

Summary report of GAs related to Citizens engagement and gender equality - Update

Deliverable 5.2



Deliverable description

Deliverable 5.2 contains an update of the Summary report related to the implementation of Grounding Actions on Citizens engagement and gender equality performed by ICM-CSIC and DUTH. It is the result of the activities carried out in the framework of WP5 entitled “GAs on Citizens engagement and Gender equality” at the period of M16-M22.

To be quoted as: Salazar, J.; Gili, JM. Institut de Ciències del Mar (ICM, CSIC), 2021.
«ResBios Project: Summary Report of GAs related to Citizens engagement and gender equality - update».

Deliverable	5.2 Summary Report of GAs related to Citizens engagement and gender equality - Update
Work Package	WP5 GAs on Citizens engagement/Gender equality
Due date of Deliverable	Month 22
Lead beneficiary of this deliverable	Agencia Estatal Consejo Superior de Investigaciones Científicas (CSIC, participating from the Institut de Ciències del Mar, ICM)
Version	V.1
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Submission Date	November 16, 2021
Reviewers	Daniele Mezzana, UNITOV

PU	Public	
CO	Confidential, only for members of the consortium (including the Commission Services)	x
CI	Classified, as referred to in Commission Decision 2001/844/EC	

Document Revision History

Version	Date	Author/Editor/Contributor/Reviewer	Action
0.1	02/11/2021	Aglaia Pappa and Alexis Galanis (DUTH), Janire Salazar and Josep-Maria Gilli (ICM- CSIC)	First draft
0.2	15/11/2021	Discussion of reports (UNITOV)	Second draft
1.0	16/11/2021	Janire Salazar and Josep-Maria Gili (ICM- CSIC)	Final version

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This project has received funding from the European Union's Horizon 2020 research and innovation programme under the grant agreement N° 872146

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1. Summary

The Deliverable 5.2 contains an update of the Summary Report of the Grounding Actions related to Citizens engagement and gender equality (GAn.12, GAn.13, GAn.14, GAn.15) (Table 1 – in red).

GA#	TITLE	PARTNER	RRI KEY
1	Experimenting and establishing informal education activities at the Department of Biochemistry	IFNUL	EDU
2	Developing a workshop on pharmaceutical and house chemicals for schools	IFNUL	EDU
3	Promoting lifelong learning program on fisheries, apiculture, wildlife management and zoology	UNIZG-FAZ	EDU
4	Capacity building on RRI for Faculty students and researchers	UNIZG-FAZ	EDU
5	Establishing cooperation with schools on the forefront issues of Molecular Biology and Biosciences.	DUTH	EDU
6	Establishing a network of marine schools	ICM-CSIC	EDU
7	Setting up a system of support for ethical principles in biological investigation	IFNUL	ETH
8	Developing an Open Access policy at Faculty level	UNIZG-FAZ	OA

9	Setting up a system for fighting plagiarism and promoting ethical publishing behaviors	UNIZG-FAZ	ETH
10	Developing an open access and open innovation policy	DUTH	OA
11	Redefining research ethics, procedures and codes on Biosciences emerging needs	DUTH	ETH
12	Developing citizen engagement program	DUTH	CE
13	Assessing the current situation about gender in biosciences at the University level	DUTH	GE
14	Promoting citizen's empowerment for Ocean responsibility in Barcelona Neighborhoods	ICM-CSIC	CE
15	Enhancing Gender Equality Commitment in the institute	ICM-CSIC	GEN

Table 1: Number, title, main partner involved and RRI Key of each GA.

Legend: EDU =. Education; CE = Citizens Engagement; GEN = Gender; OA= Open Access; ETH = Ethics

The Deliverable, includes the procedures and results of the activities carried out in the framework of Work Package 5 entitled “GAs on Citizens engagement and Gender equality” at the period of M16-M22. It includes the collection of the reports related to the implementation of GAs on Citizens engagement and gender equality performed by DUTH (GAn.12 and GAn.13) and ICM-CSIC (GAn.14 and GAn.15). It describes how the WP5 involved partners (so-called beginners) conducted the different tasks and activities associated with this Work Package, including following the project plans for pursuing the objectives of GAs but also the monitoring, mentoring and support activities organized and given by ResBios partners (so-called mentors), involved in WP5.

Also, the Summary Report includes the progress on specific tasks (Task 5.1, 5.2 and 5.3) and the results, obstacles and opportunities emerged during the period of M16-M22 in relation with WP5. The report includes information about preparation activities, objectives pursued and communication activities for every grounding action, as well as the future directions towards achieving sustainability and a self-evaluation of GAs related with citizens engagement and gender equality implemented by DUTH and ICM-CSIC. A special focus has been put in stakeholder's mobilization. The GAs related with citizens engagement aim at improving the capacity of research organizations to interact and collaborate with the public and societal actors. The GAs related with gender equality focus particularly on some aspects related to the mechanisms of gender inequality (both in women careers and in the research contents).

2. Acronyms

Acronyms	Definition
RESBIOS	ResBios Project: Responsible research and innovation grounding practices in Biosciences
RRI	Responsible Research and Innovation
GA	Grounding Action
GAPI	Grounding Actions Project Ideas
EC	European Commission
H2020	Horizon 2020 funding programme
RPOs	Research Performing Organizations
UNITOV	University of Rome Tor Vergata (IT)
UG	University of Gdansk (PL)
IFNUL	Ivan Franko National University of Lviv (UA)
EUSEA	European Science Engagement Association (AT)

K&I	Knowledge and Innovation Srls (IT)
AU	Aarhus University (DK)
UBREMEN	University of Bremen (DE)
DUTH	Democritus University of Thrace (GR)
ICM-CSIC	Agencia Estatal Española de Investigaciones Científicas (CSIC), represented by the Institute of Marine Sciences of the Spanish National Research Council (ES)
UNIZG-FAZ	University of Zagreb, Faculty of Agronomy (HR)
UP	University of Primorska (SL)
ABI	AgroBioInstitute (BG)
NGOs	Non governmental organizations

3. Introduction

WP5 is focused on the implementation of GAs related to RRI keys Citizens engagement and gender equality. These GAs are aimed at broadening the citizens engagement activities of the implementing organizations and enhance their gender equality commitment with a particular attention to the involved stakeholders. In particular, the main aim of GAs related with citizens engagement is to interact and collaborate with the public and societal actors. The GAs related with gender equality focus on some aspects related to the mechanisms of gender inequality (both in women careers and in the research contents). Implementing partners of WP5 are Democritus University of Thrace (DUTH) and The Institut de Ciències del Mar (ICM-CSIC). Other partners involved in WP5 are UNITOV, IFNUL, UNIZG-FAZ, K&I, UBREMEN, UG, ABI, UP. Due to their broad experience on these specific aspects, the team of the University of Rome Tor Vergata participate as the mentors of Citizens engagement and the team of the University of Gdansk as the Gender equality mentors.

3.1. Democritus University of Thrace (DUTH)

Democritus University of Thrace (DUTH) is spread in 4 cities (Komotini, Xanthi, Alexandroupolis and Orestiada), includes 7 campuses and 21 Departments distributed in 8 Faculties covering a large spectrum of fields from the Exact Sciences and Engineering to Health Sciences, Social Sciences and Humanities. It has approximately 24000 undergraduate students, 3432 postgraduate students, and 1898 doctoral candidates. Based on the quality of teaching and research level, the University has secured a place among the best Greek Universities. DUTH is a Public Entity with complete autonomy. The Department of Molecular Biology and Genetics (MBG) of Democritus University of Thrace (DUTH) was established in 2000 in Alexandroupolis, Greece, with the vision to become a leader Institution in education and research. MBG is the only University Department in Greece dedicated to providing a curriculum in Molecular Biology and Genetics, two fast growing scientific disciplines that lie in the heart of innovation in health, food, environment and agriculture. Nowadays, MBG numbers 23 faculty members, 722 undergraduate students, 76 M.Sc. students, 37 Ph.D. students.

The Core Team at DUTH consists of the following MBG faculty members: assoc. prof. Aglaia Pappa (PI of the DUTH team in RESBIOS project), assoc. prof. Katerina Chlichlia, assoc. prof. Alex Galanis, and assoc. prof. Raphael Sandaltzopoulos.

3.2. The Institut de Ciències del Mar (ICM-CSIC)

The Institut de Ciències del Mar (ICM-CSIC), belonging to the Spanish National Research Council (CSIC), is the largest marine research centre in Spain and also one of the most important marine research centres of the north-western Mediterranean basin. The CSIC is the largest public institution in Spain dedicated to research and one of the most renowned of the European Research Area (ERA). It is ascribed to the Spanish Ministry of Science, Innovation and Universities through the General Secretariat of Scientific Policy Coordination. The ICM-CSIC staff, approximately 300 people, includes researchers, management workers, technical support assistants and students.

The core team of ResBios at the ICM-CSIC is composed of: Dr Josep-Maria Gili, Dr Albert Calbet, Dr Esther Garcés, Vanessa Balagué and Janire Salazar.

4. Summary of the work done under WP5 in the months 16-22

4.1. General description

The activities related to WP5 are organized in 3 different tasks:

Task 5.1: Support and coordination of GAs related to Societal and citizens engagement and Gender

Task 5.2: Implementation of GAs on Citizens engagement and Gender - DUTH

Task 5.3: Implementation of GAs on Citizens engagement and Gender - CSIC

ICM-CSIC duties as WP5 leader include to support and coordinate the GAs related to Societal and citizens engagement and Gender. The ICM-CSIC, in collaboration with the other expert partners, provide support to WP implementing partners, through a set of activities: 1) Calendar of the WP activities, shared with the other partners; Bilateral virtual meetings (every 4 months) with the Task leaders for update and state of the art of the WP; Bridging, on demand, between partners implementing GAs and others providing assistance and mentoring, in order to solve specific problems or providing advices; Reporting coordination, by supervising the production of the specific reports prepared by the RPOs which are implementing the GAs on the two key issues, and collecting these reports in a single one, providing a summary (Deliverable 5.2).

The ICM-CSIC as Work Package 5 leader prepared a calendar of the WP meetings that were especially shared with DUTH and K&I and included in the RESBIOS Teams platform. As there are only two implementing institutions in this Work Package, the dialogue is fluid via email and is easy to communicate any need, assistance or reschedule needed. Meetings every 4 months were organized by the ICM-CSIC for the implementing partners (DUTH and ICM-CSIC) and also counted with the participation of K&I for helping providing insights and canalizing the needs. ICM-CSIC prepared a form and spread it with DUTH for collecting the summary of progress. K&I expressed their willingness of participate in the sessions for a better understanding of contexts for preparing the sustainable plans. Detailed explanations of every task are included in the next section.

DUTH and ICM-CSIC participated in the mentoring sessions organized by the citizens engagement mentors (UNITOV) and gender equality mentors (UG).

The list of activities carried out by implementing partners are detailed below. GA n.12 and GA n.13 are part of Task 5.2 and GA n.14 and GA n.15 are part of Task 5.3.

GAn.12 (Developing citizens engagement program) implemented by DUTH includes:

- 12.1 Sign off a protocol agreement between MBG-DUTH and Prefecture of Eastern Macedonia and Thrace (including preparatory and communication activities)
- 12.2 Introduction a new thematic seminar series under the title “Biosciences Today” in the existing activities of the Academy of Citizens (including preparatory and communication activities)
- 12.3 Organization of a Bioscience Fair Day” (including preparatory and communication activities).

GA n.13 (Assessing the current situation about gender in biosciences at the University level), implemented by DUTH includes:

- 13.1 Collection of information of interviews/questionnaires and writing a report (including preparatory activities)
- 13.2 Draft a plan for promoting gender equality (including preparatory activities)
- 13.3 Organization of Seminar Day on annual basis under the title “Women in BioSciences” (including preparatory and communication activities).

GAn.14 (Promoting citizen’s empowerment for Ocean responsibility in Barcelona Neighborhoods), implemented by ICM-CSIC includes:

- 14.1 establishing a stable platform for exchange with other societal actors on healthy ocean issues, CSIC ICM
- 14.2 open calls for participating on a common event the 8th June, CSIC ICM
- 14.3 awareness campaign focused on a change of ocean perception, CSIC ICM
- 14.4 enhance bottom-up empowerment actions for citizen responsibility towards Oceans and Ocean research in the Barcelona neighborhoods, ICM
- 14.5 fostering citizen participation in other ICM projects involving citizen science.

GAn.15 (Enhancing Gender Equality Commitment in the institute), implemented by ICM-CSIC includes:

- 15.1 Visibility: Book, talks and communication plan (newsletter and website). CSIC ICM
- 15.2 Networking
- 15.3 Mentoring.

