

“ WHY WE ARE INVOLVED IN FESTA

QUOTES FROM SELECTED FESTA PARTNERS

“I want to do whatever I can to resist and to act as a role model for other people, men and women, in the system”.

“I have a firm belief in diversity at work, because it is crucial to creativity and to arriving at sustainable solutions - both of which are fundamental to Science”.

“Many professional women are unaware of the extent to which their male colleagues benefit from privileges that do not apply to women”.

“The project is a significant step towards the goal of a full acknowledgment of the difference represented by and through female researchers”.

“By working systematically with the way people in Academia perceive and narrate diversity - I wish to show how assumptions about decision making processes and about what is seen as excellent can affect important daily interactions and make a difference in how meetings accommodate different voices”.

WHO IS FESTA?

COORDINATOR:

Uppsala University, Sweden
Dr. Minna Salminen-Karlsson

PARTNERS:

University of Southern Denmark
RWTH Aachen University, Germany
University of Limerick, Ireland
Fondazione Bruno Kessler, Italy
Istanbul Teknik Universitesi, Turkey
Southwestern University, Bulgaria

SCIENTIFIC ADVISORY GROUP (SAG):

Dr. Elisabetta Addis, Prof., Barbara Bagilhole,
Prof. Kjell Bratbergsengen, Prof. David Collinson,
Prof. Gabriele Griffin, Dr. Liisa Husu, Prof. Patricia Yancey Martin, Prof. Mustafa Ozbilgin, Dr. Maria Palasik, Prof. Teresa Rees, Prof. Eileen M. Trauth

An eu **fp7** project
taking place from
2012 to 2017



Female Empowerment in
Science and Technology Academia



FOR MORE INFORMATION PLEASE VISIT OUR WEBSITE:
WWW.FESTA-EUROPA.EU

WHAT?

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

WHY?

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

PREMISE:

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



FESTA

WHAT IS FESTA ABOUT?

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

We find the working environment of researchers in the lower levels of their careers particularly interesting, because it is at this level it may become possible for them to advance to the ranks of highest scientific expertise.

We look into the daily environment of researchers: formal and informal decision making processes, meeting cultures, PhD supervision, perceptions of excellence in hiring processes and in the work environment, and resistance to equality measures, fostering the full potential of the entire workforce.

HOW IS FESTA ORGANIZED?

FESTA is organized in seven work packages (WPs):

WP1: Management of FESTA

WP2: Communication and Dissemination of FESTA

WP3: Individual and organizational awareness raising

WP4: Decision-making processes

WP5: Criteria of Excellence

WP6: Interactional patterns

WP7: Resistance

FESTA partners are geographically diverse and coming from universities of different sizes and with different histories. The partner universities are also on different levels when it comes to numerical gender equality in the researcher work force and equality measures and procedures already on place. The conceptions of gender equality in the surrounding societies are also different.

The consortium exploits these differences and learns from each other's background and results during the project.

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