CoARA Boost Cascade Funding

Final Progress Report

Project	
Project number	25-CoARA-055
Name of the project	Mind the Gender Gap in Computer Science (MindGenGapICT)
Type of project	☐Teaming ☒ Institutional change ☐ Institutional pilot
Reporting period	☐ M0 – M6 ☒ **M7 – M12**
Reporting deadline	**August 20th, 2026**
Date of last update of the report	

Organisation	
Organisation name Please fill-in information in **red** for Teaming Project's coordinator	**Contact** Name, mail address
Foundation for Research and Technology-Hellas (FORTH)	Magdalini Chatzaki, magda@ics.forth.gr

Funded by the European Union

 This project has received funding from the European Union's Horizon Europe Research and Innovation program under Grant Agreement No. 101131826

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1. Purpose of the CoARA Cascade Funding monitoring template

The CoARA Cascade Funding monitoring template serves as a tool for supporting beneficiaries of the program in sharing progress with the CoARA Secretariat, and, upon request, the European Commission. It provides a framework to track progress, monitor activities, and bring transparency in how resources are used during the reporting period.

Additionally, the template facilitates continual reflection and documentation of the projects, allowing for a comprehensive overview of their activities, achievements.

For Teaming projects, please note that one Monitoring Report is expected per project.

As per the Subgrant Agreement, the completion and submission of this report is mandatory and is a condition for the final payment.

Please send back your report, and your annexes (if applicable) to the dedicated CoARA Cascade Funding email address: funding@coara.org

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2. Monitoring system

To ensure easy monitoring of the progress made in the funded projects, the monitoring system consists of the following parts:

- Progress measurement base (section 2.1.)
- Progress reporting (section 2.2.)
- Dissemination activities (section 2.3)
- Impact Assessment (section 2.4)

2.1. Progress measurement base: Work plan

Please provide a hyperlink or summary of your work plan for the **M6 – M12 period** in the box below.

The mission of the MindGenGapICT project is to generate guidelines for interventions and policies for realistic, time-bound transformations of the institutional setup for smoothing out gender disparities in the workforce composition, governance structure and research practice at the Institute of Computer Science of FORTH (FORTH-ICS).
According to our work plan, our Gantt chart and the description of the Work Packages designed to support this work plan, here follows the work plan designed for the period **M6-M12:**
WP1: Baseline Assessment and Reform Planning (M1-M9):
Evaluation of the current state of gender representation and institutional dynamics within FORTH-ICS by:
Activity 1.3. Defining qualitative and quantitative KPIs, indicators and metrics to monitor progress throughout the reformation process. The results will be shared with key institutional stakeholders including the Director, the Scientific Council and the research team leaders. **(M7-M9)**

WP2: DIE in research practice (M3-M9):
We focus on strengthening diversity and inclusion in research methodologies by:
Activity 2.3. Organizing internal events for raising awareness and capacity building engaging stakeholders at all career stages. **(M3-M9)**
Findings will be disseminated to the research community of FORTH-ICS and fed into the roadmap document.

WP3: Dissemination and Communication (M1-M12):
Internal engagement and external visibility of the project.

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Activity 3.1. Expand and regularly update the dedicated webpage Inclusion, Diversity, Equity in Computer Science on FORTH-ICS website with updates and resources. **(M1-M12)**
Activity 3.2. Produce 2 internal bulletins within the project's timeframe and activate FORTH-ICS's social media channels to communicate project outcomes. **(M5-M12)**
Activity 3.3. Organize a final hybrid dissemination event for FORTH-ICS stakeholders and invited audience. **(M10-M11)**
Activity 3.4. Present project outcomes at one relevant external scientific/policy focused event **(M9-M12)**

The rest of the activities, namely (Activity 1.1, Activity 1.2, Activity 2.1 and Activity 2.2) have been completed and their outcomes have already been reported at the Mid-Term report of the project on March 2026.
The reporting for the outcomes of all WPs and all of their activities will be included in Deliverable D1 (for WP1), in Deliverable D2 (for WP2), in Deliverable D3 and Deliverable D4 (for WP3).

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2.2. Progress reporting

This section aims to facilitate reporting of progress for all projects, and coordination of partners for Teaming projects.