5. Work package 5 Implementation

5.1. Implementation of GAs on Citizens engagement and Gender - DUTH

Task: 5.2 - Implementation of GAs on Citizens engagement and Gender

Task leader: *Democritus University of Thrace - DUTH*

Task participants:

1. The Vice-Rectors of DUTH
2. The Head of the Department
3. Department and Faculty members and researchers
4. Members of the University Gender Equality Committee
5. Administrative staff of DUTH
6. Undergraduate and Postgraduate students
7. High school students
8. High school educators
9. Members of Secondary Education Office of the Prefecture of Evros
10. The Vice-Governor of East Macedonia and Thrace Region
11. Members of the Prefecture of East Macedonia and Thrace
12. Citizens of Evros Region

Description of the task:

GA number	GA n.12 Developing citizen engagement program and methodology
Objective of the task	The overall main objective of the GA n.12 is to develop a citizen engagement program dedicated to the discipline of Biosciences driven by our Department. There is already fertile ground and active collaboration with the local authorities to put forward new collaboration protocols for conducting public engagement with special focus on the thematic area of Biosciences in the subject disciplines our Department serves. The development of citizen engagement activities will strengthen the role of the University in the local community and will make its research activities known to a wider audience that still remain largely unknown.
Preparation activities	The preparation activities of the seminar series under the title "Biosciences Today" in the existing activities of the Academy of Citizens (DUTH#12.2), were described in our previous report (Deliverable 5.1). For the organization of a "Bioscience Fair Day" (DUTH#12.3) several rounds of meetings were held between the MBG-DUTH Core Team, the Head of the Educational Activities of the Secondary Office of Education of the Prefecture of Evros, Ms. Sofia Tsiropoulou and the General Secretariat of the Prefecture of East Macedonia and Thrace, Ms. Kyriaki Gialama. The event was originally planned as a live, physical event, co-organized with the Secondary Education Office and the Prefecture of East Macedonia and Thrace to present the science projects performed by the high school students in the context of GA n. 5. 'Establishing cooperation with schools on the forefront issues of Molecular Biology and Biosciences'', as well as, to celebrate the successful completion of

	<p>the lectures’ series of the Academy of Citizens with the award of certificates to all participants. However, due to the COVID-19 restrictions, we decided to have two virtual events. The agenda and the program of each event were also prepared and co-designed. Flyers, posters and roll up banners to advertise and promote the events were prepared.</p>																		
Implementation	<p>The work implemented under Task 5.2 and GA n.12 is covering the period from April to October 2021 (months 16-22).</p> <p>DUTH#12.2. Introduction a new thematic seminar series under the title "Biosciences Today” in the existing activities of the Academy of Citizens</p> <p>As mentioned in the previous report (Deliverable 5.1) MBG-DUTH agreed to participate in the lectures’ series of the Academy of Citizens under a special sub thematic area dedicated to Biosciences. Faculty members of MBG-DUTH that participated in the event, the titles of the lectures as well as the dates of the lectures are illustrated in Table 1. All lectures were given virtually, using the Webex platform, due to the COVID-19 restrictions.</p> <p><i>Table 1. Program of the sub-thematic area "Biosciences today" under the activities of the seminar series "Society and Well-being"</i></p> <table><tr><th>Date</th><th>Speaker</th><th>Title</th></tr><tr><td>14.04.2021</td><td>Prof. A. Papageorgiou</td><td>The importance of biodiversity for the quality of contemporary human life</td></tr><tr><td>21.04.2021</td><td>Prof. A. Chlichlia</td><td>Development of modern vaccines: Efficacy and Safety</td></tr><tr><td>05.05.2021</td><td>Prof. M. Koffa</td><td>Life under the microscope</td></tr><tr><td>12.05.2021</td><td>Prof. P. Kolovos</td><td>Contemporary applications in molecular biology</td></tr><tr><td>19.05.2021</td><td>Prof. A. Pappa</td><td>The Biology of aging: Contemporary theories and discoveries</td></tr></table>	Date	Speaker	Title	14.04.2021	Prof. A. Papageorgiou	The importance of biodiversity for the quality of contemporary human life	21.04.2021	Prof. A. Chlichlia	Development of modern vaccines: Efficacy and Safety	05.05.2021	Prof. M. Koffa	Life under the microscope	12.05.2021	Prof. P. Kolovos	Contemporary applications in molecular biology	19.05.2021	Prof. A. Pappa	The Biology of aging: Contemporary theories and discoveries
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	19.05.2021	Prof. A. Pappa	The Biology of aging: Contemporary theories and discoveries																
		<p>DUTH#12. 3. Organisation of a “Bioscience Fair Day”</p> <p>The “Bioscience Fair Day” was originally planned as a live, physical event co-organized with the Secondary Education Office and the Prefecture of East Macedonia and Thrace to present the science projects performed by the high school students in the context of GA n. 5. ‘‘Establishing cooperation with schools on the forefront issues of Molecular Biology and Biosciences’’, as well as, to celebrate the successful completion of the lectures’ series of the Academy of Citizens with the award of certificates to all participants. However, due to the COVID-19 restrictions, we decided to have two virtual events. The first</p>																	

	<p>virtual event took place on Sunday 06.06.2021 and co-organized with the Secondary Education Office. It was organized as a celebration day of our activities that took place during the academic year and the event was open to students, their families and their teachers. Students and their families connected through their home computers. During this virtual ceremony the involved members of the RESBIOS team presented the objectives of the project and described the work done with the students. During this feast, the high school students had the chance to present their work implemented under GA n. 5. ‘Establishing cooperation with schools on the forefront issues of Molecular Biology and Biosciences’. There was also a presentation of all the activities performed in collaboration with the Secondary Education Office, in the context of GA n. 5. The director of the Secondary Office of Education of the Prefecture of Evros, Ms. Eleni Plakoti was also present in this virtual event and complemented our efforts expressing her satisfaction of this unique educational opportunity that we offered to the students of the local schools and also her wish for long-lasting cooperation between the Office of Secondary Education and our Department.</p> <p>The second virtual event took place on Wednesday 23.06.2021 and was organised by the Prefecture of East Macedonia and Thrace in the presence of the Vice-Governor of East Macedonia and Thrace Region, Mr. Dimitrios Petrovits. This was organized as a closing ceremony of all involved participants, speakers and citizens, that were engaged during the lecture series of Academy of Citizens. Both citizens and invited speakers shared their experience of their participation and the benefits of an active university by the side of the citizens were largely recognized. Citizens talked very positively about the opportunity given, suggested thematic topics to be included in next year’s agenda and also supported the idea of a hybrid system allowing physical presence and virtual learning for those who live in more remote areas and usually are excluded of such activities of live-long learning.</p>
Communication activities	<p>The Webex platform was used for the lectures given at the Academy of Citizens. Communication with the speakers from our Department and the General Secretariat of East Macedonia and Thrace Region (Ms Kyriaki Gialama) were made by phone, email or in person. The event was advertised on our website (www.resbios.mbg.duth.gr), the departmental website (www.mbg.duth.gr), the dedicated website of the Prefecture’s Academy of Citizens (http://acadimia.eu/index.php/el/online) and at the local press. Invitations for participation to the virtual Bioscience Fair Day events were sent by email.</p>
Number of participants in the task	<p>Approximately 300 citizens were registered and attended the lectures in the sub-thematic area "Biosciences today" under the activities of the seminar series "Society and Well-being" of the Academy of Citizens. Approx. 85 citizens were participated in the virtual event that took place on Wednesday 23.06.2021 and co-organised with the Prefecture of East Macedonia and Thrace. Approx. 50 citizens, including the high school students that participated in the science projects in the context of GA n. 5. ‘Establishing cooperation with schools on the forefront issues of Molecular Biology and Biosciences’, and their educators, were</p>

	participated in the virtual event that took place on Sunday 06.06.2021 and co-organized with the Secondary Education Office.
Stakeholders mobilisation	<ul style="list-style-type: none"> ✓ The Prefecture of East Macedonia and Thrace through the unit of its lifelong learning structure (co-organization of public engagement events) ✓ Secondary Office of Education of the Prefecture of Evros (co-organization of public engagement events) ✓ Chamber of Commerce (co-organization of public engagement events) ✓ Institutional Training and Lifelong Learning Center (consultation and co-organization of public engagement events) <p>Due to the change of the plans in switching to virtual mode and not holding a live open public event, the stakeholders, Chamber of Commerce and Institutional Training and Lifelong Learning Center, were not utilized during this phase. However, both expressed their support and interest to participate in future events.</p>
Obstacles and facilitation factors	Obstacles were related to COVID-19 situation. Due to the pandemic, many of the activities had to be redesigned. As mentioned in our previous report (Deliverable 5.1), it was decided to carry on the activities of the Academy of Citizens virtually using the Cisco Webex platform. On the other hand, the participation of citizens from all over Evros and especially from remote areas far from Alexandroupolis was made possible. Indeed, the number of participants far exceeded the initial expectations. In the same vein, the “Bioscience Fair Day” was originally planned as a live, physical event. However, due to COVID-19 restrictions, it was decided to have two virtual events. Nevertheless, the total number of citizens participating in the two events exceeded the initial plan.
Future directions towards achieving sustainability	We will continue our co-operation and discussions with the involved stakeholders to organize citizens’ educational and public engagement activities. We are also looking for the mobilization of Departmental internal mechanisms to initiate an appropriate framework for the adaptation of future cooperation protocols between the University and citizens-related external stakeholders.
Self-evaluation	Based on the General Formative Evaluation Grid provided by Aarhus University and with the support of K&I a self-evaluation has been carried out. The Covid-19 pandemic was a major inhibiting factor for organizing the “Bioscience Fair day” as an open public event with physical presence, as initially planned. However, for all activities we have followed the planned implementation schedule.

GA number	GA n. 13 Assessing the current situation about gender in biosciences at the University level
Objective of the task	The main objective of the GA n.13 is to assess the current situation about gender in Biosciences at the University level and drafting a plan. As the University Gender Equality Committee has just been founded, there is

	institutional space for creating new institutional structures or functions and transfer some of these activities at the Department level.
Preparation activities	<p>The preparation of the questionnaires accessing the situation on Gender representation in Biosciences at the Department level was described in the previous report (Deliverable 5.1). We have initiated the round of discussions with the medium and top management on promoting gender equality. For the organization of the 1st annual Seminar Day under the title “Women in BioSciences” several rounds of meetings were held between the members of the MBG-DUTH Core Team virtually or in person. The event was initially planned as a live, physical event. However, due to the COVID-19 restrictions, it was decided to organise a virtual event. Communication with potential speakers was performed via email, telcos, phone or in person. The event was advertised in our website (www.resbios.mbg.duth.gr), the departmental website (www.mbg.duth.gr), in the website of the Panhellenic Association of Bioscientists (www.pev.gr), as well as in social media (twitter, facebook). Flyers, posters and roll up banners to advertise and promote the event were prepared. Certificates to the participants were also prepared.</p>
Implementation	<p>The work implemented under Task 5.2 and GA n.13 is covering the period from April to October 2021 (months 16-22).</p> <p>DUTH#13.1. Collection of information of interviews/ questionnaires and writing a report</p> <p>The MBG DUTH Core Team submitted the questionnaire for approval in the Ethics and Research Integrity Committee of the University. The final approval was given on 09.06.2021 at the 11th meeting of the committee. The questionnaire that was created using Google Forms, was distributed via email to Department and Faculty members, all level researchers, M.Sc./PhD students, and graduates involved in the Biosciences at DUTH. The questionnaire was open from 10.06 to 20.06.2021. A total of 104 people participated. The data collected is presented in Annex 1.</p> <p>The questionnaire was very well received from the participants; researchers from all age groups responded to the invitation and completed the survey. This gave us very good insight about the attitudes of researchers at different career levels and informed us about their individual needs. Concerning gender representation, female participants outnumbered male participants. That could be attributed to the fact that the majority of postgraduate students and researchers in our institution are identifying as female. The major findings of the survey regarding the opinion of participants on the concepts of Responsible Research and Innovation are that almost 70% of the participants are familiar with RRI term, but 30% declared that they are not well or not all informed. However, most of the participants (88%) agreed that all social actors should be involved in the process of research and innovation to ensure that the research objective are in line with societal values, needs and expectations. The majority of the participants (101 out of the 104) take into consideration and incorporate at least to a small extent societal need.</p>

The attitude towards public science communication was very positive, although the need for building training capacity towards communication skills was underlined. Almost all participants agreed to the importance of the training of bioscientists in bioethics and code of conduct issues and 90% declared that they are informed on these issues, whereas approximate 10% stated excellent knowledge.

The major findings of the survey regarding the attitude of participants about Gender Equality in Biosciences, are:

- Most participants agree that the issue of gender equality in Biosciences is extremely important and recognize that people with different genders can be treated differently in the workplace, to some extent.
- Most researchers agree that the equitable treatment of people with different gender can positively affect the workplace environment and promote gender equality in the society, as well.
- The majority of participants reported that equal representation in management positions and employment evaluation committees, and informational seminars can be more efficient in promoting gender equality in Biosciences, than the establishment of awards and accolades for successful women researchers and the incorporation of related subjects in the academic curriculum.

DUTH#13.2. Draft a plan for promoting gender equality

The members of the University Gender Equality Committee (Dr. Pappa is a member of this committee) have composed recommendations and directives that have been submitted to the DUTH Rectorate and the Quality Assurance Unit for establishing policies that will promote gender equality at DUTH, based on actions on the following areas: i) prevention and combating discrimination on an academic and administrative level, ii) promotion of research and teaching about gender issues, iii) mediation and response to gender-based abusive behaviors and iv) social responsibility and networking actions. The general principles of gender equality strategy within the Institution are already in place by senate's decision. This was an important step for opening the way for working on a gender equality plan at institutional level and also setting the framework for promoting internal discussions within the Department for promoting gender equality with specific focus to our discipline (Molecular Biology & Genetics).

DUTH#13.3. Organization of Seminar Day on annual basis under the title “Women in BioSciences”

The 1st annual Seminar Day under the title “Women in BioSciences” was originally planned as a live, physical event. However, due to the COVID-19 restrictions, the event took place virtually, on Tuesday 29.05.2021, using the Microsoft Teams platform. The duration of the event was 4 hours. The following six distinguished scientists in the field of Life Sciences were invited to participate in the event:

Prof. Dr. Christina Dalla, Associate Professor of Psychopharmacology at the Dep. of Pharmacology, Medical School, National and Kapodistrian University of Athens. She has almost 20-year research experience in psychopharmacology, specifically on sex differences in animal models of depression. She is serving as an external expert in the European's Commission Ethics and Research Integrity Unit. She has received numerous awards, including the "L'Oreal-Unesco" for Greek Women in Science in 2015.

Prof. Dr. Maria Klapa, Principal Researcher (Associate Research Professor Level with tenure), Head of Metabolic Engineering and Systems Biology Lab (MESBL), FORTH/ICE-HT and Adjunct Professor, Depts of Chemical & Biomolecular Engineering & Bioengineering, University of Maryland, College Park, USA. She is the Head of the Gender Equality Committee of FORTH - Foundation of Research and Technology – Hellas.

Prof. Ioanna Maroulakou, Professor of Genetics, Dept. of Molecular Biology and Genetics, Democritus, University of Thrace, Greece, Former Head of the Graduate Studies Program "Translational Research in Molecular Biology and Genetics" at MBG, DUTH.

Prof. Dr. Christina Papageorgopoulou, Associate Professor and Director of the Physical Anthropology Laboratory. She studied anthropology at the Democritus University of Thrace and at the University of Florence, Italy. She has been principal investigator in many research funded projects such as, Open Innovation in Culture, and Education and Life-Long Learning.

Prof. Dr. Michaela D. Filiou, Assistant Professor, Department of Biological Applications and Technology, School of Health Sciences, University of Ioannina (UOI) & Biomedical Research Department, Institute of Molecular Biology and Biotechnology, (IMBB-FORTH), Ioannina, Greece. She has received the "L'Oreal-Unesco" award for Greek Women in Science in 2021.

Dr. Denarda Dangaj, Group leader, Human integrated tumor immunology discovery engine (Hi-TiDe), Department of oncology UNIL CHUV, Ludwig Institute for Cancer Research Lausanne. She obtained both *her Bachelor's degree* and PhD from the Department of Molecular Biology and Genetics, DUTH.

The speakers presented their research career and their scientific work, followed by a round table about the difficulties, the challenges, the interdisciplinarity, the integration of gender in the research and the development of women researchers. *Vice-Rector* of Research and Life-long Learning of DUTH, Prof. Michalopoulou, *Vice-Rector* of Academic Affairs and Student Welfare of DUTH, Prof. Gavriilidou, *Vice-Rector* of Administrative Affairs, Prof. Sandaltzopoulos of DUTH, Head of the Department of MBG, Prof. Chlichlia and Head of the Gender Equality Committee of DUTH, D. Sakka were also participated in the event and took part in the round table. The event was attended by approx. 115 people.

