



SPEAR FINAL CONFERENCE

March 1st, 2023, Copenhagen

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The future of (gender) equality, inclusivity and democratic values in European Academia:
Practices, prerequisites, pushback and prospectives

Wednesday March 1st, 2023, 9-17.30

Venue Den Blå Hal, Copenhagen

SPEAR's final conference sets a large agenda: to place Gender Equality Projects in the context of the future of (gender) equality, inclusivity and democratic values in European Academia. Four lenses to this are explored: Practices, prerequisites, pushback and prospectives.

Throughout the day, these themes and lenses will be highlighted and put into perspective.

In the first session of the day we will start out with three welcome addresses. Then we will shine the light on SPEAR, by having our SPEAR experts, leaders and advisors share SPEAR's objectives, methodology, output and impact. We offer these as examples of practices and prerequisites for inclusive gender equality change endeavours anno 2023.

The in-person registration is now closed, as we have reached our maximum number of participants. Since we want to share our experiences and knowledge as widely as possible with anyone who may benefit from our achievements as well as be inspired for possible collaborations and future promotion of gender equality in academia, the first part of the conference, 9.00-11.00, is a hybrid session with both online and in-person participation.

You are welcome to sign up for online participation in the first session. Registration for this is open until February 28th, 2023.

Output from the conference will be shared on SPEAR's website after the conference.





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Program subject to adjustments

TIME PROGRAMME OVERVIEW

09.00 **Registration** (in-person and online participants)

09.30 **Opening of SPEAR's final conference** (Hybrid)

Moderator: Yvonne Benschop, Professor of Organizational Behaviour, Radboud University, Netherlands

Eva Sophia Myers & Liv Baisner Petersen, SPEAR coordinators, University of Southern Denmark

Snježana Prijić Samaržija, Professor of Philosophy, Rector, University of Rijeka, Croatia, President of YERUN

Joanna Drake, Deputy Director-General for Research & Innovation, The European Commission

10.00 **Presentation of SPEAR's key impacts – inspiration for thinking ahead!** (Hybrid)

Experts, leaders and advisors of the SPEAR consortium present SPEAR's objectives, methodology, output and impact as examples of practices and prerequisites for inclusive gender equality in European Academia.

11.00 – 11.15 *Break*

The conference continues as an only in-person event

11.15 A kaleidoscope of sister projects and initiatives and explorative networking

26 Gender projects and initiatives present their impact and invite participants to engage

12.45 – 14.00 *Lunch and continued networking*

14.00 Panel presentation: **The future of (gender) equality, inclusivity and democratic values in European Academia**

In this panel-discussion, the conference theme and the links between gender equality, inclusiveness and democratic values will be introduced through three complementary perspectives:

- a. insight into the workings of antidemocratic movements and how these strategically align with and utilize anti-gender agendas and
- b. how a general democratic orientation along with efforts *for* equality and inclusiveness can counter these tendencies, both from communities, scholars and on-the-ground actors and projects and
- c. from the policy level in European institutions.

The panelists will, on the basis of their extensive range of expertise, provide critical insights into trends and strategies used by antidemocratic and anti-gender movements as well as current responses to them led by inclusive, democratic consensus-based stakeholders such as policy creators, academia and Civil society actors.

Moderator: Yvonne Benschop

Panelists:

- **Gionathan Lo Mascolo**, Independent Researcher, Project Manager and Editor
- **Mieke Verloo**, Professor of Comparative Politics and Inequality Issues, Radboud University, Netherlands
- **Mateja Medlobi**, Policy Advisor/Accredited Parliamentary Assistant to MEP Predrag Fred Matić, Croatia

14.45 – 15.00 *Break*



This project has received funding from the European Union's H2020 research and innovation programme under grant agreement No 824544



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15.00 Four parallel Workshops (presentations and group discussions): **Practices and prerequisites, pushback and perspectives in advancing GE+, inclusivity and democratic values**

Practices and prerequisites

1. Gender Dimension in (all) research – always there, often forgotten: Challenges and possibilities

Presenters:

- **Martina Schraudner**, Professor, Doctor, chair of Gender and Diversity in Technology and Product Development at Technical University of Berlin, DE
- **Tomas Brage**, Professor of Mathematical Physics, Lund University, Sweden

2. Sexism in Academia: recognizing, responding, resisting

Presenters:

- **Dalia Leinartė**, Professor of History, Vytautas Magnus University, Lithuania, and Fellow Commoner at Lucy Cavendish College, University of Cambridge, UK
- **Liisa Husu**, Professor of Gender Studies, Örebro University, Sweden, and Hanken School of Economics, Finland

3. How does the policy apparatus work in Europe & how can we become a part of it?

Presenters:

