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**Erasmus staff training programme**

**Group 1 on Gender and Diversity**

**Tuesday 8 th : salle des Professeurs, place du 20 Aout**

**Session 1: Diagnosis: Gathering information about the situation in our universities – Gendered data, gendered budgeting**

with contribution of **Professor Annie CORNET , and of participants**

***Objective****:* Exchange of views about the main concepts regarding the diagnosis, the state of play at the university

*9:00* Introductory presentation-s

9:30 Questions and answers

10:15 Tips and tricks to design a good poster by Ophélie Ladrière, R&D Department

10:30 Group work

12:00 Presentation of group recommendations through a poster

**Session 2: Gendering the Academy and Research : Combating Instabilities and Assymetries**,

with contribution of **Farah Dubois-Shaik, postdoctoral fellow, Université catholique de Louvain**

***Objective:*** exchange of views about stereotypes and concepts such as "leaky pipeline" and interrelated phenomena, "greedy institution" and "gendered organisation"

14:00 Introductory presentation

14:20 Work in pairs to analyze some assumptions

14:50 Feedback to the group

15:30 Taking into account the gender dimension in recruitment (criteria of excellence and selection), career modalities and structures, research and academic work – how can institutions contribute – how can administration contribute? – How can international programmes, such as Erasmus contribute?

16:00 Case studies and testimonies from the participants -split into 3-4 groups for one hour discussion (the feedback to the group will be provided on line)

**Wednesday 9th : Visit of the Sart Tilman campus**

**Sessions 3-4: Testimonies about gender issues and work-life balance by professors, principal investigators or researchers**

9.30 : Meeting with **Professor Angélique LEONARD , room R.24-building B6d – bus n°48 , stop « Chimie » (see page 3 and 4)**

11:30:Visit of the Department of Chemical Engineering ([www.chimapp.ulg.ac.be](http://www.chimapp.ulg.ac.be))

12:30 : joint lunch with the group on Open access at the Jacques et Laurent Restaurant (10 minutes walk)

14.30: Visit of the Laboratory of Tumor & Development Biology (GIGA Cancer, building B23) and meeting with **Professor Agnès NOEL- transfer by bus n°48, stop CHU (University hospital) (see page 3 and 4).**

**Thursday 10 th : salle des Professeurs, place du 20 Aout**

**Sessions 5-6 : International focus group - Building and managing a gender equality plan : case studies from participants**

with contribution of Krista FINSTAD-MILION, associate professor ICN Business School Nancy-Metz France

***Objective****:* during this day, 5 participants from the neighbouring regions will join us. After briefly presenting the outcomes of the 2 previous days, we will focus on various case studies suggested by the participants, using the group analysis method.

9:30 Presentation of typical issues (mentoring, work-private life balance, a family-friendly university, gender-budgeting, implicit bias in selection and promotion

10:00 In 3-4 groups , each group will focus on one topic, with the help of a facilitator

-distribution of roles among group members: facilitator, timekeeper, secretary

- roundtable sharing of individual interpretations and potential institutional concerns

11:30 Presentation of each group’s preliminary results to whole group by the facilitators

12:00 Feedback by members of other groups and other groups’ facilitators

12:30 Lunch break

14:30 In 3-4 groups, analysis of implementation concerns and challenges (second roundtable)

practical recommendations for implementation (process, phases, key factors of success)

16:00 Presentation of each group’s results to whole group by the facilitators

Feedback by members of other groups and other groups’ facilitators

**Friday 11th:** **salle des Professeurs, place du 20 Aout**

**Session 7: Communicating about gender and diversity: how to convince the stakeholders (the university authorities) ?**

With the contribution of **Joel Michiels**, Talent Communication, and the participants. Talent Communication is a SPRL specialized in communication training for entreprises.

8.30 : Introduction by the trainer :3 or 4 participants will have the opportunity to take part in a role play, to present their gender action plan/initiative to the authorities of their university . Trainer and participants will give feedback and advice.

This training is centered on the practice and the social skills of the participant. How to interact with the public, improve verbal and not verbal communication, choose effective examples, illustrations or metaphors, master the art of the eye contact and bring the public to an active participation

From this exercise, participants are encouraged and more confident in their capacities to be listened to, to be understood and to convince their interlocutors.

**Session 8: Joint debriefing of the week**

11.30: plenary session with the group on Open Access

12.30: joint sandwich lunch and goodbye