



## Linking Research & Innovation for Gender Equality

ECE-NTUA Gender Equality Plan 2024-2025

November 2023

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# 1 Introduction

After the successful implementation of the 1<sup>st</sup> and 2<sup>nd</sup> ECE NTUA Gender Equality Plan (2020-2021 & 2021-2022), the ECE NTUA introduces its 3<sup>rd</sup> Gender Equality Plan (GEP) for 2023-2025. The 3<sup>rd</sup> G.E. Plan has been built upon the previous GEP versions (based on the CALIPER methodology), the outcomes of the 1<sup>st</sup> and 2<sup>nd</sup> monitoring and evaluation process and the results of the internal sustainability workshop (December 2022), the 3<sup>rd</sup> Awareness session (April 2023) and the Stakeholder sustainability workshop (September 2023).

The results from the 2-year implementation of the GEP, as well as the forementioned meetings, that have been incorporated to the 3<sup>rd</sup> ECE NTUA GEP include the following:

- Gender equality actions go beyond a specific timeframe. Therefore, there is a need for continuous actions to create an environment that is inclusive, gender balanced and free from gender bias, violence or harassment.
- New structural actions are necessary (i.e. Establishment of a G.E. Committee at a School level) to enhance the operation of the ECE G.E. Office, increase cooperation with the NTUA G.E. Committee and further highlight the importance of gender integration into all School operations.
- Gender related topics have been integrated to some under- and post-graduate courses. This included either the integration of specific gender topics into lectures, or the implementation of lectures related to gender integration into innovation, research etc. Apart from the importance of retaining the established integrations into the courses there is a need for further integration into more courses. This will also influence the gender dimension integration into research and into academic results (i.e. the incorporation of the gender dimension into PhD's and under and postgraduate thesis.
- Implementation of collaborative actions (ie. Workshops, trainings, seminars etc), to enhance the connection between academia and external stakeholders, to adopt an outward approach to diffuse academic knowledge to the wider innovation ecosystem and to exploit and gain further experience, knowledge, and expertise.
- To increase engagement, it is important to seek volunteers among the personnel and the students. This will also provide further resources, necessary for the 3<sup>rd</sup> GEP implementation. Additionally, community engagement will also lead to increased overall engagement.

The implementation period for the 3<sup>rd</sup> ECE NTUA GEP is January 2024 – December 2025 with the official endorsement by the Deanery expected by January 2024. Its main objective is to further contribute to the establishment and retainment of an environment gender balanced, inclusive, equal, and free from gender bias and violence environment for all members of the School.



## 2 Gender Equality Strategy and Key Priority Areas

The key priority areas addressed in the 3<sup>rd</sup> G.E. Plan are presented in Figure 1. A total of 11 actions have been designed and are expected to be implemented.

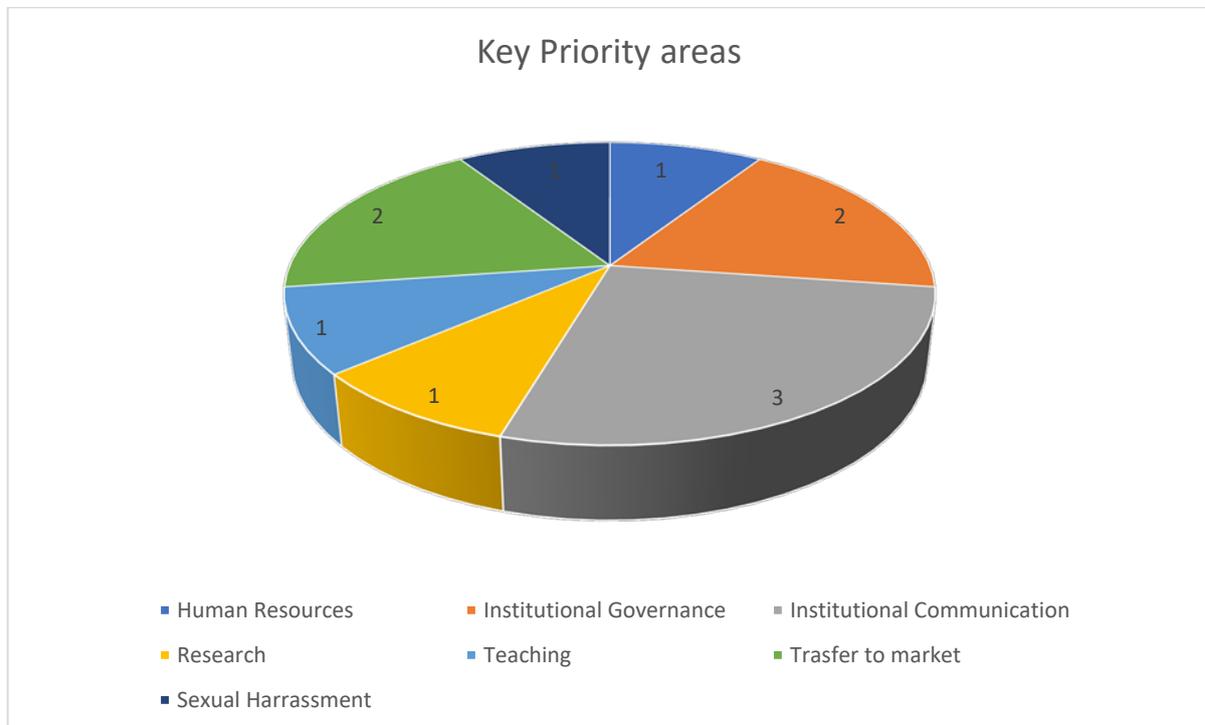


Figure 1: Number of activities per key priority area

As regards the **Human Resources** area main goals of the adopted Gender Equality plan refer to:

