



Horizon Europe

Application Form

Technical Description (Part B)

EU Award for (Academic) Gender Equality
Champions

Category 1: **“Sustainable Gender Equality
Champions”**

(HORIZON-WIDERA-2022-GENDER-Prize)

IMPORTANT NOTICE

What is the Application Form?

The Application Form is the template for EU prize applications; it must be submitted via the EU Funding & Tenders Portal before the call deadline.

The Form consists of 2 parts:.

- Part A contains structured administrative information
- Part B is a narrative technical description of the application.

Part A is generated by the IT system. It is based on the information which you enter into the Portal Submission System screens.

Part B needs to be uploaded as PDF (+ Annexes) in the Submission System. The templates to use are available there.

How to prepare and submit it?

The Application Form must be prepared by the Consortium and submitted by a Representative. Once submitted, you will receive a confirmation.

Character and page limits:

- page limit: **15** pages, including instructions
- **minimum** font size — Arial 9 points
- page size: A4
- margins (top, bottom, left and right): at least 15 mm (not including headers & footers).

Please abide by the formatting rules. They are not a target! Keep your text as concise as possible. Do not use hyperlinks to show information that is an essential part of your project.

If you attempt to upload an application that exceeds the specified limit, you will receive an automatic warning asking you to shorten and re-upload your application. After you have submitted it, any excess pages will be made invisible and thus disregarded by the evaluators.

Please do NOT delete any instructions in the document as of page 3 of this template.

APPLICATION FORM (PART B)

COVER PAGE

Part B of the Application Form must be downloaded from the Portal Submission System, completed and then re-uploaded as PDF in the system.

Note: Please take due account of the call conditions published on the Portal. Pay particular attention to the award criteria; they explain how the application will be evaluated.

PROJECT ¹	
Project name:	Karolinska Institutet Gender Equality Champion
Project acronym:	KI GEP Champion
Coordinator contact:	Klara Regnö, Karolinska Institutet

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1. DETAILED DESCRIPTION

Describe how you meet each of the two award criteria set out in the Rules of Contest (see below). Please keep your answers short and concise.

Hyperlinks should not be used to extend the length of the Part B.

Award criterion 1: Sustainable Impact

Please demonstrate through concrete examples the high level of achievement and impact of your GEP in creating positive and sustainable institutional change towards gender equality. You must support your claims with qualitative and quantitative data including performance measures and indicators, and show the sustainable anchoring of the GEP in your organisation and long-lasting improvements.

Note of clarification: Links are inserted only to enable control of the accuracy of the statements made in the application. All information relevant to the application is in the text below.

Preamble

¹ For ease of reference and consistency on the Funding & Tenders Portal, the terms 'call', 'project', 'proposal', 'coordinator' or 'beneficiary' (or other project-related acronyms like COO or BEN) are used as equivalent to 'contest', 'application' or 'contestants/applicants'.

Karolinska Institutet (KI) is one of the world's leading medical universities, with a vision to advance knowledge about life and strive towards better health for all, and with a mission to conduct research, educate and collaborate with society at large. To succeed in reaching these goals, our students and employees need to develop and thrive at KI, in a work and study environment characterised by openness, equality, creativity and curiosity. It is vital that all students and employees can reach their full potential. Successful implementation of the Gender Equality Plan (GEP) is of outmost importance for KI when striving to contribute to an accessible and inclusive higher education sector in Europe!

Equal opportunities is the umbrella term used at KI to denote all work promoting equal rights, opportunities and obligations, and to combat all forms of discrimination, harassment, victimisation and exclusion, as well as the university's work to actively promote and broaden recruitment and participation. Efforts to promote gender equality and gender mainstreaming is part of KI's equal opportunities work.

Gender equality and equal opportunities are fundamental values embedded in KI's efforts to conduct research and education of the highest quality, to have dynamic collaboration with society and to secure the supply of skills by attracting and retaining the best employees. By creating good conditions for everyone, our university will develop; gender, transgender identity or expression, sexual orientation, ethnicity, religion or other belief, disability, or age should never be an obstacle.

KI's long-standing commitment to Gender Equality and Equal Opportunities

KI has a long history of working with gender equality and equal opportunities. In September 1986, the Vice Chancellor appointed the first "management team for gender equality", with the mission to initiate activities to promote gender equality and equal opportunities and raise the overall awareness of gender-related issues at KI.

In September 1988, KI adopted its first Gender Equality Plan (GEP). The plan addressed a wide range of issues in higher and doctoral education, as well as working conditions and career opportunities for students, teachers, researchers at all levels, and administrative and technical staff. Gender balance in leading positions and sexual harassment was in focus from the very beginning. KI has since the late 1980s updated its GEP on a regular basis.

KI's work with gender equality is in accordance with the EU core strategy, gender mainstreaming. At KI gender equality is an organisational development task that involves integrating a gender equality perspective in all areas of activity and at all stages of decision-making, planning and execution. Equality must be integrated into the regular operations and not be dealt with separately.

KI acknowledges the substantial work that has been carried out over the last 35 years, and at the same time understands the need to continue this work and to do more. This past decade, KI has intensified its efforts to improve gender equality and equal opportunities. The text below describes the impact of the GEP in different focus areas at KI, and beyond the organisation.

