Deep dive: EDI current practices, new initiatives and challenges: GENDER

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2025 EUA-CDE EUA-CDE THEMATIC WORKSHOP

euacde

Establishing and advancing equity, diversity and inclusion in doctoral education

16-17 January 2025 | University of Minho, Braga , Portugal

Universidad Zaragoza 1474

Context

The University of Zaragoza is the public university of the region of Aragon, at the north east of Spain.
Founded in 1474, is a generalistic university with campuses in the three Aragonese provinces.

Universidad Zaragoza

LA UNIVERSIDAD EN CIFRAS

Centros, departamentos e institutos de investigación
(2024)

- **17** Centros propios
- **5** Centros adscritos
- **51** Departamentos
- **3** Unidades departamentales
- **6** Institutos de investigación propios
- **1** Instituto de investigación adscrito
- **4** Institutos de investigación mixtos
- **3** Centros de investigación

Estudios
(2024-25)

- **56** Grados
- **8** Programas conjuntos y consecutivos de Grado
- **64** Másteres universitarios
- **50** Programas de doctorado
- **44** Estudios propios

Investigación y transferencia
(2024)

- **14** Institutos y centros de investigación
- **3.627** Investigadores en grupos de investigacion (1631 / 1996)
- **17** Servicios de apoyo a la investigación
- **100** Cátedras institucionales y de empresas
- **171** Grupos de investigación gestionados por la Universidad
- **65** Spin off y start up creadas

Presupuesto (2024)

361,4 Millones de euros

Rankings

- **501-600** ARWU (2024)
- **801-1000** THE (2024)
- **523** QS (2024)

Universidad Zaragoza

La UNIVERSIDAD EN CIFRAS

Comunidad universitaria (2024)

Miembros de la comunidad universitaria
21.314 | **39.660** | 18.346

Estudiantes de grado e intercambio
14.747 | **27.158** | 12.406

Estudiantes de máster e intercambio
1.331 | **2.668** | 1.336

Estudiantes de doctorado
1.180 | **2.378** | 1.198

Estudiantes de EEPP
720 | **1.182** | 461

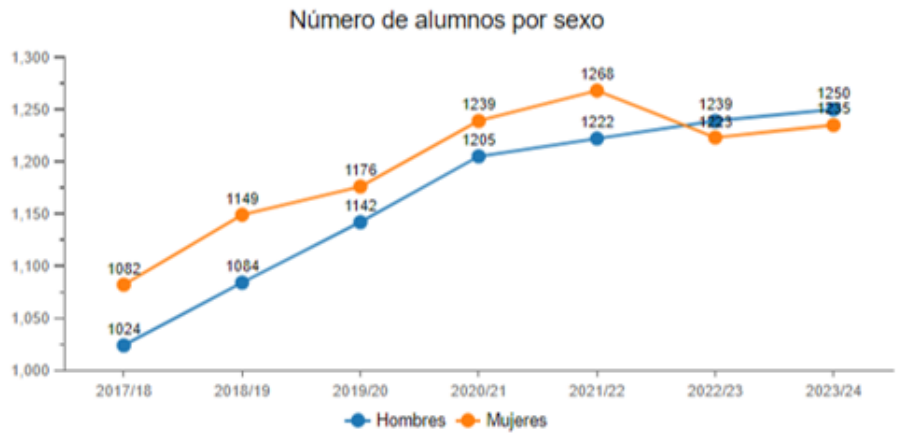
Miembros del PDI
2.240 | **4.539** | 2.299

Miembros del PAS
1.096 | **1.742** | 646

Estudiantes con **beca**	6.320	4.043 / 2.277	Titulados/Tituladas de **grado**	4.408	2.612 / 1.796
Titulados/Tituladas de **máster**	1.481	759 / 722	Tesis leídas	278	143 / 135

Doctoral School (EDUZ)

Escuela de Doctorado
Universidad Zaragoza



50 Programs

1.873 Supervisors (790W/1081M)

349 Thesis (177W/172M)

2.485 Students (1235W/1250M)

(2023/24)

EDUZ Transversal Courses Offer

More than 50 courses/activities directly organised by the EDUZ grouped in modules:

- Module 1: Communication skills
- Module 2: Scientific information management
- Module 3: Career and Entrepreneurship
- Module 4: Research and Society
- Module 5: Instrumental or technical aspects
- Module 6: Soft skills, social and emotional intelligence

+ Courses organised in the context of our Spanish and European alliances

GENDER MAINSTREAMING IN QUALITY RESEARCH

New Course

OBJECTIVES

- Develop a critical view of **gender biases and stereotypes** in science and technology.
- Understand the importance of **including the gender dimension in the research cycle** and its impact on the **quality and excellence** of research.
- Be able **to integrate a gender perspective into projects and other research activities**, based on the recommendations of the Horizon Europe programmes, in order to improve the quality of projects and increase the chances of success in competitive calls for projects.