- Monitoring the internal indicators and targets that aim to increase the representation of women at all levels of the School (students, researchers, PhD candidates and Post Docs, and academics).
- In combination with the Sexual Harassment area, ensuring an inclusive environment and improvement of the working conditions by following the “Guide on Handling Gender Violence, Sexual Harassment, Bias and Sexist Behavior” to eliminate insecurities and discourage potential sexist behaviour.

Regarding the **Governance** area the targets of the present Gender Equality Plan include:

- Establishment of the Gender Equality Committee to promote equality through the implementation of the GEP, the adoption of respective measures, the cooperation with the ECE G.E. Office and the NTUA G.E. Committee.
- Collection of gender disaggregated and intersectional data, beyond the standard types of information, including data on intersectionality (e.g., Gender, religion, nationality etc.).

In the **Communication** area, importance has been laid upon the following aspects:

- Elaboration of trainings, templates and explanatory leaflets to further promote unbiased, inclusive communication (both internal and external) through the application of the “Guide of using non-sexist language in administrative documents.
- Identification of positive Role models and continuous dissemination of relevant gender activities.
- Elaboration of awareness raising and training activities on gender issues in STEM.



Referring to **Research** the Gender Equality plan aims to the:

- Monitoring indicators and targets for the integration of the gender dimension in research.

In the **Teaching** area, the plan focuses on the:

- Integration of the gender dimension into teaching through the implementation of further selection of undergraduate and postgraduate courses and enhancement of the current ones (if necessary).

As regards the **Transfer to Market** area, main goals of the adopted Gender Equality strategy refer to:

- Further integration of the gender dimension in the Alumni Network in order to enhance the communication between the market and the School
- Cooperation with the G-WISE network.

Regarding the **Sexual Harassment and Gender Violence** area the targets of the present Gender Equality Plan include:

- Operation of the formal mechanism to deal with cases of sexual harassment and gender violence.



Action Number	Title	Area of intervention	Other relevant Area	Intersectional (YES/PARTLY)	Collaborative (YES/PARTLY)	Structural /soft
1	Monitor the Internal indicators and targets for the representation of women	Human Resources	-	-	-	Structural
2	Gender Equality Committee	Institutional Governance	-	-	-	Structural
3	Collection of Data on Gender Equality and on Intersectionality	Institutional Governance	-	YES	-	Structural
4	Support the application of the “Guide of using non-sexist language in administrative documents”	Institutional Communication	-	-	-	Soft
5	Engagement of Role models and dissemination activities	Institutional Communication	-		-YES	Soft
6	Information Days and Training Workshops on gender issues in STEM	Institutional Communication	-	-	-YES	Soft
7	Monitor indicators and targets for the integration of the gender dimension in research	Research	-	-		Structural

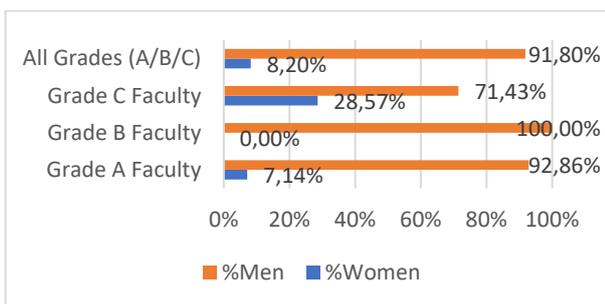
8	Integration of gender-related topics in selected courses and lectures	Teaching	-	-		Soft
9	Integration of the gender dimension in the Alumni Network	Transfer market	to		-	Soft
10	Cooperation with the G-WISE network	Transfer market	to	-	-	-YES Soft
11	Application of the mechanism dealing with cases of sexual harassment and gender-based violence	Sexual harassment		Human Resources	-	- Structural