Sustainable impact of the GEP through anchoring in KI's overarching strategies and steering documents

KI's current GEP—*Gender mainstreaming plan for Karolinska Institutet 2021–2022*—is signed by the President and details development needs, goals, activities and indicators (according to the eligibility criteria in Horizon Europe). In line with EU's gender mainstreaming strategy, KI aims at integrating gender equality in everyday operations. An indicator of the high level of impact towards sustainable institutional change, in the implementation of the GEP, is that gender equality is included in several major institutional documents. The plan is anchored in *KI's Strategy 2030*. In 2020, KI received the European Commission acknowledgement *HR Excellence in Research*, which indicates that KI has a stimulating and favourable working environment. Furthermore, the implementation of the GEP is also an important part of KI's Human Resources Strategy for Researchers (HRS4R).

Additionally, gender equality is integrated in, *KI's system for quality assurance and for education, doctoral education and research*, *KI's annual reports*, *appointment procedures for teachers*, (for more information see the thematic sections below). *KI's current GEP* is organized with attached plans for specific areas such as: *Action plan for the integration of equal opportunities in Karolinska Institutet's education 2021-2022* and *Action plan for widening access and participation 2021-2023*. In summary, the total record of activities to promote gender equality and equal opportunities at KI extends well beyond one single plan.

Sustainable impact of the GEP through leadership commitment, resources and expertise

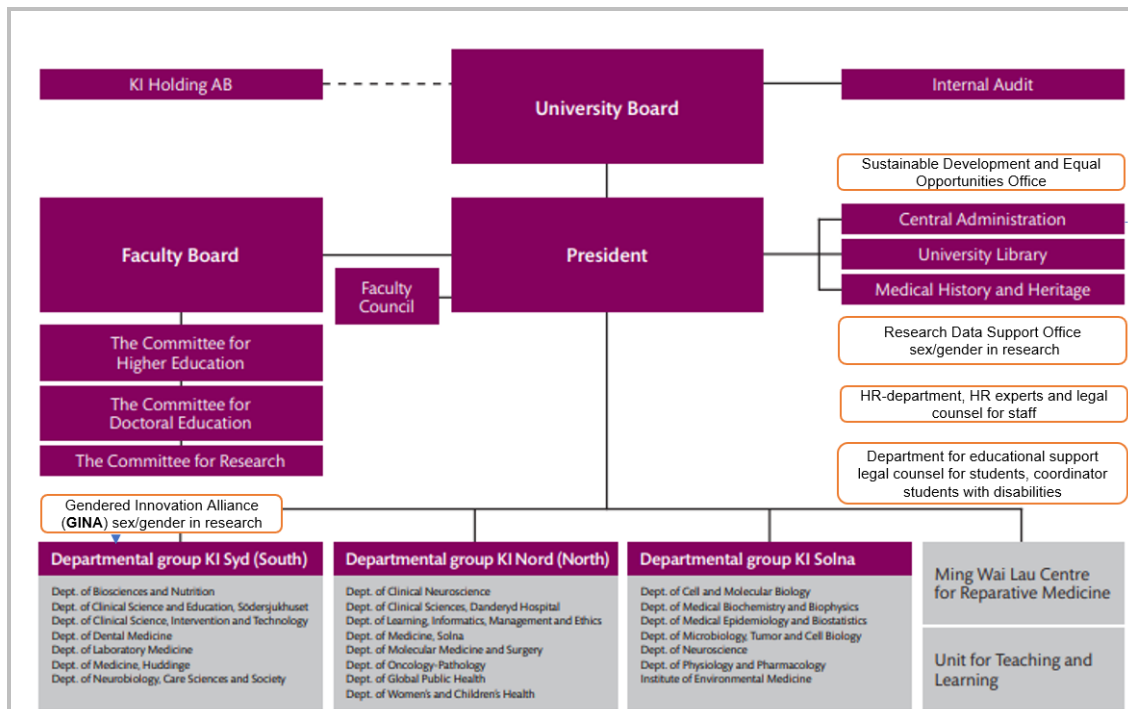
An important success factor in KI's institutional transformation towards gender equality is the strong commitment from management, together with a high-level gender equality expertise that offers strategic support to the management. Our President, Professor Ottersen, frequently addresses these issues [in his blog](#).

To help clarify the organization and responsibilities of KI's work for gender equality and equal opportunities, an organogram of KI is shown below. [The Board of Karolinska Institutet](#) and [the President](#) are ultimately responsible for the gender equality and equal opportunities work being pursued at KI. [The Vice President](#) is operatively responsible and the [Academic Vice Presidents](#) of education, doctoral education and research are ultimately responsible for work with equal opportunities being pursued within the area of each committee. [Heads of department, the University Director and the Chief Librarian](#) are ultimately responsible for ensuring that work on gender equality and equal opportunities is carried out at their respective departments, the university administration and the library.

