

The GENERA Kick-off Meeting, 17th September 2015, Brussels

Your role

Thank you for agreeing to participate in the GENERA Kick-off meeting. Although typically kick-off meetings are restricted to Consortium partners, we want to involve the wider physics community for the start to benefit from feedback and advice on how to best shape the project's specific outcomes to ensure long-lasting impacts.

Summary of GENERA goals

The key goals of Genera are listed below: the areas where we need your feedback are shown in bold:

1. Assess the status of gender issues in the partner organisations
2. **Identify gaps in existing Gender Equality Plans (GEPs)** and determine specific needs or actions to enhance gender equality and women careers in physics
3. Monitor and evaluate the existing activities of the involved organisations (partners and associates)
4. Formulate customized GEPs for all implementing organizations and **create a roadmap for their implementation in physics with the potential of application in other research fields**
5. Support involved organisations in implementing customized GEPs
6. **Create a network of RPOs, HEIs and RFOs to promote gender equality in physics**
7. **Set up a long-term monitoring system allowing RPOs and RFOs monitoring the impact of their GEPs in physics with the potential of application in other research fields.**

Shaping GENERA outputs and outcomes together

During the meeting, we will discuss with you the different work packages and will welcome your views on how the specified tasks could involve and or benefit your organization. For example, one important task where the participation of the wider physics community is needed involves conducting Gender in Physics Days to promote exchange of information and experiences relevant to practice and policy at organizational and national level.

Another activity involves creating an alliance of RPOs, RFOs and HE institutions to support the collection of data and the sharing of adopted measures.

Preparing for the meeting

In light of the above, we would like you to help us:

- i. identify any already existing Gender Equality Plans devised/implemented in organisations extensively involved in physics and related research – perhaps you have knowledge or experience of where progress has already been made
- ii. define the components of the roadmap for the implementation of GEPs in physics related fields
- iii. identify the characteristics of the planned alliance of RPOs and RFOs: how should it work, who should be involved, etc.
- iv. identify how the long-term monitoring system should operate – what information should be covered and how it should be reported.
- v. engage and involve during the project, e.g. as part of the Gender in Physics Days, and in the longer-term relevant RPOs and RFOs - perhaps your current organisation or one you are collaborating with may be interested in these endeavours.

We look forward to meeting you on 17 September

The GENERA team