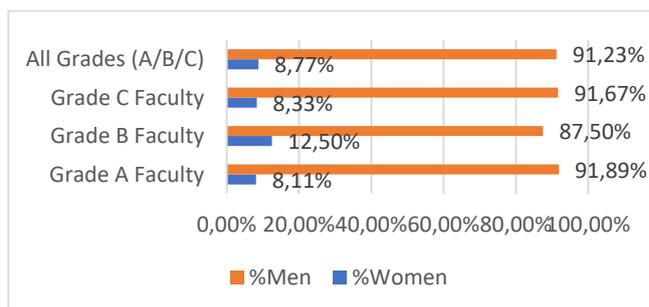
### 3 Human resources

#### 3.1 Recruitment and selection

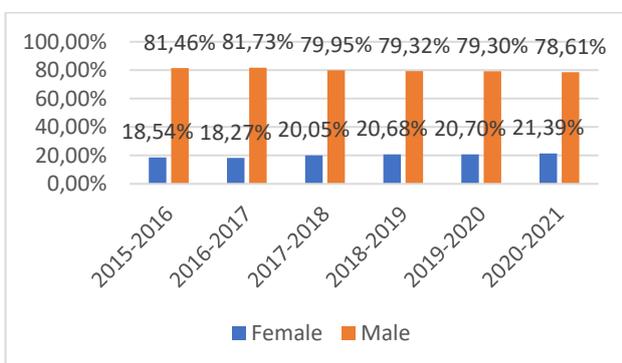
An important problem of the ECE School is the underrepresentation of women in the academic sector (as Faculty members) (Figure 2 & 3) and the low percentages of female students (Figure 4 & 5). Even though the women’s representation percentages seem to rise (also an outcome of the implementation of the 1<sup>st</sup> and 2<sup>nd</sup> ECE G.E. Plan), further actions need to be implemented to achieve a more balanced result. However, the recruiting and hiring procedures of permanent employees are designated by the Ministry of Education, Lifelong Learning and Religious Affairs and cannot be changed. To this end it is important to increase the number of female students, female researchers and post-doc researchers in the School, in order to also increase the growth potential of tenured researchers and academics.



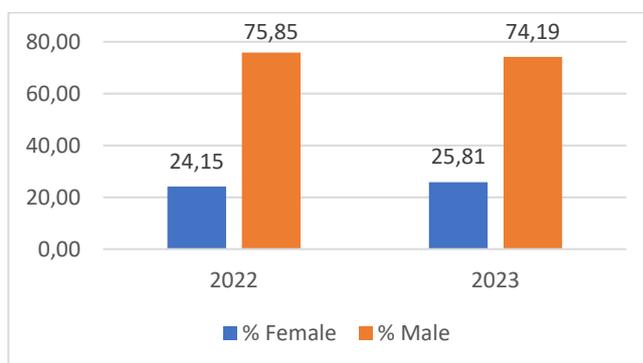
**Figure 2.** Proportion of women grade A/B/C staff (2019-2020)



**Figure 3.** Proportion of women grade A/B/C staff (2022-2023)



**Figure 4.** Rolling average of newly admitted students (2019-2020)



**Figure 5.** Rolling average of newly admitted students (2022-2023)

According to the above the G.E. Office will continue to monitor the indicators set that refer to the women’s representation and seize for appropriate actions.

N.	Measures/actions	Objective	Timeframe of implementation
01	Monitor the Internal indicators and targets for the representation of women	Assist decision making and set internal goals to have a clear vision of desired improvements.	January 2024 – Nov 2025 (Monitoring of internal targets)

### 3.1.1 Monitor the internal indicators and targets for the representation of women

#### Target audience:

- Students
- Researchers (PhD Candidates and Post Docs)
- Academics

\* This activity refers to all the above members of the School, while also, it particularly refers to the female future students, female students, female researchers and female academics.

#### Timeframe:

Jan 2024 – Nov 2025 (Monitoring of internal targets)

#### Goals & Objectives

Two indicators, with their respective targets, have been established: i) Proportion of women grade A/B/C staff (academic) and ii) Undergraduate female students in Electrical and Computer Engineering (new enrolled average of 2 years). These targets have already been published in the first annual Gender Equality (G.E.) report. Main output of this action is to monitor and evaluate the indicators and targets annually, and to publish the respective results in the annual G.E. report. The short-term outcome refers to the increased awareness on the ECE-NTUA gender equality targets by the staff, students and all other members (Annual survey - Jun 2024, June 2025).

The action is expected to have several long term impacts: improved school policies, increased growth potential of tenured researchers and academics, more equal distribution among male & female students that will lead to a more equal distribution among male & female researchers and academics, and decreased horizontal segregation.

#### Activities and Available Resources

Activities:

- ✓ Monitor indicators annually and update targets if needed
- ✓ Publish results in G.E. report (November 2024, November 2025)

Available Resources:

- ✓ ECE NTUA Gender Equality Office, in cooperation with the ECE NTUA Secretariat
- ✓ ECE NTUA Communication Office

#### Targets & Indicators

##### Outputs

- ✓ Publication of targets

##### Outcomes – Short



- ✓ Increased awareness on the ECE-NTUA gender equality targets by the staff, students and all other members (Annual survey to monitor awareness level).

#### Outcomes – Medium

- ✓ -

#### Impact - Long:

- ✓ Increase the number of female enrolled students
- ✓ Increase the number of potential female non-permanent researchers
- ✓ Increase the number of potential female academic personnel

## 4 Institutional Governance

### 4.1 Gender equality bodies and disaggregated data collection at the institutional level

The ECE School has initiated collecting data on gender equality and intersectionality during the implementation of the 1<sup>st</sup> and 2<sup>nd</sup> GEP (2021-2023). This process (annual gender equality questionnaire) will continue in order to gain insight on the G.E. status of the School and assist in the decision making process.

Additionally, the process will be further supported by the implementation of a gender equality committee to be established. The Committee will lead, coordinate, and embed gender equality and diversity actions, in cooperation with the G.E. Office and the NTUA G.E. Committee.

