

### The first knowledge transfer workshop (year 1): learning within organisations

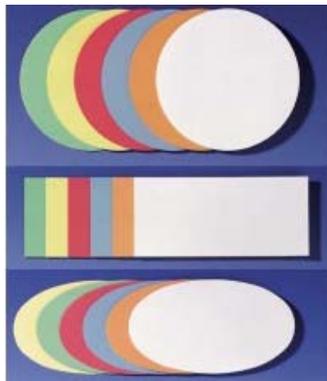
In the realm of this gender equality implementation project so called “knowledge transfer workshops” have been conceptualised and organised once a year, to share gender equality knowledge from the project and from the contexts of the specific science and research organisations and participating countries.

The objectives of the **first knowledge transfer workshop** concept are based on all four previously explained didactical principles (focus on the learners, relation to their experience, consideration of their living environment, and practical relevance):

- The researcher team and, most importantly, the transfer agents (TAs) meet each other.
- The TAs have the opportunity to exchange experiences with gender equality measures in their own institutions.
- The TAs have the opportunity to share reservations and expectations of their own as well as of others in their institutions regarding the implementation of certain gender equality measures.

### Organisational information

- ✓ When and where will the knowledge transfer workshop take place?
- ✓ All participants of the knowledge transfer workshop should wear badges with their names and the names of their institutions on it.
- ✓ Two moderators and one persons who takes notes are recommended.
- ✓ The room should have enough space for all team members (including TAs), and it is also spacious enough to sit and work together undisturbed in small groups.
- ✓ The moderators and TAs need flip chart (paper and pens), cards, pins and a pin-board.





From: Thaler, Anita (2016). Learning Organisations in Science and Research: The Role of Transfer Agents in Gender Equality Change Processes. Graz: IFZ Eigenverlag. Download: [http://www.ifz.at/eng/Media/Dateien/Downloads-IFZ/Publikationen/Learning-Organisations-Transfer-Agents\\_Thaler-2016](http://www.ifz.at/eng/Media/Dateien/Downloads-IFZ/Publikationen/Learning-Organisations-Transfer-Agents_Thaler-2016) [15.7.2016]

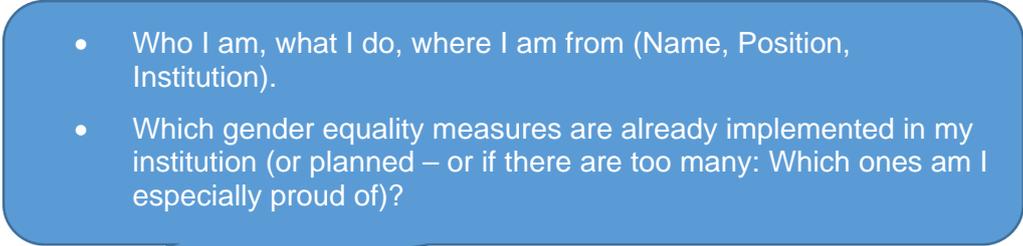
## *Workshop contents and didactics*

### **1. Introduction and confidentiality (approx. 20 min.):**

At first, the moderator will give a short introduction about the aim and the schedule of the knowledge transfer workshop. Then, confidentiality<sup>1</sup> will be discussed: There will be no names or details in the minutes of the TA-workshop, the minutes will not be published, and they are solely for internal purposes. If information related to the workshop is mentioned in publications, this will only be on the process or from a meta-perspective without naming institutions or names.

### **2. About gender equality in research and in our institutions (approx. 60 min.):**

In order for the TAs to get an idea about where their own institution is standing and where the others are to be seen and what the objectives of the project can practically mean for them or their institutions, we start with an introduction round:

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- Who I am, what I do, where I am from (Name, Position, Institution).
  - Which gender equality measures are already implemented in my institution (or planned – or if there are too many: Which ones am I especially proud of)?

For the second question, when TAs talk about successfully implemented<sup>2</sup> gender equality measures in their institutions, they can use the measures each institution collected and described in the gender equality plans for the project. We have to keep in mind that this introduction is not aiming at “monitoring and evaluating” but is rather a motivational form of introducing a person and her/his institution to the whole consortium. The TAs should be feeling comfortable in their role and therefore presenting existing measures they are proud of. If they are critical about their institutions themselves it is absolutely okay, but we should not stress ‘the long way ahead’ at this point in the beginning.

As an effect of this introduction, all TAs get an impression about the level of gender equality in all institutions involved and maybe also get ideas for what kind of actions they would like to introduce to their own institutions.

At this point of the project, in this first workshop, the main objective is to motivate the TAs and strengthen their commitment. It is not necessary to give all TAs a complete overview of all actions implemented in all institutions.

