

"EFFECTIVE EQUALITY OF WOMEN AND MEN COMMITMENT" OF THE CONSOLIDATED RESEARCH GROUP JOVIS.com

INTRODUCTION

Gender bias, often involuntary and implicit, exists in science at different levels (participation, access, rights, remuneration...). (European Commission, 2011).

This proposal stems from the concern of the JOVIS.com research group to incorporate and make gender perspective effective in its research and knowledge transfer. We consider that the adoption of this approach to research from the analysis of differences, or "gender-sensitive research", is the way to deal with these inequalities.

In the European research context, equality promotion is one of the 6 pillars of the European Research Council (ERC) and a fundamental principle of the European Research Area (ERA). All European research support programs aim to change the organizational culture of research centers to achieve an effective participation of women in the production of knowledge and to correct the androcentric vision of scientific production, innovation and transfer, promoting that research takes into account the realities and needs of both men and women and addresses the knowledge gap regarding women, sexual orientations and non-normative gender identities and gender relations. In the closest context, this proposal is part of axis 2 of UPF's II Isabel de Villena Equality Plan (2018-2022) that advocates for "gender-sensitive teaching, research and knowledge transfer". Specifically, objective 2.9 "to promote the incorporation of the gender perspective in research projects and transfer of research groups".

In order to advance in the social challenges from research, it is important to incorporate the gender perspective and thus guarantee to ensure a greater applicability, and therefore greater validity of the results and, ultimately, greater quality in our projects. Only a conscious commitment can contribute to fight the existing imbalance and the tendency to reproduce male dominance in the current scientific landscape. Specifically, this commitment of JOVIS.com is based on the three fundamental principles contained in Law 17/2015, of July 21, on the Effective Equality of Women and Men, approved by the Parliament of Catalonia.

Equity "the fair distribution of rights, benefits, obligations, opportunities and resources based on the recognition and respect of the difference between women and men in society" (Law 17/2015, art. 2.f).

Parity "In collegiate bodies made up of members appointed by the Administration, by ex officio or appointed members representing bodies, entities or groups representing certain interests, or by members elected for their personal or professional quality, parity is required for members designated by the Administration and for the members designated by each one of the organisms, entities and groups." (Law 17/2015, First Transitory Provision). Parity is required in the number of women and men invited as speakers, discussants, etc., in training activities, research and others.

Transversality: "public authorities must apply the gender perspective and the women's perspective in their actions, at all levels and in all stages, recognizing the value that women and men contribute and positively applying the changes necessary to improve society and respond to the realities, opportunities, needs and expectations of both sexes." (Law 17/2015, art. 3). Transversality in gender perspective is essential in order not to fall into the quite common error of relegating equality issues to isolated or specific spaces (such as a seminar on equality or a section or annex on gender perspective). Instead, these measures must be assumed, internalized and reflected in each and every one of the actions, trainings, seminars and publications developed by the research group.

DECALOGUE FOR THE INCORPORATION OF GENDER PERSPECTIVE IN THE RESEARCH GROUP

This proposal aims to bring the gender perspective closer to all areas of action of the group, so that it becomes a transversal axis (invisible and intangible, but present) in all its facets and activities. This proposal is translated into a series of principles and is specified in the following Decalogue:

1. **Eradication of any type of sexist microbehaviors.** Zero tolerance against sexual or workplace harassment based on sex, gender or sexual orientation, as part of a culture that guarantees equal, diverse and inclusive work environments wherever science is done.
2. **Equal gender and inclusive direction and coordination.** As far as possible, the positions of responsibility of the research group should tend to be equal. In the event that the calls require the inclusion of a single person in charge, it would be desirable to propose or make visible an associate director or coordinator. Gender parity also in project teams (representation, remuneration, access to training and scholarships, evaluation...) to achieve real equality of opportunities.

3. **Parity in the participation of speakers in seminars and training sessions.** Far from considering it as “covering the quota”, we should consider if there is a real difference in merits that lead to excluding, or not taking into account, female speakers, or if we are simply contributing to the inertia of inviting men due to the historical over-representation from which we draw.
4. **Equal and inclusive representation of the participants and case studies.** The work carried out within the group should try to reflect examples and / or case studies that maintain gender parity between women and men and take into account the diversity of sexual orientations and gender. If it is not possible, we’ll either justify the reason for the absences or incorporate them as limitations or as future research.
5. **Parity in citation in academic articles and other publications.** It is not a matter of eliminating authors but, rather, of doing the extra exercise of looking for female authors who have also contributed to the topic and whose contributions have gone more unnoticed due to a matter of historical discrimination. Documents that do not tend towards parity in the citation exclude the female perspective and, therefore, can be considered incomplete, or that their results lack validity. It is recommended, if the place of publication allows it, the use of a citation format that considers the use of names and surnames in the group's scientific production, Like Chicago or APA 6th edition, where the name of the authors can be included. If this is not possible, it is recommended to mention the first and last names within the text, at least the first time the author is referred to.
6. **Gender and non-sexist perspective, in the proposals of seminars, research and other activities.** Always question whether the problem, situation or proposal that arises impacts or affects women, men and different gender identities and sexual orientation in the same way. Incorporating this perspective into all dimensions of our work will have a positive impact on its development and will contribute to the aforementioned transversality.
7. **Inclusive and non-sexist language.** The use of language can sometimes be a source of conflict between what is considered linguistic economics and the approach to a non-sexist language. Communicating in a more inclusive way, by replacing some language formulas with others, can be progressively modified. It is recommended to follow the “[Criteris multilingües per a la redacció de textos igualitaris](#)” of the *Xarxa Vives d'Universitats*. More online resources on inclusive and non-sexist language on this website: [Mujeres en Red.](#)
8. **Analysis sensitive to the sex / gender system in all phases of research and transfer of results.** Parity must be present at all stages, from the choice of topic and development of hypotheses and methodology

to dissemination. In the selection of data, interview quotes, stakeholder references, etc., we must include people of both sexes, except if the research object refers only to one sex for scientifically justified reasons (for example, if we study masculinity or motherhood).

9. **Attention to the biosocial characteristics and diversity of the participants in the research and its impact.** Taking into account both the biological characteristics of women and men (sex) and their social and cultural characteristics -as well as sexual orientation and gender diversity- and the different impact that the results may have on each other, with the ultimate goal of equally benefiting women and men and to achieve a truly representative and inclusive research of the society in which they enroll.
10. **Communication of the results with a gender perspective.** As communication experts, given the assignment of the majority of group members to a Communication Department, we must not forget the importance of communication to achieve greater equity in society. From this position, it is key to give visibility in the media to the causes of the problems that most affect women as well as people with non-normative sexual orientation and gender identity, disaggregating data by sex or contributing to an equitable representation of gender (selection of results or examples, languages, images, symbols ...). More information in this [guide from the UPF Center for Science, Communication and Society Studies](#).

The implementation of this commitment will be through the active participation of all the people who are part of this research group and based on the criteria established and approved by the group itself, which can be periodically reviewed. To ensure compliance, advise or act as a liaison with the [Equality Commission of the Department of Communication](#) and with the [Equality Unit of UPF](#), a person will be chosen from among its members who will be renewed every two years.