N.	Measures/actions	Objective	Timeframe of implementation
02	Gender Equality Committee	Support, lead, coordinate and embed gender equality and diversity actions at School level, while cooperating with the established G.E. Office and the NTUA Gender Equality Committee.	Apr 2024 – Dec 2025
03	Collection of Data on Gender Equality and on Intersectionality	Collection of gender disaggregated data for the provision of information and design of suitable actions.  Provision of better understanding of how members of the School perceive gender equality and implement respective actions, when necessary.	May 2024 – Nov 2025 (Annual survey June 2024, June 2025 and Annual G.E. Report)



## 4.1.1 Gender Equality Committee

### Target audience:

All members of the ECE-NTUA School

### Timeframe:

Apr 2024 – Dec 2025

### Goals & Objectives

After the implementation of the G.E. Office, the establishment of a G.E. Committee will further promote and ensure substantial equality in the School, in academic, research and administrative procedures. The Committee will promote equality through the implementation of the GEP, the adoption of respective measures, the cooperation with the ECE G.E. Office and the NTUA G.E. Committee etc.

The expected medium-term outcome will be the support in the organisation of events regarding gender equality as well as the effective implementation of the GEP.

The long-term impact will include improved gender equality outcomes, increased ~~female~~–women representation in the ECE-NTUA School, the creation of a more inclusive and gender-sensitive working and teaching environment, and increased assurance for the continued adoption and sustainability of gender equality policies and practices.

### Activities and Available Resources

#### Activities:

- ✓ Assist the operation of the G.E. Office through:
  - Indicators (Number of students/staff be served) (annually)
  - Number of events organised
- ✓ Ensure the implementation of GEP
- ✓ Participation in ECE NTUA Open Days in order to increase the awareness on opportunities, barriers and how to overcome them

#### Available Resources

- ✓ GE Office for organisation of the activities.
- ✓ ECE-NTUA top level and middle level management.
- ✓ The NTUA Liaison and Student Services Office.

### Targets & Indicators

#### Outputs

- ✓ Establishment of the G.E Committee.

#### Outcomes – Short

- ✓ Provision of support regarding the implementation of gender-related reports and documents.
- ✓ Cooperation with the ECE G.E. Office and the NTUA G.E. Committee on various issues of gender equality.



### Outcomes – Medium

- ✓ Support in the organisation of events on gender equality.
- ✓ Effective implementation of the GEP.

### Impact - Long:

- Increased women’s participation rates in the ECE-NTUA School
- Increase the number of female enrolled students.
- Increase the number of female non-permanent researchers.
- Increase the number of female academic personnel.

## 4.1.2 Collection of Data on Gender Equality and on Intersectionality

### Target audience:

*All members of the ECE-NTUA School (Students, Researchers - permanent and non-permanent, Academics, Administrative personnel, Technical personnel)*

### Timeframe:

*Jun 2024 & Jun 2025 (Survey) /Nov 2024 & Nov 2025 (Annual gender equality report)*

### Goals & Objectives

Main goal of this action is to continue the established procedures on gender equality data collection, while updating them, according to the received feedback. In the short term, the outcome will be the improved knowledge on the existence of data collection procedures on GE. In the medium term, this will lead to improved insight on the School’s members perception of gender equality and intersectionality. In the long term, this will lead to better understanding regarding gender and intersectional inequalities of the School, and the development of appropriate, evidence-based responses and policies. The above will contribute to a more gender sensitive working and studying environment, equal development opportunities for both men and women, and improved women’s representation.

### Activities and Available Resources

#### Activities

- ✓ Implementation of data collection procedures (Survey/questionnaire, administrative data). (Survey Jun 2024 & Jun 2025)
  - Ensure participation of school members in the data collection process (survey respondents, student associations, staff and organisational units with access to data etc.)
  - Analysis of data and assessment of the status in the School.
- ✓ Improvement and ongoing annual updates of the survey.
- ✓ Annual gender equality report (Nov 2024 & Nov 2025)



- ✓ Collection of feedback for improvement

Available Resources:

- GE Office.
- IT Expert for the collection of data and liaison with the GE Office.

### *Targets & Indicators*

#### **Outputs**

- ✓ Annual, anonymous questionnaire to collect data on gender equality and intersectionality
- ✓ Number of data collected (Within the Annual survey)
- ✓ Feedback received
- ✓ Improved data collection procedure

#### **Outcomes – Short**

- ✓ Increased knowledge on the existence of data collection procedures on GE

#### **Outcomes – Medium**

- ✓ Increased knowledge on the status GE and intersectionality in the School.

#### **Impact - Long:**

- ✓ Information derived from the gender disaggregated data used in decision making
- ✓ Gender sensitive working and studying environment, equal development opportunities for both men and women



## 5 Institutional Communication

### 5.1 Gender sensitive institutional communication

For this iteration of the GEP, the school has selected to sustain and implement actions that will further enhance the gender sensitive institutional communication.

N.	Measures/actions	Objective	Timeframe of implementation
04	Support the application of the “Guide of using non-sexist language in administrative documents”	Ensure that official communications use gender-balanced and use gender sensitive language	Feb 2024 –Dec 2025
05	Engagement of Role models and dissemination activities	Communicate positive female role models and disseminate relevant gender dimension activities	Jan 2024 – Dec 2025
06	Information Days and Training Workshops on gender issues in STEM	Increase the awareness and knowledge on the gender issues covered	Feb 2024 – Dec 2025

#### ***5.1.1.1 Support the application of the “Guide of using non-sexist language in administrative documents”***

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#### **Target audience:**

Academics

Researchers (PhD Candidates and Post Docs)

Administrative Staff

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#### **Timeframe:**

Feb 2024 – Dec 2025

#### **Goals & Objectives**

The output of this measure is the implementation of more trainings of the personnel regarding the Guide. The short-term outcome of the measure will be the increased familiarity of the use of gender aware language at all members of the School. In the medium-term, this will result in the application of the Guide This will contribute, (in the long-term) in the increased use of a non-sexist language in the administrative and internal communication, and increased gender awareness of internal and external audiences.