[A sustainable development and equal opportunities office](#) with a team of three full-time positions of equal-opportunities experts (PhDs in gender, organisation and management studies and with experiences of change management at several universities, other public sector organisations and the business sector) is centrally located for strategic support to the management, Faculty Board and committees. KI has had centrally located gender expertise for a long time but pooled its resources for sustainable development and equal opportunities in 2021 and created a new unit to further strengthen the strategic support to KI management and departments. In addition, at the central HR department, two experts in work environment are employed, one with a specific focus on organisational and social work environment and one legal counsel, handling sexual harassment cases. Furthermore, at the central administration there are a legal counsel who supports educational administrators and directors of studies in handling questions related to discrimination in education and examinations, as well as a coordinator for students with disabilities.

Once a month, the Vice President meets with the team of experts mentioned above, together with student representatives. These monthly reviews enable KI's management to closely follow the progression of equal opportunities and to make strategic choices. Progress is also regularly reported to the Faculty Board, Academic Vice Presidents and their committees and to Heads of departments in matters that concern their areas of responsibility.

Working groups and task forces are also formed on an ongoing basis to work on specific missions. They serve as Communities of Practice (CoP), as described in the Gender Equality [Audit Tool \(GEAT\)](#) funded by Horizon 2020. In these groups, the gender equality experts work together with students and staff from different parts of the organization to deliver a specific part of GEP. [Student participation and influence](#) is vital to the university's development and to the quality of higher education. Gender experts also take part in regular meetings aimed at different staff groups, for example, meetings with all [departmental directors of education](#) and [programme directors](#). The [Sustainable development and equal opportunities office](#) also offers support to department heads and local HR officers as both outreach efforts and support on demand. In addition, several departments also have local equal opportunities ombudspersons that support the head of department in his/her responsibilities regarding equal opportunities.



Sustainable implementation of the GEP through data collection and monitoring

Data collection and monitoring is a fundamental building block that underpins KI's work for gender equality and equal opportunities and ensures impact of the GEP and continuous improvement in line with the [European Research Area \(ERA\) policy agenda](#), and [Ljubljana Declaration](#). Data collection is also frequently used to communicate KI's commitment to gender equality to different staff and student groups. KI has comprehensive, high-quality data on gender and other social categories for students and staff. Progression of gender equality and equal opportunities are evaluated against targets and indicators for each focus area in the GEP on a yearly basis, both quantitatively and qualitatively. Activities and results of KI's work with gender equality, equal opportunities, widening access and participation are also reported in KI's [annual report](#) (in Swedish).

KI endorses the intersectional and inclusive gender equality agenda stated in the [European Research Area \(ERA\) policy agenda](#). The point of departure in KI's gender equality work is an intersectional understanding, that addresses inequality based on gender together with other diversity categories, such as gender identity, ethnicity, religion, disability, sexuality, age and socioeconomic background. In surveys where the respondent is asked to self-identify, there are non-binary/gender-diverse alternatives. Moreover, in KI's data collection and monitoring, intersectionality is captured by covering several grounds of discrimination in addition to gender. Statistical information regarding parents' educational background, geographical location of residence for students etc. is also available.

Monitoring of career progression, organizational culture, work environment and payment

- All personal data concerning staff and students in KI's [annual report](#) is sex-disaggregated, which enables close monitoring of gender distribution at all positions, including technical and administrative staff and teaching and research positions, as well as at different career stages from PhD and postdoc to lecturers, full professors and managers. These sex-disaggregated data allow us to analyse gender gaps and pinpoint where women tend to opt out of academic careers and target activities to mend "leaky pipelines".
- An [employee survey](#) is sent out every three years to all employees at KI. All data is sex - disaggregated. The survey also includes questions on discrimination on the grounds of gender, age, ethnicity, sexual orientation, transgender identity or expression, religious background or other beliefs, and disability, and harassment including sexual harassment.
- An [exit poll to doctoral students](#) has been sent out yearly to all the university's newly graduated doctors since 2008. The poll includes, in addition to questions on supervision, course support and work environment, questions of experience of harassment and discrimination on the grounds of gender, age, ethnicity, sexual orientation, transgender identity or expression, religious background or other beliefs, and disability. The background variables collected are age, gender and educational backgrounds. The exit poll results can be stratified

in relation to these variables in order to analyse gendered experiences of, for example, work environment and relationship to supervisor.

- KI conducts a yearly compensation survey to detect and counter gender pay gaps among employees.
- The doctoral student representatives' annual report on incidents, as well as the incident reporting system for employees and students, provides information about problems that students and doctoral students encounter during their training.

Monitoring student composition and students' work environment

- The gender composition of the student population in different programs and at different levels is reported yearly in KI's annual report.
- The students exit poll is sent out to second cycle students that have completed their education and contains self-assessment of their knowledge and professional preparedness to address questions concerning equal opportunities, including gender equality, in their working life.
- In 2022, KI launched a survey on equal opportunities that is sent to all programme students studying their second semester or above. The aim is to further develop KI's preventive work against discrimination. In the survey, students can share their experiences and risks of discrimination, harassment, sexual harassment, reprisals and discriminatory abuse. The survey will be evaluated in 2022 and presumably conducted regularly.
- The alumni survey is conducted to evaluate former students' views on the usefulness of the competencies they developed during their education. The survey complements the results of KI's other surveys, such as the students exit poll, and investigates self-assessed preparedness to address questions concerning equal opportunities, including gender equality, in their working life.
- Each department reports its work on equal opportunities yearly to the Committee for Higher Education, and the results are presented in the yearly committee report.