- **Mateja Medlobi**, Policy Advisor/Accredited Parliamentary Assistant to MEP Predrag Fred Matić, Croatia
- **Gionathan Lo Mascolo**, Independent Researcher, Project Manager and editor of the forthcoming volume "The Christian Right in Europe: "Movements, Networks and Denominations""

Pushback and perspectives

4. Creating a future for inclusive gender equality in times of multiple crises: learning from past experiences to better respond to changing and declining opportunity structures

Presenters:

- **Jeremy Sanders**, Professor of Chemistry, University of Cambridge, UK and Chair of the Diversity and Inclusion Committee of the Royal Society, UK
- **Mieke Verloo**, Professor of Comparative Politics and Inequality Issues, Radboud University, Netherlands, and Non-Residential Permanent Fellow at the IWM, Institute for Human Sciences in Vienna, Austria

16.00 – 16.15 Break





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16.15 Round table: **The future of (gender) equality, inclusivity and democratic values in European Academia: Practices, prerequisites, pushback and perspectives**

In the final session of the conference, the invited experts will through a series of open dialogues connect their perspectives on practices, prerequisites, pushback and perspectives to the wider topic of the future of (gender) equality, inclusiveness and democratic values in European Academia.

*Moderator: **Yvonne Benschop***

Panelists:

- **Mieke Verloo**, Professor of Comparative Politics and Inequality Issues
- **Jeremy Sanders**, Professor of Chemistry
- **Georgi Apostolov**, Professor of Philosophy, Rector
- **Gionathan Lo Mascolo**, Independent Researcher
- **Mateja Medlobi**, Policy Advisor to MEP
- **Snježana Prijic Samaržija**, Professor of Philosophy, Rector
- **Dalia Leinartė**, Professor of History
- **Liisa Husu**, Professor of Gender Studies
- **Natalija Mažeikė**, Professor of Philosophy and gender Studies
- **Martina Schraudner**, Professor, Doctor
- **Tomas Brage**, Professor of Physics
- **Sybille Reidl**, Senior Researcher

17.15 Closing the conference

*SPEAR Coordinators **Eva Sophia Myers** and **Liv Baisner Petersen***

17.30 End of conference





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Elaborate descriptions:

Presentation:

SPEAR's key impacts – inspiration for thinking ahead!

Experts, leaders and advisors of the SPEAR consortium present SPEAR's objectives, methodology, output and impact as examples of practices and prerequisites for inclusive gender equality in European Academia, anno 2023. We highlight SPEAR's GEP-implementation and showcase our output virtual materials and practice-based expert resources and tools. Our focus is on the power of community for learning, support and joint reflection – the foundation for qualifying structural change endeavours, reach and vision and for enabling and empowering individuals and organizations to act in the face of obstacles and opportunities.

Featured speakers, all affiliated with SPEAR:

- Coordinators **Eva Sophia Myers & Liv Baisner Petersen**, University of Southern Denmark
- WP-leader for GEP implementation **Minna Salminen-Karlsson**, Uppsala University, Sweden
- WP-leader for Learning and Support **Nathalie Wolf**, RWTH-Aachen, Germany
- WP-leader for Communication, Director **Gabriella Lovasz**, Europa Media, Hungary
- Team-leader Professor **Aurelija Novelskaitė**, Vilnius University, Lithuania
- Team-leader, Rector, Professor **Georgi Apostolov**, International Business School, Sofia, Bulgaria
- Former team-leader, Minister, Professor **Elvira Fortunato**, NOVA University Lisbon, Portugal
- Team-leader, Rector, Professor **Snježana Prijić Samaržija**, University of Rijeka, Croatia
- WP-leader for evaluation **Florian Holzinger**, Joanneum Research, Austria
- SPEAR advisors:
 - o **Mateja Medlobi**, Policy Advisor to MEP, Croatia
 - o **Martina Schraudner**, Professor, Doctor, chair of Gender and Diversity in Technology and Product Development at Technical University of Berlin, Germany
 - o **Rachel Palmén**, Senior Researcher, Open University of Catalunya, Spain

Moderator:

- **Yvonne Benschop**, Professor of Organizational Behaviour, Radboud University, Netherlands





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WORKSHOP 1, PRACTICES AND PREREQUISITES:

Gender Dimension in (all) research – always there, often forgotten: Challenges and possibilities

The gender dimension of research has gained importance, and knowledge on how to implement it in all fields is growing. In the first decade of this century the argument of the quality of research was in the foreground. Often the focus was explicitly on areas where the inclusion of sex and gender should have been obvious, although too often not fully understood nor implemented. Today it is an established fact, that the integration of the gender dimension in all relevant fields of research is a must if science is to contribute to an inclusive, fair and just transformation, as called for in e.g., the European Green Deal.

