



"This project has received funding from the European Union's Horizon 2020 research and innovation under grant agreement No 741128. This deliverable release reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."



GENDER EQUALITY IN ENGINEERING THROUGH COMMUNICATION AND COMMITMENT (GEECCO)

WORK PACKAGE 9: Lessons Learnt and Dissemination, Communication and Exploitation

ENGAGEMENT ACTIVITIES

Project Acronym | GEECCO

Grant Agreement Number | 741128

Project Start Date | 01-05-2017

Project Duration | 48 months

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Citation:

Jorge, Irene (2021): Engagement Activities. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-forschung/geecco-resultate>, checked on 8/13/2021.

GEECCO – Gender Equality in Engineering through Communication and Commitment. In a Nutshell

Scientific and technological innovations are increasingly important in our knowledge-based economies. Today STEM (Science, Technology, Engineering, and Mathematics) is literally everywhere; it shapes our everyday experiences. With technologies we choose e.g. structures that influence over a very long time how people are going to work, communicate, travel, consume, and so forth. It is thus both a question of competitiveness and justice, to achieve gender equity within science and technology institutions, including policy and decision-making bodies.

GEECCO with its project lifetime from May 2017 to April 2021 aimed to establish tailor-made Gender Equality Plans (GEPs) in 4 European RPOs and to implement the gender dimension in 2 RFOs (funding schemes, programmes and review processes). All participating RPOs were located in the STEM (Science, Technology, Engineering, and Mathematics) field, where gender equality is still a serious problem and whose innovations are increasingly important in the knowledge-based economies.

GEECCO pursued the following objectives in order to enhance systemic institutional change towards gender equality in the STEM-field:

- (i) Setting up change framework and a tailor-made GEP for each participating RPO;
- (ii) Implementing gender criteria in the activities of RFOs;
- (iii) Setting up a self-reflective learning environment in and between all RPOs und RFOs to participate from existing experiences and match them with their specific needs and circumstances.
- (iv) Evaluate GEP implementation within the participating RPOs and RFOs with a quantitative evaluation using monitoring indicators and a qualitative monitoring to enhance and fine-tune implemented actions over the course of the project.

<http://www.geecco-project.eu/>

<https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-forschung/geecco-resultate>

Further resources developed by the GEECCO-project consortium

All public deliverables, resources and additional material can be downloaded on this website:

<https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-forschung/geecco-resultate>

Public deliverables (in order of the related work packages)

- Postorino, Maria Nadia; Marino, Concettina; Suraci, Federica; Enzenhofer, Bettina; Lusa, Amaia; Costa, Carme Martínez; Pulawska-Obiedowska, Sabina (2018): Gender Analysis of Decision-Making Processes and Bodies. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Postorino, Maria Nadia; Marino, Concettina; Suraci, Federica; Enzenhofer, Bettina; Lusa, Amaia; Costa, Carme Martínez; Pulawska-Obiedowska, Sabina (2018): Overview on Improvements and Procedures. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Bryniarska, Zofia; Żakowska, Lidia; Enzenhofer, Bettina; Postorino, Maria Nadia; Marino, Concettina; Lusa García, Amaia (2018): Current Status of Women Career Development. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Enzenhofer, Bettina; Lusa García, Amaia; Sarnè, Giuseppe; Żakowska, Lidia (2020): Overview on How to Increase Female Visibility. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Knoll, Bente; Renkin, Agnes (2018): Analysis of Current Data on Gender in Research and Teaching. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Ratzer, Brigitte; Burtscher, Sabrina; Lehmann, Tobias; Mort, Harrie; Pillinger, Anna (2020): Enhanced Gender Knowledge and New Content. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Ratzer, Brigitte; Enzenhofer, Bettina (2019): Integrating Gender Dimensions in the Content of Research and Innovation. An Exhibition. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).