Monitoring of gender distribution of research funds

- Sex-disaggregated data on the allocation of internal research funding, are produced within the framework of the activity's standard follow-up processes.
- All KI calls for application for research funds are monitored from a gender-equality perspective, including analysis of gender distribution in the applicants' pool in relation to gender distribution in granting.

Sustainable impact of the GEP through training and awareness raising on gender equality and unconscious gender biases for staff and decision-makers

KI offers comprehensive training, both online and offline, for different target groups at the university and beyond, which is in line with the Horizon Europe eligibility criterion.

- All new managers at KI receive mandatory training in discrimination, harassment, and victimization. **40-50 managers are enrolled each year.**
- The equal opportunities web portal—open also to external users—offers resources, online training, news and upcoming events, reference material and toolkits, and had more than 2500 pageviews the last 12 months.
- **Training and capacity-building workshops** are held regularly for departments, new managers, staff, administrators, departmental directors of education, teachers and decision makers on KI's committees (see also the thematic areas below).
- KI organises different awareness-raising groups, **Communities of Practice (CoPs)** and networks for specific target groups (more information below in the thematic areas "organisational culture and work-life balance" and "recruitment and career progression")

Equal opportunities at KI

KI's work for equal opportunities means that no one should be discriminated against or harassed because of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. For KI it is important to provide an inclusive work and study environment in which all students and co-workers are treated with respect and where the conditions are excellent for working and developing.



Film: About equal opportunities at KI



Film: The face of discrimination



Film: How to promote equal opportunities



How we work with Equal Opportunities at KI

A wide range of **on-line training** for different target groups at KI and beyond is available on our equal opportunities web portal. All KI's on-line training is also available to external audiences.





Three introductory **films**; About equal opportunities at KI, The Face of discrimination, and How to promote equal opportunities provide a basis for discussion are used in many different settings, for example, in workplace meetings, for student groups and as part of training programmes. The films had **1 900 viewings last year**.

Bias in Assessment is a web course, in English and Swedish, intended for anyone not only at KI, involved in assessment and recruitment processes: managers recruiting new staff, members of assessment panels, appointment committees or doctoral committees, external experts or anyone else working with recruitment and assessment processes, including administrative staff and the KI Recruitment Committee and the Docent Committee. The course deals with biases in assessments of both appointments and resource allocation and how we can avoid them. The course builds on the considerable body of scientific research demonstrating how bias arises and is manifested in assessment, including a test to assess one's own personal biases. The assessment groups for clinical research projects, ALF, which also include researchers outside of KI, are encouraged to participate in the course, as are the assessment groups for the KID funding, a block grant for partial financing of doctoral education at KI. The course **is mandatory for supervisors and research group leaders** and included in the Introductory doctoral Supervision Course and Courses in Leadership for research group leaders.

More than 380 employees and affiliated researchers at KI have taken the course since its launch 2 years ago. The impact of the Bias in Assessment course extends beyond KI and the course has caught the attention outside of KI. By late October, it will be possible to track users outside of KI. KI apparently serves an inspiration to other universities and was invited to present the course at a seminar on Gender equality in Assessment arranged by the Swedish Gender Equality Agency. Present at this seminar were higher education institutions and funding institutions, for example, the Swedish Research Council. Several national universities including Stockholm University and Umeå University, have approached KI with request to use the course in their training programs, which KI certainly welcome.

Discrimination and equal opportunities is a web course in English and Swedish that is open to all students and staff at KI, as well as external users. The course covers laws, regulations and rules that apply to equal opportunities at all universities in Sweden, grounds of discrimination regulated by law, sexual harassment, discrimination and offensive behaviour/victimization, gender mainstreaming, how KI handles complaints of harassment and/or discrimination, how KI applies the rules and incident management, what support functions are available at KI.

The course is widely used at KI and is part of student training in many second-cycle programmes. The course is also mandatory for supervisors and research group leaders and included in the courses Introductory doctoral Supervision Course and Courses in Leadership for research group leaders

			
<p>Employee:</p> <p>Code of conduct</p> <p>Web course: Discrimination & equal opportunities</p> <p>Master suppression techniques</p>	<p>Leader or want to recruit:</p> <p>Assessment, bias and career</p> <p>Web course: Bias in assessment ↗</p>	<p>Teacher:</p> <p>Equal opportunities in teaching</p> <p>Accessible teaching - what does it mean?</p> <p>Web course: Student rights, for students and employees (in Swedish) ↗</p>	<p>Researcher:</p> <p>Integrating sex and gender in your research proposal</p>

Sustainable impact of the GEP through organisational culture and work-life balance

The European Commission's recommended content-related area in the GEP; "work-life balance and organisational culture" corresponds with the focus area "Equal opportunities for all and a good study and work environment, employeeship" in KI's [GEP](#).

