

Project

July 2025 | Issue 9

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.



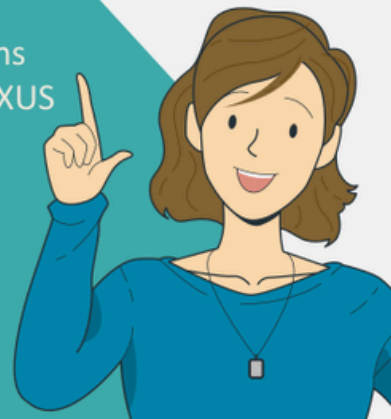
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Project
Twinning Research and Innovation Institutions
to Design and Implement Inclusive GEPs, NEXUS

Inclusive actions implemented by the NEXUS consortium

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Technological University Dublin

Link to the website where
Technological University
Dublin GBV is posted:
[Videos | TU Dublin](#)

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Partner: Technological University Dublin Actions

- Action 1. “Gender Based Violence Online Module”. To develop a skill and knowledge-based online module to educate and raise awareness on GBV and provide strategies that will both deal with and combat GBV in the partner institutions and beyond.
- Action 2. “Inclusive Mentoring for Career Progression - a Needs Analysis”. The aim is to identify baseline needs related to mentoring within the partner institutions.
- Action 3. “Inclusive Mentoring Manual/Guidelines for Career Progression and Success”. This action is to develop a guideline/manual for mentors with inclusivity at its core, using the data gathered in action 2. These objectives are pursued sequentially, with Action 2 focusing on needs analysis and Action 3 utilising the gathered data to inform the mentoring programme's design.
- Action 4. The “EDI Hub”. To enhance awareness of Equality, Diversity, and Inclusion (EDI) initiatives, resources, and policies across the institution.
- Action 5. “EDI Champions”. To establish an EDI Champions Network within TU Dublin. This network will comprise individuals who demonstrate an interest in and commitment to advancing equality, diversity, and inclusion (EDI) within their respective departments or units and, where appropriate, across the university.

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Le Mans University

Link to the website
where LMU GEP is
posted: [Gender
Equality at LMU](#)



Le Mans University's actions

➤ Action 1: "Influence of biases in decision-making" – Trainings to raise awareness of cognitive biases in decision-making processes. One run by the Equality Mission, open to all staff; one run by an expert firm to train HR staff and teachers/teacher-researchers.

➤ Action 2: "Gender and intersectional dimensions in research" – A guideline for researchers to help them integrate these dimensions into their work. Explanation of the benefits of it, particularly when applying for European funding. Case studies from different disciplines.

➤ Action 3: "Parenting resource group" – A working group made up of several university departments to organize activities aimed at parents and caregivers at the university in conjunction with external local associations.

➤ Action 4: "Fostering empowerment for women at work" - Implementation of workshops in non-mixity for female university staff to help them feel more confident in the workplace.

➤ Action 5: "Gender, Health and Well-being" - Launch of a working group on the health and well-being of women and LGBT+ people at the University (awareness-raising actions on GBV, trainings, draft of best practices, etc.).



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Koç University

Link to Koç University Gender
Equality Plan: [KUGEP](#) | [Gender
Equality Office](#)

Koç University Actions

Action 1: Gender Based Violence Online Module - aims to develop a skill and knowledge-based online module to educate and raise awareness on Gender Based Violence and provide strategies to both deal with and to combat it in partner institutions and beyond.

Action 2: Inclusive Mentoring for Career Progression- a Needs Analysis – aims to identify mentoring needs within partner institutions to inform the design of an inclusive program that promotes gender equality in recruitment and career progression.


Action 3: Inclusive Mentoring for Career Progression and Success – aims to develop an inclusive mentor training program and manual, based on prior needs analysis, to support gender-equal recruitment and career progression in academic and professional settings.

Action 4: Skills Development Program – aims to establish a program to support gender-equal career progression, promote balanced leadership, and foster a work culture that values inclusivity and work-life balance.

Action 5: Seminar Series on Anti-Feminist Algorithms and AI Bias - aims to raise awareness about misogynist backlash and gender bias in AI, particularly on social media. It encourages critical understanding of how digital spaces can perpetuate gender-based violence and promotes measures to prevent online harassment and discrimination.

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Istituto Italiano di Tecnologia

Link to the website
where IIT GEP is posted
[Gender Equality Plan - IIT](#)

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Partner Istituto Italiano di Tecnologia actions

- Action 1. "How to handle harassment in the workplace" – a training course for middle management focused on a) learning definition and framework; b) learning how to recognize and manage them.
- Action 2. "Designing way to collect non - binary data" – a workflow designed to meet IIT's needs and organizational requirements, parents' collect non-binary data from IIT people.
- Action 3. "Influences of Bias in recruiting and decision making" – a training to underline the role of biases in decision-making processes. The training has a theoretical part oriented to work on scientific and sociological aspects, and a practical one to learning how to manage them.
- Action 4. "Gender&Intersectional Dimensions in Research" – a guideline for researchers aimed at deepening the gender dimension in European funding and expanding an international approach in research
- Action 5 "D&I Committee for Parents" – an informal group of IIT parents 'people, that will support the D&I in approving or committing activities on the topic of parenthood.