- Lasinger, Donia; Nagl, Elisabeth; Dvořáčková, Jana; Kraus, Marcel (2019): Best Practice Examples of Gender Mainstreaming in Research Funding Organizations. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Dvořáčková, Jana; Navrátilová, Jolana; Nagl, Elisabeth; Lasinger, Donia (2020): Guideline for Jury Members, Reviewers and Research Funding Organizations' Employees. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Lasinger, Donia; Nagl, Elisabeth; Dvořáčková, Jana; Kraus, Marcel (2020): Overview and Assessment of Gender Criteria for Funding Programmes. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Kraus, Marcel; Dvořáčková, Jana; Lasinger, Donia (2021): List of Principles of Communication of Gender Criteria. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Mergaert, Lut; Allori, Agostina; Ratzer, Brigitte; Enzenhofer, Bettina; Lusa García, Amaia; Marino, Concettina; Zakowska, Lidia; Bryniarska, Zofia (2020): Tailor-made Gender Equality Plans (GEP version 3.0). GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Knoll, Bente (2021): Dos and Don'ts while Degendering the STEM Field. Learning Experiences of Four European Universities and Two European Research Funding Organisations. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Mergaert, Lut; Knoll, Bente; Renkin, Agnes (2021): Final Report on Supporting Activities. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Jorge, Irene (2021): Implementation of Dissemination Activities. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Jorge, Irene (2021): Engagement Activities. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Lipinsky, Anke; Schredl, Claudia: Final Evaluation Report. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).

Additional resources and literature reviews

- Knoll, Bente; Renkin, Agnes; Mergaert, Lut (2020): Additional resources (living document). GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Burtscher, Sabrina (2019): Literature Review: Gender Research in Human Computer Interaction. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Pillinger, Anna (2019): Literature Review: Gender and Robotics. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Mort, Harrie (2019): A Review of Energy and Gender Research in the Global North. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).
- Lehmann, Tobias (2020): Literature Review: Gender and Mobility. GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project).

Explanatory videos (available on Youtube)

- Ratzer, Brigitte; Enzenhofer, Bettina (2019): Humans & Computers. Video produced under GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.youtube.com/watch?v=vrWx91RdmGo>, checked on 4/30/2021.
- Ratzer, Brigitte; Enzenhofer, Bettina (2019): Robots in our society. Video produced under GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.youtube.com/watch?v=bfXr29VAuwU>, checked on 4/30/2021.
- Ratzer, Brigitte; Enzenhofer, Bettina (2020): Energy for all. Video produced under GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.youtube.com/watch?v=tIwrgsNVfW8>, checked on 4/30/2021.
- Ratzer, Brigitte; Enzenhofer, Bettina (2021): Mobility for all. Video produced under GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.youtube.com/watch?v=oMIfoI5-14M>, checked on 4/30/2021.
- Ratzer, Brigitte; Enzenhofer, Bettina (2021): Inclusive design – why intersectionality matters. Video produced under GEECCO. Gender Equality in Engineering through Communication and Commitment (a H2020 project). Available online at <https://www.youtube.com/watch?v=U4eRb1NM21A>, checked on 4/30/2021.

Evaluation and monitoring tutorials

Anke Lipinski and Claudia Schredl, both from GESIS, developed five online evaluation and monitoring tutorials.

1. GEECCO Data Monitoring Tool
2. GEECCO Infographic: Gender Equality Approaches and Their Impact on GEP Implementation
3. GEECCO Infographic: SMART Gender Equality Objectives
4. GEECCO Explainer Video: Gender Equality Plans in Technical Universities and the Use of Logic Models
5. GEECCO Log Journal

These tutorials can be downloaded on this website:

<https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-forschung/geecco-resultate>

Document versions

Version No.	Date	Change	Author
0.0	07.01.2021	First Draft	Irene Jorge
0.1	12.01.2021	Review of first draft	Coordinator
0.2	15.01.2021	Second draft	Irene Jorge
0.3	19.01.2021	Review of second draft	Coordinator
1.0	21.01.2021	Final version	Irene Jorge

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About this deliverable

This deliverable compiles the public engagement in research activities undertaken in relation to the GEECCO project. These actions were carried out by all the GEECCO project partners from Month 1 to month 45. This compendium of actions is intended to serve as a record of all the initiatives undertaken within the GEECCO project to promote public engagement in research. The content bears witness to the GEECCO project's commitment to disseminating the actions implemented in the project amongst civil society and to promoting its participation in these types of actions, which are more interactive and have a message more tailored to the general public. This deliverable is part of Work Package 9 (WP9), dedicated to all aspects of the dissemination, communication and collaboration activities for the project.