GENDER MAINSTREAMING IN QUALITY RESEARCH

WHY WAS IT NECESSARY?

- At UNIZAR there is a **Doctoral Program in Gender Relations and Feminist Studies**
- But what about the thesis carried out in the other **49 doctoral programs** at UNIZAR?
- Are doctoral candidates **aware of the need of including the gender perspective in their works for quality research?**

GENDER MAINSTREAMING IN QUALITY RESEARCH

EXCELLENCE CRITERION

- Clarity and pertinence of the project's objectives, and the extent to which the proposed work is ambitious, and goes beyond the state-of-the-art.
- Soundness of the proposed methodology, including the underlying concepts, models, assumptions, inter-disciplinary approaches, **appropriate consideration of the gender dimension** in research and innovation content, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and end users where appropriate.

GENDER MAINSTREAMING IN QUALITY RESEARCH

EUROPEAN CALLS

- **Gender dimension**: Describe how the gender dimension (i.e. sex and/or gender analysis, contribution to gender strategy and action plan) is taken into account in the KIC's portfolio content. If you do not consider such a gender dimension to be relevant in your project, please provide a justification.

  NOTE: Remember that this question relates to the content of the planned activities, *and not to gender balance in the teams in charge of carrying out the Business Plan.*

- *In other words, you should take into account biological characteristics (sex) social/cultural features (gender), and socioeconomic characteristics such as race and social standing/class in research dimension and activities. Ask yourself the following questions:*

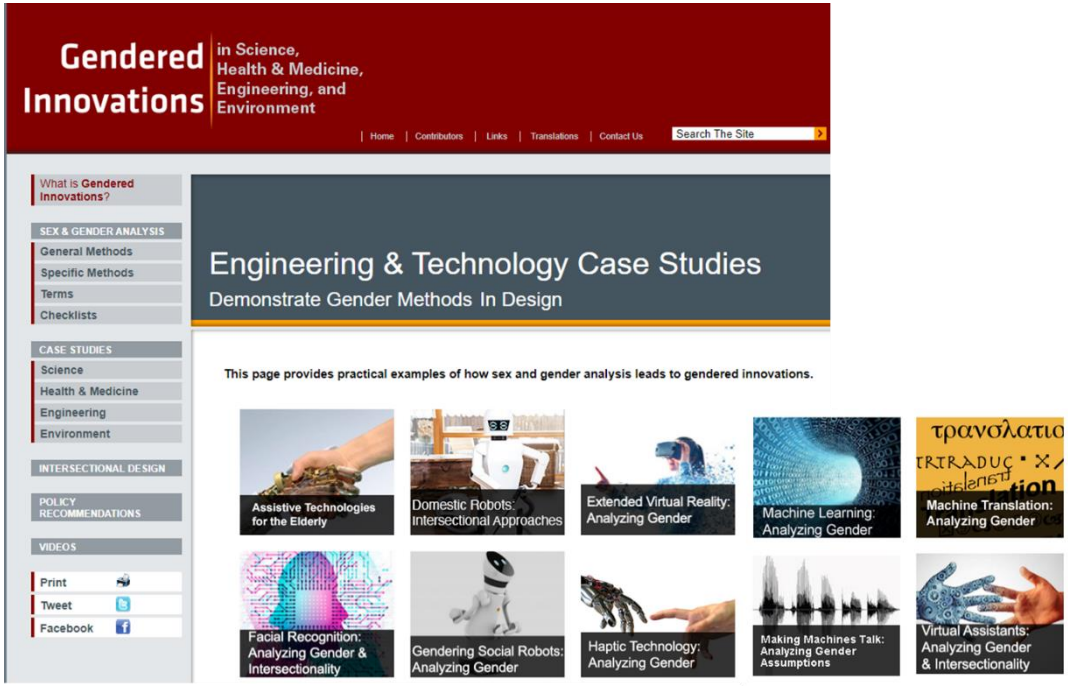
- *Will the results of the research, now or at any point in the future be applicable to humans? If so,gender/intersectionality needs to be considered.*