#### **Activities and Available Resources**

##### Activities

- ✓ 2<sup>nd</sup> training for the correct use of the Guide, at all the Schools administrative and academic personnel.
- ✓ Development of a short guidebook and circulation in all School members.



This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement no 873134.

✓ Development of a brochure.

Available resources (e.g., budget human resource)

✓ ECE NTUA Top level management

✓ ECE NTUA Middle level management.

✓ ECE NTUA Secretariat for the preparation of the respective documents.

#### Targets & Indicators

##### Outputs

- ✓ Number of trained personnel
- ✓ Number of people receiving the guidebook

##### Outcomes – Short

- ✓ Increased familiarity of the use of gender aware language

##### Outcomes – Medium

- ✓ Application of the Guide

##### Impact - Long:

- ✓ Reduced gender bias in the communication language.

## 5.1.2 Engagement of Role models and dissemination activities

#### Target audience:

- Potential students
- Students
- Researchers (PhD Candidates and Post Docs)
- Academics

*\* This activity refers to all the above members and potential members of the School, while also, it particularly refers to the female future students, female students, female researchers and female academics.*

#### Timeframe:

**Jan 2024 – Dec 2025**

#### Goals & Objectives

The output of this measure is the number of role models to be identified, the implementation of online live “coffee-talks” in cooperation with professional and research communities and last but not least the feedback to be received. In the short term, the measures will produce a number of dissemination activities presenting



positive role models. In the long term, the measure will result in a more equal distribution among male & female students, female students being more interested in continuing a career in STEM (in research and industry) and an increase in the number of female founders and entrepreneurs.

#### Activities and Available Resources

Activities:

- ✓ Coffee-talks (at least 2 each year)
- ✓ Collection of feedback and analysis to obtain new ideas and improvement.

Available Resources:

- ✓ ECE – NTUA GE Office
- ✓ ECE-NTUA Communication Office
- ✓ Cooperation with the R&I Hub
- ✓ Cooperation with [G-WISE Network](#)

#### Targets & Indicators

##### Outputs

- ✓ Implementation of online “coffee-talks” in cooperation with professional and research communities
- ✓ Feedback received through ex post questionnaires

##### Outcomes – Short

- ✓ Increased dissemination of role models to potential students

##### Outcomes – Medium

- ✓ -

##### Impact - Long:

- ✓ Increased pursuit of careers in STEM for graduates
- ✓ Contribution to the increase of women’s participation in the ECE-NTUA.

### 5.1.3 Information Days and Training Workshops on gender issues in STEM

**Target audience:**

- *Researchers (permanent and non permanent)*

**Timeframe:**

**Feb 2024 – Dec 2025**



- *Academics*
- *STEM Professionals*
- *ECE NTUA Students*

### **Goals & Objectives**

The output of this action refers to the number of training material and trainings to be implemented. The short-term outcome will be the increased awareness on the topics covered. The topics will include (indicatively) issues such as: the application of gender sensitive language in communication/teaching etc, the integration of the gender dimension in research, gender violence and sexual harassment and gender and intersectionality. Additionally topics will depend on the results of the Annual questionnaire, where respondents have the opportunity to express their preferences and priorities on the matter.

In the long-term the measure will result in outcomes relevant to the subjects of the training activities: Increased knowledge and awareness on how to use gender-sensitive language, increased integration of gender in research outcome, gender-aware teaching environment and curriculum, improved satisfaction regarding the teaching working environment for School members, improved curriculum, and enabling the members of the School (faculty, students, staff) to be able to manage potential incidents of sexism and gender bias.

### **Activities and Available Resources**

#### Activities

- ✓ At least 1 training per year on (indicatively):
  - Application of gender sensitive language in communication or
  - Integration of the gender dimension in research or
  - Gender sensitive teaching or
  - Gender violence and sexual harassment or
  - Gender and intersectionality.

#### Available Resources

- ✓ GE Office for the organization and dissemination of the event.
- ✓ ECE-NTUA Communication office.
- ✓ ECE-NTUA Secretariat.
- ✓ Budget: The School will provide for the space and necessary equipment and material.
- ✓ External speakers (professionals, academics, civil society organisation members etc.) from the ECE-NTUA network

### **Targets & Indicators**

#### **Outputs**

- ✓ Number of training material implemented (presentations, brochures, posters, etc.)
- ✓ Number of trainings implemented



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- ✓ Number of participants

#### Outcomes – Short

- ✓ Increased awareness on the topics covered

#### Outcomes – Medium

- ✓ -

#### Impact - Long:

- ✓ Increased gender dimension integration into research.
  - ✓ Increased % of scientific publications integrating a gender dimension in their subject matter until 2025.
  - ✓ Increased number of Undergraduate and PhD theses integrating the gender dimension in their subject until 2025.
  - ✓ Increased number of female PIs until 2025.
  - ✓ Improved satisfaction with the teaching environment and content of the curriculum.
  - ✓ Reduction of Gender Violence and Sexual Harassment incidents.
- 



## 6 Research

### 6.1 Research contents and methods

There is low integration of the gender dimension in research in publications, PhD and Master's theses. For instance, the only project where the School is participating and has a gender focus is CALIPER. As regards the projects that include a gender dimension (data from the NTUA Research Fund) the percentage is 7%, while low percentages also appear as regards the gender integration into master's theses (2,1%) and PhD Theses (1,7%) in the School. Regarding publications that take into consideration the gender dimension, under the ECE-NTUA affiliation, these reach 2,21%, as indexed by Scopus, and 1,78% as indexed by Google Scholar.