1. Introduction

This GEECCO deliverable contains a record of the actions carried out by GEECCO partners to promote public engagement in research actions from the start of the project on 1 May 2017 to 31 January 2020 (M1-M45), as well as the actions planned until summer 2021. Because the consortium is committed to ensuring the project's sustainability following its conclusion, some of the planned dissemination, communication and collaboration activities extend beyond the project's April 2021 completion date.

This document is a living document and the content has already been reported in the progress reports for the first (M1-M15) and second (M16-M30) periods.

2. Objectives

The actions undertaken to promote public engagement in research have a two-fold objective. First, they are meant to engage a large audience, broadening the spectrum to reach an audience that includes university and secondary school students, administrative staff, for-profit organisations, etc. Second, they aim to provide the general public with knowledge and expertise on a particular topic, which requires engagement and two-way communication between researchers and the public.*

*Definition courtesy of Dr Jesús Rojo Gonzalez, the Spanish Contact Point for the Marie Curie-Sklodowska programme.

3. Terms and methodology

In accordance with the grant agreement (pages 117 and 118), this document lists the engagement activities carried out for the GEECCO project over the aforementioned period.

This document does not include an analysis of the information provided or the main conclusions that can be drawn, as this information can be found in the periodic progress reports.

The content of this deliverable is provided in table format, as reported by the activity participants and the organiser. This format has made it possible to sort and select information by variable and allows partners to add information to the file whilst simultaneously sharing it with the team.

As the WP9 leader, UPC was responsible for designing the structure of the base document, explaining the user guidelines and continuously monitoring it to assure content quality. All project partners actively contributed by promptly providing up-to-date content. At the monthly project meetings, the partners pooled and discussed information on the events and activities carried out and planned how to publicise the project and its outcomes amongst a less specialised audience.

4. Engagement activities implemented

This section contains all the engagement activities carried out by the GEECCO partners from 1 May 2017 to 30 September 2021.

The 'GEECCO Engagement Activities List' was completed by partners for each activity and reviewed by the Work Package leader (UPC). Among other information, it contains the target audience, the dates, format and content of these activities.

According to Dr. Jesús Rojo González, Spanish Contact Point for the Marie Curie-Sklodowska programme, public engagement actions in research & innovation are meant to engage a large audience and to provide the general public with knowledge and expertise on a particular topic to the general public. This involves an engagement and a two-way communication between the researcher and the general public.

The engagement activities activities linked to the project are detailed below.

ENGAGEMENT ACTIVITIES					
Activity	Partner	Target audience	Date	Format	Content
2018 International Women's Day announcement	UPC	Website visitors	08/03/2018	General Public	announcement through the project website and project social media
International Womens day campaigns	CONSORTIUM	followers in twitter	08/03/2019	social networks, website and newsletter	In 2019 campaign the purpose was to put gender equality in R&I on the agenda and increase the visibility of the H2020 projects on this topic. In 2020 campaign, the purpose was to raise awareness of the commitment of the institutions involved in gendered projects showing how they are working to achieve their GE goals through their participation in the project.
Seminar for integrating researchers on maternity leave	PK	young researchers and experts	01/12/2020	meeting	This meeting aims at integration of young mothers researchers to discuss their problems and to prepare set of postulates for PK decision-makers. Engagement and integration meeting for those female researchers who are on maternity leave and continue research work
PK-Coffee meeting. "Beautiful Minds beyond brackets"	PK	young and experienced researchers and students	17/12/2019	young researchers and students	GEECCO partners from PK were the speakers at long panel discussion on research career development and existing problems related to equity at academia https://feh.org.pl/spotkania-mistrzowskie-2/
Exhibition Gender in Research	CONSORTIUM and University of Brussels	university and RFO communities	01/02/2020	exhibition	RFOs, RPOs headquarters