- *Will the results of the project affect males and females in the same way?*

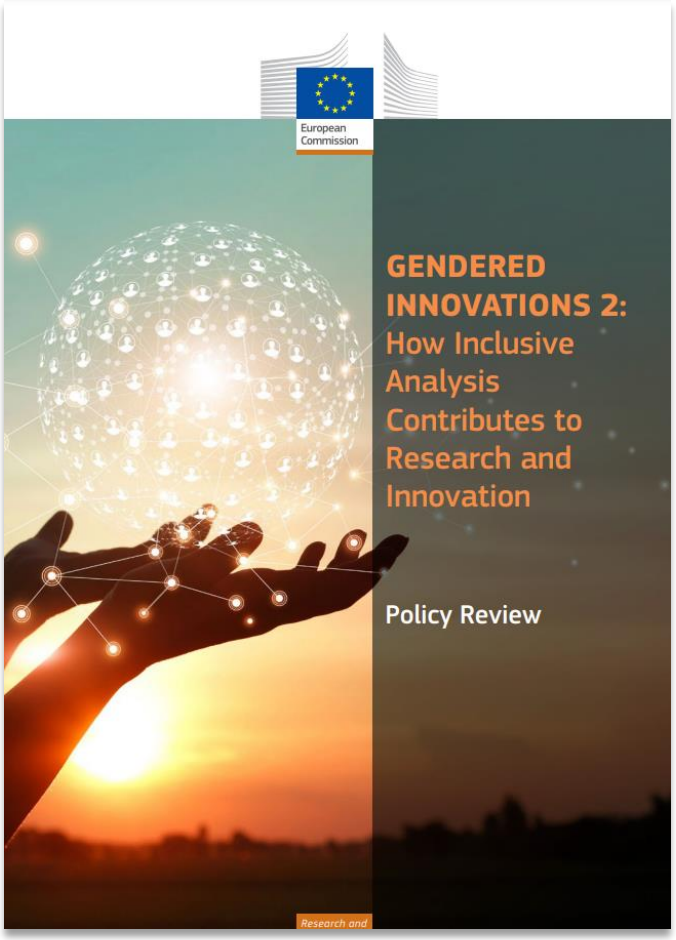
- *Does the methodology ensure that (possible) gender differences will be investigated: that sex/gender differentiated data will be collected and analysed throughout the research cycle? Does it matter whether test persons are male or female?*

- *Are questionnaires, surveys, focus groups, etc., designed to unravel potentially relevant sex and/or gender differences in your data?*

- *Are the groups involved in the project (e.g., samples, testing groups) gender-balanced?*



https://genderedinnovations.stanford.edu/



https://www.genderportal.eu/

GENDER MAINSTREAMING IN QUALITY RESEARCH

Intersectionality

EUROPEAN CALLS: DIVERSITY

- *Apart from gender dimension in research, and if applicable,* ***include other diversity aspects*** *to better address the multiple and interacting factors of inequality experienced by R&I actors, such as other* ***social categories and identities****: e.g., ethnicity and race (including migrants and refugees), social class and wealth, human physical parameters (size, weight), gender identity, sexual orientation, LGBTI+ issues, disability, and age.*

- ***If your research is not concerned with gender issues or other diversity aspects you should clearly explain why and provide a strong justification****.*

GENDER MAINSTREAMING IN QUALITY RESEARCH

DESCRIPTION

- The course aims to provide practical transversal training to include the gender perspective in research projects and activities **in all fields of knowledge** and in pursuit of their quality and excellence.
- The aim of the course is to provide the fundamental knowledge to **review research practices** so that the research carried out takes into account the sex-gender dimension without discriminatory biases and following the recommendations of the Horizon Europe programmes.
- The aim is to create an **interdisciplinary space** where participants can **reflect** on their own research, exchanging assumptions, knowledge and experiences with teaching staff who are specialists in the application of the gender perspective **to different scientific disciplines**.

GENDER MAINSTREAMING IN QUALITY RESEARCH

MODULES

- Module 1. Introduction: concepts and terminology.

