



# Life Science Community of Practice: A cross-institutional collaboration for cultural change towards gender equality

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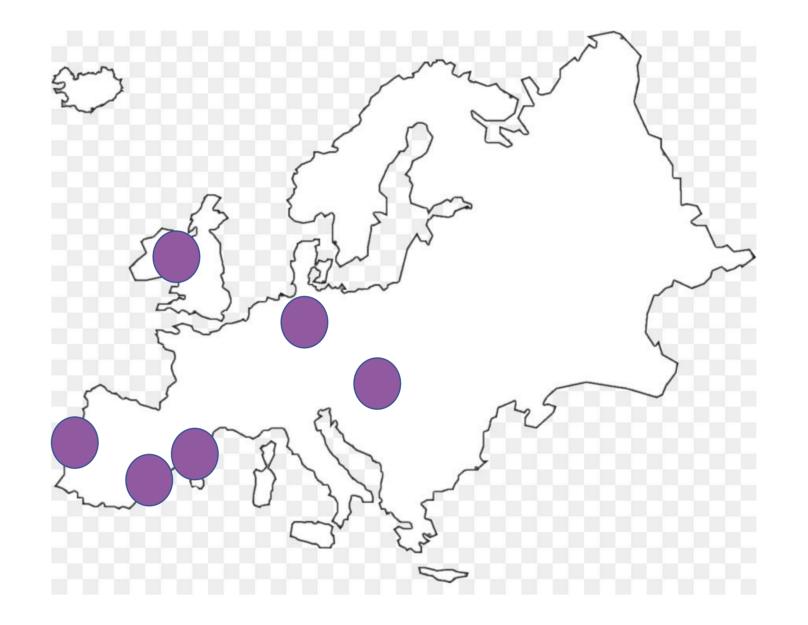
1. Germans Trias i Pujol Reserach Institute (IGTP), Spain, 2. IrsiCaixa AIDS Research Institute, Spain 3. Institut de Ciències del Mar (ICM-CSIC), Spain 4. Instituto de Technologia Quimica y Biologica Antonio Xavier (ITQB-NOVA), Portugal 5. Centre for Genomic Regulation, Spain

### Background

The Life Science Community of Practice (LifeSciCoP) is part of ACT (act-on-gender.eu), an Horizon2020 project that seeks to advance gender equality at universities, research centres and research funding organisations. The ACT project set-up and supports an international network of Communities of Practice (CoPs) as agents to develop gender equality actions at research performing and research funding organisations in the European Research Area to accelerate transformative institutional changes in gender policies.

#### LifeSciCOP members





empowering input

@CRGenomica

GermansTrias Recerca @GTRecerca - Nov 18, 2019

LIBRA @libra\_science - Nov 18, 2019

Very happy to be participating in #ACTonLifeSci and this dynamic workshop.

Great help in our progress towards #genderequity. Thank you for all your

Dealing with gender resistance workshop: Where do you find gender

resistance at your workplace? Use the "resistance toolkit" to address

gender resistance #ACTonLifeSci @GEAcademy\_eu @ACTonGender

## Aims of LifeSciCoP

Through a participatory process the LifeSciCoP have identify three common aims across the CoP:

- 1. To increase awareness for unconscious bias
- 2. To overcome resistance to Gender Equality
- 3. To include gender aspect in evaluation process across LifeSciCop

# Action plan of LifeSciCoP

- Engage men for gender equality
- Keep gender equality as a priority during the crisis (COVID-19)

Horizon 2020

- Develop guidelines for policy implementation and follow-up
- Maintain engagement of volunteers
- Consider gender aspects in evaluation criteria
- Higher management commitment
- Increase awareness and overcoming resistance
- Sustain CoP after the end of ACT







