October 2025 | Issue 10

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 cocreated 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.



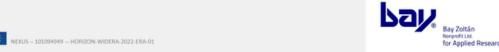




Bay Zoltán Research Centre



Link to the website where the GEP of BZN is available: Gender Equality Plan - BZN



Actions of Bay Zoltán Research Centre



- Action 1. E-course on Gender Equality and Intersectionality e-training in English for researchers focusing on equality and diversity in research and in the work environment.
- Action 2. Implementation of the Gender Equality Auditing and Monitoring (GEAM) Tool a horizontal
 survey every 3 years using the GEAM tool to map the institutional situation regarding several gender
 equality dimensions and gather data that can be used for the design of subsequent actions.
- Action 3. Fostering participation in work-related trainings through data collection with a gender+ perspective – data collection and analysis to map the situation and establish the short-term trends of the participation of staff in professional trainings by gender and other inequality areas.
- Action 4. Inclusive communication guidelines Design a guide in English guidelines to provide the staff
 with practical guidance on communication patterns for inclusive language and setting standards for
 internal and external communication.
- Action 5. Eliminating prejudices, improving corporate culture everyone is important! promoting
 inclusive environments at research performing organisations via a science café event.







Partner - Sofia University actions

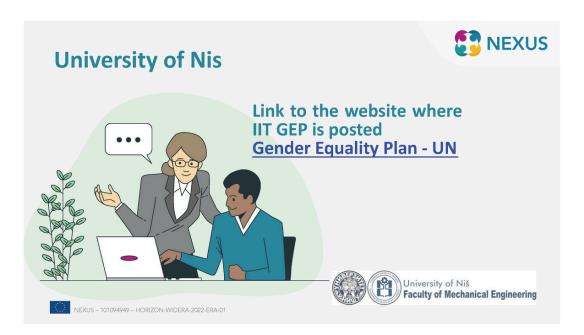




- >Action 1. "GBV Training and Awareness Online Module";
- >Action 2. "Inclusive Mentoring for Career Progression a Needs Analysis and Inclusive Mentoring for Career Progression and Success" survey;
- Action 3. "Inclusive Mentoring for Career Progression a Needs Analysis and Inclusive Mentoring for Career Progression and Success" completing the instructions for the Mentoring Programme;
- >Action 4. "Data collection and percentage monitoring on students, PhDs, academic and administrative staff in Sofia University";
- Action 5 "Expansion of the University's Center for Psychological Counseling and Research. Inclusion of additional counseling topics related to combating gender-based violence".







Partner: University of Nis actions



Action 1: "Influence of biases in decision-making" – Workshop on unconscious cognitive biases in recruitment for staff members involved in the employment process. The action, which was conducted by a professional from the National Employment Service of the Republic of Serbia, aimed to enable more transparent and objective recruitment, reducing discrimination and biases.

Action 2: "2 Gender+ dimension in research" – Guidelines for young researchers that will help them integrate these dimensions into their work and facilitate the application of European projects. The guidelines provides case studies from different disciplines, with a special focus on technical sciences..

Action 3: "Parenting resource group" – Formation of parent groups with the aim of improving the work-life balance at the faculty. Two parent groups were formed depending on the age of the children and a framework plan for a year was created.

Action 4: "Informing employees and students about the existence of the Regulation on Prevention and Protection from Sexual Harassment at FMEUNI" – Raising awareness of the prevention of sexual harassment of employees and students at the faculty. All employees and students are directly informed via email and in paper form about the existence of the Regulation on Prevention and Protection from Sexual Harassment at the faculty and the employer's obligation to implement the provisions of the rulebook.

Action 5: "Better environment for Roma students at the faculty" – Cooperation was established with two NGOs dealing with Roma issues with the aim of increasing the number of Roma students at the faculty.







Project

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

Inclusive actions implemented by the NEXUS consortium

NEXUS - 101094949 - HORIZON-WIDERA-2022-ERA-01

AGH University of Krakow





Link to the website where GEP is posted: https://rownosc.agh.edu.pl/home/equality/Plan Rownosci Plci dla AGH na lata 2025-2028.pdf

https://rownosc.agh.edu.pl/plan-rownosci-plci



NEXUS – 101094949 – HORIZON-WIDERA-2022-ERA-01



> Action 1. E-course on Gender Equality and Intersectionality
E-learning course on incorporating a gender+ perspective into conducting research and coordinating research
teams. Training available to AGH employees and students (as well as other cooperating institutions).

Partner AGH University actions

Action 2. Implementation of the Gender Equality Auditing and Monitoring Tool
Conducting research to diagnose various dimensions of inequality among AGH employees and students using the GEAM tool. Analysis and compilation of research results, on the basis of which a gender equality plan for 2025-2028 was developed.

> Action 3. Fostering participation in work-related trainings through data collection with a gender+ perspective Collection and analysis of quantitative data on the participation of AGH employees in various university training courses.

Action 4. Inclusive communication guidelines

Preparation, in cooperation with AGH students and NEXUS partners, of a guide on inclusive communication at universities. The guide contains instructions/tips on how to communicate sensitively, taking into account gender, age, appearance, religion, worldview and other areas of social exclusion.

> Action 5. Information campaign
A series of activities aimed at disseminating information among the AGH community about equality procedures, institutions and activities created at the university.



NEXUS - 101094949 - HORIZON-WIDERA-2022-ERA-01







Frederick University





Link to the website where Frederick University's GEP is posted: Gender Equality Plan – Frederick University



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.