- KI provides for different arrangements regarding the work-life balance, especially when it comes to opportunities for combining gainful employment with parenthood, in accordance with Sweden's [Parental Leave Act \(1995:584\)](#) and [Discrimination Act \(2008:567\)](#). Parents or other legal caregivers have a right to stay at home to care for the child until it is 18 months old and be free from work up to 25% until the end of the school year in which the child reaches the age of 12. Parental leave is a cause for extension of the timeframe for eligibility for employment in faculty positions and is not counted when assessing the time to qualify for an appointment.
- KI offers extra top-up on the parental allowance during parental leave and flexible working-hours for all its employees, including administrative staff to improve work life balance
- To emphasise the good organisational and social study and work environment that is at the heart of [KI Strategy 2030](#), new employees at KI are asked to sign a [Code of Conduct statement](#). The code of conduct clarifies responsibilities of co-workers and what is expected of each individual. The working environment shall promote a sense of security, wellbeing and health. All employees shall be treated with respect. KI does not tolerate discrimination, harassment, bullying or victimization. The code emphasizes each person's responsibility to not cause or contribute in any way to discrimination, harassment or offensive treatment, whether it is based on a person's gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Behaviours and actions which violate legislation and internal rules or guidelines may result in a change in duties, disciplinary actions or, in extreme cases, dismissal from employment or termination of affiliation to KI.
- In 2021, KI established a **network (CoP) for HR personnel** at departments to support the handling of equal opportunities issues at departments. This network is open to all interested parties and meets around twice per semester and addresses different topics related to equal opportunities.
- KI organizational culture is assessed in the employee survey. The results from 2022 shows a **distinct positive trend from last employee survey five years ago**. One noteworthy increase is in the **willingness to recommend one's own department** as a place of work, which has **more than trebled**. Even if women generally score slightly lower than men, there is an increase among women as well in how they rate the organizational culture.

KI also engages in activities to foster openness, equality and creativity and curiosity in our culture for example:

- [KI staff and students march in the Stockholm Pride parade every year](#) Representatives from KI's top management traditionally participate in the parade together with students and staff. Marching in the parade is an important way for KI to put words into action and shows KI's commitment to the equality and diversity agenda. (More information in the inspirational model section in this application).
- [KI acknowledges IDAHOT. The International Day Against Homophobia, Transphobia and Biphobia](#) was created in 2004 to draw attention to the violence and discrimination experienced by lesbian, gay, bisexuals, transgender, intersex people and all other people with diverse

sexual orientations, gender identities or expressions. Karolinska Institutet pays attention to the day by arranging open seminars at IDAHOT

Sustainable impact of GEP through measures against gender-based violence and sexual harassment

This thematic area recommended by the European Commission is part of the focus area "Equal opportunities for all and a good study and work environment, employeeship" in [KI's GEP](#). Sexual harassment and gender-based violence has been on the agenda for from the very beginning in KI's first GEP in 1988. KI enforces a strict zero-tolerance approach to discrimination, harassment and other forms of victimisation. Different measures have been taken over the years to increase the awareness and to improve the regulatory framework to promote institutional change:

- KI's updated [Guidelines concerning discrimination, harassment and victimisation](#) are easy to access on KI's web.
- [Employees](#) and [students](#) that have involved in or witnessed some kind of irregular or unlawful situation or noticed a potential danger or felt that they have been discriminated, harassed, victimized, treated abusively or sexually harassed are encouraged to report the incident in [KI's web-based incidents report portal](#).
- Sexual harassment and gender-based violence an integrated part of KI's training on equal opportunities, online and offline for example for [new managers](#) and [clinical supervisors and teachers](#).
- KI together with Region Stockholm, responsible for all publicly-financed healthcare, have produced an [information leaflet about sexual harassment, and victimization](#) distributed to students at on-site training.

Despite previous efforts, the 'me too' movement within academia, highlighted the urgency to further strengthen the work against sexual harassment and gender-based violence in accordance with the priority areas in Ljubljana declaration highlighted in the [European Research Area \(ERA\) policy agenda](#). In 2018 the Vice president established a taskforce, a CoP, comprised of Head of office at the HR-department, the Dean of Higher Education, head of unit at the communications department, a legal counsel and gender quality and work environment experts at the central administration together with representatives of the junior faculty and students. One of results was that KI initiated [a research and cooperation programme on gender-based violence](#), together with The Royal Institute of Technology (KTH), Malmö University and the Swedish Secretariat for Gender Research (knowledge hub in the Nordic countries coordinated by Gothenburg University), (more information in the "inspirational model" section of this application).

Sustainable impact of the GEP through gender balance in leadership and decision-making and equality in recruitment and career progression

These thematic areas recommended by the European Commission corresponds with the focus areas "Career opportunities and employment conditions" and "leadership" [KI GEP](#).

In KI's Strategy 2030 it is stated: "KI shall be the first choice for prospective students, teachers, researchers, and partners. Education and research quality is the most important factor in achieving this. Other factors include a welcoming attitude in the recruitment process, good employment conditions, and – not least – a sound work and study environment." This is in line with Sweden's [Public Employment Act \(1994:260\)](#) Section 4: "When making appointments only objective factors such as service merits and competence shall be taken into account."

