



ARIADNE

Research Infrastructure AISBL

GENDER EQUALITY PLAN REPORT 2023

GEP TEAM

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Approved by the ARIADNE Research Infrastructure AISBL Board of Directors on 09/02/2024.

The Ariadne Research Infrastructure AISBL Board of Directors approved its Gender Equality Plan for the years 2023-2025 II 4/5/23 on 04/05/2024.

In these first months, ARIADNE RI was mainly involved in drafting research proposals to present to the European Commission.

One of these projects, “ATRIUM – Advancing FronTier Research In the Arts and hUManities” coordinated by DARIAH-Digital Research Infrastructure for The Arts and Humanities has been approved and funded (contract no. 101132163).

ARIADNE RI participates in the project as a Partner along with the following members who intervene as Affiliates:

7 PRISMA - Prisma Cultura S.r.l. IT

8 SND - GOETEBORGS UNIVERSITET SE

9 USW - UNIVERSITY OF SOUTH WALES PRIFYSGOLDE CYMRU UK

10 LNEC - LABORATORIO NACIONAL DE ENGENHARIA CIVIL PT

11 FORTH - IDRYMA TECHNOLOGIAS KAI EREVNAS EL

12 CYI - THE CYPRUS INSTITUTE CY

13 TOURS - UNIVERSITE DE TOURS FR

14 ARUP - ARCHEOLOGICKY USTAV AV CR PRAHA VVI CZ

15 ARUB - ARCHEOLOGICKY USTAV AV CR BRNO VVI CZ

16 PIN - PIN SOC.CON.S. A R.L. - SERVIZI DIDATTICI E SCIENTIFICI PE IT

Action 3.1.1 “Collection of data disaggregated by gender on the participation of employees, collaborators and collaborators in research activities and projects”

For this Action, it is noted that among the researchers and associates of ARIADNE RI participating in the drafting of ATRIUM, there was a greater number of women than of men.

	Women	Men
ARIADNE RI	1	2
PRISMA	3	1
SND		
USW		2
LNEC	5	2
FORTH	1	
CYI	1	1
TOURS	1	
ARUP	1	1
ARUB	1	1
PIN		1
TOTAL	14	11

Action 4.1.1 “Mapping of gender content in research activity and projects”

For this Action, the chapter dedicated to the genre foreseen by the ATRIUM project is reported.

1.4 GENDER

Gender, as a **cultural construct** and an **analytical category**, is an important factor in the planning and implementation of any research, especially when the research itself addresses issues of cultural attitudes and behaviours. We recognise that sex and gender are not simply biologically determined and that gender identity is a **complex spectrum of gendered identities and identifications that need to be reflected in our research**.

ATRIUM is fully aware of the **risk of unconscious gender bias** in collaborative initiatives and is committed to ensuring and promoting gender equality throughout its activities. Gender parity is reflected on a high level in the project composition, with male and female members represented almost equally (54 vs. 49). In addition, however, we must also be mindful of the fact that **access to and use of Research Infrastructures may harbour gender biases**. A 2018 report by the UK Royal Society noted that of their survey participants that provided gender data, only 30% of reported staff were female. The fact that the number is higher than this in the social sciences and humanities (51%) but lower in the physical sciences and engineering (25%) begged the question of which of the two paradigms digital humanities infrastructures would follow (Royal Society, 2018), and whether staff ratios have any impact on access or participation.

The ATRIUM Consortium Agreement will clearly spell out our **commitment to gender equality**, set clear goals and detailed actions and measures to achieve them within the project with a **zero tolerance policy for any kind of violence, including identity-based violence and sexual harassment**. All members of the consortium will be required to have adopted Gender Equality Plans (GEP) before the start of the project.

In order to avoid gender bias ATRIUM will take into account and focus on both the research groups' gender assumptions and behaviours in the design phase of the project. This includes the determination of our background assumptions in a way that they do not introduce hidden stereotypes in the research, the analysis of the gender-specific needs of the research subjects as well as the transparent reporting of the results of the research. In particular, when developing and curating datasets in the context of workflows and demonstrators, the project team will ensure the possibility of, and encourage research into, gender-related themes.

WP2 will support gender balance by ensuring that project dissemination lists and events include balanced representations of gender. WP8 will take the necessary measures to ensure gender equity in the TNA grant scheme.

ATRIUMS's commitment to Responsible Research and Innovation (RRI), however, goes beyond the question of gender representation. We will also coordinate our work to understand the status of **multiple underrepresented communities within Arts and Humanities research infrastructures**, such as **independent researchers, early-career stage researchers, citizen scientists and researchers from widening countries**. This commitment to RRI extends to our data as well: we will adhere to the principles of Ethics by Design when it comes to respect for human agency, privacy and personal data protection, fairness, individual, social and environmental well-being, transparency, accountability and oversight; as well as CARE Principles for Indigenous Data Governance (**C**ollective Benefit, **A**uthority to Control, **R**esponsibility, **E**thics) which build upon the FAIR Principles of Open

Science by requiring that we consider power differentials and historical contexts when handling data originating from indigenous communities.

Action 1.3.1 “Preparation of internal regulations for smart working and the right to disconnect”

In view of the activity to be carried out within the ATRIUM project, the Board has decided to draw up a set of "Guidelines for an Internal Regulation for smart working and the right to disconnect" to organize the work of its collaborators in order to best reconcile professional life with private life.