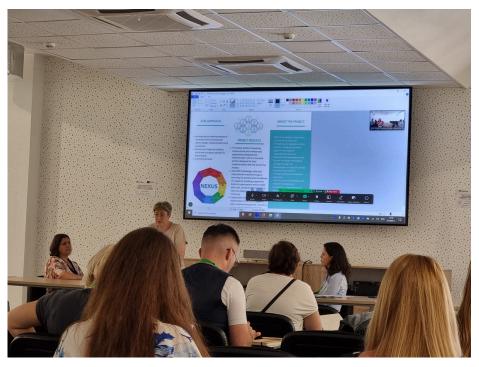


The NEXUS Project was presented at the Transform4Europe-ERA T Summer School for Refugee, Displaced and At-risk Researchers, held at Sofia University "St. Kliment Ohridski" from 1–6 September 2025.

The event offered a meaningful platform to share NEXUS's mission of fostering inclusive gender equality in research and academia, and to engage with researchers navigating global challenges and building resilient academic futures.

Together, we continue to promote inclusion, collaboration, and equal opportunities across the European Research Area. ♥⊁



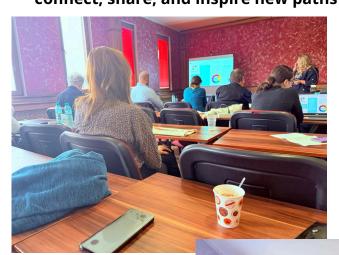




♠ The NEXUS Project was featured at the scientific seminar "Good Practices for the Application of High-tech Tools in Teaching Mathematics, Informatics and IT", hosted by Sofia University.
Sofia University "St. Kliment Ohridski"

The seminar brought together educators, researchers and technologists to explore how emerging technologies — including AI, digital tools, and smart learning platforms — can enhance teaching and learning.

Thank you to the organizers and participants for this opportunity to connect, share, and inspire new paths for innovation in education.







NEXUS FINAL CONFERENCE



Meet Our Panellists and Moderators

NEXUS Final Conference
Session 1: Twinning initiatives for Inclusive Gender Equality - Benefits and Challenges 23 September, 10:45. Moderator - Maria Sangiuliano, SV











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Meet Our Panellists and Moderators

Nestering sustainable change: Effective policy and practice for inclusive gender equality in Europe NEXUS Final Conference

NEAUS Final Conference Session 3: Communities of Practice for Inclusive Gender Equality in RPOs-what works? 23 September, 14:15. Moderator - Dr Petroula Mavrikiou



















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Meet Our Panellists and Moderators

Fostering sustainable change: Effective policy and practice for inclusive gender equality in Europe NEXUS Final Conference Session 2: Inclusive gender equality in EU widening and associated countries: opportunities, barriers and ways forward. 23 September, 11:55. Moderator - Kinga Sekerdej, AGH





















Meet Our Panellists and Moderators

Fostering sustainable change: Effective policy and practice for inclusive gender equality in Europe NEXUS Final Conference

Session 4: Policy gaps, developments and recommendations - 23 September 3:25 PM Moderator - Lina Donnarumma



















the European Union

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NEXUS FINAL CONFERENCE



The NEXUS Final Conference: "Fostering Sustainable Change - Effective Policy and Practice for Inclusive Gender Equality in Europe" has officially come to a close — and what an inspiring journey it has been!

Over two dynamic days, experts, researchers, policymakers, and practitioners came together to exchange experiences, share lessons learned, and discuss innovative ways to advance inclusive gender equality in research and innovation across Europe.

From twinning initiatives and inclusive practices in widening countries to communities of practice and policy recommendations — each session highlighted how collaboration, knowledge-sharing, and institutional commitment can foster real and lasting change.

A heartfelt thank you to all our speakers, moderators, participants, and partners who contributed to making this event such a success. Your insights, energy, and dedication will continue to shape the NEXUS legacy and support the European Research Area in becoming more inclusive, equitable, and sustainable.





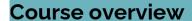




Advancing inclusive **GENDER EQUALITY PLANS**

in research organizations

Knowledge and tools for intersectional and intersectoral approaches



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.



Register at https://gender-research-docc.eu/





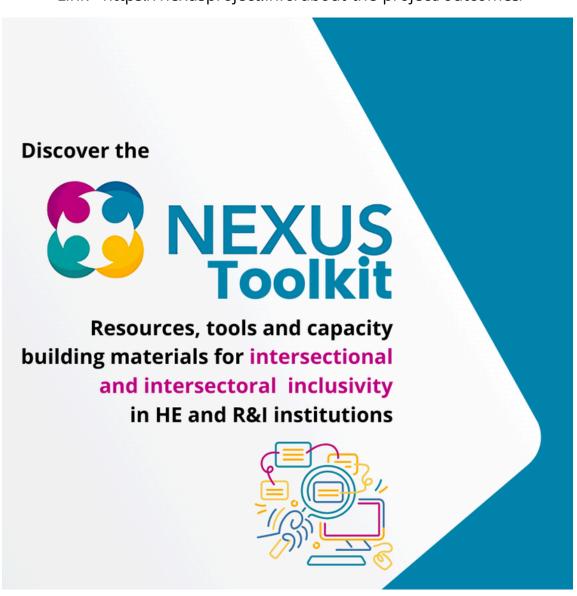


New Release: The NEXUS Toolkit

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.

- - ✓ 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/



PODCAST



Bridging Policy and Practice: Advancing Gender Equality in Research

Short Description:

In the 10th episode of the NEXUS Podcast, we speak with Tatyana Kmetova, Executive Director of the Center of Women's Studies and Policies (CWSP). She discusses the journey toward inclusive gender equality in research and academia, the policy challenges ahead, and how collaboration across Europe can drive real change.

Tune in for an inspiring and thought-provoking conversation on empowering women and shaping more equitable research environments.

pcoming 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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