Also, in collaboration with the University's Gender Equality Committee, it was organized for the first time at University level an interdepartmental series of lectures (spring semester) titled "Special Topics in Gender

	<p>Studies" and carried out mainly by faculty members of the GEC. The lectures were open to all students (undergraduate and graduate) and employees of DUTH interested in gender issues. Prof. A. Pappa being a member of the GEC, provided a 3-h lecture under the topic "The dimension of Gender in Biosciences", where the objectives of the RESBIOS project were also presented (10.05.2021). Approximately 75 people attended this class. This series of lectures is expected to be carried on an annual basis.</p>
Communication activities	<p>All the activities under this GA are available at our dedicated website (www.resbios.mbg.duth.gr). The Zoom platform and the Microsoft Teams were used for the organization of meetings, lectures and seminars. Promotion and invitation for participation to the survey (questionnaire on gender) were made by email. Communication with the invited speakers for the Seminar Day "Women in BioSciences" was made by email, telcos, phone or in person. Invitations to Vice-Rectors, Head of the Department of MBG, and Head of the Gender Equality Committee of DUTH were sent by email. The event was advertised in our website (www.resbios.mbg.duth.gr), the departmental website (www.mbg.duth.gr), in the website of the Panhellenic Association of Bioscientists (www.pev.gr), as well as in social media (twitter, facebook).</p>
Number of participants in the task	<ul style="list-style-type: none"> • 104 people participated at the survey (questionnaire on Gender). • 115 people (85 females and 30 males) attended the 1st annual Seminar Day under the title "Women in BioSciences" that took place virtually, on Tuesday 29.05.2021. • 75 people attended the class on "The dimension of Gender in Biosciences" under the series of lectures entitled "Special Topics in Gender Studies", organised by the University's Gender Equality Committee.
Stakeholders mobilisation	<p>The following stakeholders that have been mobilized during this reporting period:</p> <ol style="list-style-type: none"> 1. MBG-DUTH (promotion of awareness of gender issues in Biosciences) 2. University Gender Equality Committee (guidance and collaboration on promoting gender equality) 3. Student alumni/associations (building awareness) 4. Rectorate Office (recording data on gender issues within the Institution, supporting and training educational activities) 5. Faculty members in the field of Biosciences with interest in promoting gender equality (invited speakers for seminars) 6. DUTH Quality Assurance Unit (MODIP) (recording data on gender issues within the Institution, supporting training and educational activities) <p>Communications with the involved stakeholders were made by phone calls, virtual meetings or meetings in person. At the Departmental level the objectives of the RESBIOS project were presented and discussed and there were colleagues, as well as, students who expressed their willingness to support the involved activities. We sought collaboration</p>

	with other faculty members and researchers from various national Universities with an interest to promote gender equality to participate in educational activities and activities to raise awareness. The collaboration with the University Gender Equality Committee, the Rectorate Office and the DUTH Quality Assurance Unit has been a great asset in all our efforts from the very beginning. We are currently working on the institutional framework and policies in promoting gender equality, which will further facilitate to develop internal departmental mechanisms to promote gender equality.
Obstacles and facilitation factors	There was a delay with the circulation of the questionnaire mainly due to bureaucratic issues waiting on clearance from the Research Ethics Committee of our University. Nevertheless, the number of people that participated on the survey was very satisfactory. The 1 st annual Seminar Day under the title “Women in BioSciences” was originally planned as a live, physical event. However, due to the COVID-19 restrictions, the event took place virtually, using the Microsoft Teams platform. Thus, it became possible to have speakers far away from Alexandroupolis, for example from the University of Athens, the University of Patras and the University of Ioannina. Notably, the number of participants was high and exceeded the initial plan. The recently established Gender Equality Committee (GEC) at Institutional level (in which Dr. Pappa is nominated member) and the approved document by the Senate of the University’s strategy on promoting gender equality composed and recommended by the GEC were very important steps to initiate internal institutional mechanisms on promoting gender equality issues.
Future directions towards achieving sustainability	The overall impact of the implemented actions under GA#13 will be the increased awareness across the sector on gender issues, which together with the development of gender equity strategies at the institutional level will provide the means for steady progress towards achieving real gender equality in our University.
Self-evaluation	Based on the General Formative Evaluation Grid provided by Aarhus University and with the support of K&I a self-evaluation has been carried out. So far, we have been implementing the activities according to the initial schedule.

5.2 Implementation of GAs on Citizens engagement and Gender – ICM-CSIC

WP5 - GAs on Citizens engagement/Gender equality

Task: 5.3 - Implementation of GAs on Citizens engagement and Gender

Task leader: *Institut de Ciències del Mar – ICM-CSIC*

Task participants:

13. Marine Science Literacy Committee at the ICM-CSIC
14. Directorate team of the ICM-CSIC
15. Director of the ICM-CSIC
16. Equality Task Force of the ICM-CSIC
17. Research Support Office at the ICM-CSIC
18. Outreach and Communication Office at the ICM-CSIC
19. Core Team of the LetsGEPs project
20. 11 institutions of Biosciences of the community of practices LifeSciCop from the project ACTonGender
21. Incognita Science Communication Agency
22. Representatives of different departments of the ICM-CSIC
23. Volunteers from the staff of the ICM-CSIC
24. Associations of “Espai Mediterrani” (organisations of the third sector)
25. Representatives of the City Hall of Barcelona
26. High-representatives invited to the Biennial as speakers: 11.1) Federico Mayor Zaragoza, former member of the European parliament, ex director-general of UNESCO (1987-1999); Lydia Chaparro, marine policy officer in the foundation ENT and founder of the international NGO MedReAct; 11.2) Isabel Cacho, professor from the University of Barcelona, 11.3) Enric Sala, former university professor and a conservationist leading the project “Pristine Seas” of National Geographic; 11.4) Jaume Vilalta, journalist and teacher at the University Pompeu Fabra, director of the space dedicated to scientific outreach “QuèQuicom”
27. Library of Barceloneta neighbourhood
28. Participants of the Biennial of Barcelona
29. High-school students
30. Ocean Cities core team
31. Eu4Ocean Platform
32. Citizens from Barcelona

Description of the task:

GA number	GA n.14 Promoting citizen’s engagement for Ocean responsibility in Barcelona Neighbourhoods
Objective of the task	<p>The main objective of the GA n.14 is to promote the engagement of the citizens of Barcelona in marine sciences and promote a responsible attitude towards marine ecosystems. For this purpose, the institute is collaborating with different stakeholders from the local context like representatives of the local government, associations of the third sector and NGO’s, universities and till the European and global context, in collaboration with European and wider platforms.</p> <p>The institute had previous experience with outreach and education but ResBios offered an opportunity to rethink the way that educational and</p>

	<p>outreach activities were conducted, improving the relationship with citizenship and other stakeholders. In overall, the institute is hearing more to the audience and including the opinion and questions of citizenship in some of their processes. Also, the Decade of the Ocean started in 2021, and more than never, the institute has the challenge to hear, give answers and explain the main challenges and solutions to the problems of society related to the ocean.</p>
Preparation activities	<p>The preparation activities of this grounding action were already partially explained in the Deliverable 5.1. During months 16-22 the intense dialogue among the representatives of the City Hall of Barcelona as well as different neighborhood associations, representatives of universities and the other stakeholders involved continued. The main challenge of the grounding action was the organization of the participatory event in the context of 8th June (Biennial of Barcelona). In this phase, special emphasis was put in concretion about the program and organizational aspects. The organization of the event in presence supposed a big challenge and representatives of the City Hall of Barcelona visited the institute three times for ensuring best safety conditions of the activities after COVID-19 restrictions. The ICM-CSIC contacted and invited different guests for the Biennial and mobilized both internal and external stakeholders to be involved. One of the activities for the biennial consisted in compiling questions related to the ocean and answer them in an event and so, preparation activities included producing the mail account.</p> <p>The local projects in collaboration with neighborhood associations continued (Pla Clima) and a second project which title would be decided in collaboration of the public (this idea was suggested by UNITOV for considering citizen's opinion since the beginning of the projects). Three meetings were organized with Catalan Federation of Subaquatic Activities (FECIDAS) for organizing the divers for collecting gorgonians for this participatory project.</p> <p>During reporting period, the participation of the ICM-CSIC in the project ResBios was explained in more than 5 different both internal and external events. For putting context to the scientific education and public engagement activities, in the context of ocean literacy efforts at the institute, during a meeting with MSLC, a chronological axis was thought as a best idea to summarize main efforts of the ICM-CSIC in terms of ocean literacy which included citizen science projects from the ICM-CSIC and also the appearance of ResBios, for ensuring the dissemination of the projects and contributing to the new understanding of education and outreach activities, based on the pillars of RRI. Different materials for dissemination of the project were prepared, including QR's with access to surveys, labels of ResBios for a submarine replica that was used in one of the activities with the public and posters.</p>
Implementation	<p>The work implemented under Task 5.3 and GA n.14 is covering the period from April to October 2021 (months 16-22).</p>

14.1. establishing a stable platform for exchange with other societal actors on healthy ocean issues, CSIC ICM

As one of the projects of the institute lead by another research group was pursuing the creation of a virtual platform and had broad experience with these tools it was decided jointly during a meeting that ResBios could explore in presence scenarios and also the creation of an email account. In the near future, when the other project advance, the efforts are expected to benefit and contribute to better understanding of the public, doubts and concerns. The results will be shared and discussed in the Marine Science Literacy Committee. During the implementation of this action it was needed the cooperation among the speakers of the event “A responsible attitude, ergo a sustainable ocean” for the announcement of the initiative and include details in the program. This information was also shared in different social media and other institutional channels. The questions were collected in the email and were answered during the event “ICM respon” (ICM gives answers). Representatives of ICM’s departments were recruited, ensuring equal representation of men and women (two women researchers, a man researcher, a man journalist and the intervention of a man conservationist). The researchers answered in this event to the questions.

14.2 open calls for participating on a common event the 8th June, CSIC ICM

As explained in the section “Preparation activities”, this activity was conducted with two local projects: “Pla Clima” and a new project whose name was decided during one activity of the biennial. “Pla Clima” conducted activities in the Biennial about redefining the coast of Barcelona and the uses of marine ecosystems. The second project consisted in a collaboration with the Catalan Federation of Subaquatic Activities and the main aim is to discover very unknown ecosystems of Barcelona: those dominated by gorgonian species. During the Biennial, this project was presented and a survey was launch for collecting ideas for the title of the project. The name was decided to be “Projecte Barcelona Gorgònia”. During the activity of presentation of the project, an space for exchanging points of view and opinions was created and information was compiled as for example the desired periodicity of activities related to marine science (at least one each month) and desired formats.

These experiences were and still continue to be very fruitful and it is expected that more projects of this kind will continue in the future.

14.3 awareness campaign focused on a change of ocean perception, CSIC ICM

The ICM-CSIC, via EU4Ocean platform, received information about the initiative #MakeEUBlue and sent a pledge expressing its commitment towards education and citizen engagement, also promoting a responsible behaviour. This pledge was announced in this european campaign.

The ICM-CSIC also organized a campaign with a survey and a video with the question “What do you think when you think about the sea?”. The QR link and information about the campaign was shared in the entrance of the ICM and posters in different organisations, restaurants

	<p>and other spaces around Barcelona, thanks to the collaboration of the ICM's staff. A total of 1577 answers from citizens were collected. The results and more information can be found in: https://unagranhistoria.icm.csic.es/es/</p> <p>14.4 enhance bottom-up empowerment actions for citizen responsibility towards Oceans and Ocean research in the Barcelona neighborhoods, ICM</p> <p>This activity is part of already explained activities. Also, an activity about the job of an oceanographer was organized jointly with the library of Barceloneta neighbourhood. This activity was a petition of the library to do something with the ICM-CSIC for the neighbourhood for the biennial of Barcelona.</p> <p>The institute collected during different activities petitions and information by the public and will take them into consideration for future actions and projects.</p> <p>14.5 fostering citizen participation in other ICM projects involving citizen science.</p> <p>A chronological axis was produced in collaboration of the Marine Science Literacy Committee. This axis summarizes the main efforts of the ICM-CSIC compared to the main global efforts of Ocean Literacy. This axis includes the citizen science projects and has been, is and will be used in different outreach and educational activities as well as when the presentation of these efforts. One of this important efforts was the workshop organised by "Ocean Cities" (more information in appendix 2). Also, the participation in citizen science projects is continuously promoted when receiving petitions to the institutional email accounts and in any possible occasion.</p>
Communication activities	<p>Communication for the organization of the events and invitation of the guests was done via email and virtual meetings via Zoom and Skype platforms. The activities of the Biennial were announced via the Barcelona Town Hall medias, including the official website, youtube channel and local press. Also, the ICM-CSIC spread the announcement and activities via institutional media including Twitter, Facebook, Instagram, website, newsletters and youtube account. The project and the experiences of the project were shared in different events and activities. For the awareness campaign, posters were produced.</p>
Number of participants in the task	<p>On overall in the task, more than 300 citizens participated in on presence activities, more than 50 different stakeholders were involved and more than 3000 citizens participated in virtual spaces (answering the survey and watching the events online)</p>
Stakeholders mobilisation	<ol style="list-style-type: none"> 1. Marine Science Literacy Committee at the ICM-CSIC 2. Directorate team of the ICM-CSIC 3. Director of the ICM-CSIC 4. Outreach and Communication Office at the ICM-CSIC 5. Incognita Science Communication Agency 6. Representants of different departments of the ICM-CSIC 7. Volunteers from the staff of the ICM-CSIC 8. Associations of "Espai Mediterrani" (organisations of the third sector) 9. Representants of the City Hall of Barcelona

