

## POLICY BRIEF

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# ADVANCING INCLUSIVE GENDER EQUALITY PLANS: POLICY INSIGHTS FROM THE NEXUS PROJECT PROJECT 101094949 – NEXUS

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Technological University Dublin (Ireland)

AGH University of Krakow (Poland)

Bay Zoltan Nonprofit Ltd for Applied Research (Hungary)

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**“Excellence in research and innovation goes hand in hand with inclusiveness and equal opportunities – because diversity is not an option, it is the driver of systemic change.” (European Commission, Horizon Europe Strategic Plan 2021–2024, p. 6).**

The project employed a dual methodological approach, using qualitative methods to identify barriers and opportunities, focusing on dialogue, feedback, and co-responsibility.

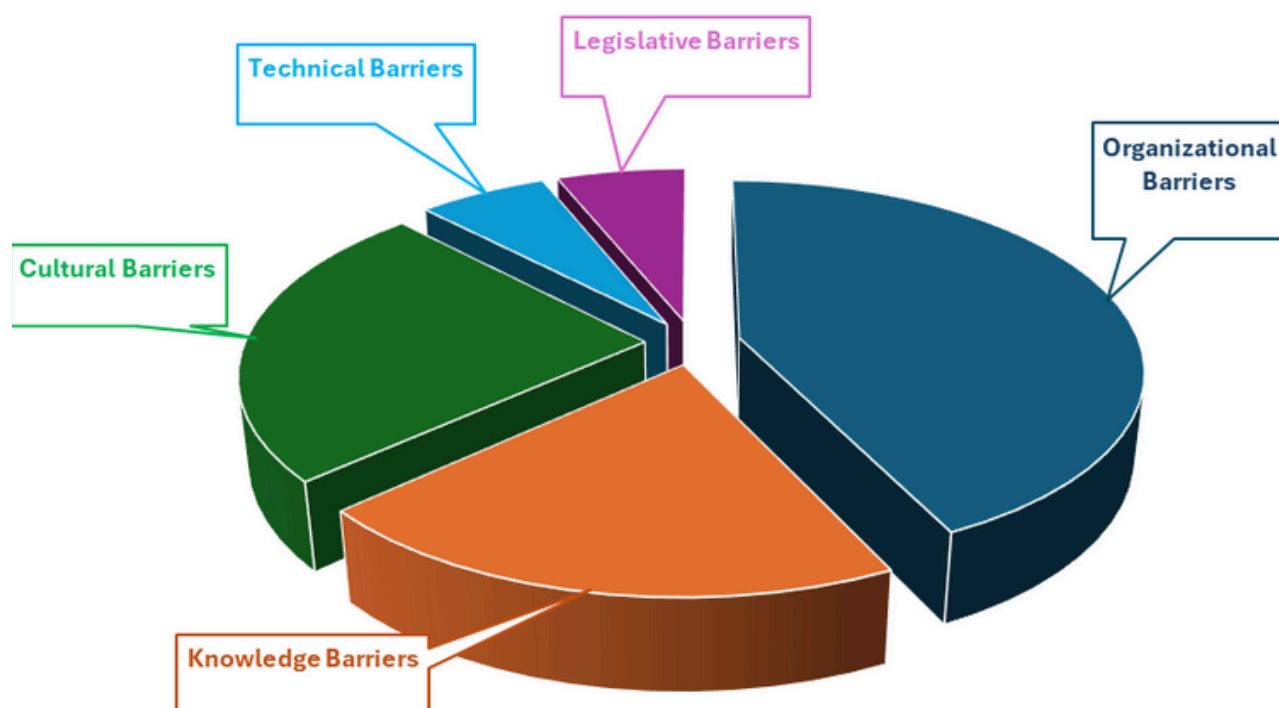
### METHODOLOGICAL FRAMEWORK

9 Info Public Sessions led by IIT. Each session involved internal and external stakeholders. All people involved discussed about the following questions.

- *What barriers or critical issues could hinder the success of the actions?*
- *How might these barriers impact implementation and outcomes?*
- *What solutions or policy support could mitigate these barriers?*

