

Gender and Diversity monitoring in multidisciplinary research projects



Badieijaryani, A., Hausner, B., Riemenschneider, M., & Steiner, M. (2022), *Guidelines on Gender and Diversity monitoring and within multidisciplinary teams* (LOCALISED Deliverable 1.5)

Research projects nowadays commit to Gender and Diversity as part of the working culture and as essential components of the research area in multidisciplinary teams. However, during project implementation often the monitoring of gender and diversity is less prominently addressed. In LOCALISED we have included Gender and Diversity as inherent part of the project management and it is monitored regularly by project partners. **A methodology was defined in an official report (LOCALISED Deliverable 1.5) at the beginning of the project.** In this Factsheet we share some of the main insights on translating commitment to Gender and Diversity into tangible actions and results within multidisciplinary research projects.

WHAT IS LOCALISED?

LOCALISED is downscaling national decarbonization trajectories consistent with Europe's net-zero target to the local levels in a way that would speed up the uptake of mitigation and adaptation actions in local administrations and businesses

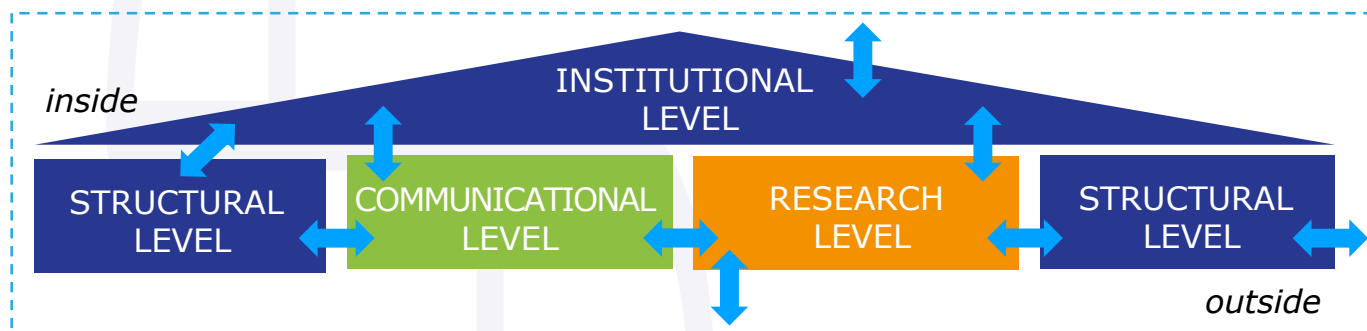
- Duration: **48 Months** (Starting date: 01/10/2021)
- EU contribution: **Horizon 2020 Framework Programme**
- Consortium: **12 organisations from 6 countries**

WHICH ARE THE TOOLS OF LOCALISED?

- **Decarbonisation and Adaptation Profiler** for local and regional administrations and their citizens to inform on viable combinations of (sectoral) mitigation and adaptation measures
- **Net-zero Business Consultant** tool for local and regional business and business associations

Organizational Perspective

To ensure inclusivity and sensitivity within research projects, the adoption of gender and diversity guidelines is imperative at four levels: **institutional, structural, communicational, and research**. These are interconnected and changes at one level can significantly influence others.



Communicational Level

The cornerstone of inclusive and respectful communication hinges on participants viewing themselves as team members: it is necessary to foster both professional and personal connections and understanding among team members. They need to be aware of potential discrimination within international, multidisciplinary teams and, most crucially, understand how to prevent such discrimination.

Team Building methods with tailored questions to participants' interests and project stage, and sharing insights on replies are a prerequisite for cultivating an inclusive environment (as e.g. world map and sociometric exercises or speed dating).

Inclusive communication embodies a social approach and reflects core values. It covers characteristics like age, race, religion, ability, and education. This is implemented in LOCALISED by:

- Collaborating as a team, avoiding parallel and separate work to enhance effectiveness.
- Embracing openness to other disciplines, acknowledging their importance in the project.
- Establishing a common vocabulary among team members, translating discipline-specific terms.
- Practising clear and explicit communication without assumptions or implicit indications.
 - Organising gender-sensitive and inclusive meetings (e.g. gender inclusivity, accessibility, communication rules, integration of feedback in future planning).

Monitoring Tools evaluate communication and interactions by:

- *Living Documents* on:
 - Communication and Teamwork Rules which are digitally accessible and open to comments.
 - Team Glossary to address discipline-specific vocabulary and terminologies that may be unfamiliar to some team members.



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- *Regular individual feedback* through questionnaires to explore perceptions of inclusivity, identifying instances of discrimination, and encouraging reporting.

Research Level

A solid understanding of gender mainstreaming principles and biases in research contribute constructively to consider gender aspects in project activities. For this purpose a gender and diversity monitoring framework was defined and contains the following steps:

1. Gender and Diversity kick-off workshop, including work package reflection, examining inclusivity/invisibility in research, considering gender and diversity aspects, and developing measures for gender-sensitive research.
2. Quarterly inclusion of gender and inclusivity discussions in routine project meetings.
3. Bilateral meetings with each work package for in-depth gender and inclusivity discussions.
4. Final Reflection Workshop offers valuable insights for future projects and facilitates continuous improvement in gender mainstreaming and diversity monitoring.



Have a look at the full report [here](#)



FIND OUT MORE ON LOCALISED

www.localised-project.eu

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