The EQUAL-IST Toolkit: Good practices and inspirational examples of gender equality actions in CS/IS research institutions

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Goals
The EQUAL-IST Toolkit is designed to tailor Information and Computer Sciences (CS/IS) Departments/Faculties with examples of specific actions and measures to promote gender equality. It is a source of guidelines, tools, knowledge resources to promote gender equality in CS/IS research organizations. It also includes a selection of good and promising practices as well as inspirational examples of actions to be included in Gender Equality Plans (GEPs) to promote structural changes.

Structure
The EQUAL-IST Toolkit presents good practices, measures and guidelines along the main areas of interventions for GEPs identified by the EQUAL-IST project, which are coherent with the ERA (European Research Area) objectives, namely gender balance in decision making, gender balance in research teams, and gender in research content. The toolkit content can be navigated via a search functionality, and it is organized in ‘categories’ reflecting the areas of interventions, and ‘tags’ referred to the specific content type: good practices, promising practices, inspirational examples or guidelines and tools, as well as ‘rationale’ sections on the basis, arguments and explanations to be used when advocating for gender equality in a particular area of intervention.

Access and Disseminate the Online Toolkit
• Access and consult the EQUAL-IST Toolkit while taking into account the transferability of methods, tools, guidelines, and good practices to national and institutional contexts.
• Provide us feedback by navigating the Toolkit as a registered user and using its interactive features.
• Contribute to further development of the EQUAL-IST Toolkit by sending us relevant and interesting resources as well as examples of gender equality actions in CS/IS that you find useful.
• Support dissemination of the Toolkit through your networks.

https://equalist.dais.unive.it/

Services
The EQUAL-IST Toolkit presents the information dynamically and interactively, allowing registered users to submit their good practices, as well as comment and rate the practices proposed in the Toolkit according to their perceived:
• relevance in promoting structural change for gender equality in CS/IS research organisations
• transferability to (other) CS/IS research organisations
• being innovative

References
• GEAR Toolkit, EIGE: comprehensive and systematic study on good practices on gender equality in research in EU countries identified via a thorough methodology
• Minerva Informatics Equality Award: selection by the award committee of 7 CS professors appointed by Informatics Europe
• ACM Europe selected events
• Scientific publications on gender in computing literature analysis and different research methodologies
• EQUAL-IST state of the art analysis and EQUAL-IST webinar series (D.2.1): a methodology based on a set of quality criteria and 19 in-depth interviews with representatives from RPOs
• EQUAL-IST GEPs implementation, internal assessment of RPOs (D.4.2 v.1): inception report from the external evaluator. Quality criteria for assessment harmonised with websites and documentation from implementing institutions (desk research)
Criteria for selection: innovativeness based on state of the art analysis, integration in national policy frameworks, stability of proposed measures.

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