	<p>10. High-representatives invited to the Biennial as speakers: 11.1) Federico Mayor Zaragoza, former member of the European parliament, ex director-general of UNESCO (1987-1999); Lydia Chaparro, marine policy officer in the foundation ENT and founder of the international NGO MedReAct; 11.2) Isabel Cacho, professor from the University of Barcelona, 11.3) Enric Sala, former university professor and a conservationist leading the project “Pristine Seas” of National Geographic; 11.4) Jaume Vilalta, journalist and teacher at the University Pompeu Fabra, director of the space dedicated to scientific outreach “QuèQuicom”</p> <p>11. Library of Barceloneta neighbourhood</p> <p>12. Participants of the Biennial of Barcelona</p> <p>13. Ocean Cities core team</p> <p>14. Eu4Ocean Platform</p> <p>15. Citizens from Barcelona</p>
Obstacles and facilitation factors	<p>The COVID-19 situation put some obstacles to the initial plan in ResBios but the initial plans were redefined and encountered solutions and new possibilities. The good collaboration and motivation among stakeholders as well as the willingness of citizenship for participating in on presence activities ensured a successful and fruitful experience in GAn14.</p> <p>The Decade dedicated to the Ocean of UNESCO also offers an optimal scenario for connecting with initiatives of the European and broader level.</p>
Future directions towards achieving sustainability	<p>The Institute and especially the Marine Science Literacy Committee will continue on pursuing their goals and learning and incorporate new knowledge acquired during the process. The cooperation and collaboration will continue and reinforced with the actual projects and future projects. These recommendations and on overall, the RRI values, will be shared with the staff and in different activities and opportunities that will emerge. The best practices will be shared in the context of Ocean Cities initiative for ensuring synergy among initiatives and be opened to other collaborations. All the opinions and comments collected during activities will be considered for future decisions.</p>
Self-evaluation	<p>The overall experience of the GA has been better than expected till now, considering all the difficulties and continuous changes due to COVID-19. This experience has been a proof for resilience and better understanding among internal and external stakeholders.</p>

GA number	GA n. 15 Enhancing Gender Equality Commitment in the institute
Objective of the task	The main objective of the GA n.15 is to enhance the commitment at the Institute of Marine Sciences, putting the stress on three aspects: visibility, networking and mentoring.
Preparation activities	The preparation activities of this GA included those already explained in Del.5.1. During reporting period continued the continuous meetings and exchanging of points of view among different internal stakeholders to find the best fitting with different initiatives related to gender at the

	<p>institution: especially among the Equality Committee, the LetsGEPs project and the Research Support Office. It is important to highlight that during previous period of ResBios project, the very recently emerged Research Support Office at the Institute was still under continuous changes and in this reporting period (M16-M22), the consolidation of the Office facilitated the dialogues and understanding of different roles and duties of different efforts and internal stakeholders at the institute, which make easier the pathway for GA's implementation, especially for mentoring and also for align the efforts on gender at the institute for culminate in the first Gender Equality Plan at the Institut de Ciències del Mar (ICM-CSIC). All these efforts were shared at the Equality Task Force monthly meetings of the ICM-CSIC and some of the participants exchanged ideas and points of view. At the Task Force was also shared an invitation for participate in a chapter about gender at the ICM-CSIC level in a new book (further explained in next section).</p>
Implementation	<p>The GA n.15 included 3 different tasks:</p> <p>15.1 Visibility: Book, talks and communication plan (newsletter and website)</p> <p>As previously explained in the section "Preparation activities", one of the main challenges was to find the best fitting among actions and activities occurring at the same time at the institute. The main objective of the LetsGEPs project is to produce a GEP for the ICM-CSIC following an approach based on budgeting. Different efforts on gender at the institute worked together and on June 2021 the first GEP of the ICM-CSIC was officially announced and uploaded in the official ICM-CSIC website, in the section dedicated to the Equality Task Force. The plan (can be found in: https://www.icm.csic.es/sites/default/files/2021-07/GEP-ICM_2021.pdf) includes actions, people in charge of every action, indicators and different calendars. This plan also includes the activities concerning ResBios regarding visibility, including the production of materials like a Guide for an inclusive use of language that is expected to be soon produced and upload to the ICM-CSIC's website. The ICM-CSIC produced a book for its 70 anniversary than will be soon officially available and includes a chapter about Gender, including ResBios and LetsGEPs efforts. A communication plan in collaboration with the Communication and Outreach Office has been prepared and is also included in the GEP. In December 2021 is expected the first monthly section of the newsletter dedicated to gender issues and this effort will be maintained in the future. The hashtag #ICMforEquality has been used during the reporting period and will be also used in the future, as well as the distinction of commitment for equality given to the institute by CSIC. Efforts for ensuring equal proportions of man and woman in different activities has been stressed during reporting period.</p> <p>After the Awareness Month's activities, opinions were collected via google survey and more than 200 opinions were collected. Among the main conclusions, it has been detected an urgent need for more talks about gender issues at the high-schools and specially more talks for increase the empowerment of women. At the beginning of the 2021-2022 scholar year, the ICM-CSIC received a petition from one of the high-</p>

	<p>schools that participated in the network of marine schools' formative action. This high-school was interested in prepare three entries about women marine researchers and asked for a letter giving to them the task of produce these materials (learning-service). This petition was spread among the staff and was very well received at the institute and the name of 3 women researchers was provided. The high-school, due to a high-interest in the classroom asked for two more women researchers. This non-previously-expected experience has been detected as a best practice and will be suggested to other educational centers.</p> <p>15.2 Networking</p> <p>Regarding networking, representatives of the ICM-CSIC have been participating in the meetings and different activities community of practices "LifeSciCop" of the European project ACTonGender and shared best practices and exchange knowledge and shared it again in the Equality Committee. Next steps will be taken in the future for ensuring a participation in a CoP once the project ACT ends.</p> <p>15.3 Mentoring</p> <p>The mentoring program was difficult to be implemented at the institute due to different ideas and approaches of internal stakeholders. After several discussions and exchange of opinions, the first mentoring program of ResBio, called MARINA, started in collaboration with the Research Support Office. This first program has started with three mentors (two women and one men) and three mentees. The program included presentations to both mentors and mentees, establishment of the pairs and also surveys for detecting needs and collecting the feedback. Also, a document of reference of the mentoring program MARINA has been produced and shared with UG and experts of the LetsGEPs project for providing different points of view in terms of gender equality and also for a best alignment with gender efforts at the institute.</p> <p>For this task has been very important the role of UG and K&I providing support and different tools for implementation. This mentoring program will be the first experience of mentoring at the institute and will serve also for detecting needs.</p>
Communication activities	<p>Exchange of opinions via email and video calls using Zoom and Conectaha platforms. Use of the website, specially the space for the Equality Task Force, soon, the space in the newsletter will be used in the future. The social media accounts of the ICM-CSIC have also been used for spreading the efforts. The meetings with CoP members and the participants of the mentoring program have been done using video calls via Zoom and Conectaha.</p>
Number of participants in the task	<p>More than 200 high-school students answered the survey of talks about women and science, more than 20 people of the staff was directly involved in the production of the ICM-CSIC's GEP and then in the implementation of its activities also related with visibility, 11 members of the community</p>

	of practices participated in monthly telcos and exchange of visions and experiences via email.
Stakeholders mobilisation	<p>This grounding action needed the mobilisation of these different stakeholders but also a commitment of all the staff, that is expected to increase in the following months and years thanks to an increase of the awareness and thanks to training sessions with LetsGEPs and ResBios.</p> <ol style="list-style-type: none"> 1. Marine Science Literacy Committee at the ICM-CSIC 2. Directorate team of the ICM-CSIC 3. Director of the ICM-CSIC 4. Equality Task Force of the ICM-CSIC 5. Research Support Office at the ICM-CSIC 6. Outreach and Communication Office at the ICM-CSIC 7. Core Team of the LetsGEPs project 8. 11 institutions of Biosciences of the community of practices LifeSciCop from the project ACTonGender 9. High-school students
Obstacles and facilitation factors	<p>Due to COVID-19 and added difficulties of constant reorganizations of duties and appearance of some spaces and new internal stakeholders it was difficult to maintain fluid dialogues and concrete strategies. It was a main difficulty for implementing the mentoring program. The good predisposition by the directorate team facilitated the adoption of the GEP but still is needed a lot of training and an increase of the awareness among the staff and different internal stakeholders for being able to implement the actions of the GEP.</p> <p>On overall, the first GEP of the ICM and the first mentoring program of the institute were important milestones that required a lot of meetings and dialogues but they both were finally launched successfully.</p>
Future directions towards achieving sustainability	<p>In order to achieve the goals of the GEP, it is very important to ensure the commitment of the staff and directorate team for ensure the sustainability of this Grounding Action's tasks. For this purpose, during next months, more trainings and sessions explaining the gender efforts at the institute will be organised. Also, mentoring program results should be seen as positives among the staff for ensuring that the institute wants to keep this program in future years and could be seen as a good practice.</p>
Self-evaluation	<p>The GEP and the mentoring program are two important goals pursued since the beginning of the project and the results till now are better than expected. Nevertheless, the implementation phase of the GEP and the reception of the mentoring program by the staff could compromise the future of the two actions and will need further evaluations in the future. Regarding visibility, the institute has improved very much its awareness and every time is more common that the activities organised at the institute count with a balanced presence of men and women. The new bottom-up initiatives started from high-schools and their students are also good news, despite that some of the opinions received in the surveys rejecting gender inequalities are detected as alarm signals that would need further work on depth.</p>

Appendix 1

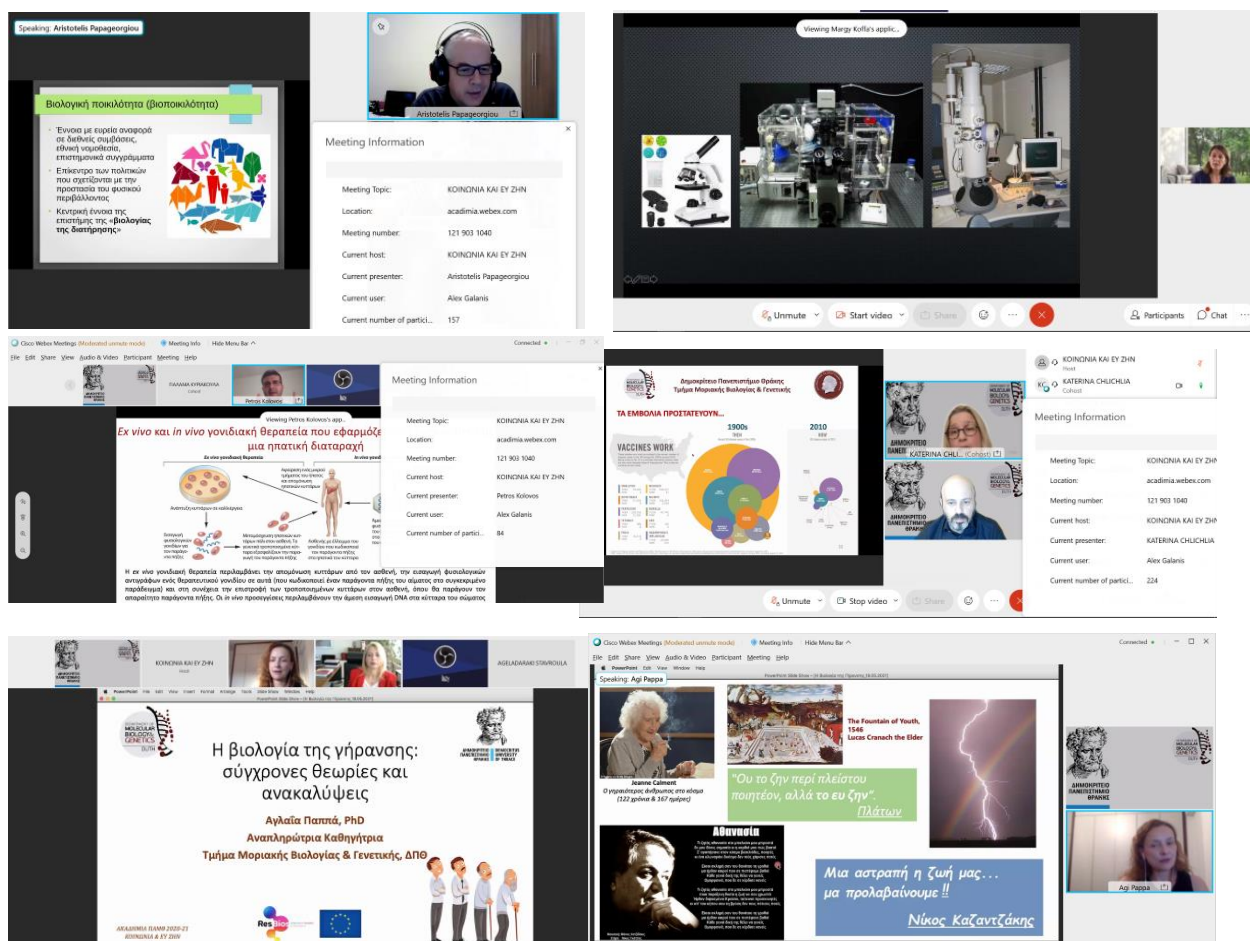


Figure 1. Zoom screenshots of the lectures given virtually, by faculty members of MBG-DUTH, in the seminar series "Society and Well-being", organized by the Academy of Citizens.



Figure 2. Zoom screenshot of the virtual event that took place on Sunday 06.06.2021 and co-organized with the Secondary Education Office for the 1st Bioscience Fair Day

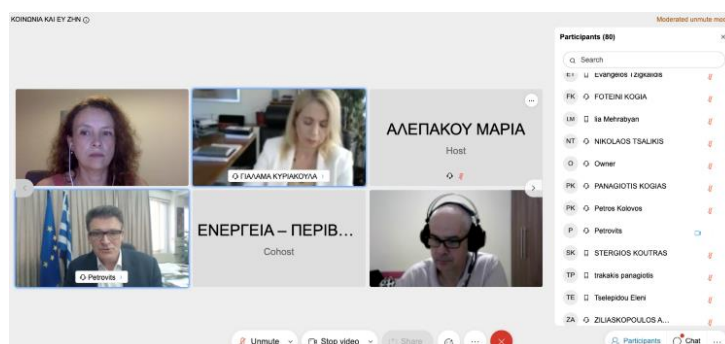


Figure 3. Zoom screenshot of the virtual event that took place on Wednesday 23.06.2021 and co-organised with the Prefecture of East Macedonia and Thrace for the 1st Bioscience Fair Day



Έξι διακεκριμένες επιστήμονες στο χώρο των Βιοεπιστημών συζητούν για την ερευνητική τους διαδρομή, το επιστημονικό τους έργο, τις δυσκολίες, τις προκλήσεις, την διεπιστημονικότητα, την ενσωμάτωση του φύλου στην έρευνα και την εξέλιξη των γυναικών ερευνητριών.