D9.3 Engagement Activities

International Day of Women and Girls in Science	UNIRC	Young girl students	11/02/2020	exhibition / on-line	Public campaign on University web site, social media and using poster and leaflet to to promote women and girls in science. Objective: promoting women and girls in science. https://www.unirc.it/comunicazione/articoli/22190/11-febbraio-giornata-internazionale-delle-donne-nella-scienza
The International Day of Women and Girls in Science	UPC	students, researchers, decision makers, administrative staff, visitors, etc	11/02/2020	GEECCO exhibition,	https://igualtat.upc.edu/ca/setmana-dona Public campaign on University web site, social media and using poster and leaflet to to promote women and girls in science. Objective: promoting women and girls in science
Round tables in Government Office	TACR	government officers, high representatives of RPOs and RFOs	17/02/2020	discussion	A set of four round tables at the government office on updating the National Policy for Equality between Women and Men. Presentation of the outputs of the GEECCO project and the experience of the TA CR with the implementation of gender measures as a basis for policy focus. Participation in the drafting of policy versions within the framework of gender equality measures in research. Drafting the new National Policy for equality of men and women 2021+ (Chapter Education and Research)
Zukunftswerkstatt #EqualPay	TUW	public audience	20/02/2020	workshop	6 presentations, 2 discussions, networking in which there were discussion of facts, ideas and concepts in order to reduce the gender pay gap
#EUSisterProjects Twitter campaign	CONSORTIUM	followers in twitter	02/05/2020	social networks, website	Sister projects section of the GEECCO website has been updated with new european projects working on #GenderEquality.

D9.3 Engagement Activities

					To promote the impact of the cross-referencing joint action among our websites, sister projects have published a tweet to announce the "Sister Projects" section in our website by using the hashtag #EUSisterProjects
Thinking About The Future: GEinCEE CoP's Consolidation Workshop	PK	Central and Eastern Europe countries researchers cooperating in GEP advancements	05/05/2020	online on Teams	Workshop in several online meetings on the cooperation and consolidation actions in CEE countries, the GEAM project survey (21.05.2020) PK as a partner in GEinCEE action is also cooperating as a GEECCO member, discussing and disseminating the learning loops and experiences in another CoP partners
Open Day 2020	UNIRC	students of the fifth year of high schools	20/05/2020	online	Annual event to present the academic courses of UNIRC to students of high schools, with particular emphasis to female participation in STEM fields http://geecco.unirc.it/index.php/presentazioni/8-home/24-newsletter-unirc-5 Presentation of gender issues and the GEECCO Project to the during the open day
Virtual Coffee for the International Women in Engineering Day	UNIRC	Women engineers	23/06/2020	online	Anniversary of the International Women in Engineering Day, GEECCO sponsored the event
Seminars on "Are female researchers applying for competitive projects?"	UNIRC	Young researchers and PhD students	06/07/2020	online	4 workshops on European projects opportunities. The Seminars were organized by the GEECCO team joined with the UNIRC PhD school http://geecco.unirc.it/index.php/training/progetti-europei . Empowerment of young female researchers on the possibilities of funding their research projects in order to increase their research autonomy and access to career opportunities
ESPANET '2020 - meeting with a larger universities	PK	researchers, students and teachers	03/09/2020	on-line	GEECCO PK partner was presenting Gender Equality Plans (GEP) and discussed how GEP for PK may offer sustainable and fair policies and

