research methods to integrate gender analysis and promote structural change in academic institutions.

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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