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Αναπλ. Καθηγήτρια Φαρμακολογίας,
Εργαστήριο Φαρμακολογίας, Ιατρική
Σχολή, ΕΚΠΑ



Μαρία Κάλια
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Μηχανικής και Συστημικής Βιολογίας,
Ινστιτούτο Επιστημών Χημικής Μηχανικής, ΙΤΕ



Ιωάννα Μαρουλάκου
Καθηγήτρια Γενετικής,
Τμήμα Μοριακής Βιολογίας
& Γενετικής, ΔΠΘ



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Εθνολογίας, ΔΠΘ



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Microsoft Teams meeting
Join on your computer or mobile app
Click here to join the meeting

<http://resbios.eu>



This project has received funding
from the European Union's Horizon 2020
research and innovation program
under grant agreement N° 872146

Πρόγραμμα ημερίδας – 29 Ιουνίου 2021

ΓΥΝΑΙΚΕΣ ΣΤΙΣ ΒΙΟΕΠΙΣΤΗΜΕΣ

11:00 – 11:10	Έναρξη - Καλωσόρισμα ΑΓΛΑΪΑ ΠΑΠΠΑ Επιστημονικά Υπεύθυνη του Προγράμματος Resbios Αναπληρώτρια Καθηγήτρια Μοριακής Φυσιολογίας, Τμήμα Μοριακής Βιολογίας & Γενετικής, Δ.Π.Θ.
11:10 – 11:20	Χαιρετισμοί ΜΑΡΙΑ ΜΙΧΑΛΟΠΟΥΛΟΥ, Αντιπρύτανης Έρευνας και Δια Βίου Εκπαίδευσης, Δ.Π.Θ. ΖΩΗ ΓΑΒΡΙΗΛΙΔΟΥ, Αντιπρύτανης Ακαδημαϊκών Υποθέσεων και Φοιτητικής Μέριμνας, Δ.Π.Θ. ΔΕΣΠΟΙΝΑ ΣΑΚΚΑ, Καθηγήτρια, Παιδαγωγικό Τμήμα Δημοτικής Εκπαίδευσης, Πρέσβος Ε.Ι.Φ. Δ.Π.Θ.
11:20 – 11:30	«Υπεύθυνη Έρευνα και Καινοτομία – Πρόγραμμα Resbios» ΑΓΛΑΪΑ ΠΑΠΠΑ Αναπληρώτρια Καθηγήτρια Μοριακής Φυσιολογίας, Τμήμα Μοριακής Βιολογίας & Γενετικής, Δ.Π.Θ.
11:30 – 11:50	«Εξερευνώντας τη βιολογία των νευροψυχιατρικών διαταραχών» ΜΙΧΑΕΛΑ ΦΙΛΙΟΥ Επίκουρη Καθηγήτρια Βιοχημείας, Τμήμα Βιολογικών Εφαρμογών και Τεχνολογιών, Σχολή Επιστημών Υγείας, Πανεπιστήμιο Ιωαννίνων & Συνεργαζόμενο Μέλος ΔΕΠ, Τμήμα Βιοταρικών Ερευνών, ΙΜΒΒ-ΙΤΕ
11:50 – 12:10	«Η σημασία της μελέτης του φύλου στις βιοιατρικές επιστήμες: το παράδειγμα της νευρομυοχαρμολογίας» ΧΡΙΣΤΙΝΑ ΔΑΛΙΑ Αναπληρώτρια Καθηγήτρια Φαρμακολογίας, Εργαστήριο Φαρμακολογίας, Ιατρική Σχολή, Εθνικό και Καποδιστριακό Πανεπιστήμιο Αθηνών, Αναπληρώτρια Πρέσβος Ε.Ι.Φ. ΕΚΠΑ
12:10 – 12:30	«Κατανόηση του μικροπεριβάλλοντος και της σπόας του καρκίνου μέσα από τη μελέτη του καρκίνου των ωοθηκών» DENARDA DANGAJ Group Leader, Department of Oncology UNIL CHUV, Ludwig Institute for Cancer Research, Lausanne
12:30 – 12:50	«Οι γυναίκες στις βιοεπιστήμες: Στρατηγικές εξελίξεις σε ένα περιβάλλον που αλλάζει» ΙΩΑΝΝΑ ΜΑΡΟΥΛΑΚΟΥ Καθηγήτρια Γενετικής, Τμήμα Μοριακής Βιολογίας και Γενετικής, Δ.Π.Θ.
12:50 – 13:10	“There and back again”: τοξίδι στην academia με φόντο τη ζωή. ΧΡΙΣΤΙΝΑ ΠΑΠΑΓΕΩΡΓΟΠΟΥΛΟΥ Αναπληρώτρια Καθηγήτρια Φυσικής Ανθρώπινης Βιολογίας, Εργαστήριο Φυσικής Ανθρώπινης Βιολογίας, Τμήμα Ιστορίας & Εθνολογίας, Δ.Π.Θ.
13:10 – 13:30	«Μία Μηχανικός στην Επανάσταση της Συστημικής Βιολογίας: Αναζητώντας τη Μετάφραση στη «Βεβέλα» των Διεπιστημονικών» ΜΑΡΙΑ ΚΑΛΙΑ Κύρια Ερευνήτρια, Επικεφαλής Εργαστηρίου Μεταβολικής Μηχανικής & Συστημικής Βιολογίας, Ινστιτούτο Επιστημών Χημικής Μηχανικής, Τμήμα Τεχνολογίας & Έρευνας
13:30 – 14:00	Συζήτηση - Αφί ΑΓΛΑΪΑ ΠΑΠΠΑ Επιστημονικά Υπεύθυνη του Προγράμματος Resbios Αναπληρώτρια Καθηγήτρια Μοριακής Φυσιολογίας, Τμήμα Μοριακής Βιολογίας & Γενετικής, Δ.Π.Θ.

Microsoft Teams meeting Join on your computer or mobile app Click here to join the meeting

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[resbiosproject](https://www.linkedin.com/company/resbiosproject) [resbios project](https://www.youtube.com/channel/UC...)

Figure 4. The poster and the agenda of the 1st Seminar Day “Women in BioSciences” (29.06.2021)

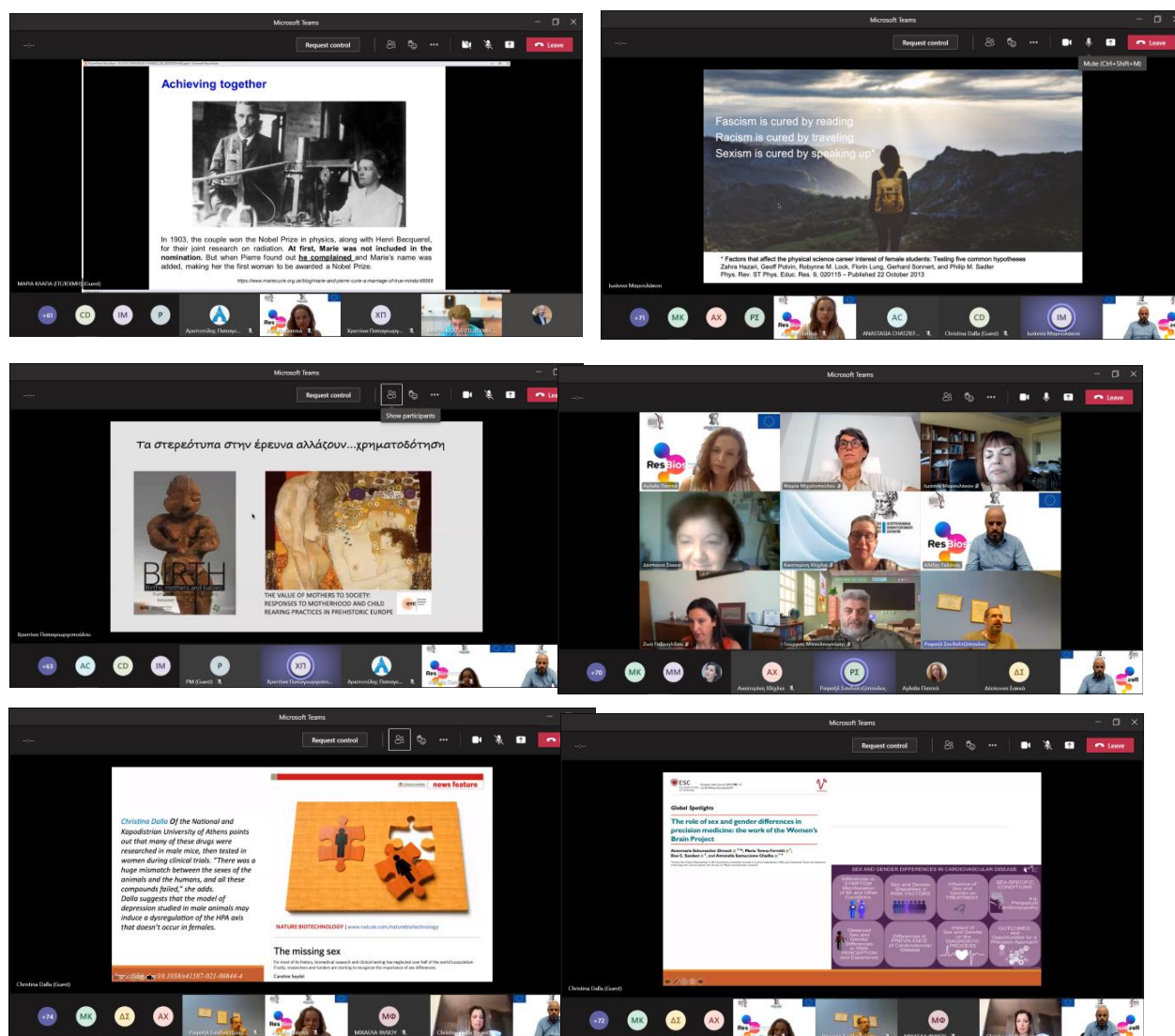


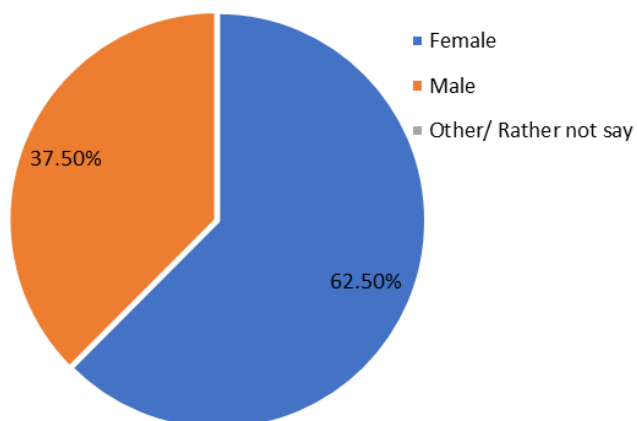
Figure 5. Zoom screenshots of the 1st Seminar Day “Women in BioSciences” that took place virtually on Tuesday 29.06.2021

Figure 6. Screenshots of the questionnaire for RRI and Gender, created using Google Forms

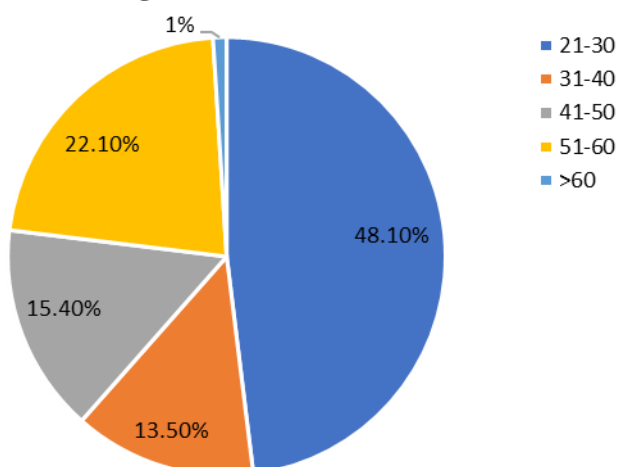
Figure 7. Results of the questionnaire about gender issues in MBG-DUTH:

1. Demographics

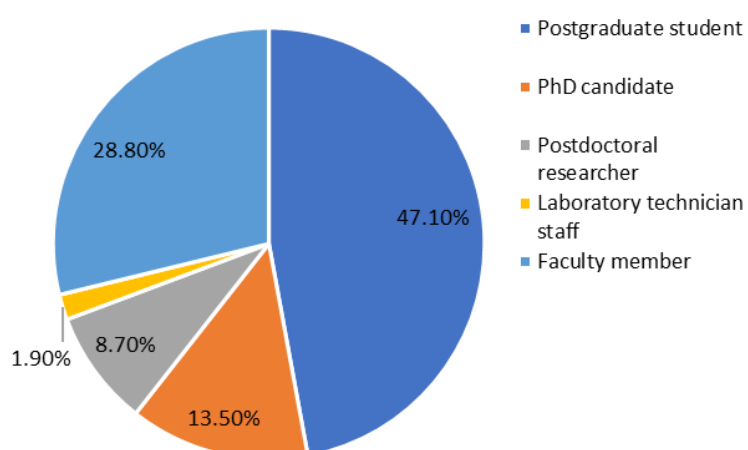
1.1 Gender



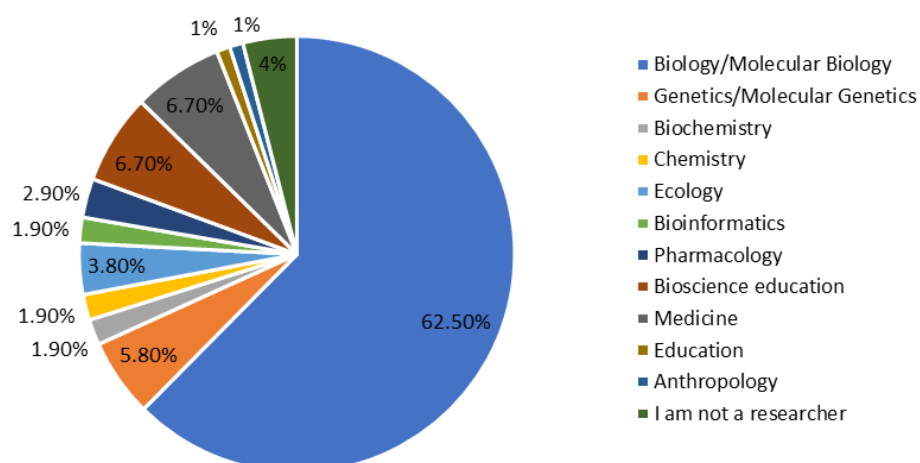
1.1 Age



1.2 Degree/Position

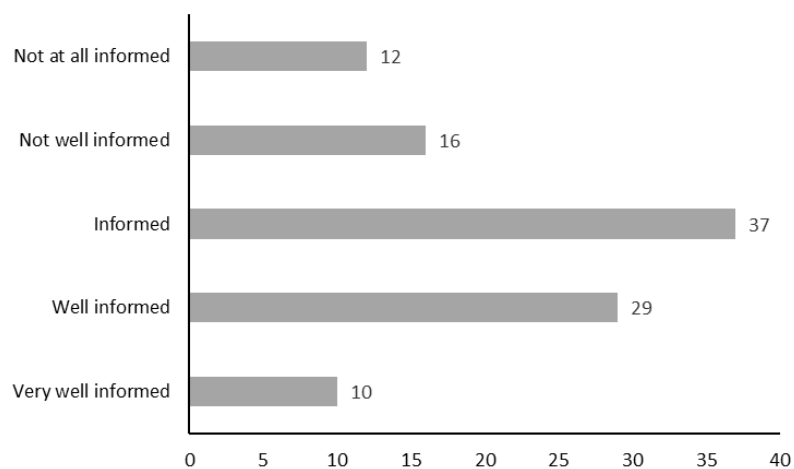


1.3 Field of research

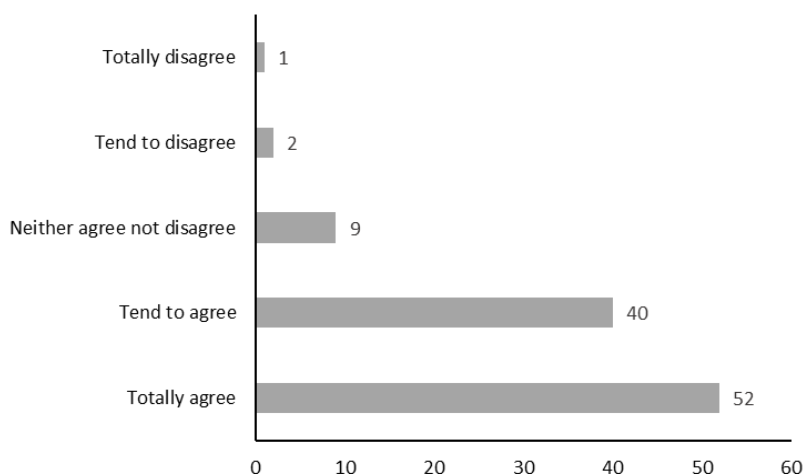


2. Responsible Research and Innovation

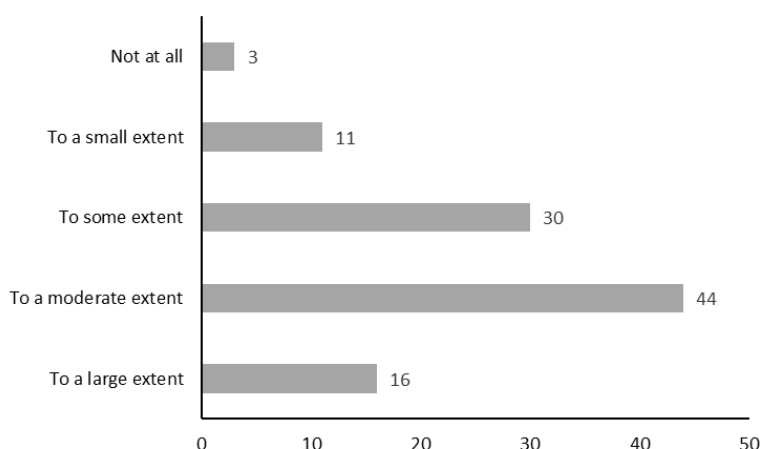
2.1 How informed are you about Responsible Research and Innovation?



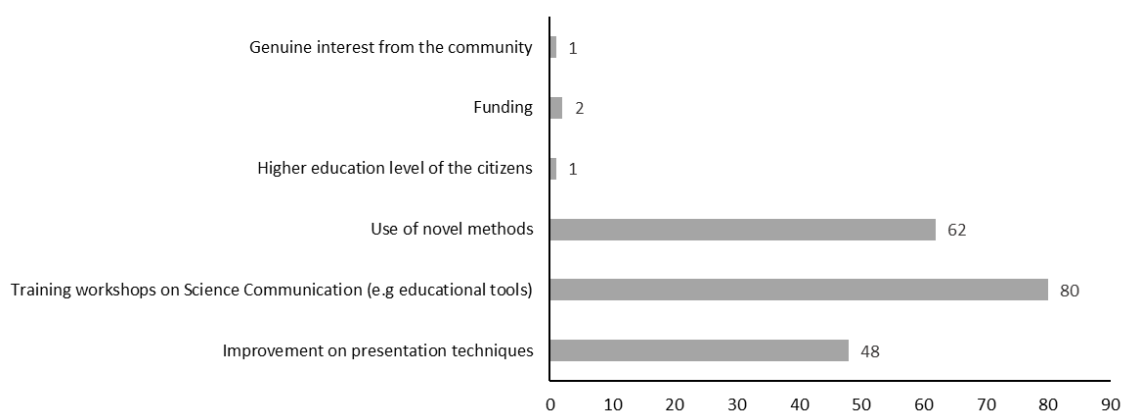
2.2 To what extent do you agree with the following statement: All social actors (citizens, researchers, businesses, policymakers) should be involved in research and innovation to ensure that research objectives are in line with societal values, needs and expectations.



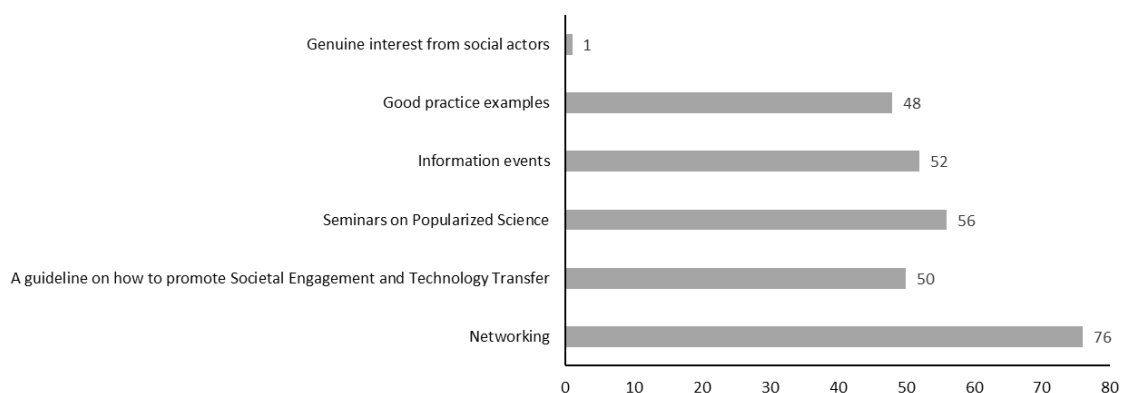
2.3 To what extent do you incorporate societal needs to your research?



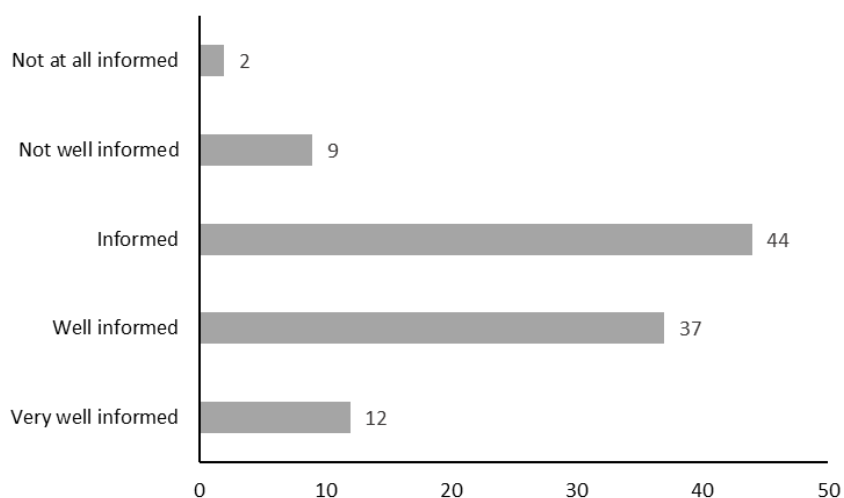
2.4 What support do you need to engage in Science Communication? (Multiple selection available)



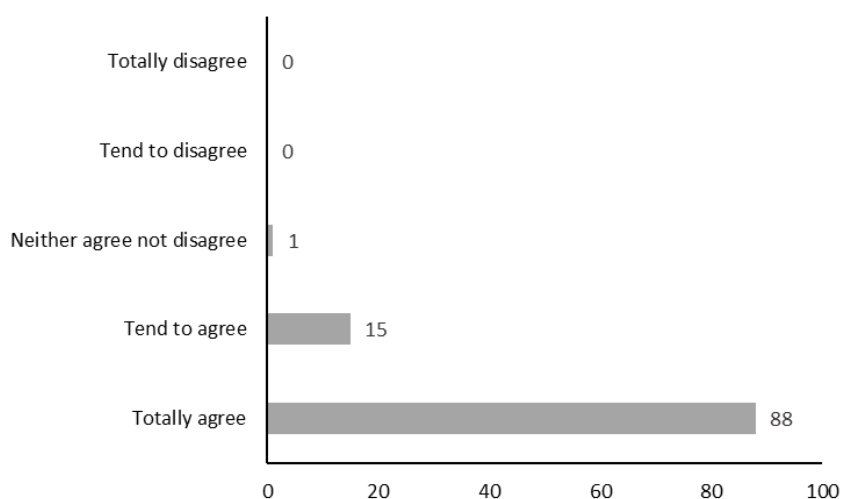
2.5 What kind of support will you seek for the involvement of social actors in your research? (Multiple selection available)



2.6 How well informed are you about scientific integrity, code of conduct and bioethics in Biosciences?

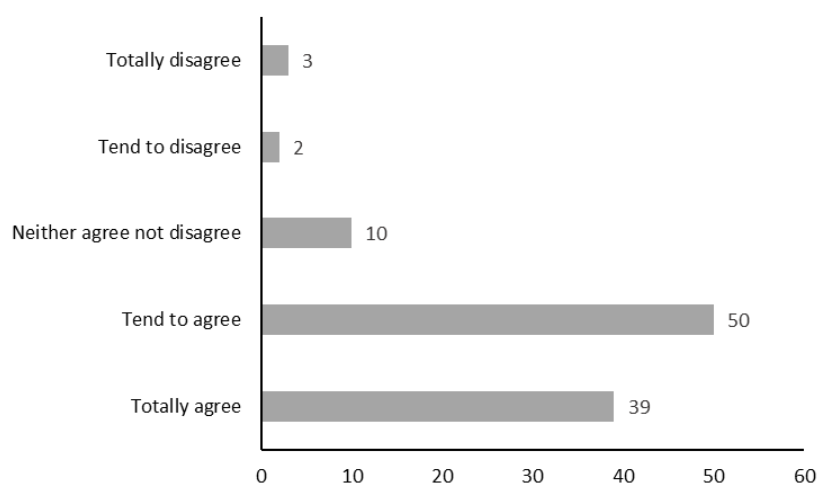


2.7 To what extent do you agree with the following statement: All Bioscientists must be trained in Bioethics and code of conduct issues (plagiarism, protection of personal data, handling of laboratory animals, etc) during their studies.

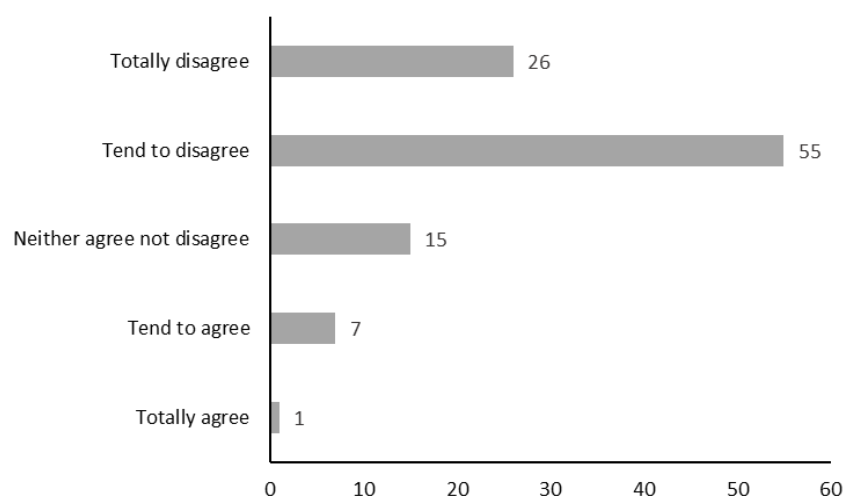


2.8 Academic researchers should develop new skills to attract young students to Biosciences. How important do you find the following statements about Bioscience Education?

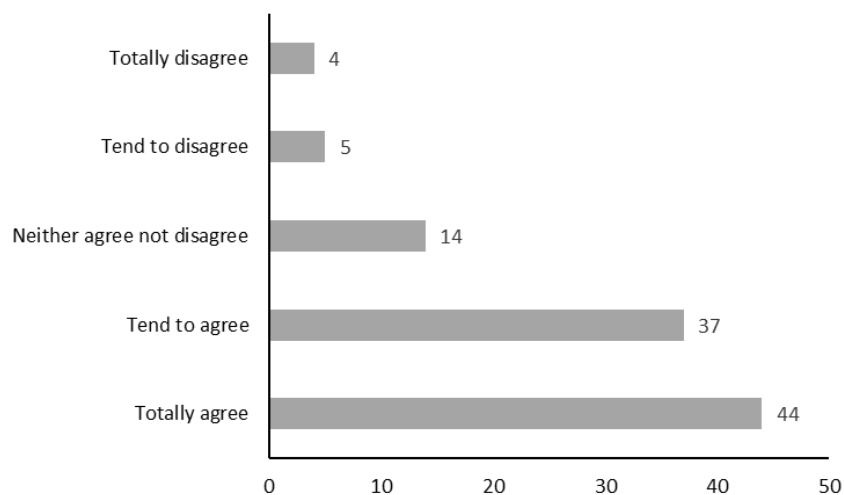
2.8.1 Bioscientists should give lectures to school students on their research topics.



