

### The third knowledge transfer workshop (year 3): exchanging knowledge with experts

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 **third knowledge transfer workshop** aims at sharing knowledge transfer experiences and exchange concrete gender equality knowledge with gender experts from science and research (detailed description see annexe).

The scope of the whole project at this point (2.5 years finished, 1.5 years to go) is to strategically plan and organise knowledge transfer possibilities for multipliers (project members) and transfer agents to transfer knowledge

- about the process (How did we change our organisations towards more gender equality?) and
- about the content (What did we change ...?) of the actual gender equality plans and implementation activities

within the project’s organisations and to outside academic communities, science and research organisations and policy makers (science ministries, funding agencies, etc.).

As a preparation for the workshop, please fill out the tables in the tool “Collection of Knowledge Transfer Activities”

(<http://www.gendertime.org/sites/default/files/Tool%20Collection%20of%20Knowledge%20Transfer%20Activities.pdf>), regarding:

- section 1 about the knowledge transfer actors (these is especially important so that we know who your transfer agents were/are)
- section 2.4 about on-site visits at “other” institutions (outside the project consortium)
- section 2.5 about further multiplying activities (networking activities with similar gender equality implementation projects, etc.)

The aim for the third knowledge transfer workshop is to share experiences in these fields, learn from another, and discuss further strategies for the last 1.5 years of the project in order to maximise the impact of of the project. Additionally these issues will be discussed during a project meeting with external experts (we suggest 2-3 experts from gender in academia and gender in other research organisations) who will also participate in the workshop.

#### *Workshop contents and didactics*

This is a hands-on description of the knowledge transfer workshop including needed time, participant-settings and material to exchange collected knowledge from the chapter “Collection of knowledge transfer activities”.

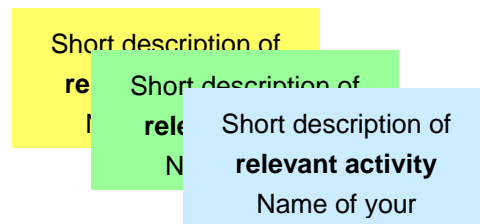
#### *Reflections within institutional teams (10 min):*

Please discuss with your colleagues about the knowledge exchange activities you carried out so far and select the 3 most relevant activities, in terms of impact:

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](http://www.ifz.at/eng/Media/Dateien/Downloads-IFZ/Publikationen/Learning-Organisations-Transfer-Agents_Thaler-2016) [15.7.2016]

In your opinion, with which 3 activities could you accomplish most in regard to transferring knowledge, raising awareness, buying-in commitment, building (strategic) relationships changing practices, etc.?

→ Prepare one card for each activity:



Sharing experiences and discussing recommendations in 3 mixed break-out groups (45 min):

Each team member takes one card and gets together with others with the same coloured cards (“yellow group”, etc.).

One of the invited experts should be moderator and pay attention to using the 45 min. equally for the following tasks:

- a. Everyone with a card tells shortly the “story” behind this activity, why it became relevant and how it achieved a certain impact.
- b. All group members try to identify common and distinctive features of the exemplified knowledge transfer activities: What are similarities? What are differences?
- c. Formulate recommendations: How can we reach a good impact with our knowledge transfer activities? What has worked well?

→ Prepare 1 flip chart with your results (focus on recommendations) and decide who will present the group results in the plenum.

*Plenary discussion (30 min)*

Each group has ca. 5 min. to present their results (flip chart with recommendations). Discussion of all results within the plenum.