2.2.1. Reporting process

The table and text boxes below provide a simplified method to report on projects' progress quantitatively and qualitatively. Please add as many rows as required.

Outputs/ Deliverables / Activity	**Brief description**	**Its relevance to ARRA commitments** Which commitment is addressed and how?	**Hyperlink to final version** if available	**Timeframe** MM/YY	**Funding acknowledgement (if available)**
Activity 1.3 Defining qualitative and quantitative KPIs, indic	The successful implementation of the proposed intervention framework requires a structured mechanism for monitoring progress, evaluating outcomes and supporting evident-based decision-making. A comprehensive KPI and monitoring framework has been developed within the context of the MindGenGapICT initiative. The monitoring framework adopts a multidimensional approach to assess gender equality, diversity,	We claim that gender imbalance in research ecosystems heavi	Deliverable D1	March2026 - May2026	The CoARA logo is used to all the final documents and the presentations delivered by the MindGe

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ators and metrics to monitor progress throughout the reformation process	inclusion and institutional development within FORTH-ICS. The monitoring framework is structured around **8** interrelated dimensions namely: **(1).** Representation and Participation, **(2).** Leadership and Decision-Making, **(3).** Recruitment, Retention and Career Progression, **(4).** Workplace Culture, Inclusion and Wellbeing, **(5).** Work-life Balance and Family Support, **(6).** Gender, Inclusion, Diversity and Techno-ethics in Research and Innovation, **(7).** Mentoring, Education and Capacity Building, **(8).** Governance, Monitoring and Accountability. The KPI Framework developed is the central monitoring and evaluation mechanism for implementing the institutional change roadmap. There are a number of KPIs defined per monitoring dimension, a baseline value for 2025 and a target value in 3 years' time (2028), the monitoring frequency and the responsible actor for monitoring. Details for the specific KPIs can be found in Deliverable D1. Indicatively for the Monitoring Dimension **Gender, Inclusion, Diversity & Techno-Ethics in Research & Innovation** we have identified 3 KPIs, namely **(1).** # of projects incorporating Gende/IDE Dimension with target value +50% increase in 3 years, **(2).** # of publications addressing ID or Techhno-Ethics themes with no specific target value but an incremental trend in 3 years, **(3).** Establishment of IDE & Techno-Ethics Research Strand with the target to establish it within the next 3 years	ly influences the research assessment processes. This way we foresee that tackling gender representation within our organization will organically shift our assessment processes to an improved state. The activity and the understand			pGapICT project

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		ing we get through it, is heavily relevant to the ARRA's commitments #2, #8, #10			
Activity 2.22 Study Vissits, 1 invited speaker	Activity 2.2 lasts from **M3-M8.** During the reporting period in **M7** we hosted a 2-days workshop on the 30th and the 31st of March 2026 with title: "Steps Forward: More Inclusive FORTH-ICS" with invited keynote speaker Dr Anna Szlavi in collaboration with the Gender Equality and Anti-Discrimination Committee of FORTH. The first day was a workshop day while the second day we implemented the **1st Inclusion, Diversity, Equity Coffee Hour** for FORTH-ICS.	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #7, #8, #9, #10	Deliverable D2 "Steps Forward: More Inclusive FORTH-ICS"	Workshop with invited Speaker on 30th-31st March 2026	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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Activity 2.3 Organizing internal events for raising awareness and capacity building engaging stakeholders at all career stages.	Within this activity and during the reporting period **M7-M9** there are **7** main contributions within the framework of this activity. **1.** The implementation team has ensured continuous alignment with the institutional leadership through regular updates. During **M7-M9** of the reported period we had extra meetings with the Director and the Deputy Director of FORTH-ICS allowing them to follow the work progress and the outcomes of the project. **2.** On the 31st of March we organized a meeting with 3 out of 6 members of the Scientific Council presenting them the ongoing work and our preliminary proposals. **3.** Within the framework of the European wide networking cross cutting activity: ERCIM Working Group "Inclusive Digital Futures. Developing Technology and Culture" where FORTH-ICS is the coordinator organization we organized and implemented the **Kick-off meeting** of the Working Group on the **18th May 2026.** **4.** Moreover, we established a dedicated informative column on Inclusion, Diversity and Equity in the Newsletter of FORTH-ICS (published quarterly) We have already published in 2 issues of the newsletter. A dedicated webspace is maintained.	This activity directly addresses the ARRA commitment on institutional leadership engagement and governance for gender equality and inclusivity. Regular updates to the Director and Deputy Director of ICS-FORTH and the Scientific	Deliverable D2	The total duration of the activity is between **M3-M9,** while the reported period here is between **M7-M9**	The CoARA logo is used to all the final documents and the presentations delivered by the MindGepGapICT project