2.8.2 Bioscientists should only focus on doing research.

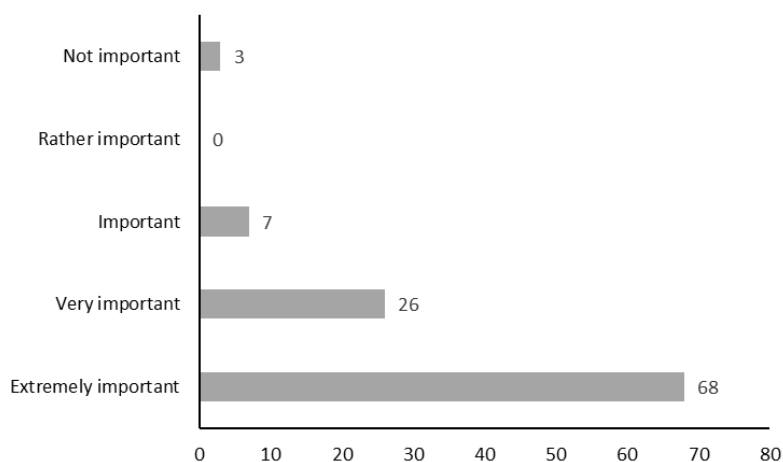


2.8.3 Bioscientists should inform the public about the progress, the benefits and/or risks of their research.

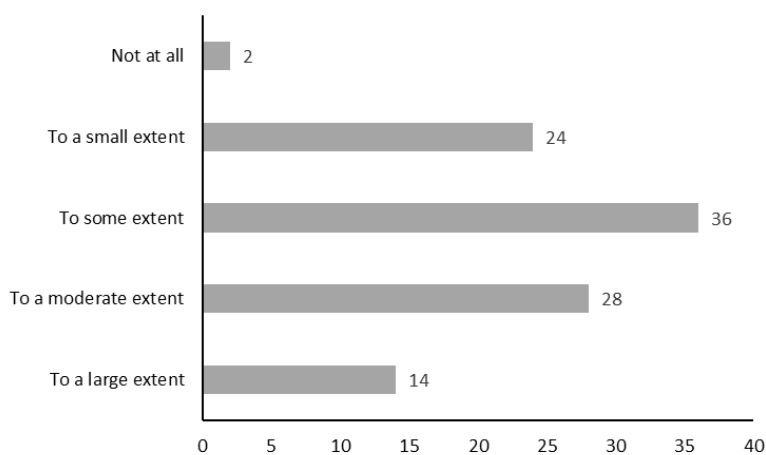


3. Gender Equality

3.1 How important do you think the issue of Gender Equality is in Biosciences?



3.2 To what extent do you think that people with different genders are treated equally in Biosciences?

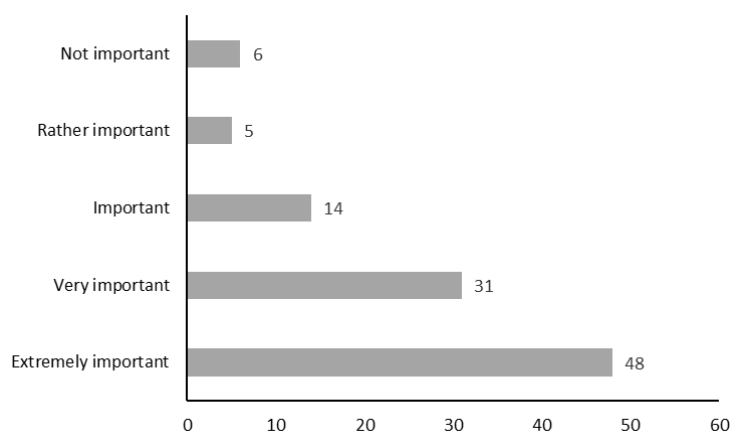


3.3 The equitable treatment of genders in Biosciences can: (Multiple selection is available)

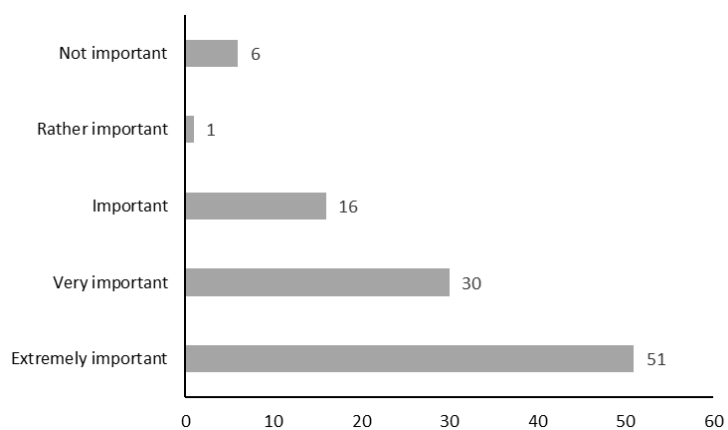


3.4 How important do you think that the following actions are for the promotion of Gender Equality in Biosciences?

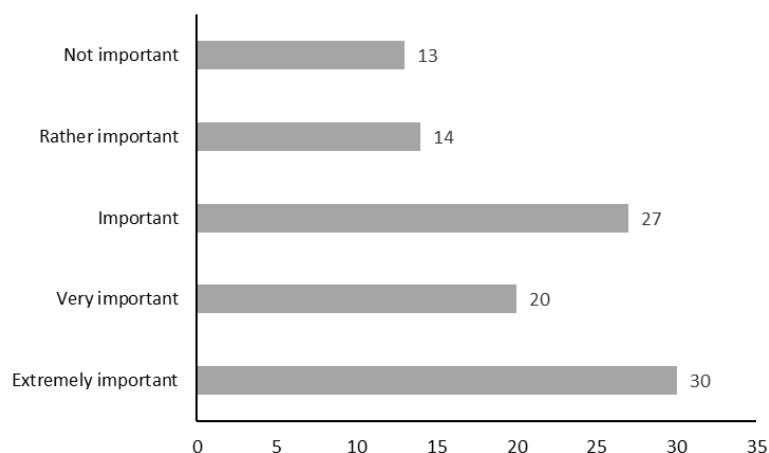
3.4.1 Equal representation in management positions



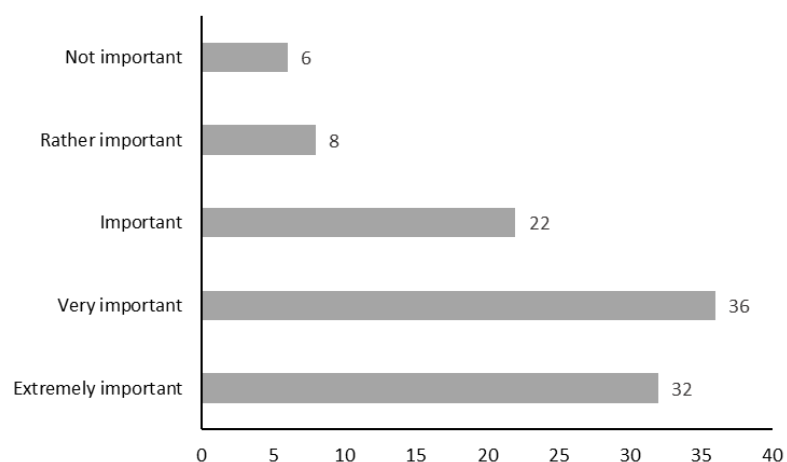
3.4.2 Equal representation in employment evaluation committees



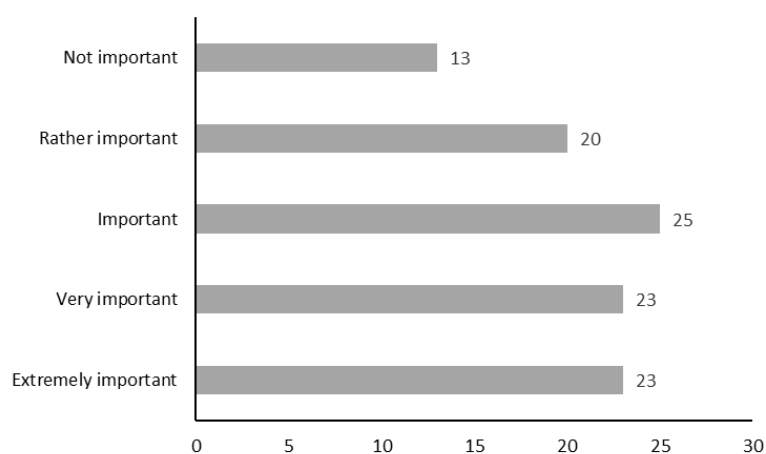
3.4.3 Establishment of awards and accolades for exceptional women-researchers in Biosciences (e.g. L'OREAL-UNESCO awards).



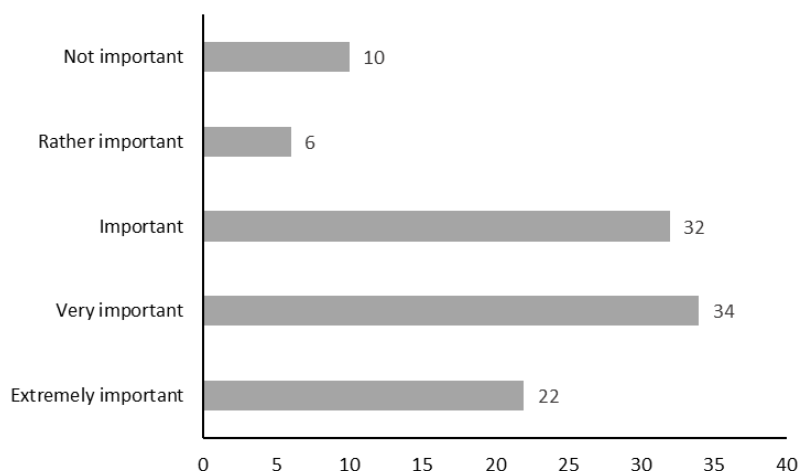
3.4.4 Organization of training seminars and informational meetings on Gender Equality



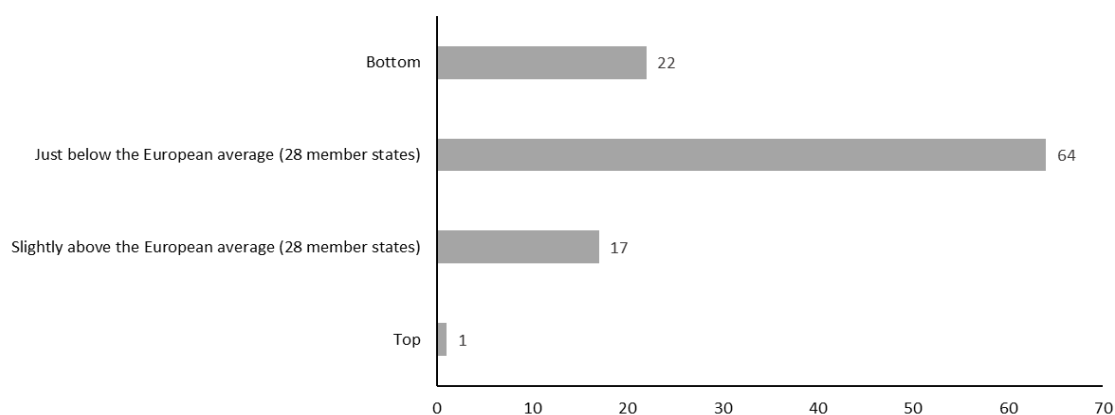
3.4.5 The academic curriculum (bachelor and/or master program) should include topics about gender issues in Biosciences.



3.5 How important do you think that taking equally into account women's and men's specific needs in scientific research is?

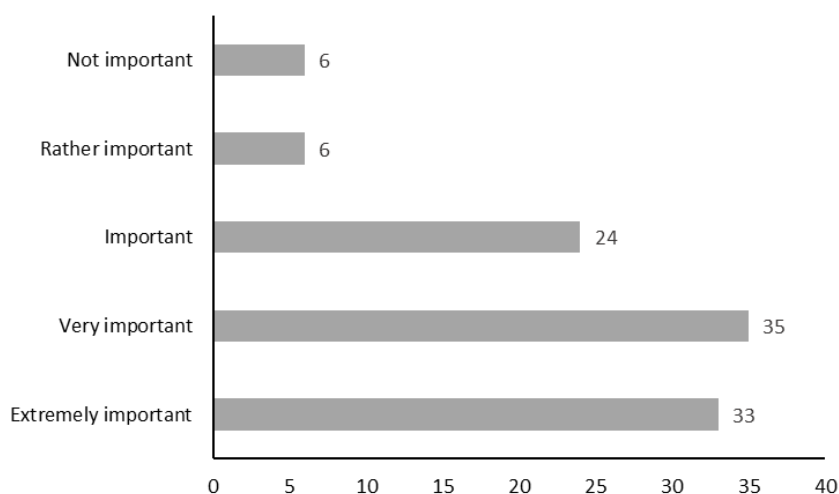


3.6 Do you know in what place Greece ranked in the European Gender Equality Index from 2010 to 2020?

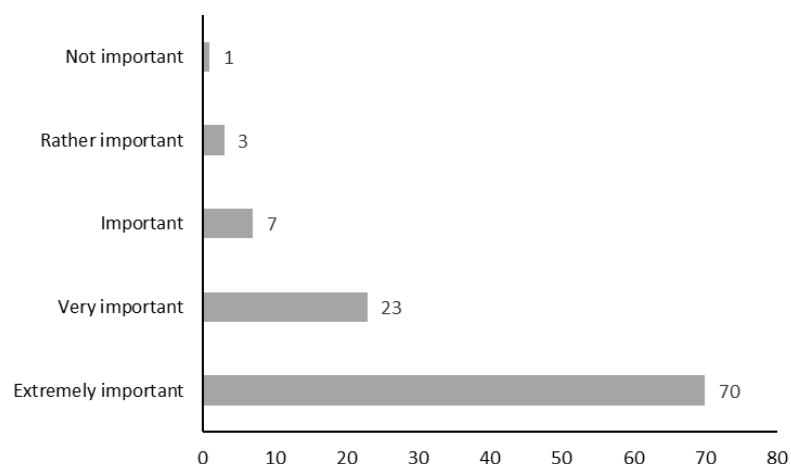


3.7 How important do you think that the following University structures are for the promotion of Gender Equality?

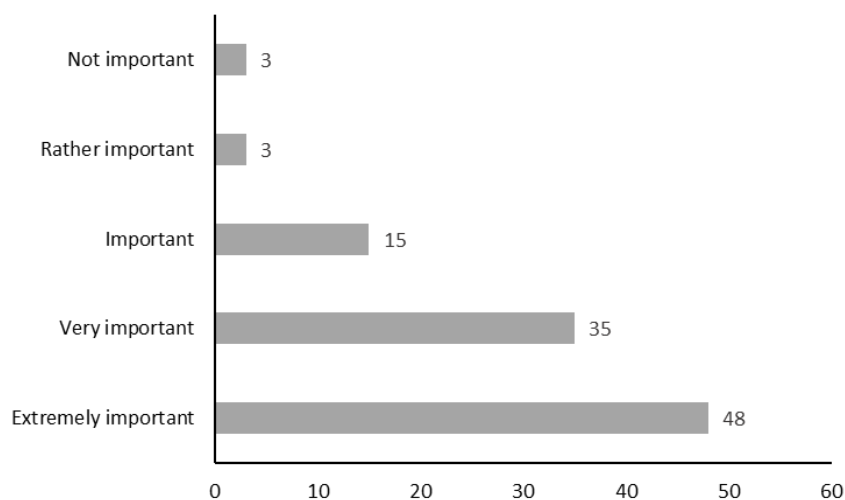
3.7.1 Workplace gender inequality intermediation office



