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Gender-SMART Working with External Stakeholders

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www.gendersmart.eu



GenderSmart_EU



Advocate for
#GENDERSMARTERCULTURE



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Experiences with External Stakeholders

- University of Cyprus
- British Council in Cyprus
- Mediterranean Institute of Gender Studies



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University of Cyprus

Background:

- Public University
- Have already established a Diversity and Inclusion Office

Need:

- Advice and support for the design of Gender Equality Plan
- Exchange of experiences (types of resistances, good practices)



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University of Cyprus

Outcome:

- Boost of motivation & understanding
- Mutual Growth → strong partnership & collaboration
- CUT improved its GEP adding intersectionality, inspired by the GEP of UCY
 - LGBTQ+
 - Minorities
 - Disable people





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British Council in Cyprus

Collaboration with Public and Private Universities

Event: “Promoting Gender Equality in Cypriot Universities: Challenges and Good practices”

Outcome

- Discussed points & outcomes will be sent & presented to the President of the Parliament as an advocacy document
- Stronger dynamic and familiarity with private universities





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Mediterranean Institute of Gender Studies

Background

- The Mediterranean Institute of Gender Studies (MIGS) is a leading NGO promoting gender equality and women's rights in Cyprus and the Mediterranean region
- Training on “Unconscious bias” addressed to Middle and Top Management & Consultation
- Upcoming Training addressed to students





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Mediterranean Institute of Gender Studies

Outcome

- Outcomes & results of the training are embedded in the new Equality Plan of CUT → ownership of the Plan
- Closer collaboration → sign of Memorandum of Understanding between MIGS & CUT
- Exchange of experiences and good practices
- MIGS as gender advisors for CUT
- Institutionalization of training activities on unconscious bias



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Conclusions & Takeaway message

The benefits of being “extrovert” or “looking outside”

- Credibility
- Commitment
- Exchange of experiences
- Contributes to the improvement & implementation of GEP
- Minimizes resistance
- Enables important players to be mobilized

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Thank you for your attention.

Any questions?

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