



TRIGGERING INSTITUTIONAL CHANGE TOWARDS GENDER EQUALITY IN SCIENCE

Final Guidelines of the TRIGGER Project

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with TRIGGER partners



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Triggering Institutional Change towards Gender Equality in Science are the Final Guidelines of the TRIGGER Project, a fourth wave structural change project funded by the EC. Besides implementing five gender action plans and promoting mutual learning initiatives inside and outside the project consortium, TRIGGER paid particular attention to the wider debate about how institutional changes towards gender equality can actually happen. The reflection has also involved representatives of other EU-funded similar project, who accepted to share their experience through workshops, interviews and further documents to illustrate their cases.

The TRIGGER Final Guidelines offers **an integrated model of the process of change** that has been developed on the basis of 4 years of mutual learning outputs and the theoretical set-up of the project. The publication goes through the four main components of the institutional change process, which have been conventionally identified and operationally distinguished taking into account that in reality they often tend to overlap. These components are: Transformational Agent, Activation and Mobilisation, Making an Impact, and Sustainability.

Triggering Institutional Change towards Gender Equality in Science es la Guía Final de TRIGGER, un proyecto europeo financiado por la CE dentro de la cuarta generación de proyectos de cambio estructural para el desarrollo de políticas de género en instituciones científico-tecnológicas. Además de implementar cinco planes de acción y promover el aprendizaje mutuo entre los socios del proyecto y terceras partes, TRIGGER ha prestado especial atención al amplio debate sobre cómo puede realmente alcanzarse el cambio en este tipo de instituciones. En esta reflexión se ha incorporado también las experiencias de otros proyectos similares que han contribuido a través de sesiones de trabajo y entrevistas, y facilitando su propio material para ilustrar los casos.

La Guía Final de TRIGGER ofrece **un modelo integrado para el proceso de cambio institucional** que ha sido desarrollado en base a los resultados de cuatro años de trabajo colectivo y el propio marco teórico del proyecto. El documento aborda los cuatro componentes principales que suele conllevar este tipo de procesos con un enfoque fundamentalmente práctico y teniendo en cuenta que en la realidad son cuestiones que se solapan con frecuencia. Los componentes del proceso de cambio estructural son: Los Agentes de Transformación, La Activación y Movilización, Lograr impacto, y la Sostenibilidad.

AREA 1. TRANSFORMATIONAL AGENT:

i. Accessing expertise, ii. Reputation building, iii. Organisational embedment, iv. Securing staff and resources

AREA 2. ACTIVATION AND MOBILISATION:

i. Scientific recognition, ii. Political backing, iii. Creating space for engagement, iv. Mobilisation of pro-women actors, v. Active involvement of men, vi. Implementation backing

AREA 3. MAKING AN IMPACT:

i. Self-reflexive process, ii. Gender-sensitive communication, iii. Gender-sensitive education and training, iv. Action plan tailoring process, v. Policy integration, vi. External backing

AREA 4. SUSTAINABILITY:

i. Inclusion of gender in monitoring systems, ii. Inclusion of gender in scientific excellence, iii. Inclusion of gender considerations in service provision, iv. Inclusion of gender in organisational standards, v. Inclusion of gender in an organisation's structure and mission