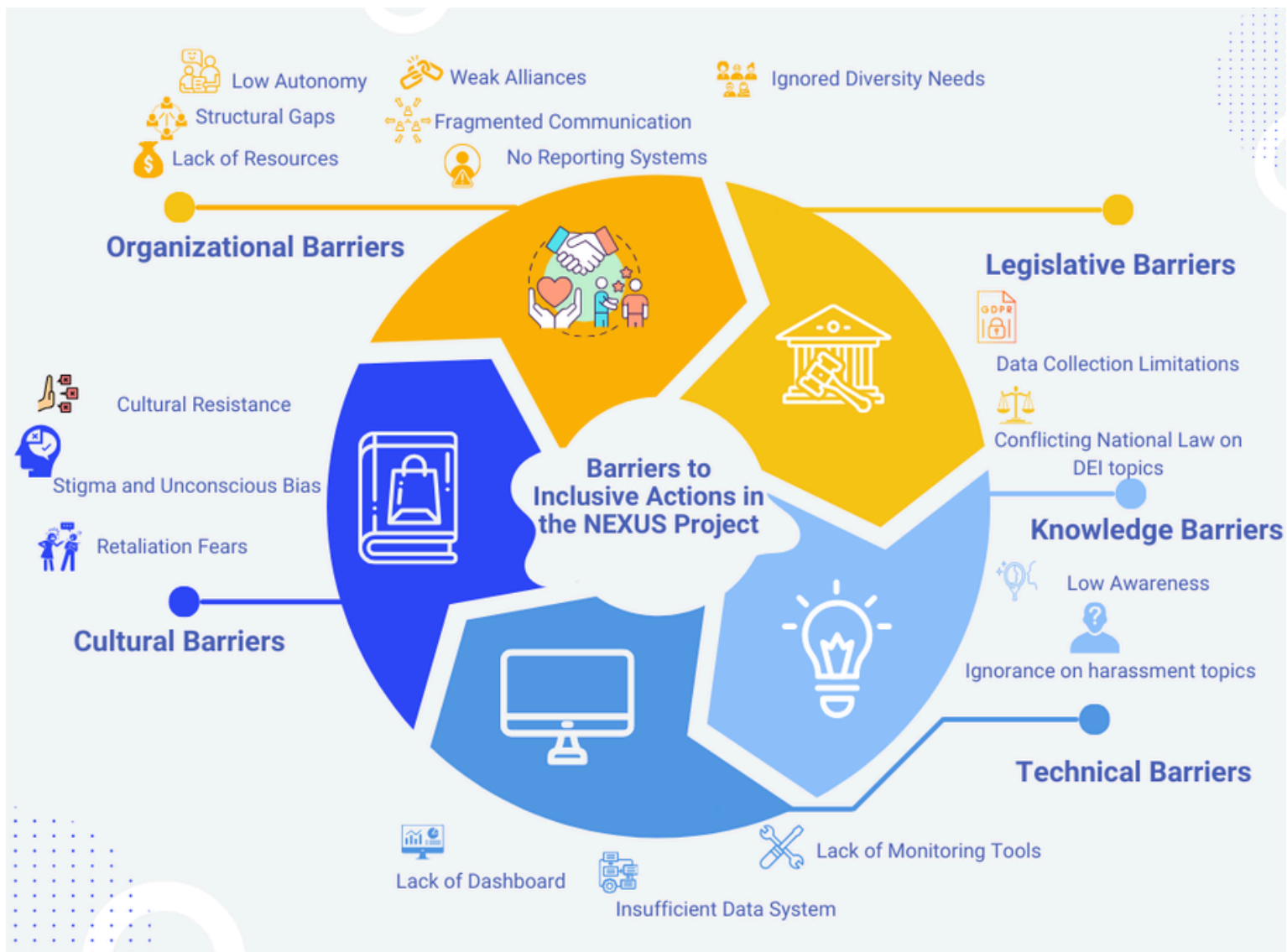
During the Info Public Sessions the following five types of barriers emerged.

### Distribution of Barriers by Type



## KEY INSIGHTS

The Info Public Sessions analysis revealed several recurrent barriers that affect the implementation and sustainability of gender equality actions within the NEXUS project.



## KEY INSIGHTS

The following table correlates the different clusters of barriers and the main suggestions emerging from the Info Public Sessions.

BARRIERS	SUGGESTIONS
<div data-bbox="204 869 587 958">Organizational</div> <div data-bbox="204 1055 587 1128">Cultural</div> <div data-bbox="204 1218 587 1308">Knowledge</div> <div data-bbox="204 1397 587 1487">Legislative</div> <div data-bbox="204 1568 587 1653">Technical</div>	<div data-bbox="991 853 1399 1124">Innovative, Scalable Actions</div> <div data-bbox="991 1158 1399 1429">Strategy for Long Term Sustainability</div> <div data-bbox="991 1464 1399 1733">Legislative Actions</div>

## KEY INSIGHTS

The following table correlates the different clusters of suggestions with the detailed actions for each cluster

## SUGGESTIONS



### Innovative, Scalable Actions

- Harassment and bystander training
- Inclusive mentoring for underrepresented groups
- Gender and inclusive research guidelines
- Intersectional data monitoring
- Cross-sector leadership networks