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Frederick University



Link to the website where
Frederick University's GEP is posted:
[Gender Equality Plan – Frederick University](#)




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Partner: Frederick University actions

- Action 1. “E-course on Gender Equality and Intersectionality”. This action consists of the creation of an e-course on Gender Equality and Intersectionality. The aim is to increase/improve equality and diversity in research content.
- Action 2. “Implementation of the Gender Equality Auditing and Monitoring (GEAM) Tool”. This action is about the implementation of the GEAM Tool [<https://geam.act-on-gender.eu/>] to map the situation regarding GE in Frederick University, to create an updated database, and to keep track of changes, improvements or pitfalls.
- Action 3. “Fostering participation in Work-related Trainings through Data Collection with a Gender+ Perspective”. This action includes data collection and analysis to map the situation in Frederick University and establish the short-term trends of staff participation in professional trainings by gender and other inequality areas.
- Action 4. “Inclusive Communication Guidelines”. This action aims to provide the organisation's community with a practical guidance on communication patterns for inclusive language and set standards for internal and external communication.
- Action 5. “Annual training from an external speaker on GE and intersectionality under the Personal and Professional Committee (P2DF)”. This action concerns annual trainings from an external speaker on GE and intersectionality to increase awareness on the specific topic, to inform the faculty of the university about their rights, to improve the personal and professional development of the faculty, and to follow the trends in other European universities.



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🚀 The NEXUS Project at the Second Congress of the MCAA – Bulgaria Chapter
📍 Sofia, Bulgaria | Hybrid Event | June 26–27, 2025

We are excited to share that the NEXUS Project was presented at the Second Congress of the MCAA – Bulgaria Chapter, held under the theme “Research and Innovation during the Global Challenges.”

The event, hosted in Sofia, Bulgaria, brought together researchers, innovators, and policy advocates in a hybrid format. With the support of EURAXESS Bulgaria, the Marie Curie Alumni Association (MCAA), and Sofia University, the congress provided a dynamic platform to exchange knowledge, build collaborations, and highlight initiatives tackling global societal challenges.

Our presentation focused on how the NEXUS Project contributes to shaping resilient, nature-based solutions and fosters interdisciplinary collaboration across Europe to address climate, urban, and social transitions.

🌞 A big thank you to the organizers and participants for the engaging discussions and continued support for research-driven innovation. We're proud to be part of this inspiring community!



JOINT SISTER PROJECTS ACTIVITIES



📢 The NEXUS project was presented at the Final Conference of the SUPPORTER Project, hosted at Charles University in Prague. The event brought together EU-funded initiatives working toward inclusive gender equality in sports and higher education ecosystems. During the panel session "Tailoring GEPs in Higher Education Institutions to Specific Ecosystems", NEXUS joined sister projects—SUPPORTER, AGRIGEP, and INCLUDE—for a rich exchange of experiences, key learnings, and strategies for sustainable institutional change. The conference provided a valuable platform for dialogue and collaboration, reinforcing the shared commitment to inclusive policy and practice across diverse research and academic environments.



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NEXUS FINAL CONFERENCE



 Deadline Extended – Call for Posters!

 New Abstract Submission Deadline: 1 August 2025

Great news! You still have time to share your work at the NEXUS Final Conference in Krakow, Poland on 23 September 2025!

We are extending the poster abstract submission deadline to 1 August 2025 to give more researchers, practitioners, and project teams the opportunity to present their insights and innovative practices for inclusive gender equality in research and academia.

 Selected posters will be showcased at the conference:

Fostering Sustainable Change – Effective Policy and Practice for Inclusive Gender Equality in Europe

 Submit your abstract today – scan the QR code or register here:

 https://lnkd.in/d_GiByWA

 More info: <https://lnkd.in/dzZcKHUp>



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. 



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FOSTERING SUSTAINABLE CHANGE: EFFECTIVE POLICY AND PRACTICE FOR INCLUSIVE GENDER EQUALITY IN EUROPE

23 SEPTEMBER, 2025
9.00-16.30H CEST
KRAKOW, POLAND

SCAN TO REGISTER:



CO-ORGANIZED BY:



NEXUS

[HTTPS://NEXUSPROJECT.INFO](https://nexusproject.info)



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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

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



"Leadership for Equality, Diversity and Inclusion in Higher Education"

In this NEXUS podcast episode, Prof Yvonne Galligan explores the transformative power of inclusive leadership in driving EDI across Higher Education. Drawing on her extensive experience, she unpacks the leadership qualities and styles that foster meaningful institutional change. From building organisational capacity for EDI leadership to navigating resistance and breaking down barriers, Prof Galligan offers rich insights and practical strategies for creating lasting impact.

Link: <https://www.youtube.com/watch?v=BHkIO66z0so&t=15s>

"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.

Link: <https://www.youtube.com/watch?v=M2L7PWk5t3c&t=5s>

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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