  Introduction to gender studies, foundations and development of feminist theories. Discrimination inherent in the use of sexist language. Inclusive language.

- Module 2. Gender mainstreaming in research: the European perspective.

  Gender mainstreaming in research as a criterion of scientific excellence in the Horizon Europe programmes. Indicators, teams, evaluations.

- Module 3. Application of the gender perspective in research and innovation.

  Research and innovation projects with a gender perspective. Impact of the consideration of the gender perspective in the different branches of knowledge. Cases of use. Conflicts, resistance and challenges

GENDER MAINSTREAMING IN QUALITY RESEARCH

SESSIONS

- S1: Introduction: concepts and terminology (*seminar*)
- S2: Inclusive language (*seminar*)
- S3: Gender mainstreaming in research: the European perspective (*sem*)
- S4: Gender perspective in research and innovation (*round table*)
- S5: Application of the gender perspective in Research in:

  Arts and Humanities / Health Sciences / Science, Engineering and Architecture/ Social and Legal Sciences

  (*parallel workshops*).

GENDER MAINSTREAMING IN QUALITY RESEARCH

DATA

It was very interesting and opened up new perspectives for research.

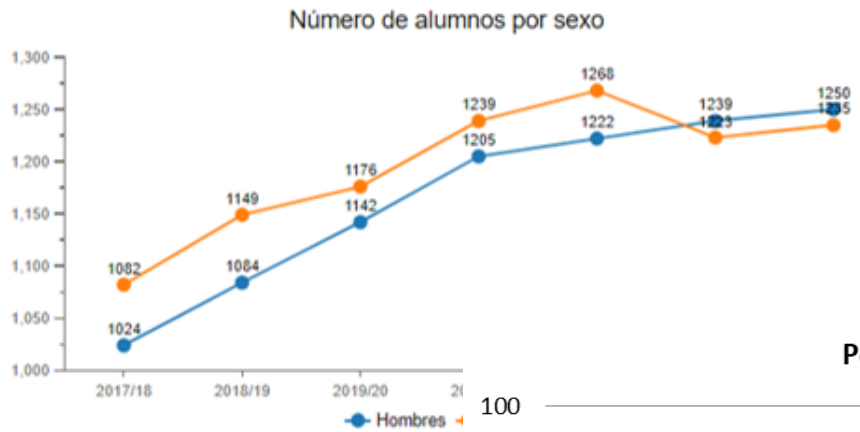
- The course lasts 11 hours.
- The course was first proposed in course 2022/2023
  - Cancelled due to not enough registrations, not enough dissemination?
- First taught in course 2023/2024
  - 31 participants, no one coming from Science or Engineering doctoral programs
- Repeated in course 2024/2025
  - 19 participants, coming from all the five areas

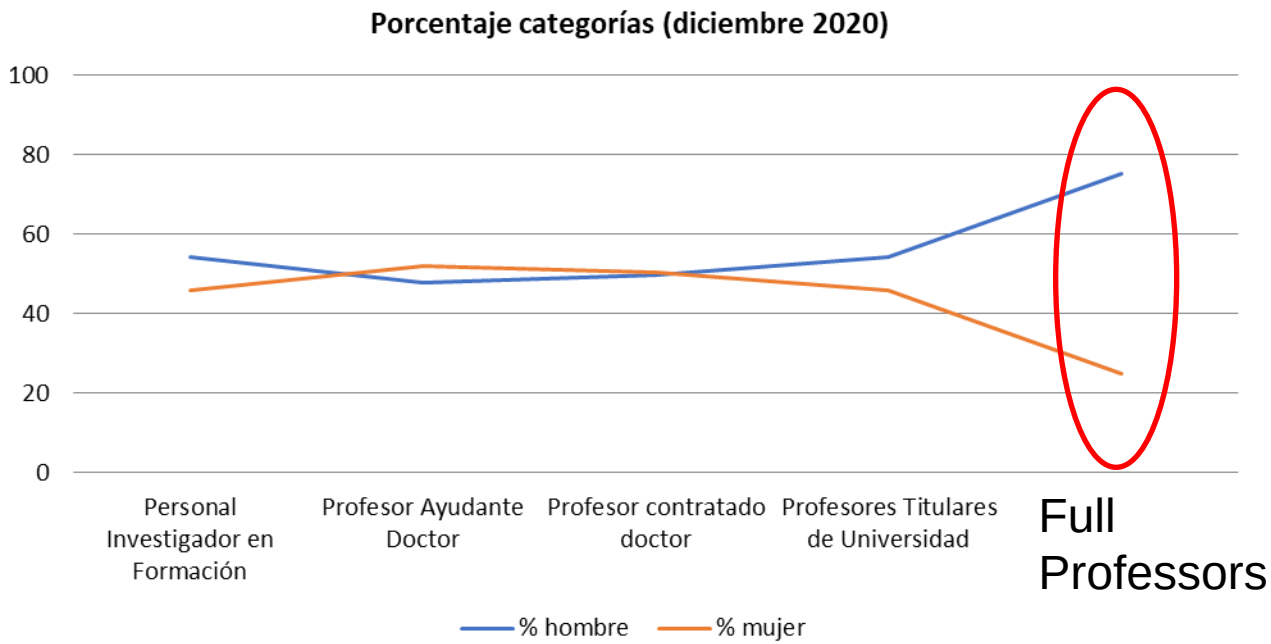
A much needed and interesting course for researchers.

