

Tentative schedule and milestones

Updated June 2019 (note: the original Gantt chart has still to be updated)

	April	May	June	July	August	September	October	November	December	January	February	March	April	May	June	July	August	September	October	November	December	January	February	March	April
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12	M13	M14	M15	M16	M17	M18	M19	M20	M21	M22	M23	M24	M25
Launching of the CoP																									
Seed partners and potential CoP members develop an outline for the CoP. Define shared goals and activities for the CoP.																									
Targeted Implementation projects																									
Each CoP member selects a potential TIP																									
Gender Impact Assessment (GIA) of a TIP																									
Building on the outcomes of the GIA formulate actions and define objectives to enhance gender equality in the targeted area																									
Take measures to implement and institutionalize the changes																									
Evaluate the outcomes of the TIP. Drawing on the lessons learnt how the CoP can make positive changes last and how we can learn from the obstacles encountered.																									
Targeted support																									
Online support																									
Meetings and workshops																									
Sustaining of the CoP																									
Develop shared goals on how the CoP can work be extended towards integrating gender into all policy and budgetary decisions																									

April 2019: An outline of the CoP has been developed by the Seed partner and the CoP members. This includes defining shared goals of the CoP and selecting potential activities to target in the implementation projects.

July 2019: Memorandum of understanding signed by each institution member of the CoP.

September 2019: The research organisations have selected their TIP.

September 2019: Memorandum of understanding signed by the Seed partner.

January 2020: Gender impact assessment of the TIP.

February 2020: Memorandum of understanding signed by the ACT coordinator.

March 2020: Actions and objectives to enhance gender equality in the targeted area formulated.

June 2020: Attempt to implement and institutionalize the actions and objectives.

October 2020: Assessment of the outcomes of the TIPs.

December 2020: Shared goals on how the CoP can work be extended towards integrating gender into all policy and budgetary decisions developed.

Tailored support package

July 2019 GenBudget Knowledge Sharing Hub.

The CoP will get access to their online workspace, that has diverse option for online communications of CoP members, such as forum, files for sharing, video conferencing, polls tool, survey tool and an e-mail list. We will use this workspace to communicate for the duration (and hopefully longer) of the ACT project.

Resources for adopting gender budgeting (e.g. toolkits, articles, webpages) will be made available on to the Knowledge Sharing Hub.

A **poll** on suitable dates and times for the CoP meetings will be submitted.

August 2019: Videos on approaches to gender budgeting in research organisations.

Experiences from University of Iceland.

September 2019 CoP video meeting: breaking the ice and discussion on the selection of a TIP

What is the (potential) TIP of your organisation? Why have you selected that TIP? Have there been any facilitating factors or hindrances in the process of selecting the TIP? Do you have any advice to share with the group?

Before the meeting: Please fill in a template on the potential TIP of your organisations and send to Laufey, the CoP facilitator.

Based on the TIPs emphasis we want to organise smaller mentoring groups.

November 2019: CoP video meeting on approaches to gender impact assessment

Interested CoP members will share their approach and findings of their TIPs gender impact assessment (ideally 2-3 members), reflect on their learnings, facilitating factors and hindrances.

Guest: Approaches to gender+ impact assessment, experiences from the City of Reykjavík (TBC)

Before the meeting: Please fill in a template on the potential approach of gender impact assessment of the TIP and send to Laufey, the CoP facilitator.

January 2020: CoP meeting and workshop at DESY headquarters in Hamburg, Germany: The progress of the TIPs and how we want to continue our work.

Drawing on the Gender Impact Assessment how do we formulate actions and objectives to enhance gender equality in the targeted area?

February 2020: CoP video meeting on the workshop in April 1-3

Discussion about the support activities already received to identify main benefits, gaps, and what support is needed to help the CoP grow in number and in operational strength.

April 2020: Two CoP video meetings as part of the consolidation workshop and the work ahead of us. Organise the work ahead of us due to the virus.

- **April 2nd:**
 - Lessons from the gender budgeting TIPs to enhance the capacity of GenBUDGET to achieve gender equality objectives.
 - How to improve the effectiveness of ACT support measures in gender budgeting.
- **April 24th:**
 - Discussion about everyone's situation with regard to their project and COVID-19.
 - Conditions for effective deployment of ACT support measures and tools to promote the community of practice' approach
 - How to improve the effectiveness of ACT supportive measures in gender budgeting

May 2020: third CoP video meeting as part of the consolidation workshop.

- Conditions for using gender budgeting TIPs as a driver for promoting a community of practice to enhance knowledge on how to use the strategy to challenge gender biases in decision making.
 - How do you foresee the CoPs next steps?

June 2020: CoP video meeting on the “vision-mission-agenda” and the next steps

Discussion about: the monthly meeting plan, blogs, suggestions for smaller working groups, and the meeting in Iceland.

July 2020:

- **Finnborg and Þorgerður will share a video** presentation of their article "Jumpstart, potentials and hindrances: collaboration projects in gender mainstreaming and gender budgeting"
- **Scott will share a document with instructions for the blog posts.**

Autumn/winter 2020: Webinar with CoP members and/or someone from outside the CoP, e.g. Yvonne Benschop from the Netherlands.

CoP members could present their findings to the CoP and selected participants. This event needs further planning and discussion.

September 2020: GenBUDGET face-to-face meeting in Iceland and expansion of the CoP

September blog post: Scott & Fiona

October 2020: CoP video meetings on how to take action. Interested CoP members will share their approach on how they foresee to take action.

Before the meeting: Please fill in a template on the potential action to and send to Laufey, the CoP facilitator.

October blog post: Katarina

November 2020: CoP video meeting on the outcomes of the TIP.

Drawing on the lessons learnt how the CoP can make positive changes last and how we can learn from the obstacles encountered?

November blog post: Daniel & Maite

December 11, 2020: 1st ACT GenBUDGET webinar: Gender Biases and Gender Budgeting in European Universities and Research Institutes during Covid-19. The aim of the webinar is to present the CoP's experience and continue the consensus building of gender budgeting practices.

December blog post: Laufey

January 2021: CoP virtual meeting on opportunities created and obstacles encountered.

How the CoP can make use of the opportunities our collaboration has created and what we can learn from the obstacles encountered. Also, a discussion about the next webinar

January 2021 blog post: Peter

February 23, 2021: 2nd ACT GenBUDGET webinar: Gender Biases and Gender Budgeting in European Universities and Research Institutes during Covid-19. The aim of the webinar is to present the CoP's experience and continue the consensus building of gender budgeting practices.

February blog post: Angela

March 2021: CoP virtual meeting on how to foster the CoP's sustainability

What do we need to foster the CoP's sustainability?

March 2021 blog post: Gilda & Hilde

April 2021: CoP virtual meeting on how to conduct organisational change

How can we create contact with people in different positions in our organisations (find allies) to support our work?

April 2021 blog post: Sveinn

May 2021: CoP virtual meeting on further elaborations of gender budgeting.

How can the CoP work towards integrating gender into all policy and budgetary decisions developed?

May 2021 blog post: Aurelija

June 2021: CoP virtual meeting on...

June-August blog posts: Laufey

September 2021: CoP virtual meeting on...

September 2021 blog post: Silvia

October 2021 blog post: Sarah & Julia

Future meetings, workshops and conferences to be announced.