### Strategy for Long Term Sustainability

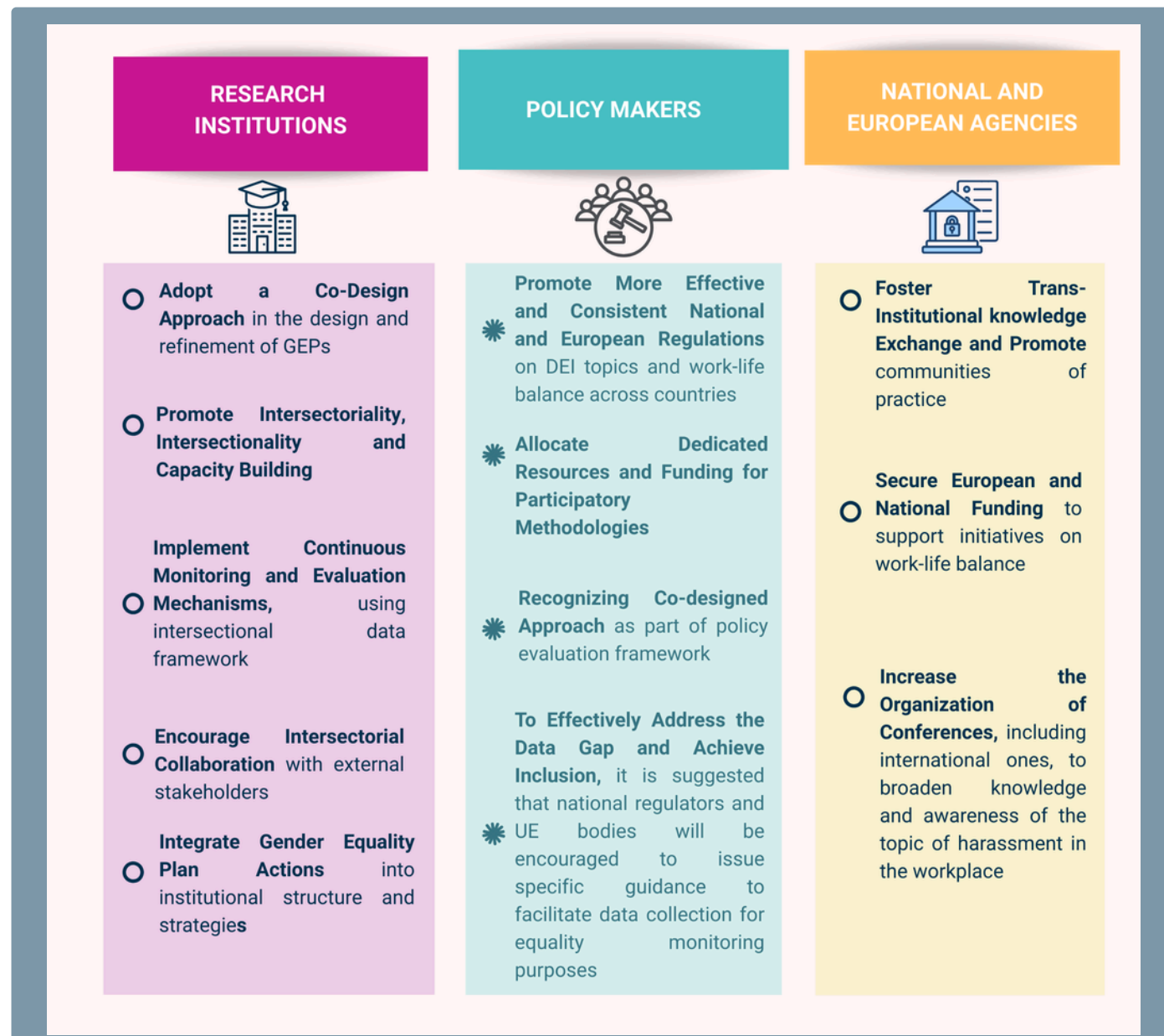
- Embedding actions into institutional governance
- Dedicated funding streams
- Capacity building and cultural change
- Dynamic monitoring and evaluation systems

### Legislative Actions

- Facilitate Data Collection for equality monitoring purposes
- Effective National and European regulation on work life balance and DEI topics

## POLICY RECOMMENDATIONS

The following table shows the recommendations emerged from the Nexus project addressed to institutional and policy-level actors (Research Institutions, National and European agencies and Policy Makers).



### Conclusion

The NEXUS experience shows that sustainable Gender Equality Plans are built through:

Continuous internal and external stakeholders' engagement

Systematic integration into institutional cultures

Dedicated Funding Streams (external and internal)

Co-design approach

Favourable rules