Excellent course, it has helped me to include the subject in the contents of the thesis.

Challenge: to get attendants!

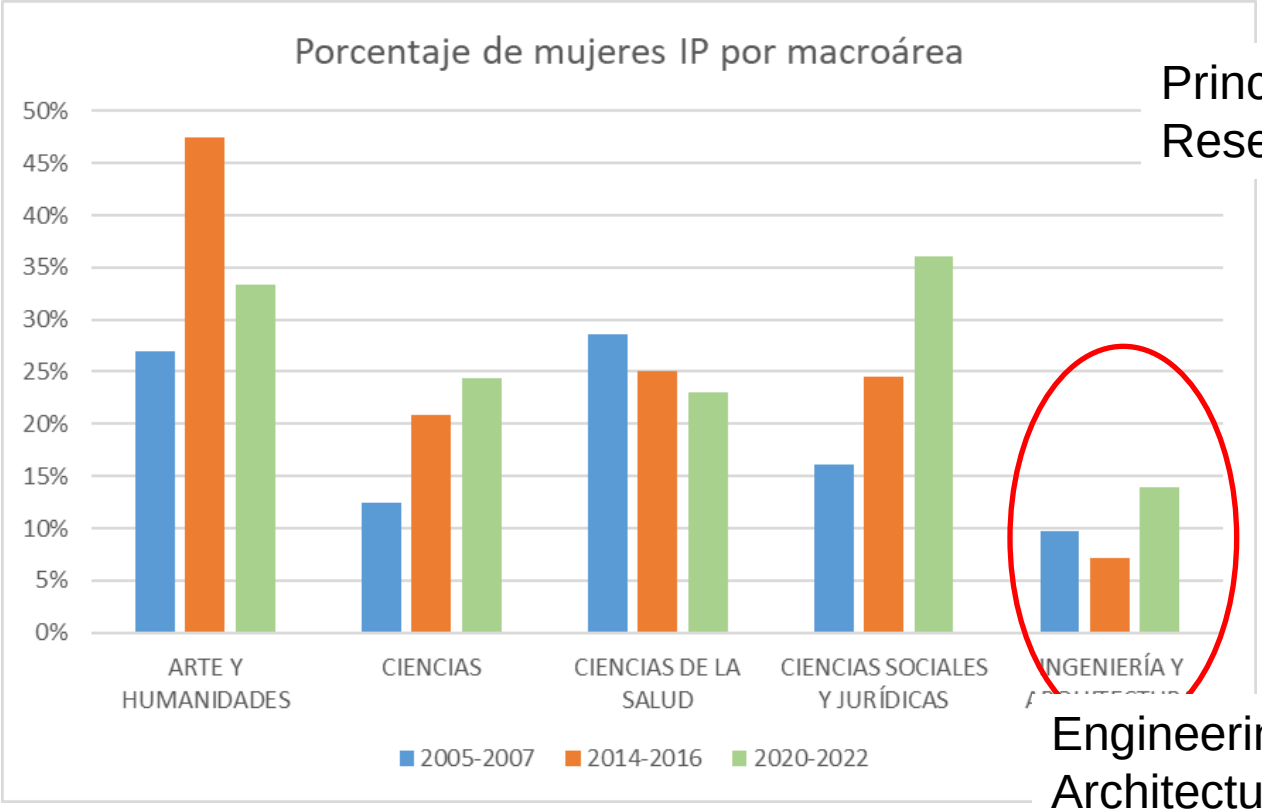
What happens after the pHD?





