



POLICY BRIEF

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

Partners:

Technological University Dublin (Ireland)

AGH University of Krakow (Poland)

Bay Zoltan Nonprofit Ltd for Applied Research (Hungary)

Fondazione Istituto Italiano di Tecnologia (Italy)

Koç University (Turkey)

Le Mans University (France)

Sofia University St Kliment Ohridski (Bulgary)

Smart Venice (Italy)

Frederick University (Cyprus)

University of Nic (Serbia)

Contact

Lead Institution Istituto Italiano di Tecnologia - Italy Contact Emails:

- Lina Donnarumma lina.donnarumma@iit.it
- Martina Cicaloni martina.cicaloni@iit.it
- Vanessa De Luca vanessa.deluca@iit.it

"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.

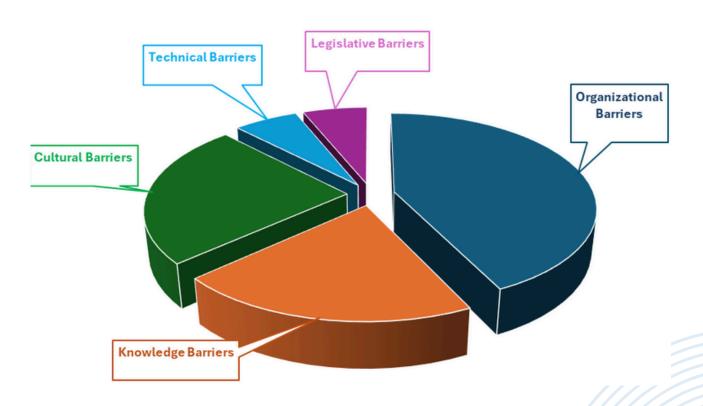
METHODOLOGICAL FRAMEWORK

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

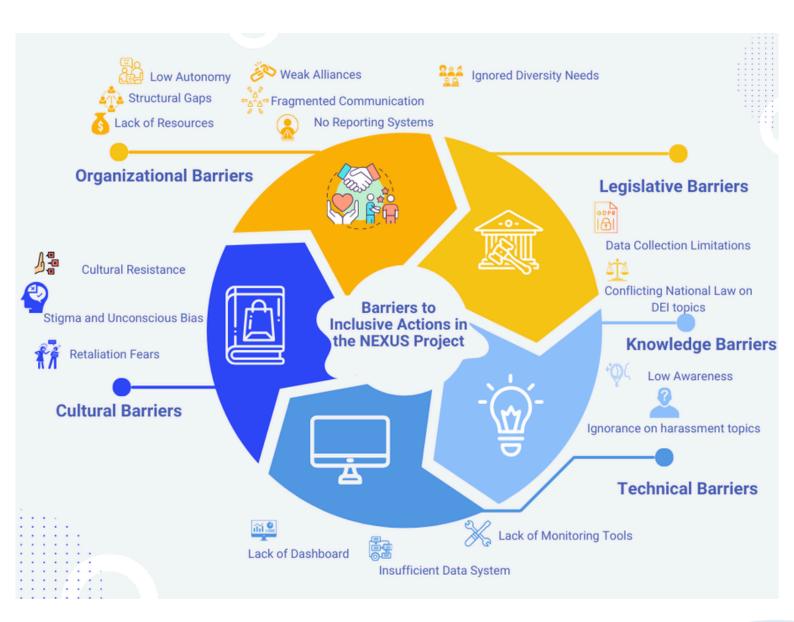






KEY INSIGHTS

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

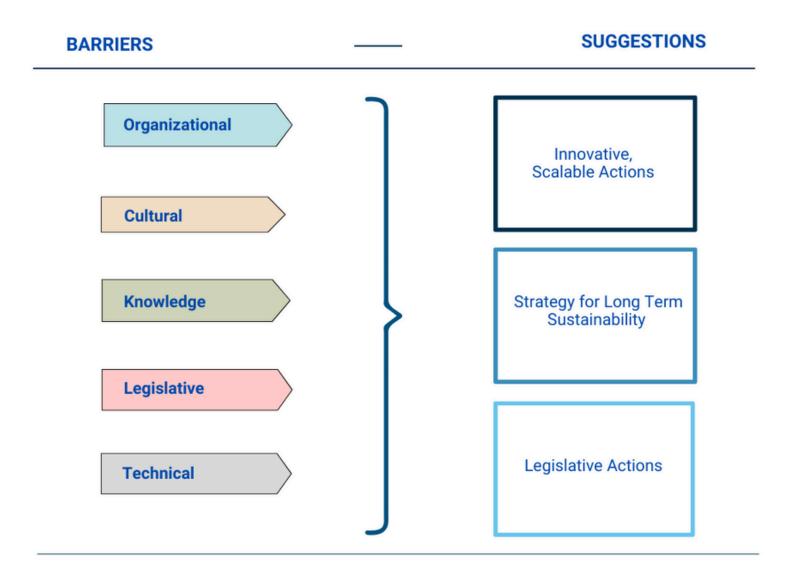






KEY INSIGHTS

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







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).

RESEARCH INSTITUTIONS



- O Adopt a Co-Design Approach in the design and refinement of GEPs
- O Promote Intersectoriality, Intersectionality and Capacity Building

Implement Continuous Monitoring and Evaluation

- O Mechanisms, using intersectional data framework
- O Encourage Intersectorial
 Collaboration with external
 stakeholders
- O Plan Actions into institutional structure and strategies

POLICY MAKERS



Promote More Effective
and Consistent National
and European Regulations
on DEI topics and work-life
balance across countries

- ** Allocate Dedicated
 Resources and Funding for
 Participatory
 Methodologies
- Recognizing Co-designed

 Approach as part of policy evaluation framework

To Effectively Address the Data Gap and Achieve Inclusion, it is suggested that national regulators and

WE bodies will be encouraged to issue specific guidance to facilitate data collection for equality monitoring purposes

NATIONAL AND EUROPEAN AGENCIES



- O Foster TransInstitutional knowledge
 Exchange and Promote
 communities of
 practice
- O National Funding to support initiatives on work-life balance
- O Organization of Conferences, including international ones, to broaden knowledge and awareness of the topic of harassment in the workplace

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