KI endorses fairness and openness as highlighted in the [European Research Area \(ERA\) policy agenda](#). According to [KI's goals and regulations](#), an open, merit-based and transparent recruitment, with standardised routines and templates, apply to all steps of a recruitment, such as preparation (analysis of staff needs, design of profile, requirement profile etc), advertising (internal and external channels, applications, language etc), selection (handling, interviews, expert opinion, references, documentation etc), decision and reception (negotiation of terms, decision, registration, work permit, introduction to KI to all employees) etc. Anyone is entitled to request documents and applications.

KI's implementation of its [Regulations for elections to academic decision-making assemblies](#) (in Swedish) is an outstanding example of how the implementation of policy documents can drive institutional change. The regulations state that the nomination committee should strive to obtain an even gender distribution in all appointments and that this means that the gender distribution should be within the (40/60 span). Since implementation, KI has an **even distribution of women and men**

academic and administrative decision-making assemblies, including the university board, faculty board, committees for research, doctoral education and higher education. In this respect, KI and Sweden serve as an inspirational model to EU. The She figures show that Sweden take place in the top section with regards to gender equality in university leadership.

The gender distribution among professors at KI is still skewed, 33 percent women and 67 percent men. However, KI is **above the national average of 30 percent**, as well as the EU average of 26,2. Moreover, the proportion of women is increasing, a six present increase over the last ten years and the gender distribution among professors installed in 2022 shows an **substantial improvement with 43 percent women and 57 percent men** among new professors. KI wishes to further increase the pace of career advancement for women and is continuously working to improve its faculty recruitment and retention. The Bias in Assessment course mentioned above is one initiative and the Appointment procedure for teachers at Karolinska Institutet states that there should be an even gender distribution among experts in the assessment group for faculty positions.

KI have also launched two new long-term initiatives in 2022 to strengthen gender equality in career development:

- Fellows In Equal Career Development (FIELD) – One KI with equal opportunities through fellow- and mentorship. This yearly programme involves mentorship, seminars and workshops on career paths, equal opportunities, and leadership in academia, to enable the promotion of gender-equal opportunities in career development at KI. The initiative aligns with KI Strategy 2030, which states that equivalent employment conditions and career paths should be ensured for all employees regardless of background. The programme is open to 20 junior teachers and researchers employed at KI each year, and the participants are paired with a mentor.
- Women in Science and Education at KI, WISE-KI a network open to junior and senior scientists and teachers at KI and serves as a CoP. The WISE network brings together KI's female academics on career-related issues that matter for their ability to reach the highest level of academic achievement, and thereby ensure a higher level of excellence in science and education at KI and beyond. The network reflects the multifaceted profile of female teachers and researchers at KI and offers opportunities for meaningful knowledge exchange to nourish career aspirations. **More than 100 women have signed up for the network and it is rapidly growing.**

Sustainable impact of the GEP through Integration of the gender dimension into research and teaching content

This thematic area recommended by the European Commission corresponds with the focus area "Content, implementation and form of education" in the KI GEP.

The integration of equal opportunities in KI's education have been on the agenda for more than 20 years. During the last 3-4 years, KI has pursued this work more intensely, resulting in the Action plan for the integration of equal opportunities in Karolinska Institutet's education 2021-2022, a "sub-plan" to the overarching KI GEP. The integration involves three aspects: the content, the pedagogy, and the design of education. Content refers to the knowledge taught in the course. Pedagogy refers to the inclusiveness and accessibility in the teaching situation. Design means that there is a structure for how and where equal opportunities shall be integrated, and a progression. KI has sustained a high record of activity in implementing these three aspects of gender equality in teaching. The training activities and support include:

- Equal opportunities in several of KI's pedagogical courses provided for clinical supervisors and teachers. In order to become a main supervisor for a doctoral student at KI, training that includes elements about gender equality and equal opportunities is compulsory. There are also courses on accessibility, as well as course templates based on principles in compliance with universal design for learning.
- Training for departmental directors of education, teachers and course managers takes place regularly, as part of the activities arranged at Teaching and Learning (TL), the medical educational unit of KI or at the KI Educational congress.
- A web-based toolkit, online information, literature relating to inclusive and norm-critical pedagogy, on the equal opportunities web-portal
- The "Norm-critical book collection" at the KI library is a compilation of literature with norm-breaking and norm-critical perspectives on medicine, pedagogy, care and psychology, open to all visitors at the library.

These activities have resulted in significant improvement and institutional change over the last two years. Analysis of the departments' annual reports on equal opportunities and gender equality show **that all 22 departments at KI has ongoing work to promote equal opportunities**. Moreover, KI's student and alumni survey sent out to 38 educational programmes show that KI **students consider themselves well prepared to ensure equal opportunities**, and thereby **improve equality in health in society**, in their **professional life (grading their ability 5,0-5,3 on a 6 graded scale)**.

This high **level of achievement and impact was confirmed in a follow-up review** of KI's Quality Assurance Processes carried out by The Swedish Higher Education Authority during spring 2022: KI's Quality Assurance Processes was fully approved. This means that KI uses procedures and processes to ensure that gender equality is systematically incorporated into the content, design and implementation of the courses and programmes.