D9.3 Engagement Activities

audience, promoting GE in the Central and Eastern europe					<p>solutions, when adapted to the mobility needs of diverse societies living and working in the dense urban structures today.</p> <p>Integrating actions in order to remove structural nad procedural barriers in introducing GEPs</p>
#RiDaysEU Twitter campaign	CONSORTIUM	followers in twitter	22/09/2020	Twitter campaign	<p>GEECCO has participated in the joint Twitter campaign to raise awareness about the importance of Gender Equality Plans (GEPs) during the European Research and Innovation Days workshop “Get ready: A new ERA for Equality was on the agenda.The analysis and results of the campaign are available at https://drive.google.com/file/d/1Jw8373SHnaqtutcEILvEzyZYGC320wSK/view</p>
Application to the event Science is wonderful Part the European Research and Innovation Days’.	CONSORTIUM	general public	22/09/2020	online	<p>The EC received 229 eligible applications and the number of projects selected was limited to 40. We were informed that our application was not retained for the 2020 edition of Science is Wonderful!. GEECCO application was no selected.</p> <p>Purpose: to engage a large audience and to bring knowledge and expertise on GEECCO topics to the general public</p>
Consulting action of the main measures in the first GEP for PK proposal	PK	PK Rector and vice-rectors for Science and for Students; vice-rector for International Affairs and Education	01/10/2020	on-line and face-to-face meetings	<p>GEECCO New GEP Strategic Committee, with new PK Decision Makers as Members of Core Team opened close cooperation in GE issues at PK.</p> <p>Two rounds of consultation meetings with DM from PK - Rectors level</p>
EU Dissemination Booster Service	CONSORTIUM	scientific community	01/11/2020	NA	<p>EU Dissemination Booster Service were requested but the services discarded because the offer does not cover GEECCO current needs.</p>

D9.3 Engagement Activities

Seminar on "Taking gender perspectives into account in teaching activities"	UNIRC	Students, researchers and teachers, wider audience	01/11/2020	on-line	Introductory seminar within the training on relevant issues in STEM courses. Integrating the gender dimension into course content
International Conference Women in Tech 2019, (over 5000 members)	PK	women researchers and policy makers, bussines, decision makers internationally	13/11/2019	Warszawa	Women in Tech Summit is the biggest meeting of women in technology, female inventors, innovators, IT students, start-up founders and high profile representatives of high-tech industry, community leaders and policy makers in Eastern-Central Europe and Central Asia. Cooperation and mentoring on European strategy for gender equity in engineering and culture changes in Poland, disseminating GEECCO project and the strategy and challenges connected to the Gender Equality Plan (GEP) at PK.
Seminar on robotics including video "gender and Robots"	UNIRC/TUW	students	13/11/2021	seminar	Gender issues in robotics
"SuperScienceMe – REsearch is your R-Evolution" (EU Research Night)	UNIRC	broader public, not only researchers	27/11/2020	on-line	Virtual stand of GEECCO UNIRC To call attention of multiple audiences about your research (in a way that they can be understood by non-specialists) and to present GEECCO experience to the European Night of the Research
Application for the "MALOPOLSKA NOC NAUKOWCOW" part of the European Research Night presentation of exhibition in Krakow	PK	students, researchers and general public	27/11/2020	on-line and at PK	We have applied to CTT, responsible for the program in Krakow, to popularize and disseminate to the broad public and scientists from South poland the GE inclusion into research and innovation. promotion of GEP at PK is planned in form of posters and info materials. https://nocnaukowcow.malopolska.pl/ GEECCO PK Team applied through CTT, center of Technology Transfer to presenr the exhibition "Gender in Research and Innovation" at Cracow Night

