



ENIS Gender Inclusion Action Plan
2023

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Introduction

At the core group meeting of November 2022, the core group discussed the need for a more targeted gender inclusion plan of our COST Action for the next years. During the discussion, several action lines were suggested. These lines are further developed into tangible actions in this document.

1. Social media

Our visible commitment to gender inclusion will start in the week before International Women's day in Science, 11 February, when the Communication and Dissemination team will post a whole week social media posts related to gender. These tweets will include statistics on the gender balance of members in the ENIS network, the gender balance in ENIS leadership positions, and the role of gender for participation in ISM. They will also highlight the work of female practitioners and scholars in our network. The communication team also suggests to give 'faces' to our empowered individuals, by asking them how they felt empowered through the Action, as well as to ask Action members to describe any hardships they faced due to their gender. This can also be done anonymously.

After the 11th of February, the Communication and Dissemination team will make sure to continue posting relevant posts also on ISM research that focuses on gender in all its dimensions (including LGBTQ+).

2. Webinar on gender inclusion in the week of 13 February 2023

This webinar can focus on research, practice, LGBTQ+, diverse student bodies/social inclusion, and ethical and integrity questions related to gender. Fine Cordua would be happy to deliver a presentation.

3. Podcast on gender inclusion in science and the ENIS network (to be ready by the week before 11 February).

Queenie, Ewa and Sahizer volunteered to record this podcast on gender inclusion in science and the ENIS network. Potential topics of interest include: parenting responsibilities of Women in Science and/or leadership positions, and/or research on gender inclusion in ISM.

4. Newsletter April 2023

The next newsletter in April 2023 will feature female scholars and practitioners in the section that highlights the work of ENIS members, explaining that we explicitly want to highlight women's contribution to science and practice, in general, and in ISM as field and professional practice.

5. Webinar to tackle gender inclusion in research and practice on ISM and more other gender dimensions

This webinar could focus on the gender gap in study abroad, about which several scholars in the ENIS network already worked. Importantly, we would include both men and women as speakers, to highlight that doing research on gender is not only of interest to female scholars.

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7. Taking caring responsibilities into account

Our action will strive to be more gender friendly by implementing different measures and/or activities: providing childcare for meetings, family-inclusive grants, incentives and/or recognition awards for ground-breaking work on gender inclusion topics. The core group notes that gender should also include LGBTQ+, so we will think this further through, and Joana Almeida also indicates we should train people on how to deal with gender in research applications. The gender group will also explore whether we can develop a training webinar for the whole action on this subject more towards the end of the Action. To highlight that looking at gender in ISM is not only about how men and women perform, but also show ISM can foster transformation in gender relations.

8. Training actions that address gender inclusion in research

Our action will also strive to provide relevant training opportunities on how to address gender inclusion in research, both as object of study and as an integral aspect research funding applications. The latter aspect includes careful consideration to relevant national and European ethics and research integrity codes of conduct (e.g., the *EU Ethics in Social Sciences and Humanities*¹, the *European Code of Conduct for Research Integrity*²) where sex and gender identity are, usually, depicted as Special Categories of Personal Data. Thus, when writing research funding applications, which include this sort categories, careful attention needs to be paid to how these data will be collected, processed and stored.

¹ Directorate for Research and Innovation, the European Commission (2021). *Ethics in Social Sciences and Humanities*. European Commission: Brussels. Available at: https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/ethics-in-social-science-and-humanities_he_en.pdf

² All European Academies (ALLEA). (2017). *The European Code of Conduct for Research Integrity* (Revised Edition). ALLEA: Berlin. Available at: https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/european-code-of-conduct-for-research-integrity_horizon_en.pdf

In order to train early-career researchers to address the gender dimension in funding applications appropriately, our Training School will also aim to raise awareness of gender and other diversity aspects as integral elements of the design and conduct of any research project, through careful consideration to, for instance, gender-balanced sampling, inequalities in gender treatment of research participants, data collection, processing and storage of special categories of personal data like sex and gender identity, gendered innovations in research via the use of sex and gender analysis, inter alia.