

Media Statement

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For Immediate Release

ATHENA Project spotlights a comprehensive Toolkit to tackle Gender Equality in European Research Institutions

The EU project comprised tools and resources to support other institutions to implement Gender Equality Plans

The ATHENA project is committed to addressing the prevalent issues of gender equality in European research with a resourceful toolkit aimed at empowering Research Performing Organisations (RPOs) and Research Funding Organisations (RFOs) in Europe.

Gender equality continues to pose significant challenges within European research institutions, hindering the recruitment, retention, and career progression of female researchers while perpetuating gender imbalances in decision-making processes.

One step forward: The ATHENA Toolkit

The ATHENA toolkit delivers tangible support, equipping institutions with the resources and guidance needed to develop and implement effective Gender Equality Plans (GEPs).

"With ATHENA Project we are witnessing the transformative impact that Gender Equality Plans can have on research organisations," said Michelle Perello, Project Coordinator of ATHENA. " By implementing comprehensive GEPs, institutions can foster inclusive environments that unlock the full potential of all researchers, driving innovation, and excellence in European."

The toolkit encompasses nine key areas crucial for promoting gender equality within research institutions, providing essential resources to address systemic barriers and create a more equitable research landscape across Europe.

Since 2021, the 8 institutions from the ATHENA consortium have been implementing GEPs with tailored action plans with activities and initiatives based on previous audits and assessments of each institution to foster systemic institutional changes in gender equality.

"Gender imbalance persists in academic leadership positions, with women being underrepresented in top research positions and university leadership roles across Europe", emphasised the project coordinator.



athena

gender equality to unlock
research potential

"Pursuing gender equality is not only a moral imperative but also essential for driving innovation and competitiveness," added Michelle Perello. " By utilising this toolkit, institutions can catalyse positive change and unlock the full potential of their research communities."

As Europe continues its journey towards gender equality in research, the ATHENA project remains committed to supporting institutions in their efforts to create inclusive environments where diversity is celebrated, and all individuals are empowered to contribute to groundbreaking research.

The toolkit is available on the ATHENA e-platform website: <https://gender-equality.eu/athena-toolkit/>

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Notes to Editors

- Toolkit: <https://gender-equality.eu/athena-toolkit/>
- ATHENA Website: <https://www.athenaequality.eu/>
- ATHENA E-platform: <https://gender-equality.eu/>