This project has received funding from the European Union's H2020 Research and Innovation Programme under Grant Agreement No 824544.
More research institutions with implemented Gender Equality Plans (GEPs) and initiate institutional change in nine Research Performing Organizations in Europe by focusing on support, learning, practice, collaboration and sustainability.

**What is SPEAR about?**

In line with the European Research Area’s central Gender Equality objectives, we support the implementation of Gender Equality Plans (GEPs) and initiate institutional change in nine Research Performing Organizations in Europe by focusing on support, learning, practice, collaboration and sustainability.

**SPEAR’s Objectives**

- Increasing the number of RPOs with implemented Gender Equality Plans (GEPs)
- Removing barriers and improving career prospects for women in academia
- Strengthening the gender dimension in research content
- Improving the balance in decision-making bodies

**How does SPEAR work?**

- Supports GE-practitioners in GEP implementation
- Collaborates through communities: Community of Learning (CoL) and Community of Practice (CoP)
- Ensures long-term sustainability

**Two interconnected communities, central to SPEAR**

**COMMUNITY OF LEARNING**

will provide learning platforms for identifying the needs of participating institutions in their GEP implementation to turn the gender knowledge and practical tools and approaches into their our own methods and means for ensuring cultural change and improved gender equality.

**COMMUNITY OF PRACTICE**

will act as an arena for exchanges of practice-related experiences for transforming knowledge and learning into action for gender measures in our different contexts.

**ACTIVITIES AND INTERACTIONS OF COMMUNITIES WILL:**

- be further enhanced by incorporating impartial evaluation feedback;
- provide vital experience on how to sustain communities of gender equality practitioners;
- will contribute to SPEAR’s commitment to foster and fortify gender equality communities and networks across the EU.

**What will SPEAR achieve?**

Based on a step-by-step guide to GEP implementation devised by the European Institute for Gender Equality, SPEAR follows a distinct methodological path committed to

- CREATIVE,
- OPEN,
- MITIGATING,
- PROCESSUAL,
- ACCOUNTABLE,
- SMART AND
- SUSTAINABLE CHANGES

**SPEAR’s COMPASS**

- More research institutions with implemented Gender Equality Plans
- Fewer barriers and better career prospects for women in academia
- Better gender balance in decision-making bodies
- Stronger gender dimension in research
- Increasing the number of RPOs with implemented Gender Equality Plans (GEPs)