Scissors effect

What happens after the pHD?



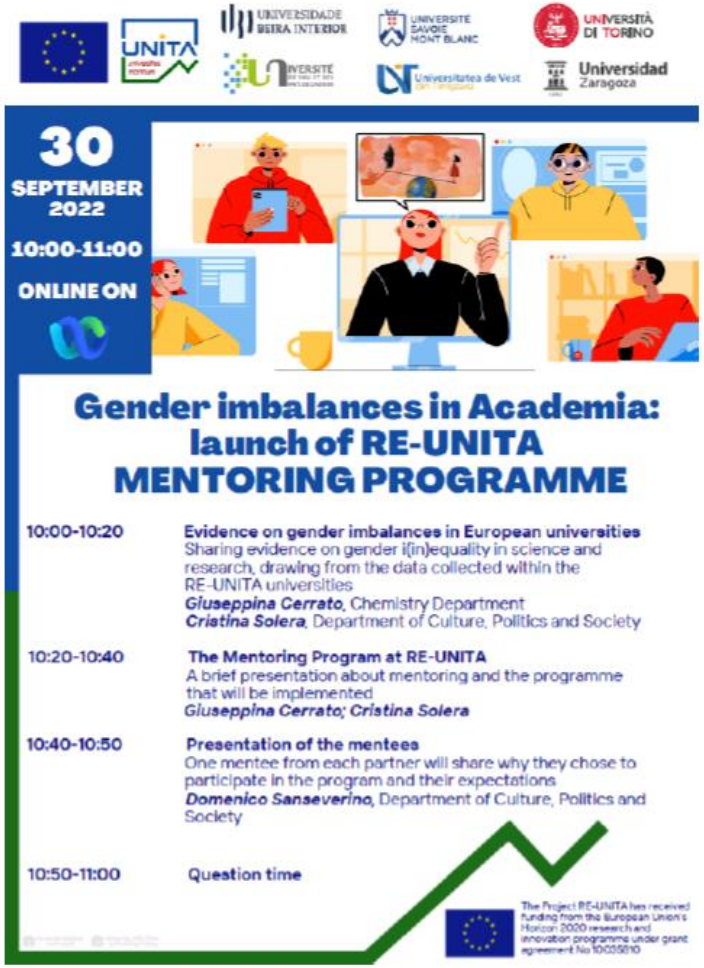
Principal Researchers

Engineering ad Architecture

The Glass Ceiling Index (GCI)

Spanish universities: 1.62 (last report).
Europe: 1.5 (2018)

Gender Perspective MENTORING



Gender Perspective MENTORING

One year pilot programme

Objectives:

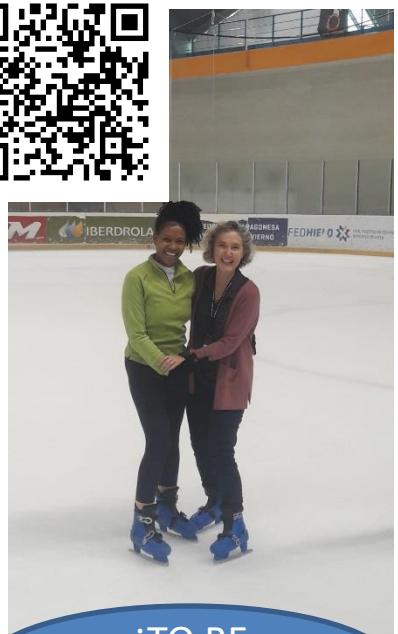
- Support the socialization of young researchers to academia
- Support the micro-transitions and career choices of mentees
- Combat gender imbalance in academia and discussed gendered cultures and practices in Science.

Structure:

- Online general meetings for all participants (launch and closing)
- Training for mentors at UNITO
- Grupal meetings at UNIZAR
- Individual mentor/mentees meetings

34 mentors and 60 mentees

Gender Perspective MENTORING



¿TO BE CONTINUED?

Useful but difficult to scale!
Target?

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