

The second knowledge transfer workshop (year 2): learning across organisations

In the realm of this gender equality implementation project so called “knowledge transfer workshops” have been conceptualised and organised once a year, to share gender equality knowledge from the project and from the contexts of the specific science and research organisations and participating countries.

The content of this **second knowledge transfer workshop** is based on the gender equality implementation and knowledge transfer activities and will take place in the second year of the project (early midterm). It focusses on two topics :

- Experiences with the gender equality plans in the participating organisations.
- Knowledge transfer outside the own institution.

For that purpose a workshop design based on the method of the knowledge café (or world café) is used.

Participants and objectives

Three types of participants, project members and transfer agents as well as external advisors, can become knowledge multipliers and therefore participating in the workshop. The objectives of the workshop are defined by the answers to the question: What information do we want to leave the meeting with? We would like to get inputs supporting the implementations of the gender equality plans in our organisations:

1. Which actions to be implemented in our organisation require further input and is there an organisation in the group with good practice that could provide useful input (e.g. through on-site visits)?
2. What information can we offer to others regarding good practice in our institution?

Work to be carried out by all organisations prior to the workshop

For the workshop to be successful and for an effective sharing of information between the partners and other involved actors (e.g. transfer agents) there are some tasks that will have to be fulfilled by the partners prior to this second knowledge transfer workshop:

- The gender equality plan designed by each partner has to be updated before the workshop.
- Surveys about the status of gender equality will have to be launched in each partner organisation and the results gathered in a comparable gender equality report. It is important that the workshop participants are aware of the results of those surveys at their organisations.
- As a result of the implementation of the gender equality plans, some changes may have been made at the partner organisations and others may be envisioned for the future. It is important that the partners bring this information with them, too.

Workshop contents and didactics

The workshop will last from 9:00 to 13:00 with a break of about 20 minutes.

The workshop will be split in two blocks:

- Implementation of gender equality plans; method: knowledge café (see: https://en.wikipedia.org/wiki/Knowledge_caf%C3%A9)

From: Thaler, Anita (2016). Learning Organisations in Science and Research: The Role of Transfer Agents in Gender Equality Change Processes. Graz: IFZ Eigenverlag. Download: http://www.ifz.at/eng/Media/Dateien/Downloads-IFZ/Publikationen/Learning-Organisations-Transfer-Agents_Thaler-2016 [15.7.2016]

- On-site visits; input, exchanging experiences and discussion

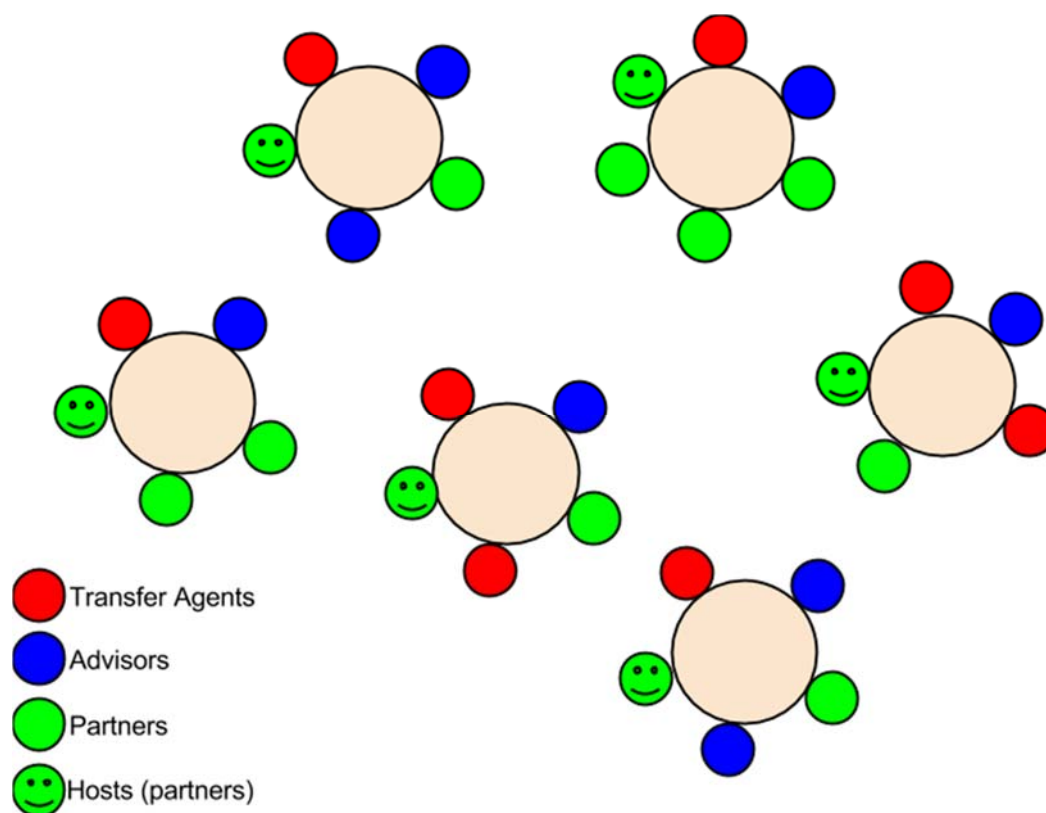
Block 1: Knowledge café on the implementation of the gender equality plans

The first block will address the implementation of gender equality plans in all participating organisations. The participants will be distributed across 5-6 tables (depending on the final number of people attending the workshop) and will work for 2 hours on the following issues:

- What was the impact of the originally designed gender equality plan so far?
- What changes have been made in my organisation and how have we implemented them?
- What changes do we intend for our organisation and how do we plan to implement them?
- What other changes could be implemented in our organisation and how could they be implemented? (It is in this part of the discussion that we think the multipliers can provide their expertise to the participating organisations with.)

As it corresponds with the method of the knowledge café (or world café), participants will be distributed across several discussion tables. Each table will be hosted by a member of the project team (“partners”) who agreed on this role prior to the meeting, who will be prepared for this role and give continuity to the discussion at the respective table. The time of work will be split into 2 rounds where all participants but the host will migrate to other tables. The final part of the knowledge café will be devoted to draw conclusions at each table and share them with all participants (this means extending the discussion to the plenum).

A suggested distribution for the different types of participants could be the following:



Block 2: On-site visits

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The second block will address the cross-organisational knowledge transfer and will be focused on making use of and planning further on-site visits. At the time of the workshop some on-site visits will have been already made and some online discussions about them will have been already held between the partners. This block will first present an input about knowledge transfer and on-site visits (within the consortium and beyond), then will guide through exchanging experiences from on-site visits of partners and finally offer a possibility to discuss further plans to exchange knowledge via on-site visits in the next months/years (based on common interests and discussions from Block 1):

	Host organisations:						
Visitors:	Orga. 1	Orga. 2	Orga. 3	Orga. 4	Orga. 5	Orga. 6	Orga. 7
Orga. 1							
Orga. 2							
Orga. 3							
Orga. 4			Planned visit (date, persons)				
Orga. 5							
Orga. 6							
Orga. 7							

Time schedule

Introduction, explaining the setting: 15 min.

Block 1: 2x30 min. working time
 2x10 min. for conclusion
 25 min. sharing with all participants
105 min in total

Break: 20 min

Block 2: 30 min. input about knowledge transfer and onsite-visits
 30 min. sharing of onsite-visit-experiences with all participants
 30 min. planning of future on-site visits
90 min in total

Summary and outlook: 10 min