European Strategy for Gender Equity in Engineering and culture changes in Poland

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World and European Strategy for Gender Equity in Engineering - background

• The significance of the gender dimension in engineering research and innovation increases (Kyoto2015)

• Initiatives to promote gender equality in the STEM field have been developed in Europe for nearly two decades but were insufficient to increase the number of women in engineering, particularly in positions of responsibility.
European Strategy for Gender Equity in Engineering - background

Gender equality in the context of engineering and the academia means:

1. Reduction of vertical and horizontal segregation (underrepresentation of women in male-dominated sectors).

2. Balancing the asymmetric gender culture in organizations (removing structural barriers for women).

3. Integration of a gender dimension in teaching and research (gender awareness-raising among the academic engineering staff).
European Strategy for Gender Equity in Engineering

- GEECCO in relations to WFEO goals

• Aiming to contribute to these three key topics, the strategy for EU Horizon2020 project “Gender Equality in Engineering through Communication and Commitment”, GEECCO was built.
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• The main objective is the development and implementation of GEP, Gender Equality Plan at Cracow University of Technology, Polish technical university.
European Strategy for Gender Equity in Engineering – GEECCO project goals

- The GEECCO project is focusing on structural, procedural and cultural changes towards gender equality and makes all aware that including a gender dimension in their professional engineering work is possible and useful.
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- **Leaking pipe**
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Award for GEECCO as best initiative
FORKO 2019, Warszawa, Poland
GEP – the plan to tackle equity issues in Poland

actions for all academic community
Increasing visibility of women as engineers and scientists (reporting periodically in internal magazines well balanced information on women/men achievements, VMS screens, presenting notes on glass-cases and organising occasional exhibitions during university events);

actions for students
Including gender issues into curricula and recruitment process

actions for young researchers
Meetings with role-models, open events to raise the awareness of the presence/share of women and man in the real structure of PK, empowering women;

actions for decision makers
Organising trainings on gender bias and gender equality plan (GEP) at PK

actions for specific staff groups
Increasing awareness among different members of university society (distribution of leaflets, brochures and notes to enhance the awareness among researchers and other staff on the actual share of women and man in the current structure of PK, decision makers, administration staff and student advisory boards, etc.);
Other EU H2020 sister projects

- ACT on GENDER 2019, Brussels, Belgium
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https://www.youtube.com/watch?v=tayD4LKP940&feature=youtu.be

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The Committee for Women in Engineering (WIE) has given women engineers across different continents an opportunity for knowledge sharing across all disciplines of engineering thereby positioning the women engineer for better professional delivery.

Thank you for your attention