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	5. A presentation of the project activities was held at a conference organized within the framework of the project TWINN2SET of the FORTH's Institute of Geoenergy. **6.** We have participated in 2 project EU funded project proposals during **M7-M9** expecting the results in September 2026	Council ensure that project objectives, progress, and early outcomes are embedded at the highest decision-making level. By actively involving institutional leadership, the initiative strengthens accountability, supports evidence-based			

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		strategic decisions, and facilitates the integration of gender equality actions into institutional policies and long-term planning, in line with ARRA principles. Moreover, with the rest of the activities we engage our research community to			

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		participate in academic workshops with relevant subject, as well as in casual events as the Coffee Hour Event where informal discussions strengthen the awareness of the community. By leading a European-wide networking activity			

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		where we encourage our researchers to participate (we have already 10 active members who are researchers at FORTH-ICS) we create collaboration opportunities and knowledge exchange opportunities in European and national level.			

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		Last but not least the activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #5, #7, #10			
Activity 3.1 Update the webpage	This activity lasts from **M1-M12.** It is a continuous process where info about the progress and the events of the project are hosted. The dedicated space will host all the outcomes and the deliverables of the project by **M12:** https://www.ics.forth.gr/dsn/idecs-projects A dedicated space on the topic of Inclusion, Diversity and Equity in Computer Science, was included in the formal website of the Institute of Computer Science. It has been designed and implemented from **M1 to M6** and since then it is updated regularly with information relevant to the project.	Contribution to Commitment 1 of the CoARA Agreement on Reforming Research Assessment,	https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science https://www.ics.forth.gr/dsn/idecs-projects Deliverable 3	Total duration of the activity: Sept. 2026- Aug. 2026 Reported	The content relevant to the MindGenGapICT project is labelled with the logo of CoARA and the appropriate funding

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	https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science	which calls for recognising the diversity of contributions to and careers in research. By formally integrating IDE principles, policies, and actions into its institutional digital presence, FORTH-ICS publicly affirms its commitment to valuing diver		Period: March 2026-August 2026	reference

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		se research roles, career paths, and contributions beyond narrow quantitative metrics. The webpage enhances transparency, promotes awareness of equitable and inclusive research practices, and supports a research culture align			

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		ed with fair and responsible assessment principles, thereby operationalising CoARA's objective of fostering diversity, inclusiveness, and integrity in research systems.			
Activity 3.2 Internal/External bulletins & activate Social	This activity lasts from **M5-M12.** We have established a permanent column in the quarterly published online FORTH-ICS Newsletter, entitled "Inclusion, Diversity, Equity in Computer Science", which hosts news, actions, articles, interviews and research papers of the Institute of Computer Science related to this topic. 2 internal bulletins have been published already:	The activity and the understanding we get through it, is	https://www.ics.forth.gr/dsn/idecs-news #1 internal bulletin: https://www.ics.forth.gr/dsn/1-inclusion-equality-diversity-computer-science #2 internal bulletin: https://www.ics.forth.gr/dsn/2-inclusion-diversity-equity-computer-science	March 2026-August 2026	The content relevant to the MindGenGapICT project is labelled with the logo of

