

Annex 4

Women in Science: UK-Brazil Gender Equality Partnerships Call 2022

Annex 4 – Gender Equality Framework Partnership Project Plan

The Women in Science: UK-Brazil Gender Equality Partnerships Call 2022 will consist of eight phases, whose activities will be undertaken and developed by the selected partner institutions, according to the following table:

Project plan

	Topic/support area	Key points to cover for the partners	Time commitment and timeframe for the partners
1	Understanding the Brazilian and UK contexts	<p>UK and Brazilian partners to introduce themselves and their Institutional context including:</p> <ul style="list-style-type: none"> • Type of Institution (private or public) university, college, university centres, federal institutes, and centres of technological education • Size – including staff and students • Location (city, state, and region) and what this means • Mission of the institution, including its teaching and research focus <p>UK and Brazilian partners to introduce and share their Institutional gender equality challenges and priorities.</p>	<p>A 2-hour remote session, to be carried out a few weeks after the partnership participants are selected.</p> <p>Presentation material to be shared between partners so they can share them internally to their organisation.</p>
2	How to approach your gender equality journey and preparing for self-assessment	<p>This workshop will be run by the UK Institutions to support the Brazilian institutions at the beginning of their gender equality framework journey and offer advice on the role and work of a self-assessment team and planning for the self-assessment process.</p> <p>Themes to include:</p> <ul style="list-style-type: none"> • The purpose of self-assessment and planning for self-assessment • Forming the self-assessment team, team composition and developing member engagement • How to foster buy-in throughout the institution and address any resistance 	<p>A 2-hour remote session, including a presentation and Q&A session one month after the participants being selected.</p> <p>Presentation material to be shared between partners so they can share them internally to their organisation.</p>

		<ul style="list-style-type: none"> • An overview of assessment consultation methods and choosing appropriate methods for individual institutions • Future-proofing the self-assessment team • Learning from the self-assessment process in UK institutions 	
3	Collecting and analysing data on equality and diversity	<p>This workshop will cover the role of data in driving equality interventions.</p> <p>Themes to include:</p> <ul style="list-style-type: none"> • The purpose and rationale for collecting equality data • The role of qualitative and quantitative analysis in assessing gender inequalities • Planning your data collection • Overcoming challenges in data analysis • Intersectional data and analysis • Tips on effective data presentation • Examples of data collection and analysis from UK institutions 	<p>A 2-hour remote session, including a presentation and Q&A session two months after the start of the project.</p> <p>Presentation material to be shared between partners so they can share them internally to their organisation.</p>
4	Action planning for success	<p>This workshop will address the context and rationale for developing gender action plans. It will outline the principles of SMART (specific, measurable, achievable, relevant and time-bound) and targeted action planning and explore how these can be used to develop robust and targeted gender equality initiatives.</p> <p>Themes to include:</p> <ul style="list-style-type: none"> • How to identify ambitious and achievable success measures using baseline and benchmark data 	<p>A 2-hour remote session, including a presentation and Q&A session four months after the participants being selected.</p> <p>Presentation material to be shared can share them internally to their organisation.</p>

		<ul style="list-style-type: none"> • Ensuring effective monitoring • Process evaluation of targeted action planning • Examples of actions and action plans from UK institutions <p>The UK Institutions will present on how they are implementing their institutional action plans and what happens if an action does not work, or the success target is not reached.</p>	
5	Evaluating progress, evidencing success and maintaining momentum	<p>This workshop will support Brazilian institutions to prepare for making progress and delivering impact in relation to gender equality initiatives. It will help Brazilian Institutions to understand how targeted action plans can be evaluated effectively over time, recognise when actions/action plans need to be revised/updated, understand the process for achieving impact over time and how to maintain momentum.</p> <p>Themes include:</p> <ul style="list-style-type: none"> • Approaches to evaluating actions over time • Updating and revising the action plan over time • Preparing for successful and impactful actions • Identifying success and impact • Maintaining momentum 	<p>A 2-hour remote session, including a presentation and Q&A session four months after the participants being selected.</p> <p>Presentation material to be shared can share them internally to their organisation.</p>
6	Lessons learned and good practice examples	<p>The UK partners will present on their lessons learned and good practice initiatives that have been developed as part of their Athena Swan process and have had a measurable, positive impact. Key discussion areas will include (but will not be limited to): recruitment and promotion policies and practices, mentoring and leadership development and leadership and management of the organisation.</p>	<p>A 90-minute remote session, including a presentation and Q&A session four months after the participants being selected.</p> <p>Presentation material to be shared with partners so they can</p>

			share them internally to their organisation.
7	Sharing Athena Swan material	UK partners to share their (redacted) AS submissions, action plans and any relevant panel feedback with the Brazilian partners.	The submission, action plan and feedback will be shared when the UK and Brazilian partners consider it most useful in the process.
8	Good practice case study project	UK and Brazilian partners to identify a priority area / challenge / opportunity /policy / process that they can work on together and write up as a case study/for final report.	This could be the end project of the partnership so 11 months after?

This partnership programme proposal is based on interaction taking place remotely. However, if the budget allows for travel and it is possible, then face to face interactions would be welcome.

If the sessions detailed in the programme plan are to take place via Zoom, Microsoft Teams, or other relevant conferencing platforms, the UK Institutions will be responsible for setting these meetings up.

The British Council recommends using Microsoft Teams to deliver virtual activities. Should you be successful in securing a grant, and if you require a Microsoft Teams licence, you will need to discuss this with the British Council. Applicants who want to use other online tools or online platforms, must follow British Council safeguarding and security protocols. Online tools or platforms other than Microsoft Teams must be discussed with the British Council and requests to use a different platform or tool would need to be approved for successful grant recipients.

Please consider flexible and technological solutions to progress activity for planned work where feasible.