

Equastream meeting in Yerevan October 6-7th.

In the beginning of October all partners of the Equastream project had a two days meeting in Yerevan, Armenia. The purpose of the meeting was for everyone to present their testing of the Genovate and Richer Business tools and to talk about the future for the project. During the first day of the meeting, all partners presented their results from testing of the Genovate and Richer Business tools. The Swedish Institute who funded this project had a representative, Markus Boman, at the meeting and the Ambassador Extraordinary and Plenipotentiary H.E. Patrik Svensson also participated.

What is the Equastream project?

The EquaStream project will showcase and increase understanding about gender bias and structural challenges that women face in their career development. The overall goal of the project is to strive for excellence in research through gender equal and inclusive collaborations and strategic partnerships and thus increase funding opportunities in academia. EquaStream will use gender-mainstreaming in practice as a strategy to achieve the project goal and promote sustainable results. The key project activities are knowledge-sharing, testing and implementing tools and methods aimed to eliminate structural bias, create inclusive culture and promote organizational change.



During the meeting in Armenia, the partners held presentations where they talked about what tools they had tested/what they plan to test, who was/will be involved, what they learned, reflections on the process of testing the methods. The American University of Armenia, AUA, did their testing at a faculty retreat. They tested the world café tool. The participants found it fun and that they learned a lot about each other.

The University of Szczecin did their testing on the university's employees, students and self-employed women. They did interviews and observations of the groups.

Lulea University of Technology tested a strategic project on 5G in the mining industry. They will make a new test for the same target group this month. They did gender observations and found that only 30 % of the staff were women.

To finish off day one all went out for dinner and a cultural experience of Armenia.



The focus of day two of the meeting was to present each partner's gender mainstreaming policies/plans. Lulea University of Technology, LTU, presented their gender mainstreaming plan first. During the presentations they talked about drafts of plan/policies, EquaStream involvement in the process, what challenges they faced, strategies for the work and their experiences of resistance at the university level. In Sweden, universities must work with gender mainstreaming, as part of the overarching gender-equal policy goals. Right now the LTU has a two year gender mainstreaming plan for 2022-2023. They have three areas of

focus: Gender-equal workplace, gender-equal study environment and gender-equal operators in society. The AUA faculty also presented their gender-related research. GIPA presented their gender mainstreaming policies/plan updates. All partners discussed together what challenges they may face in gender mainstreaming and what resources they have to handle it. The meeting was finished by discussing how to further extend the project. They found that there are a few different ways this collaboration can go on after the project.



Here are some of the participants in the itinerary:

- Karin Markides, AUA President
- Brian Ellison, AUA Provost
- Markus Boman, Swedish Institute
- Ambassador Extraordinary and Plenipotentiary H.E. Mr. Patrik Svensson

Leaders from the project partners universities and the Swedish Institute all agreed that they support the project and find it interesting. The Swedish ambassador Patrik Svensson found that the project is in line with Swedish national strategy for gender equality. One of the project partners, Gertrud Åström, who was part of the group that created the strategy also found the project to be in accordance with the Swedish strategy.