In this workshop we will focus on two questions:

- How can we ensure that the underlying data is used proactively in future developments, so as to complement sex and gender analysis?
- How do we approach the inclusion of the gender dimension in fields where it is not “obvious” (to the practitioners) and the resistance to it is strong?

Presenters:

- **Martina Schraudner**, Professor, Doctor, chair of Gender and Diversity in Technology and Product Development" at the Technical University of Berlin, Germany
- **Tomas Brage**, Professor of Mathematical Physics, Lund University, Sweden

SPEAR Moderators:

- **Sybille Reidl**, Senior Researcher, Joanneum Research, Austria
- **Florian Holzinger**, Senior Researcher, Joanneum Research, Austria
- **Nathalie Wolf**, Diversity Consultant and Project Coordinator, RWTH Aachen, Germany





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WORKSHOP 2, PRACTICES AND PREREQUISITES:

Sexism in Academia: recognizing, responding, resisting

Far from being an issue set in the past, sexism is still an everyday phenomenon in many academic environments in Europe and beyond. In fact, sexism is particularly prevalent in Academia due to the intricate power relations.

In this participatory workshop we will focus on how to learn to recognize different forms and arenas of sexism, and how to respond and resist sexism individually and/or collectively. The workshop aims to be a safe space to share insights on how sexism works in academia, and individual and collective survival skills.

Presenters:

- **Dalia Leinartė**, Professor of History, Vytautas Magnus University, Lithuania, and Fellow Commoner at Lucy Cavendish College, University of Cambridge, UK
- **Liisa Husu**, Professor of Gender Studies, Örebro University, Sweden, and Hanken School of Economics, Finland

SPEAR Moderators:

- **Natalija Mažeikė**; Professor of Philosophy & Gender Studies, Vytautas Magnus University, Lithuania
- **Aurelija Novelskaitė**, Professor of Gender Studies, Vilnius University, Lithuania
- **Marija Norvaisitė**, Equal Opportunities Coordinator, Vilnius University, Lithuania





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WORKSHOP 3, PUSHBACK AND PROSPECTIVES:

How does the policy apparatus work in Europe & how can we become a part of it?

In this workshop, you will get an insight into currently active anti-gender movements across Europe and how they erode European democracy.

The workshop will include your active participation in all policy levels. You will develop a strategy on how to participate in creating European policy priorities in the area of gender equality and thus contribute to a more equal, social and just Europe.

Presenters:

- **Mateja Medlobi**, Policy Advisor/Accredited Parliamentary Assistant to MEP Predrag Fred Matić, Croatia
- **Gionathan Lo Mascolo**, Independent Researcher, Project Manager and editor of the forthcoming volume "The Christian Right in Europe: "Movements, Networks and Denominations"", Germany

SPEAR Moderators:

- **Snježana Prijić Samaržija**, Professor of Philosophy, Rector, University of Rijeka, Croatia
- **Sanja Barić**, Professor of Law, Rector's Assistant for Institutional Capacity and Policies, University of Rijeka, Croatia
- **Daria Glavan Šćulac**, LLM, Head of Legal, Ethics, Diversity and Inclusivity, University of Rijeka, Croatia





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WORKSHOP 4, PUSHBACK AND PROSPECTIVES:

Creating a future for inclusive gender equality in times of multiple crises: learning from past experiences to better respond to changing and declining opportunity structures

In a changed and changing Europe, campaigns against feminism, and against racial and sexual equality show their traditionalist, masculinist, capitalist, and authoritarian roots very clearly. In the worrying societal and political practices of these campaigns, threats to democracy and (intersectional) feminism are strongly linked.

There is strong need to better ground initiatives and actions towards inclusive gender equality in these new, contextually different realities. In this workshop we will address how we can learn from past experiences in order to blaze trails for gender equality strategies and frames that are better adapted to weather our challenging times. We will do this by presenting two complementary approaches: one is to balance between “carrot” and “stick” tactics that have shown to work against resistances, the other is to take a social complexity approach and focus on impacting on crucial positive and negative feedback loops.

Presenters:

- **Jeremy Sanders**, *Professor of Chemistry, University of Cambridge, UK and Chair of the Diversity and Inclusion Committee of the Royal Society, UK*
- **Mieke Verloo**, *Professor of Comparative Politics and Inequality Issues, Radboud University, Netherlands and Non-Residential Permanent Fellow, IWM, Institute for Human Sciences in Vienna, Austria*

SPEAR Moderators:

- **Georgi Apostolov**, *Professor of Philosophy, Rector, International Business School, Sofia, Bulgaria*
- **Minna Salminen-Karlsson**, *Gender Equality Specialist and Researcher, Uppsala University, Sweden*
- **Atanaska Cholakova**, *Assistant Professor of Philosophy, International Business School, Sofia, Bulgaria*