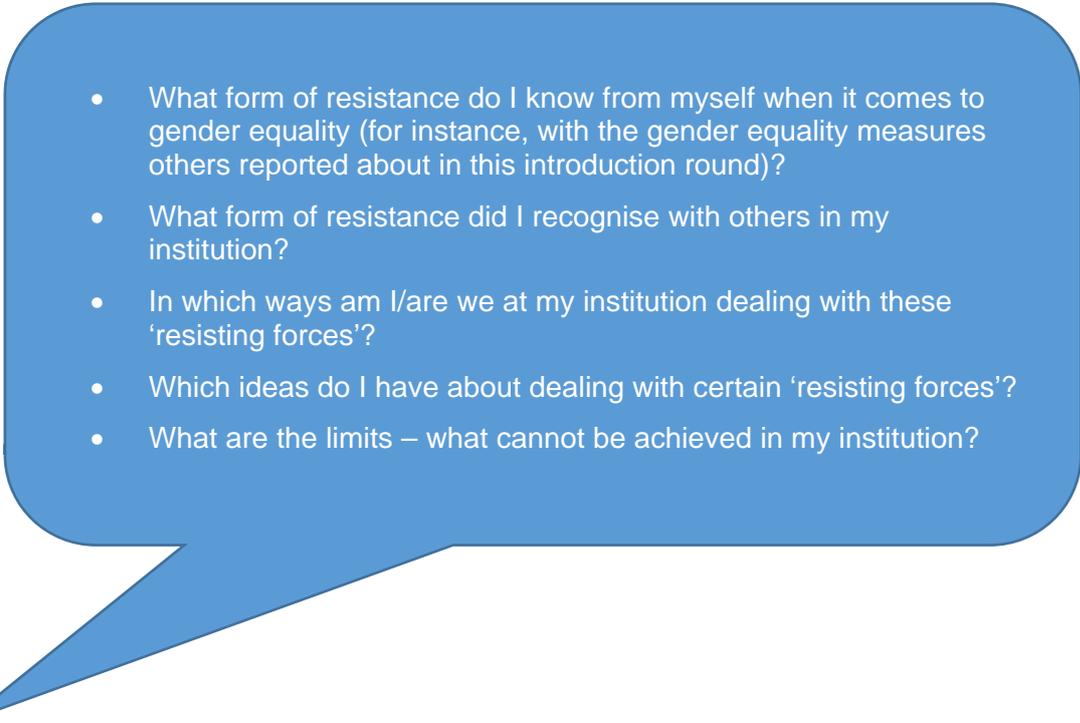
### **3. About resistance towards gender actions (approx. 60 min.):**

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<sup>1</sup> Confidentiality issues are generally a sensitive topic in such projects but they should be especially emphasised in the knowledge transfer workshops working with TAs.

<sup>2</sup> “Successfully implemented” does not mean “evaluated”; we just want to exchange experiences at this point.

We have to keep in mind that some gender equality measures have not been implemented yet due to some 'resisting forces'. Therefore we will ask the TAs to form pairs or small groups of three and discuss the following questions:

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- What form of resistance do I know from myself when it comes to gender equality (for instance, with the gender equality measures others reported about in this introduction round)?
  - What form of resistance did I recognise with others in my institution?
  - In which ways am I/are we at my institution dealing with these 'resisting forces'?
  - Which ideas do I have about dealing with certain 'resisting forces'?
  - What are the limits – what cannot be achieved in my institution?

The pairs/small groups should be formed by the TAs themselves, as they got first impressions from the introduction round about other involved institutions. This also leaves the possibility to match people with same languages, if they want to.

As an introduction to the group discussions we give some examples to the TAs to trigger some ideas.

The TAs will talk about their experiences with resistance within their own institutions in pairs/small groups (2-3 persons) and take down

- forms of resistance,
- possible solutions to certain forms of resistance and
- limits of gender actions due to resistance

on cards (one thought per card). After that we collect the experiences (cards) in the plenum, pin them on a pin-board and talk about possibilities and limits of overcoming resistance issues.

#### **4. TA-knowledge exchange, capacity building and communication (approx. 20-30 min.):**

In the final part of the workshop we will talk about planned activities (next TA workshop in a year) and discuss communication channels.

- We already have an email list for the TAs through which they can easily communicate, and we can offer to create some web space if TAs would like to have

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another forum to exchange ideas and discuss among themselves. However, this should be only an option; there is no use to set up a forum which will not be used.

- In addition, we will also inform the TAs about possibilities to gain knowledge about gender equality in research: This information can either be circulated within each national team (from project members to TAs) or via the email-list (only for conference invitations) – here we should also ask the TAs about the preferred mode of communication. For instance, conferences like "Gender Equality in Higher Education", where managers and gender experts are meeting, are preferably to be shared (no academic conferences where gender scholars discuss latest theories ...) and information about other relevant EU projects dealing with gender equality.
- We could also mention the possibility of on-site visits to other partner institutions during the next years – maybe there are some TAs interested to take a look at another organisation in the consortium?

#### **5. Open questions (approx. 10 min.)**

At the end of the workshop, the TAs can ask questions that have not been answered yet.

The TAs and the whole consortium will get a photo documentation comprising information on flip-charts and pin-boards.