The Gendered Innovation Alliance (GINA) is a platform at KI providing training, knowledge and experience exchange for researchers interested in integrating concepts of sex, gender and diversity as biological and sociocultural variables in biomedical research and education. The platform provides an infrastructure for dissemination of the sex/gender/diversity methods and tools to a scientific community and other target groups. Since these terms interconnect all areas of medical preclinical and clinical research, KI's Gendered Innovation Alliance is uniquely set to collaborate broadly across disciplines in strategic partnerships together with industry, health care providers and patient organizations. Its strategic affiliation with the Doctoral Programme of Development and Regeneration (DEVREG) involves not only the doctoral students and postdocs, but also students at different master programs. Activities include doctoral courses, seminars, single lectures web-based tools for implementation (more information in the "inspirational model" section of this application).

Nowadays, most applications for research funding require that applicants consider and explain how sex and/or gender will be addressed in the proposed research, and KI's Research Support Office advise applicants on how to do so. Moreover, the Research Support Office at KI work closely together with the Gendered Innovation Alliance in outreach and training efforts and offers help to researchers who wish to integrate sex and gender into their research (proposal), and thus strengthening their capacity to integrated sex/gender dimensions in their research. Recent activities include giving a talk about sex/gender in research content to applicants for European Union's reference programme for doctoral education and postdoctoral training, Marie Curie Sklodowska grants as well as participating in online discussions on sex/gender in research content with researchers from KI, Stockholm University, KTH, and University College London applying for Horizon Europe collaborative grants. The Research Support Office together with the Gendered Innovation Alliance offer a wide range of information and resources online including, case studies, available courses, information about requirements from funders, funding opportunities, and recent publications.

Award criterion 2: Inspirational Model

Please demonstrate the influence of your GEP beyond your sole organisation, such as serving as an inspiration to other organisations e.g. through peer-mentoring, having an impact on policy at national level, at EU level.

Karolinska Institutets strategic choice to be a ground-breaking, engaged, and global university requires a great responsibility for social development globally, nationally and locally. KI serves as a driving force and inspirational model in regional national and international cooperation to facilitate institutional change and remove institutional barriers to gender equality.

Regional and National level

- Five years ago, KI **initiated the equal opportunities network for higher education in Stockholm**. Gender and equal opportunities experts from **17 higher education institutions in the wider Stockholm area**, including the Royal Institute of Technology, Stockholm School of Economics, Stockholm University, Royal institute of Arts, the Swedish defence University, and The Swedish School of Sport and Health Sciences, meet 1-2 times per term. The network is an arena for sharing best practices and joining forces in implementing the GEP and advancing an inclusive gender equality agenda at our universities.
- KI is one of the founders of Academic Pride. It is a collaboration around Stockholm Pride between several of Stockholm's higher education institutions and associated student unions, including Stockholm School of Economics, KTH, Marie Cederschiöld University and Stockholm University. The purpose is to make visible the importance of LGBTQIA + issues in higher education institutions and in society at large, both in terms of research and teaching and in terms of inclusive work and study environments. Open seminars bring science to the citizen in line with the European Research Area (ERA) policy agenda.

- To address the urgent need to stop gender-based violence in academic settings, KI initiated a research and cooperation programme on gender-based violence in 2019, together with KTH, Malmö University and the Swedish Secretariat for Gender Research (Gothenburg University) as mentioned above. KI is pleased that gender based-violence and sexual harassment is now one of the priority areas underlined by the [Ljubljana Declaration in 2021](#). The programme has a high level of commitment from top management at the participating universities

A major achievement of the programme was the **generation of evidence-based knowledge about gender-based violence through a nationwide prevalence study**. The study included 125 000 respondents (students, doctoral students and staff) active at 38 higher educational institutions in Sweden. The [results](#) of this study were presented during spring 2022. The research leader of the prevalence study is based at KI; however, the study and the following report, was a joint effort between KI, Malmö University and Gothenburg University.

Achievements of the programme include, **strengthened knowledge sharing in the higher education sector, raised awareness of the prevalence of gender-based and sexual harassment in the academic sector, and analyses of the underlying causes**. The impact of the programme includes **strengthened efforts** being made **to combat harassment**, bullying and other unsolicited and inappropriate behaviour.

Part of the inspirational model of the programme was knowledge-sharing seminars open to interested research and research funding institutions. At one of these seminars KI and Umeå University presented the results of an in-depth qualitative analysis of problems arising in the handling of sexual harassment cases and a proposal of measures to improve case handling. The report: "[What is zero tolerance in practice?](#)", a collaborative project between Umeå University and Karolinska Institutet, and part of KI:s work against sexual harassment was finalized in 2021. **More than 80 participants from the higher education sector participated in the seminar**. Based on the results of the prevalence study, (that showed that a prevalence of sexual harassment in line with the higher education sector in Sweden) and the qualitative data, the President of KI has commissioned a **new action plan against sexual harassment** that is to be finalized in February 2023. The qualitative and quantitative data in these reports also inspired a major [developmental work against sexual harassment at Umeå university](#).

