

23 November 2021 | 10:30 – 11:45 CET

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online event

## Gender Equality Plans in Horizon Europe

### Recommendations for successful implementation

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EURLO and UNICA Research webinar promoted by Comenius University in Bratislava:

## Gender Equality Plans in Horizon Europe Recommendations for successful implementation

**23 November, 2021**

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### PROGRAMME

	<b>Welcome addresses</b>
10:30 – 10:40	<b>Maryam Hansson Edalat</b> , Coordinator of UNICA Research working group & Head of Office for Research, Engagement and Innovation Services, Stockholm University
10:40 – 10:55	<b>Moderator &amp; introductory remarks:</b> <b>Carmen Montraveta</b> , Director of Unit for Equality and expert in Psychobiology, Universidad Autónoma de Madrid  <i>Gender Equality Plans in Horizon Europe</i> , by <b>Zuzana Lisoňová</b> , Head of Project Office, Comenius University in Bratislava
10:55 – 11:10	<i>Equality policy at the University of Warsaw</i> , by <b>Julia Kubisa</b> , Associate professor at Faculty of Sociology, Chief Equality Officer on Research and Education and <b>Anna Grędzińska</b> , Equal Opportunities Chief Specialist, University of Warsaw
11:10 – 11:25	<i>GEP: Charles University's Experience</i> , by <b>Tereza Smužová</b> , Legal Officer & HR Award Coordinator, Charles University
11:25 – 11:45	<b>Q&amp;A session</b> <b>Concluding remarks</b>

## Biographies and abstracts of the speakers

### Maryam Hansson Edalat | EURLO and UNICA Research Coordinator



Maryam Hansson Edalat is the Head of Office for Research, Engagement and Innovation Services (REIS) at Stockholm University, which, together with KI and KTH, has recently established a joint Brussels office to improve the outcome of EU funding. Previously, she was Head of the Department of Research Support at the same university and worked as a coordinator for a national inquiry for the Ministry of Enterprise, Energy and Communications. She was a Marie Curie fellow, having done her postdoc at ETH Zurich in Switzerland. Through research collaboration, she also worked at UC-Berkeley and Karolinska Institutet as well as biotech and start-up companies.

### Carmen Montraveta | Universidad Autónoma de Madrid



Carmen Fernández-Montraveta is, since February 2020, the Director of the Gender Equality Unit of the Universidad Autónoma de Madrid (UAM). Expert in Behavioral Biology and Assistant Professor of Psychobiology at the UAM, she has been part of the UAM's Institute for Women's Studies (IUEM) since its creation. She is member of the research group "Feminist and Gender Studies" (UAM), a multidisciplinary research and teaching space that encompasses all areas of knowledge. She has participated in numerous research projects oriented, in recent years, to the critical analysis of the evolutionary perspective in the study of sexual dimorphism. As a teacher, she takes part of the Master in Interdisciplinary Gender Studies (IUEM) and coordinates the subject "Gender and Psychology" in the Psychology Degree (Faculty of Psychology, UAM).

**in Julia Kubisa & in Anna Grędzińska | University of Warsaw**



**Julia Kubisa** is Chief specialist for Equality research and education at the UW. She is co-author of Gender Equality Plan for the University of Warsaw. Julia is associate professor of sociology at the Faculty of Sociology, University of Warsaw. She is interested in the interactions and connections between gender and work and gendered career paths at the academia.



As an Equal Opportunity chief specialist at the University of Warsaw, **Anna Grędzińska** is responsible for creating and implementing anti-discrimination and equal treatment policies and measures. Her job is to ensure that all members of the academic society (students as well as administration and academics) can enjoy their rights and freedoms on equal basis. Before University, Anna has worked in the central administration of Poland where she was responsible for ensuring that Polish policies and measures comply with international human rights standards, including gender equality.

*Equality policy at the University of Warsaw* will focus on equality policy at the University of Warsaw (UW). We will provide general information on actions, measures, laws and institutions which exist at the UW in the area of equal opportunities and anti-discrimination. Special attention will be given to the matter of creating and implementing the Gender Equality Plan for the UW. In that respect we will share some practical information and our experiences on designing and accomplishing the GEP for the UW.

**in Tereza Smužová | Charles University**



Award Coordinator at the Rector's Office of Charles University in Prague. She is responsible for drafting and consulting strategic documents of the university and for internal regulations of the university and its faculties. Tereza coordinates the implementation of the European Human Resources Strategy for Researchers (HRS4R) at the university, obtaining the HR Award certificate in early 2019. In the European University Alliance 4EU+, Tereza leads activities related to strengthening human capacity and innovative pedagogies. Recently, she started the process leading to the Equal Opportunities Plan of Charles University in order to comply with the new Horizon Europe requirement.

**GEP: Charles University's Experience** – Charles University in Prague is the largest Czech university with ca 50 000 students and 12 000 employees. The principle of non-discrimination is embodied in its Constitution and Code of Ethics, and there were several measures introduced during the last years. But in order to comply with the Horizon Europe requirement and get data for future HR policy development, Charles University decided to undergo an external audit, including a satisfaction survey among employees. Moreover, we use our contacts on the national and international level (incl. the European University Alliance 4EU+), to share experience and learn from the others.