

# GENERA Roadmap - Step 4:



## Description

The next step after preparing the customized GEP is implementation. The agreed on implementation measures should reflect the focus of GENERA, namely gender equality in the field of physics and systematic transformation of organisational structures in physics institutions. Agreement is needed from the top-level of management and leadership and the Implementation Team on the main priorities and achievements.

The aims of the GEP, and of the formulated measures to promote gender equality, should cross-reference the strategic goals of the organisation and the existing structural conditions. This will increase the acceptance and the visibility of the GEP within the organisation. The contents of the GEP can be used as references for funding proposals, scientific applications, events and/or reporting.

After ensuring support for the implementation from all the involved units/departments and decision makers, the next step is to allocate tasks and responsibilities.

## Key Actions

- Implement the individual measures and institutionalise them in order to ensure sustainability  
*Which measures will be implemented?*  
*How will they be implemented?*  
*Which units/departments will be involved in the implementation of measures in the GEP?*  
*Who is in charge to implement them?*
- Use the support from the management and leadership, relevant units/departments and key persons to implement defined measures  
*Did you obtain the signatures of the relevant decision makers?*
- Ensure that the needed resources (personnel and financial) are provided  
*What financing possibilities exist for gender equality in your organisation?*  
*Who are the correct contact persons, units/departments?*
- Publish the GEP and communicate it within the organisation  
*Inform the organisation about the GEP*  
*Use different channels to communicate the GEP*  
*Make the GEP available for all staff (e.g. organisational website)*  
*Present the GEP on events or meetings*
- Be aware that adaptations to the GEP may be needed

*Be prepared to face resistances when presenting the GEP or/and implementing some measures*

- Stay in regular contact with your Implementation Team  
*Did you discuss progress, problems, achievements, and aspects that can be improved?*

## Hints & Resources

- Priorities of the organisation may change during the lifetime of the GEP
- Modifications may be required to the GEP (e.g. as a consequence of structural changes, new leaders, amended principles, etc.)
- Further resources:
  - [The Handbook on Resistance to Gender Equality in Academia](#)
  - [INTEGER - Sharing your results](#)
  - [STAGES - Guidelines \(experiences regarding communication and visibility pp.51-54\)](#)
  - [European Institute for Gender Equality - Obstacles and how to overcome them](#)

## Individual Conditions

- What is specific for your organisation regarding **Step 4: Implement**? Please record here (*documentation of important steps, experiences, successes, challenges, solution approaches, etc.*)

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From:

<https://www.genera-network.eu/> - **Gender Equality Network in Physics in the European Research Area**

Permanent link:

<https://www.genera-network.eu/genera-roadmap-implement>

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