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media channels	1. (March 2026): #1 internal bulletin: https://www.ics.forth.gr/dsn/1-inclusion-equality-diversity-computer-science 2. (May 2026)¨#2 internal bulletin: https://www.ics.forth.gr/dsn/2-inclusion-diversity-equity-computer-science We further activated the social media channels of FORTH-ICS to disseminate the workshop on the 30th-31st of March 2026: https://www.facebook.com/photo/?fbid=1441736421079632&set=a.207086401211313 As one of the main objectives of our activities is to inform and raise awareness of the community, especially the youth, the project participated in FORTH's outreach activity «tomorrows have arrived», informing students of the 1st Grade of Lyceum. We participated in two sessions on 22nd and 29th of April 2026. https://www.facebook.com/photo/?fbid=1395291835962232&set=pcb.1395312069293542 At the same time, we participated in the jury of the **Hackathon for Gender Equality** Innovators action within the framework of the **"POWER – Promoting organizations empoWErment to guarantee women's human rights and stop gender violence"** program, an initiative aimed to empower young people through the development and presentation	heavily relevant to the ARRA's commitments #1, #7, #8, #9, #10	# 1 facebook post: https://www.facebook.com/photo/?fbid=1441736421079632&set=a.207086401211313 #2 facebook post: https://www.facebook.com/photo/?fbid=1395291835962232&set=pcb.1395312069293542 https://www.facebook.com/photo/?fbid=1395291835962232&set=pcb.1395312069293542 Deliverable D3		CoARA and the appropriate funding reference

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	of innovative ideas for gender equality and social change.				
Activity 3.3 Final Hybrid Dissemination Event	This activity is planned for **M10-M11**. Final Dissemination Event has been planned to be held on the 14th of July 2026. The invitation and the detailed program of the event are referred bellow. The event is under the auspices of the Region of Crete and it is community event that includes the presentation of the project results, the SHESTEM student initiative for encouraging girls to study STEM sciences, presentation of role models discussing their career path and a panel of stakeholders who discuss the representation/participation of women in research and technology.	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #1, #7, #8, #9, #10	https://www.ics.forth.gr/dsn/final-dissemination-event	June 2026-July 2026	The content relevant to the MindGenGapICT project is labelled with the logo of CoARA and the appropriate funding reference
Activity 3.4 External Scientific/Policy Event	Activity 3.4 plan lasts from **M9-M12.** The initial planning was to participate to at least 1 external scientific/policy focused event. We have the pleasure to report that we succeeded the participation to actually 4 scientific/policy focused events until August 2026 as reported bellow. With our participation to (3.) we have the opportunity to publish in leading international journals indexed by SCOPUS, Web of Science, DOAJ, EBSCO,	The activity and the understanding we get through it, is heavily relevant to the	TWINN2SET of the FORTH's Institute of Geoenergy "Mind the Gender Gap in Ccomputer Science (MindGenGap ICT)" at Network Gender &STEM Conference 2026, University of Salzburg, Austria 4th World Conference on Gender and Women's Studies Deliverable D4	May 2026 – August 2026	The content relevant to the MindGenGapICT project is labelled with the logo of CoARA and the appropriate funding

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	Google Scholar, COPERNICUS and more. 1. a presentation of the project activities was held at a conference organized within the framework of the project TWINN2SET of the FORTH's Institute of Geoenergy. 2. pitch presentation of the project "Mind the Gender Gap in Ccomputer Science (MindGenGap ICT)" at Network Gender &STEM Conference 2026, University of Salzburg, Austria, 9-11 July 2026 3. paper presentation: "A structured methodology for addressing gender imbalances in a Computer Science R&D Ecosystem", 4th World Conference on Gender and Women's Studies, 17-19 July 2026, London, UK	ARRA's commitments #1, #2, #5, #7, #8, #9, #10			reference

Please make sure that funding acknowledgement is added to all your publications.

Please link your publications/outputs in the following Zenodo community "CoARA Boost Cascade Funding Beneficiaries". For support, please refer to the guidelines in Annex 1.

Please use the following title format to name your documents: "CoARA Boost CF1 – [*Acronym of the project/3 first words of your project title*] – [*Document title*]"

Example (fictive): CoARA Boost CF1 – COSMOS – Booklet for Strategic Meeting"

2.2.2. Narrative assessment of progress

The narrative assessment of progress should detail current progress, including successes and hurdles encountered during implementation of the workplan.

If your project is organised in WPs, please mention the title and give a summary of work/tasks conducted in each.

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Please detail your progress' narrative assessment in the box below.

MindGenGapICT is an institutional change project for promoting Inclusivity, Diversity and Gender Equality at the Institute of Computer Science of the Foundation for Research and Technology Hellas (FORTH-ICS). Its primary objective is to analyse the current state of gender representation at the Institute and to design targeted, evidence-based measures addressing structural and cultural imbalances in a gradual and sustainable manner.