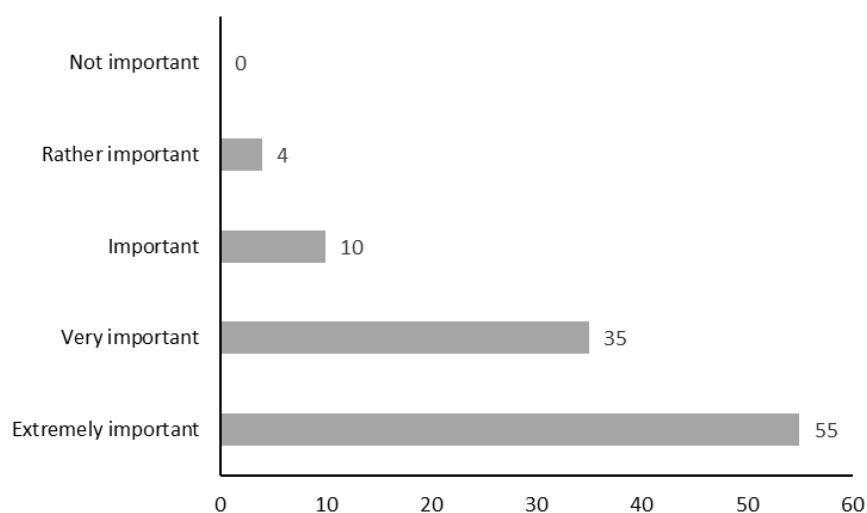
3.7.2 Workplace daycare



3.7.3 Structures for advisory and psychosocial support



3.8 How important do you think policy planning at the University level is for Gender Equality?



Appendix 2

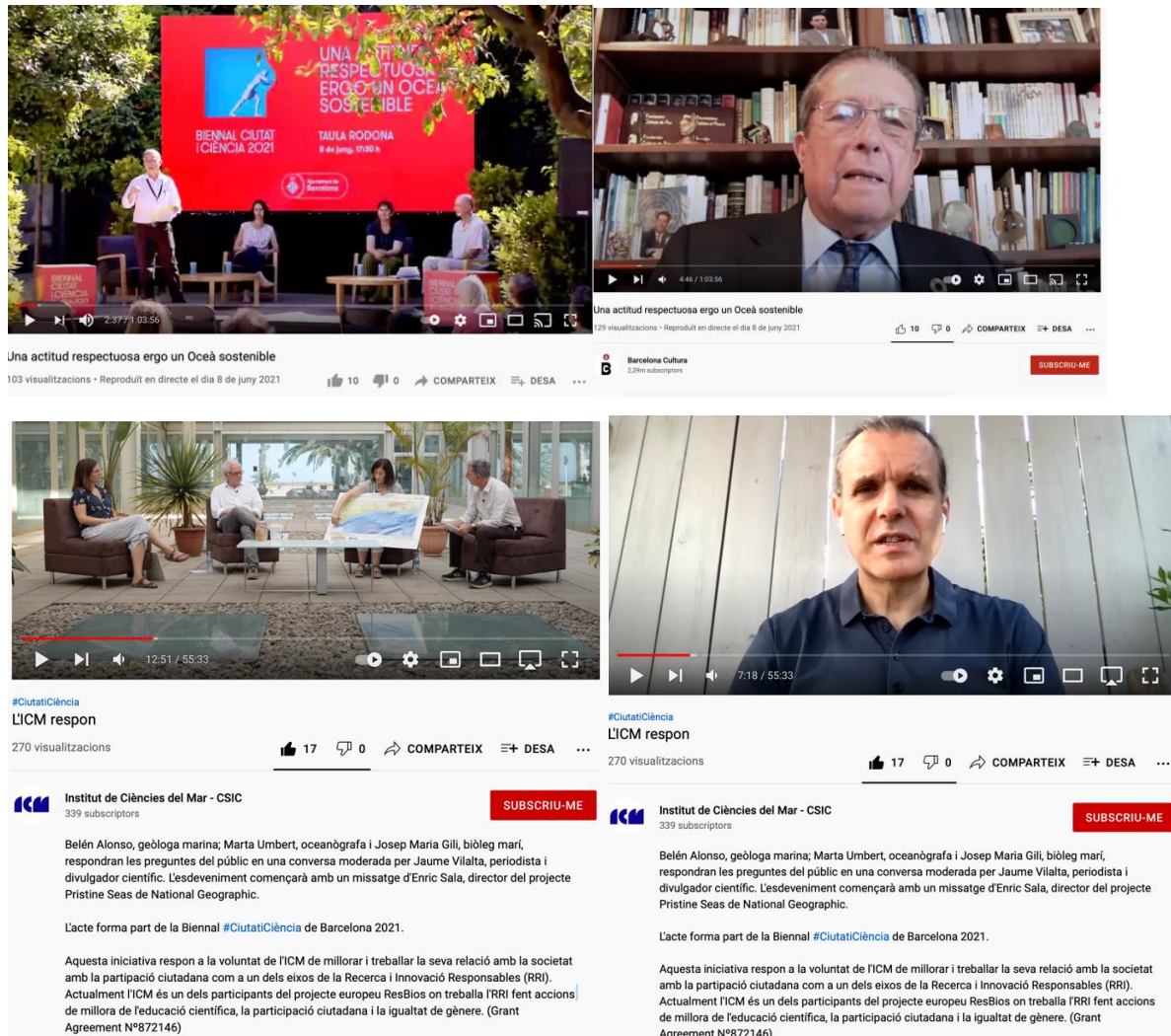
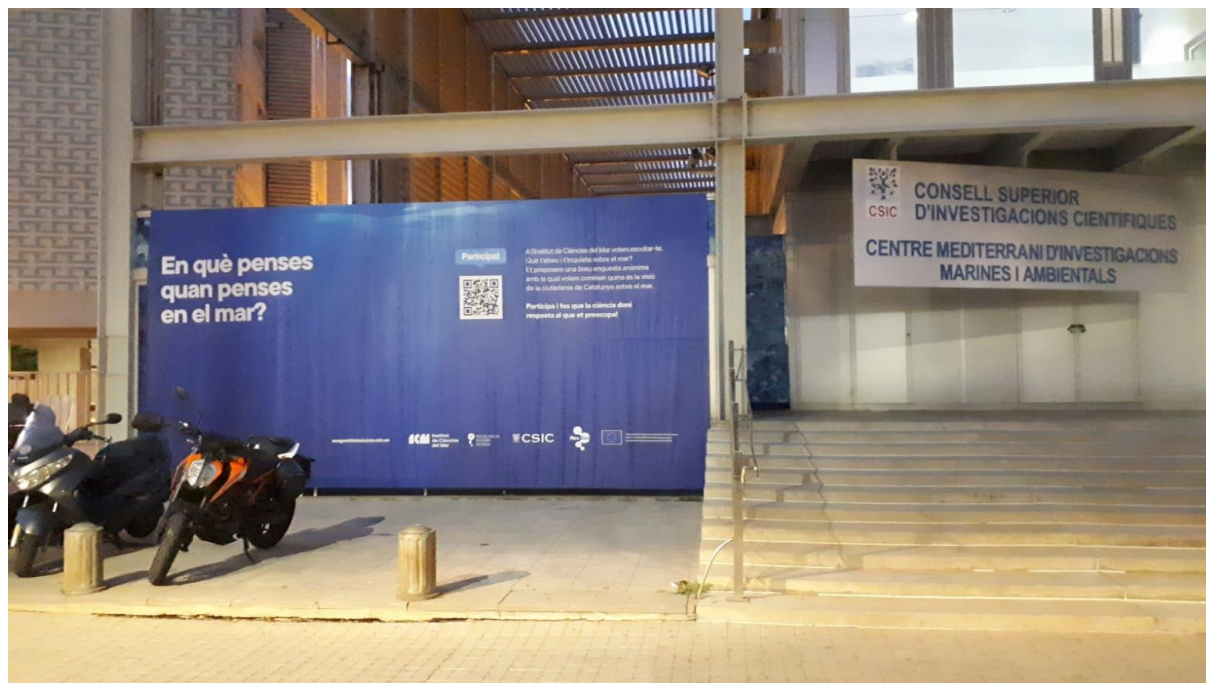


Figure 7: Screenshots of the events: 1) “A responsible attitude ergo a sustainable ocean” (Josep Lluís Pelegrí, director of the ICM-CSIC; Isabel Cacho, professor of University of Barcelona, Lydia Chaparro, founder of the NGO MedResAct. Intervention of Federico Mayor Zaragoza. More information about the event in: https://www.youtube.com/watch?v=gPSARUmjY_I&t=157s); 2) “L’ICM respon” (ICM gives answers) with the journalist and director of the scientific outreach program “Quèquicom” in the Catalan public TV, representatives of the Department of Marine Biology and Oceanography, Marine Geosciences and Physical and Technological Oceanography and the intervention of Enric Sala, formal professor and leader of the project “Pristine Seas” of National Geographic. More information about the event in: <https://www.youtube.com/watch?v=yZK7SPte9Wk&t=438s>



¿Qué te preocupa sobre el mar?

Más de 1500 personas nos han explicado qué temas les preocupan más cuando piensan en el mar, sobre cuáles quieren informarse más y qué opinan sobre el impacto de los centros de investigación en la sociedad y los ecosistemas.

El mar evoca sensaciones diferentes pero vemos una preocupación extendida y una necesidad de información que indican que los centros de investigación marina tenemos mucho que hacer y mucho que aportar. Explora los resultados de la encuesta y piensa: ¿qué te preocupa sobre el mar?

1. ¿Quién ha participado?

1.577

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¿Te gustaría estar al día de nuestras noticias y actividades?

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ResBios

The project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 823871

Àlvaro Híjar

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Figure 9: Pledge from the ICM-CSIC in the European campaign #MakeEUBlue. More information in: <https://webgate.ec.europa.eu/maritimeforum/en/node/6140>



Figure 10: Members of the ICM's Equality Task Force with the 1st GEP of the Institute



Figure 11: Chronological axis produced for ocean literacy purposes (scientific education and citizen engagement), including the different main efforts related to Ocean Literacy at the ICM-CSIC



EXPLORACIÓ DELS OCEANS

QÜESTIONARI



<https://forms.gle/ANWb4bVqhpqkfeVy9>



Figure 12: Material produced for get access to the survey for compiling data about ocean related activities and suggest a name for new project

1. SÓN POSSIBLES ELS PROJECTES DE RESTAURACIÓ DELS FONS MARINS A BARCELONA?

- Projecte de col·laboració entre l'Associació Mar de Ciència i la Ciutadania per la restauració dels fons marins del litoral de Barcelona.

INSTITUT DE CIÈNCIES DEL MAR + ASSOCIACIÓ MAR DE CIÈNCIA + FECDAS + ESCOLES MARINES ICM

Amb el suport de l'Ajuntament de Barcelona i del projecte europeu que cerca la implementació de canvis institucionals de recerca e innovació responsable (RRI) a l'ICM ResBios¹

¹ RESBIOS és un projecte finançats pel programa de la Comissió Europea H2020 SwafS: RESBIOS RESponsible research and innovation grounding practices in BIOSciences, Grant Agreement N°872146.

Logos: Institut de Ciències del Mar, Ajuntament de Barcelona, FECDAS, ResBios, European Union.

Figure 13: Slide presented in the Biennial of Barcelona about the new project involving citizenship

WORKSHOP
OC-NET Ocean cities: challenges & solutions
 22nd September 11:00 a.m.-13:00 p.m. (CET)

OC-NET consortia will present the **OC-NET Ocean cities: challenges & solutions** workshop within the [An Ocean of Values](#) under the 5th Community Workshop of the IOC-UNESCO Ocean Best Practices System" 20th-24th September 2021 online

Logos: Ocean Cities, IOC-UNESCO.

Figure 14: Logo and announcement of the Workshop OC-NET Ocean cities: challeges and solutions, the Workshop, organized by the ICM-CSIC is part of the IOC-UNESCO Ocean Best Practices System. ResBios project was presented as an example of best practice in capacity-building

Pilot: ICM Mentoring programme for PHD students

How we did get here?

- SO & ICM PHD student initiative
- EU Projecte Resbios initiative
- New support programme at ICM for Young Researchers:
 - Mentoring
 - Trainings courses
 - Community Building
 - Supervision

Suggested discussion topics

- Professional career aspirations
- Key Soft Skills
- Self awareness
- What have we achieved? What comes next?
- Gender dimension in Academia
- How to grow your network
- International career
- Life work balance
- Intersectoral mobility

Mentoring Pilot

- 3 mentors & 3 mentees
- Resbios framework and support
- ICM PhD programme kick off: Pilot for a bigger initiative
- Participants from all ICM departments

Logos: Institut de Ciències del Mar, CSIC, ResBios.

Figure 15: Examples of the slides presented to mentors and mentees for presentation of the mentoring program MARINA at the ICM-CSIC



The banner features logos for Institut de Ciències del Mar (ICM), CSIC (Consejo Superior de Investigaciones Científicas), and ResBios. It also includes contact information for ICM, the Spanish Government logo, and a text box stating funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 821871.

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08003 Barcelona (Spain)
T. +34 93 230 95 00

CSIC
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

GOBIERNO DE ESPAÑA
MINISTERIO DE CIENCIA E INNOVACIÓN

ResBios

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 821871

Questionari previ a mentees del programa de mentoring MARINA de l'ICM-CSIC

El present formulari serveix com a evaluació prèvia del programa de mentoring MARINA de l'Institut de Ciències del Mar (ICM-CSIC).
T'agrariem que dediquis uns minuts per donar-nos la teva opinió, la tindrem molt en compte!
Moltes gràcies.

***Figure 16:** Survey sent to mentees for detecting expectations and needs, based on recommendations of UG*



Secció 1 de 2

Valoració de les xerrades "Dones i ciència" de l'Institut de Ciències del Mar a centres educatius al marc de l'11F i 8M



El present formulari serveix com a evaluació de les xerrades de gènere de l'Institut de Ciències del Mar (ICM-CSIC). Compten amb el suport del projecte europeu Responsible Research in Innovation (ResBios). T'agradem que dediquis uns minuts per donar-nos la teva opinió, la tindrem molt en compte! Moltes gràcies.

Adreça electrònica *

Adreça electrònica vàlida

Aquest formulari recull les adreces electròniques. [Canvia la configuració](#)

Figure 17: Survey collecting opinions about talks “Woman and science” in educational centres during the Awareness Month



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This project has received funding from the European Union's Horizon 2020 research and innovation programme under the grant agreement N° 872146