KI also participates in knowledge sharing in several national networks

- The **Equality Ombudsman network for higher education** institutions in Sweden. Knowledge and awareness raising on prevention and promotion measures aimed at preventing discrimination and serving in other ways to promote equal rights and opportunities regardless of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age
- The [network for public agencies against racism](#)
- [The Gender Equality Agency's](#) network for gender mainstreaming in public higher education institutions
- [Include](#), a Swedish national network for Widening Participation in Higher Education

KI's highly qualified gender experts are in high demand outside of the university and influence decisionmakers beyond KI

- KI gender experts train managers in the private sector
- KI serves as inspirational model for the Swedish Armed Forces as it shares its knowledge in gender mainstreaming. One of KI's gender experts serves as advisor and coach in the high-level management programme "[Gender Coach Programme](#)"
- In 2021, a gender expert at KI was commissioned by the Gender Equality Agency in Sweden to write an expert report and research overview on research about work for gender equality in Swedish business life to serve as information to the Swedish government. The report was finalized in 2022.

EU level

KI is one of eight universities in the [European University of Brain and Technology – NeurotechEU](#), an alliance with the goal to build a trans-European network of excellence in brain research and technologies to increase the competitiveness of European education, research, economy and society. KI has contributed to **several deliverables within the work package on equality diversity and widening access** level, for example, a summary of best practices for Widening Access within NeurotechEU. KI's participation in Neurotech has also resulted in deepened contacts between KI and the partner Iuliu Hațieganu University of Medicine and Pharmacy Cluj-Napoca in Rumania (UMF). In

October 2022, the Vice Chancellor and top management UMF visited KI. The university is in the process of establishing an Equality, Diversity and Inclusion (EDI) unit and sees KI as an inspirational model and **have reached out to learn more about the KI organization, and also to collaborate with KI in this area.**

In 2018 -2021, KI's Institution for Clinical science, Intervention and Technology, department of Renal Medicine and the Doctoral Programme of Development and Regeneration (DEVREG) was part of project Act on Gender, (Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe), a Coordination and Support Action project funded by the European Union's Horizon 2020 .

The ACT Consortium comprised 17 institutions from 10 different European countries and Argentina. It aimed at enhancing gender equality at research performing and research funding organizations by strengthening existing **infrastructure for knowledge sharing and mutual learning** to increase gender expertise and engagement for institutional change. The project enabled collaboration between institutions experienced in the implementation of gender equality plans with less experienced ones.

The project included workshops in participatory methods for institutional change; synergy conferences to enhance transnational learning on gender equality knowledge and practices in R&I, online hubs for knowledge sharing, **toolkits for the adoption of best practices**; training materials and review articles listed in PubMed. The focus on KI participation was advancing the integration of the gender dimension into research and education content.

Through a high record of activities throughout the past 35 years, KI has gathered extensive experience and knowledge in how to achieve gender inclusive cultural and institutional change. The prize will create a community of champions which will further inspire other academic and research organisations to become gender equality champions themselves. KI would be honoured to further advance gender equality in Europe as a Gender Equality Champion.

2. OTHER

2.1 Ethics

Ethics

Describe ethics issues linked to your application (if any) and the measures you took/intend to take to solve/avoid them. Please consult the guidance on "[How to complete an ethics self-assessment](#)" for information on the different ethical issues to be considered.

All activities comply with the highest ethical standards – applicable international, EU and national law, including GDPR and Confidentiality of survey responses.

Not applicable.

2.2 Security

Security

Describe security issues linked to your application (if any) and the measures you took/intend to take to solve/avoid them.

Indicate if any of the information is/should be EU-classified (Decision [2015/444](#)).

Insert text

Not applicable. **NOT APPLICABLE**

3. GENDER EQUALITY PLAN (GEP)

You must support your application with the link where your GEP has been published and is publicly available

<https://staff.ki.se/equal-opportunities-at-ki> The GEP link is published at the bottom at the web page under the heading "plans and governing documents".

4. DECLARATIONS

Double funding	
Information concerning other prizes for this project <i>Please note that there is a strict prohibition of double funding from the EU budget (except under EU Synergies calls). Applications that have already received an EU prize cannot receive a second prize for the same activities</i>	YES/NO (if NO, add details)
We confirm that to our best knowledge neither the application as a whole nor any parts of it have benefitted from any other EU prize.	YES
We confirm that to our best knowledge neither the application as a whole nor any parts of it are (nor will be) submitted for any other EU prize.	YES

5. VIDEO

Support your application with a video message in English or in any EU official language with English subtitles, lasting no more than 3 minutes. This video should be about the achievements accomplished in the chosen Prize category. Please include a link to the video in the box below.

The video will only be used for communication purposes.

If you are using a file-sharing platform, please check the expiration date for the link. If your video is password-protected, please provide the access codes with the link.

https://play.ki.se/media/About+equal+opportunities+work+at+KI+-+Interview+with+Anders+Gustafsson%2C+the+Vice+President+of+KI/0_bgrb0dag

ANNEXES

LIST OF ANNEXES

- Gender Equality Plan of the institution submitting the proposal. The document should preferably be in English and must be uploaded as a standalone pdf document in the relevant space available in the Portal Submission System.