



### What?

FESTA is an EU FP7 project taking place from 2012 to 2017.

### Why?

Responding to the need for a systematic approach to ensure the incorporation of the potential of the entire work force in Science and Technology, including gender equality and diversity.

### Premise:

The particular culture and Organization in Science and Technology disciplines makes it difficult for women universally to progress to the most senior levels.

### What is FESTA about?

The project aims to see:

- 1) female researchers encouraged to staying and making a career in Academia.
- 2) organizational environments where the competence of all employees are valued and fostered.
- 3) a well-functioning working environment that welcomes a diverse group of employees at all levels.

We find the working environment of researchers in the lower levels of their careers particularly interesting, because it is at this level it may become possible for them to advance to the ranks of highest scientific expertise. We look into the daily environment of researchers: formal and informal decision making processes, meeting cultures, PhD supervision, perceptions of excellence in hiring processes and in the work environment, and resistance to equality measures, fostering the full potential of the entire workforce.

### Who is FESTA?

#### Coordinator:

Uppsala University, Sweden  
Dr. Minna Salminen-Karlsson

#### Partners:

University of Southern Denmark  
RWTH Aachen University, Germany  
University of Limerick, Ireland  
Fondazione Bruno Kessler, Italy  
Istanbul Teknik Universitesi, Turkey  
South-West University "Neofit Rilski"

#### WP1: Management

#### WP2: Communication and Dissemination

#### WP3: Raising awareness on both individual and organizational levels

This work package aims to raise awareness on individual and organizational levels. On the individual level we will work with deepening the understanding of career development, career planning and promotion prospects for younger female scientists as well as developing tools to aid in decision making processes both for younger scientists and their mentors, counsellors and leaders. On the organizational level the focus is on generating and using organizational statistics of gender patterns in the organization as a starting point for dialogues and debates to spur gender sensitive daily actions.

#### WP4: Gendering decision-making and communication processes

This work package aims to increase transparency and inclusivity in the formal and informal decision-making and communication processes, transforming the organizational culture in order to favour a more active participation of women in decision-making and communication processes. The ultimate objective of the work package is to effect structural changes in decision-making bodies and decision-making processes.

#### WP5: Hidden assumptions in definitions of excellences

Excellence is considered to be the most important factor in hiring processes for professorships as well as in the working environment of researchers. The objective of this work package is to make visible the perceptions of excellence in hiring processes and how they affect gender balance, to train members of the selection committees for professorships in their ability to make reliable, unprejudiced and therefore gender-sensitive judgments on the excellence of the applicants for a professorship and to initiate processes to diminish the influence of gendered perceptions of excellence.

#### WP6: Improving interactional patterns

In this work package the aim is to minimize the negative effect of gendered interactional patterns in two settings: meeting culture and the PhD-student-supervisor interaction. In relation to meeting culture the objective is to structure formal and informal meetings in ways that are based on collaboration and negotiation rather than, solely, on traditional academic positioning. In the PhD supervisory setting, the aim is to support PhD supervisors in integrating gender awareness and gender sensitive practices and thereby support young women at the beginning of their careers in finding ways of surviving and competing in their chosen field.

#### WP7: Dealing with resistance

In this work package the objective is to gain a deeper understanding of resistance against structural change towards gender equality, to study levels, forms, directions and aspects of resistance from men and women as well as the organizations and the ways resistance operates and to explore and enhance different ways and strategies for dealing with resistance.