According to the above, it was decided to continue to monitor the established indicators and their targets. This monitoring in combination with the respective trainings and workshops, will prepare the ground and foster further discussion on how to improve its performance, with a view to include specific measures.

N.	Measures/actions	Objective	Timeframe of implementation1
07	Monitor indicators and targets for the integration of the gender dimension in research	Create a framework for measuring the inclusion of gender in research content, and implement actions on how to improve performance.	Jan 2024 – Nov 2025

#### 6.1.1 Monitor the established indicators and targets for the integration of the gender dimension in research

**Target audience:**

- Students (under and postgraduate)
- Researchers (permanent and non-permanent)
- Faculty

**Timeframe:**

*Jan 2024 – Nov 2025*

#### Goals & Objectives

One indicator, with its respective targets, has been established: Number and % of Undergraduate, MSc and PhD theses integrating a gender dimension in their subject matter. This target has already been published in the first annual Gender Equality (G.E.) report. Subsequently, the output of this action is the annual monitoring and evaluation of the indicator and target and their publication in the annual G.E. report. The short-term outcome will be the increased awareness on the ECE-NTUA gender equality targets. It is expected that in the medium term, this will lead to implementation of data collection procedures and monitoring and use in decision making. In the long term, the measure will facilitate increased gender-related content in research outputs, and more successful grant applications.



### Activities and Available Resources

#### Activities

- ✓ Establish an integrated procedure to obtain the necessary data (cooperation with the Secretariat and Committees of postgraduate studies)
- ✓ Monitor indicator annually and update target if needed
- ✓ Publish results in G.E. report
- ✓ In cooperation with action 5.1.3 implementation of an event to present the results of the indicators and on how to further integrate the gender dimension into research.

#### Resources

- ✓ ECE NTUA GE Office in cooperation with the ECE NTUA Secretariat for the provision of data on the existing %.
- ✓ ECE NTUA High level management
- ✓ ECE NTUA Middle level management
- ✓ ECE NTUA Communication Office that is responsible for the implementation of reports for the School's evaluation.

### Targets & Indicators

#### Outputs

- ✓ Publication of target's achievements

#### Outcomes – Short

- ✓ Increased awareness on the ECE-NTUA gender equality targets.

#### Outcomes – Medium

- ✓ Implementation of data collection procedures and monitoring and use in decision making.

#### Impact - Long:

- ✓ Increased gender dimension integration into research.
- ✓ Increased number of Undergraduate and PhD theses integrating the gender dimension in their subject



## 7 Teaching

As regards the Teaching area, main purpose is to further enhance the gender-related content in the School's Undergraduate and/or Postgraduate courses, as well as to enrich the material already established (whenever necessary).

N.	Measures/actions	Objective	Timeframe of implementation
08	Integration of gender-related topics in selected courses and lectures	Directly include gender-related topics in courses/lectures where it is appropriate to do so	Jan 2024 – Dec 2025

### 7.1.1 Integration of gender-related topics in selected courses and lectures

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#### **Target audience:**

- Faculty
- Undergraduate students
- Postgraduate students
- PhD candidates

#### **Timeframe:**

Jan 2024 – Dec 2025

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#### **Goals & Objectives**

The output of this measure is to retain the GE topics in the selected undergraduate and postgraduate courses, as well as select new ones. It is also important to take into consideration the answers - feedback received through the annual survey, regarding this action. In the short-term, the main outcome of this measure will be the introduction of equality and gender topics in selected modules / lectures. This will lead, in the medium term, to students gaining increased awareness on the gender topics, and the faculty gaining increased awareness of the relevance and meaning of a gender approach in teaching and subsequently in research.

The long-term impact will include increased gender equality awareness, a more gender-sensitive curriculum in general, the encouragement of research (postgraduate, undergraduate and PhD theses) that contains the gender dimension, while students and researchers are expected to become more aware on how to include gender variables in their work.

#### **Activities and Available Resources**

##### Activities

- ✓ Further selection of undergraduate and postgraduate courses to integrate the gender dimension, design of the lecture and collaboration with faculty and teaching assistants responsible for the selected courses.
- ✓ Collect feedback from the students.



- ✓ If necessary, organisation of info sessions to further raise awareness on why gender is important in the studies of an Electrical and Computer Engineer, and how to integrate the dimension in a practical manner.

#### Resources

- ✓ GE Office to provide support.
- ✓ Academics & researchers for the development and implementation of the lectures.

#### Targets & Indicators

##### Outputs

- ✓ Number of undergraduate and postgraduate courses selected and adapted.
- ✓ Number of answers - feedback received through the annual survey.

