

SUPERA - Supporting the Promotion of Equality in Research and Academia is a Horizon 2020 project whose main aim is to support the development and implementation of six Gender Equality Plans in four universities and two research funding organisations, in order to take action against the gender inequalities that have adverse effects on scientific research.

[www.superaproject.eu](http://www.superaproject.eu)

[info@superaproject.eu](mailto:info@superaproject.eu)



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Supporting the Promotion of Equality  
in Research and Academia

The Project Consortium is composed by:



SciencesPo



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**The way scientific knowledge is developed** and transformed into meaningful results continues to be influenced by the gender inequalities that affect our society as a whole. When research methods fail to take into due consideration the variables related to gender, scientific results are impoverished, and **many opportunities are missed**.

**Gender equality means** granting equal rights, responsibilities and opportunities to everyone, regardless of their gender. The focus of SUPERA is on gender equality in research and academia, since the research and higher education sector has peculiarities that requires specific action to narrow the gender gap.

Our main goal is to design and implement **six Gender Equality Plans** (GEPs) in six different research organisations during the period June 2018-May 2022. **The scope of a GEP may vary** considerably, depending on the type of organisation, the main research disciplines addressed, the institutional context where the GEP will be implemented and the type of gender biases and inequalities identified.

Our work seeks to further a **deeper understanding** of gender inequalities, stereotypes and biases in the research sector and promote the inclusion of a gender perspective in teaching and research contents.

In accordance with the EU priorities, SUPERA's contribution can be grouped into **4 key action areas**:



#### RECRUITMENT, SELECTION AND CAREER PROGRESSION SUPPORT

This area covers all the stages of existing recruitment processes, in order to **develop specific measures** to promote gender-equal opportunities. Great attention is paid to creating welcoming and respectful working environments that recognize the importance of balancing professional and private lives.



#### LEADERSHIP AND DECISION-MAKING

The project aims at demonstrating that gender-sensitive governance processes and procedures boost transparency, accountability and effectiveness. SUPERA seeks to institutionalize **gender-sensitive procedures and practices**, not only by changing gender ratios but also by increasing transparency in decision-making processes and budget allocation. SUPERA also aims at targeting potential biases preventing women from taking their full share of leadership.



#### INTEGRATING GENDER IN RESEARCH AND EDUCATION CONTENT

From Medicine to Economics, from Engineering to Architecture: all disciplines have an influence on the life of all citizens and can be dramatically **improved by including a gender dimension**. Thanks to specific actions, SUPERA can help to demonstrate how gender-sensitive research can help to enhance the quality and relevance of knowledge and innovation.



#### GENDER BIASES AND STEREOTYPES

Gender biases and stereotypes result in gender imbalances and biases in research and academic careers, and frequently appear as sexist and sexual harassment in academic institutions. SUPERA supports the development of specific measures to prevent, identify and combat them, in order to create **welcoming study and working environments**.