The activity of FORTH-ICS on Inclusion, Diversity and Equity in Computer Science has a dedicated web page: Inclusion Diversity Equity in Computer Science.
There, can be found Articles&Links, Organised Workshops, Activities and News.
Moreover we have a dedicated web page for "Mind the Gender Gap in Computer Science (MindGenGapICT)" project, where the presentations, the progress reports and the deliverables, and the Final Dissemination Event information of the project can be found.
Last but not least an European wide Working Group is coordinated by FORTH-ICS for Inclusion, Diversity and Equity in Informatics and Mathematics with a dedicated web space.
We have designed our work plan in 3 Work Packages. Here below we report the progress per Work Package for **M7-M12**.

WP1: Baseline Assessment and Reform Planning.

During **M7-M12** of the project we worked on **activity 1.3** to define quantitative and qualitative KPIs, indicators and metrics to monitor the progress of the transformation process. The results are already shared with key institutional stakeholders including the Director, the Scientific Council of the Institute and the research team leaders. All the information will be included in the Deliverable **D1. Activity 1.3** lasts between **M7-M9** and here we append the report for this activity:
The successful implementation of the proposed intervention framework requires a structured mechanism for monitoring progress, evaluating outcomes and supporting evident-based decision-making.
A comprehensive KPI and monitoring framework has been developed within the context of the MindGenGapICT initiative.
The monitoring framework adopts a multidimensional approach to assess gender equality, diversity, inclusion and institutional development within FORTH-ICS. The monitoring framework is structured around **8** interrelated dimensions namely: **(1).** Representation and Participation, **(2).** Leadership and Decision-Making, **(3).** Recruitment, Retention and Career Progression, **(4).** Workplace Culture, Inclusion and Wellbeing, **(5).** Work-life Balance and Family Support, **(6).** Gender, Inclusion, Diversity and Techno-ethics in Research and Innovation, **(7).** Mentoring, Education and Capacity Building, **(8).** Governance, Monitoring and Accountability.

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The KPI Framework developed is the central monitoring and evaluation mechanism for implementing the institutional change roadmap. There are a number of KPIs defined per monitoring dimension, a baseline value for 2025 and a target value in 3 years' time (2028), the monitoring frequency and the responsible actor for monitoring. Details for the specific KPIs can be found in Deliverable **D1**. Indicatively for the Monitoring Dimension **Gender, Inclusion, Diversity & Techno-Ethics in Research & Innovation** we have identified 3 KPIs, namely **(1).** # of projects incorporating Gende/IDE Dimension with target value +50% increase in 3 years, **(2).** # of publications addressing ID or Techhno-Ethics themes with no specific target value but an incremental trend in 3 years, **(3).** Establishment of IDE & Techno-Ethics Research Strand with the target to establish it within the next 3 years.
All this work will be fully documented in Deliverable D1

WP2: DIE in Research Practice

Under the **WP2** framework we worked on **activity 2.2.** During the reporting period in **M7** we hosted a 2-days workshop on the 30th and the 31st of March 2026 with title: "Steps Forward: More Inclusive FORTH-ICS" with invited keynote speaker Dr Anna Szlavi in collaboration with the Gender Equality and Anti-Discrimination Committee of FORTH. The first day was a workshop day while the second day we implemented the **1st Inclusion, Diversity, Equity Coffee Hour** for FORTH-ICS.
Under the **activity 2.3** during **M7-M9** we have implemented the following 6 main contributions:

1. The implementation team has ensured continuous alignment with the institutional leadership through regular updates. During **M7-M9** of the reported period we had extra meetings with the Director and the Deputy Director of FORTH-ICS allowing them to follow the work progress and the outcomes of the project.
2. On the 31st of March we organized a meeting with 3 out of 6 members of the Scientific Council presenting them the ongoing work and our preliminary proposals.
3. Within the framework of the European wide networking cross cutting activity: ERCIM Working Group "Inclusive Digital Futures. Developing Technology and Culture" where FORTH-ICS is the coordinator organization we organized and implemented the **Kick-off meeting** of the Working Group on the **18th May 2026.**
4. Moreover, we established a dedicated informative column on Inclusion, Diversity and Equity in the Newsletter of FORTH-ICS (published quarterly) We have already published in 2 issues of the newsletter. A dedicated webspace is maintained.
5. A presentation of the project activities was held at a conference organized within the framework of the project TWINN2SET of the FORTH's Institute of Geoenergy.