D9.3 Engagement Activities

<u>EUNight 20</u>	UPC	broader public, not only researchers	27/11/2020	on-line	GEECCO project and its exhibition are available at the Research corner of the EUNight20. https://lanitdelarecerca.cat/gender-equality-in-engineering-through-communication-and-commitment/ The European Research Night is a public event dedicated to the dissemination of science that is held every year in more than 300 cities in 30 European countries at the same time. To call attention of multiple audiences about your research (in a way that they can be understood by non-specialists)
Seminar on "Enhancing research results: women visibility"	UNIRC	Young researchers and PhD	03/12/2020	on-line	Introductory seminar within the training Empowerment on Research) Empowerment of young female researchers on the possibilities of enhancing their researches
WIEMY network Seminar for Young researchers and Doctoral PK Students	PK	PhD students and young researchers	15/12/2020	on-line	Seminar to promote inclusion of GE in research, especially for the doctoral dissertation in engineering field. Integrating and empowerment action for young researchers
WHY GIRLS success in Engineering	PK	selected school pupils in Krakow	15/02/2021	on-line or at schools	women who succeeded in engineering career will show in an easy and funny way why engineering is a right profession for women Empowerment action at secondary and primary schools, to describe the women in engineering modern model
Women in Engineering International UNESCO Day celebration	PK	students, researchers, DM	04/03/2021	on-line	A special session is planned to empower all women in engineering, and to present to men and women at PK and cooperating Engineering Organizations the role-models in Engineering

D9.3 Engagement Activities

Womens Day event for PK women	PK	all PK academics	08/03/2021	on-line or at the PK hall	women and men at PK, students and researchers are going to celebrate the International Women's Day, during the online meeting as "glass of knowledge", where all female Role-Models , former and contemporary reserchers will be shown and the discussion on the career development and GE in PK - WIEmy network will be a co-organizers with the GEECCO Team .
workshops FIT Info Days	TUW	female high school students	01/06/2021	workshops	The FIT Info Days are an annual event organised by the organisaton sprungbrett to promote STEM subjects to girls. TUW takes part with several hands-on workshops in which female high school students get the chance to explore STEM subjects and respective educational / job opportunities. https://www.fitwien.at/
"Tagebuch der Informatikerin"	TUW	female high school students (13 to 16 years)	ongoing	workshops /online	hands-on workshops with female role models. https://www.ada.wien/index.php/tagebuch-der-informatikerin/ The purpose is to get in contact with female role models in informatics
FemChem	TUW	female staff of the Faculty of Technical Chemistry	ongoing	platform, website, network	FemChem is a platform for exchange of ideas, information and experiences. femchem.chemie.tuwien.ac.at Purpose:to improve the situation of women at the Faculty of Technical Chemistry
FIT Botschafterinnen	TUW	female high school students	ongoing	school visits/online	In cooperation with the organisation sprungbrett TUW also sends female STEM students ("FIT Botschafterinnen") to schools in order to promote STEM subjects. https://www.fitwien.at/WienFITBotschaft/
Online mentoring	TUW	high school students and first year students	ongoing	online	Online mentoring format for female high school students/first year students at TUW: mentees can contact their (female) mentors via e-mail and get information about TUW, studying etc. The objective is to reduce the underrepresentation of women at TUW. https://www.tuwien.at/en/tuwien/organisation/service-providers/gender-competence/measures-and-

D9.3 Engagement Activities

					programmes/onlinementoring/ . Purpose: low threshold information about TUW studies for girls/women who are interested to study at TUW
Online mentoring	TUW	high school students and first year students	ongoing	online	<p>Online mentoring format for female high school students/first year students at TUW: mentees can contact their (female) mentors via e-mail and get information about TUW, studying etc. The objective is to reduce the underrepresentation of women at TUW. https://www.tuwien.at/en/tuwien/organisation/service-providers/gender-competence/measures-and-programmes/onlinementoring/</p> <p>Purpose: low threshold information about TUW studies for girls/women who are interested to study at TUW</p>
techNIKE workshops	TUW	girls aged 6 to 10	summer 2021	workshops	Workshops for girls during the summer holidays in order to get a peek into STEM fields through experimenting
women4math&geo	TUW	female students and faculty staff	ongoing	website	<p>information website for female students and researchers regarding services and activities especially for women.</p> <p>https://institute.tuwien.ac.at/fakmatgeo/women4mathgeo/4women/</p>