##### Outcomes – Short

- ✓ -

##### Outcomes – Medium

- ✓ Increased awareness of gender topics among students and faculty.

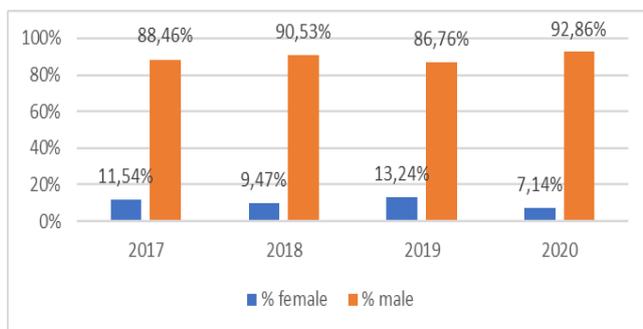
##### Impact - Long:

- ✓ Contribution towards the achievement of the internal targets set regarding the number of theses and PhD's with a gender dimension in their content until 2025.
- ✓ Contribution towards the achievement of the internal targets set regarding the % of scientific publications integrating a gender dimension in their subject matter until 2025.

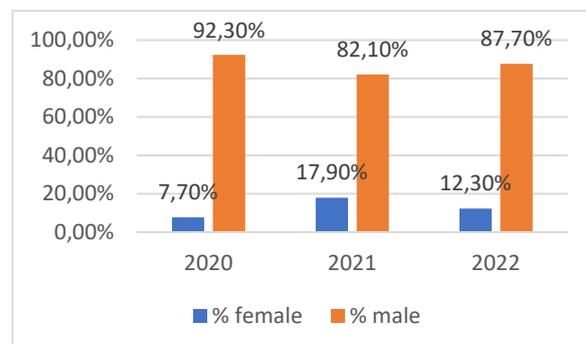


## 8 Transfer to Market

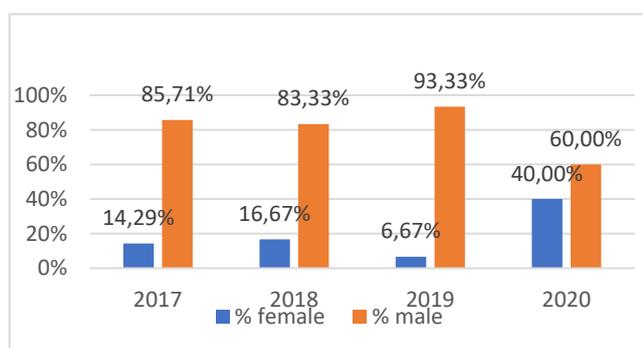
The issues that came up in the transfer to market area, are similar to the issues in the Human Resources and the Institutional Governance areas, and strongly relate to the female-women underrepresentation in the School. Particularly, as depicted in the following figures the % of female speakers in STEM conferences is quite low (for both Academics and PhD students).



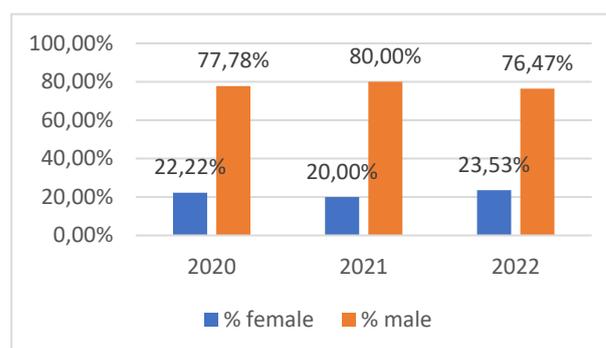
% female speakers in conferences on STEM (Professors) (2017-2020)



% female speakers in conferences on STEM (Professors) (2020-2022)



% female speakers in conferences on STEM (PhD Candidates) (2017-2020)



% female speakers in conferences on STEM (PhD Candidates) (2020-2022)

According to the above, main priority of the Gender Equality strategy is to continue to increase the above percentages, through actions that will further enhance the communication between the market and the School, with a gender dimension. Additionally, the above actions will also increase the cooperation with the external stakeholders.

N.	Measures/actions	Objective	Timeframe of implementation
09	Integration of the gender dimension in the Alumni Network	The integration of a gender dimension into the alumni network will enhance the effective communication between the market and the School, while also will offer support at new graduates.	Feb 2024 – Dec 2025

10	Cooperation with the G-WISE network	Cooperation and enhancement of the network will result in the improvement of networking for female students, professionals, and academics in STEM as well as in the improvement of mentoring opportunities	Jan 2024 – Dec 2025
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### 8.1.1 Integration of the gender dimension in the Alumni Network

#### Target audience:

- Academics
- Researchers
- PhD Students
- Post graduate students

#### Timeframe:

Feb 2024 – Dec 2025

#### Goals & Objectives

The outputs of this measure include the publication of training material for mentors, mentees and network members as well as the feedback to be received after the data collection. The short-term outcome of this measure will be the increased cooperation with the private sector.

The medium-term result will be the improved transfer to market networking for students, professionals, and academics in STEM. The impact will be the establishment of a long-term cooperation with the market and provision of feedback regarding gender equality and transfer to market.

#### Activities and Available Resources

##### Activities

- ✓ Organisation of at least one webinar per year within the framework of the alumni network.
- ✓ Collection of data on gender equality and transfer to market through post event questionnaires.