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6. We have participated in 2 project EU funded project proposals during **M7-M9** expecting the results in September 2026.

All this work will be fully documented in Deliverable D2.

WP3. Dissemination and Communication

Under **WP3** we try to accomplish internal engagement and external visibility of the project. We have presented the project to several events/workshops and we have published articles in scientific periodicals.

We have actively presented the project in several internal and/or external events during **M7-M12**.

Under the **activity 3.1** that lasts for the whole duration of the project namely **M1-M12** we maintain a dedicated space to Inclusion, Diversity and Gender Equality in Computer Science on the FORTH-ICS web-site: https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science. In addition, we upload all the info, Deliverables, presentations and reports of the project at: https://www.ics.forth.gr/dsn/idecs-projects

Under **activity 3.2** between **M7-M12** we have established a permanent column in the quarterly published online FORTH-ICS Newsletter, entitled "Inclusion, Diversity, Equity in Computer Science", which hosts news, actions, articles, interviews and research papers of the Institute of Computer Science related to this topic.

2 internal bulletins have been published already:

1. (March 2026): #1 internal bulletin: https://www.ics.forth.gr/dsn/1-inclusion-equality-diversity-computer-science
2. (May 2026): #2 internal bulletin: https://www.ics.forth.gr/dsn/2-inclusion-diversity-equity-computer-science

We further activated the social media channels of FORTH-ICS to disseminate the workshop on the 30th-31st of March 2026: https://www.facebook.com/photo/?fbid=1441736421079632&set=a.207086401211313

As one of the main objectives of our activities is to inform and raise awareness of the community, especially the youth, the project participated in FORTH's outreach activity «tomorrows have arrived», informing students of the 1st Grade of Lyceum. We participated in two sessions on 22nd and 29th of April 2026. https://www.facebook.com/photo/?fbid=1395291835962232&set=pcb.1395312069293542

At the same time, we participated in the jury of the **Hackathon for Gender Equality** Innovators action within the framework of the **"POWER - Promoting organizations empoWErment to guarantee women's human rights and stop gender violence"** program, an initiative aimed to empower young people through the development and presentation of innovative ideas for gender equality and social change.

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Under the **activity 3.3** we have planned and implemented on **M11** the Final Dissemination Event. The event took place on the 14th of July 2026. A dedicated space for this event hosts all the relevant information e.g. the invitation, program, presentations and a gallery of photos: https://www.ics.forth.gr/dsn/final-dissemination-event.
Activity 3.4 plan lasts from **M9-M12.** The initial planning was to participate to at least 1 external scientific/policy focused event. We have the pleasure to report that we succeeded the participation to actually 4 scientific/policy focused events until August 2026 as reported bellow. With our participation to the 3rd one, we have the opportunity to publish in leading international journals indexed by SCOPUS, Web of Science, DOAJ, EBSCO, Google Scholar, COPERNICUS and more.

1. a presentation of the project activities was held at a conference organized within the framework of the project TWINN2SET of the FORTH's Institute of Geoenergy**.**
2. pitch presentation of the project "Mind the Gender Gap in Computer Science (MindGenGap ICT)" at Network Gender &STEM Conference 2026, University of Salzburg, Austria, 9-11 July 2026
3. paper presentation: "A structured methodology for addressing gender imbalances in a Computer Science R&D Ecosystem", 4th World Conference on Gender and Women's Studies, 17-19 July 2026, London, UK.

We have available 2 banners (greek and english version) and 2 posters (greek and english version) to disseminate the project and we have printed stickers, badges and bracelets as gift items for the dissemination of the project.

All this work will be fully documented in deliverables D3 and D4.

2.3. Dissemination activities

Include in this section where your project information was disseminated.

Please add as many rows as required.