##### Available Resources

- ✓ ECE-NTUA Communication Office.
- ✓ ECE-NTUA Secretariat.

#### Targets & Indicators

##### Outputs

- ✓ Number of events implemented.
- ✓ Published training material for mentors, mentees and network members.
- ✓ Feedback received.

#### Outcomes – Short

- ✓ Increased cooperation with the private sector.

#### Outcomes – Medium

- ✓ Improvement of transfer to market networking for students, professionals, and academics in STEM.

#### Impact - Long:

- ✓ Alumni network, that will have the gender dimension integrated, as well as experiences/knowledge transfer

## 8.1.2 Cooperation with the G-WISE network

#### Target audience:

- Female Academics
- Female Researchers (PhD Candidates and Post Docs)
- Female Students
- Female Administrative Staff
- Female professionals in STEM

#### Timeframe:

Jan 2024 – Dec 2025

#### Goals & Objectives

The output of this measure is the close collaboration with the G-WISE Network (Greece – Women In STEM and Entrepreneurship), a network created during the 2<sup>nd</sup> iteration of the ECE NTUA GEP. The G.E. Office of the School will cooperate with the GWISE Network through the co-organisation of webinars and/or in-person events on leadership and career options and management.

In the medium term, this will result in the improvement of networking for female students, professionals, and academics in STEM as well as in the improvement of mentoring opportunities.

The long-term impact will be an increase the **female-women** representation in the School (students, academics, researchers), the further integration of gender dimension into research, and better career and transfer-to-market opportunities for female graduates and professionals.

#### Activities and Available Resources

##### Activities

- ✓ Co-organization of events and webinars.

##### Available Resources



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no 873134.

- ✓ ECE-NTUA G.E. Office
- ✓ ECE-NTUA Communication Office.
- ✓ The NTUA Liaison and Student Services Office.
- ✓ Organisations and Stakeholders with an expertise on STEM fields.

#### Targets & Indicators

##### Outputs

- ✓ Support in the operation of the Network, Network meetings, Implementation of webinars and/or in-person events on:
  - Leadership (Annual).
  - Career options and career management (Annual),
  - Empowerment of girls to follow a career in STEM (cooperation with respective networks eg. Girls in STEM)
  - Etc.

##### Outcomes – Short

- ✓ -

##### Outcomes – Medium

- ✓ Improvement of networking for female students, professionals, and academics in STEM..
- ✓ Improvement of mentoring opportunities.

##### Impact - Long:

- ✓ Contribution to the increase of women’s participation in the ECE-NTUA.
- ✓ Contribution to the increase of gender dimension integration into research.



## 9 Sexual Harassment & Gender-based Violence

Main goal of this action is to sustain, support and apply the implemented Guide on Handling Gender Violence, Sexual Harassment, Bias and Sexist Behavior, in order to further increase awareness on relevant issues and establish a safe and free from gender bias environment.

N.	Measures/actions	Objective	Timeframe of implementation
11	Formal mechanism dealing with cases of sexual harassment and gender violence	Improve the reporting and resolution of harassment incidents, raise awareness regarding appropriate conduct	Jan 2024 – Dec 2025

### 9.1.1 Formal mechanism dealing with cases of sexual harassment and gender-based violence

#### *Target audience:*

- *Students*
- *Researchers (PhD Candidates and Post Docs)*
- *Academics*
- *All personnel*

#### *Timeframe:*

*Jan 2024 – Dec 2025 (Application of procedures)*

#### **Goals & Objectives**

The ECE-NTUA CALIPER Team has developed and disseminated the “Guide on Handling Gender Violence, Sexual Harassment, Bias and Sexist Behavior” including advice and the formal procedures regarding incidents of bias and sexist behaviour in the working environment. Outputs of this measure are the implementation of the Guide, and the adoption of this mechanism by the School.

In the short term, the expected outcome will be awareness of the existence of the procedure. In the medium term, the expected outcome will be the handling of the incidents through the established procedure.

The long-term impact on the school will involve increases in the number of female researchers, increased retention of female researchers, and increased workplace satisfaction.

#### **Activities and Available Resources**

Activities:

- ✓ Implementation of a Training regarding the Guide, for the staff (administrative, academic, technical etc.).
- ✓ Continuous advocacy to ensure the adoption of the proposed procedure.
- ✓ Development of a brochure including the basic parts of the Guide.
- ✓ Monitor the implementation of the Guide (through indicators/incidents gathered from the G.E. Office).
- ✓ Cooperation with other Institutes and updates of the Guide if needed.



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## Available Resources:

- ✓ ECE-NTUA GE Office.
- ✓ ECE NTUA Higher management to set the pace for the implementation of such a mechanism.
- ✓ ECE-NTUA middle level management.
- ✓ ECE-NTUA Secretariat.

**Targets & Indicators****Outputs**

- ✓ Training for the staff
- ✓ Brochure with information on the Guide
- ✓ Communication activities on the Guide

**Outcomes – Short**

- ✓ Increased awareness of the existence of the procedure

**Outcomes – Medium**

- ✓ Handling incidents through the procedure

**Impact - Long:**

- ✓ Reduction of gender bias and sexism behaviour at the School (Annual Survey to all members of the School).