Name Please specify the type of activity (e.g. webinar, presentations' slides, …)	**Type of participation** (e.g. attendee, speaker, organiser)	**Link**	**Target audience**
30th–31st March 2026 workshop:"Steps Forward: More	organizer, speaker, attendee	https://www.ics.forth.gr/dsn/steps-forward	FORTH research community

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Inclusive FORTH-ICS workshop			
31st of March: 1st Inclusion, Diversity, Equity Coffee Hour	organizer	https://www.ics.forth.gr/dsn/steps-forward	FORTH research community
(18th of March 2026) presentation	speaker	Workshop - Final Event of the TWINN2SET project	Partners of the TWINN2SET EU funded project
(18 May 2026) Kick-off meeting of the ERCIM Working Group "Inclusive Digital Futures. Developing Technology and Culture" WG	organizer, speaker	ERCIM Working Group "Inclusive Digital Futures. Developing Technology and Culture" WG	European researchers from ERCIM Institutes
(22nd April 2026) "Tomorrows have arrived" raising awareness event #1 , presentation	speaker	https://www.forth.gr/en/content/Tomorrows-Have-Arrived.206/	Teens, high-school students
(29th April 2026) "Tomorrows have arrived" raising awareness event #2, presentation	speaker	https://www.forth.gr/en/content/Tomorrows-Have-Arrived.206/	Teens, high-school students
(March 2026) **Hackathon for Gender Equality** Innovators action within the framework of the **"POWER - Promoting organizations empoWErment to guarantee women's human rights and stop gender violence"** program	jury member, attendee	https://womendobusiness.eu/hackathon-gender-equality-innovators/	Youth of the Heraklion Community
pitch presentation at Network Gender &STEM Conference 2026, University of Salzburg, Austria, 9-11 July 2026	Speaker, attendee	Network Gender &STEM Conference 2026, University of Salzburg, Austria,	International scientific audience in a conference
presentation at ", 4th World	Speaker attendee	4th World Conference on Gender and Women's Studies	International scientific

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Conference on Gender and Women's Studies, 17-19 July 2026, London, UK			audience in a conference

Please describe (if relevant) any impacts during this period (such as who was reached or changes in your organisation's activities or culture) or any other outcomes that matter.

During the reporting period M7-M12 the project has generated tangible impact at institutional, national and international level.
We have presented the first draft of proposed interventions to the leadership and the Scientific Council. During the last elections of the members of the Scientific Council the Council was enriched with a female member that was a policy intervention proposed to the leadership.
Moreover, we have implemented several raising awareness events and workshops for our research community as well as for the general public and especially the youth of our city and region. Our Final Dissemination Event under the auspices of the Region of Crete was very well received by the local community and the participation to it was diverse eg, from young students to researchers, to parents and teachers as well as decision makers at regional level.
The kick-off meeting of the ERCIM Working Group on *Inclusive Digital Futures* as well as the participation on at least 4 conference/workshops of scientific/policies focus have extended the project's reach beyond FORTH, engaging an international audience, fostering a shared agenda on inclusion and gender equality.
We organized a scientific workshop in close collaboration with the Gender Equality and Anti-Discrimination Committee of FORTH to raise awareness among the research community. In an international level, the outcomes and the works of the project are presented in several international conferences with common values on Inclusion, Diversity and Gender Equality.
Through the KPI and monitoring frameworks we have identified metrics and processes for the Group Leaders and the Leadership of the Institute to measure the progress of the application of the proposed interventions.
The establishment of a permanent column in the ICS newsletter and a dedicated webpage on the ICS website has embedded gender equality and inclusivity as a visible and recurring theme in internal communication, contributing to a gradual cultural shift towards openness and accountability. At organisational level, the project has stimulated enhanced collaboration with other FORTH Institutes (specifically IMBB, GE, IACM) and reinforced links with the Gender Equality and Anti-Discrimination Committee of FORTH, supporting alignment and coherence across the organisation.

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Externally, collaborations with academic and research partners in international events, through the ERCIM WG and through collaborations in project proposals with relevance to the Inclusion, Diversity and Equity in Computer Science have increased the project's visibility and enabled knowledge exchange on best practices.
These interactions have also contributed to the development of joint Horizon Europe proposal submissions on relevant topics, strengthening FORTH's strategic positioning in European research and innovation initiatives.

2.4. Impact assessment

In this section, we would like to hear early and expected impact of your project outcomes on your organisation's reform efforts and research assessment policies and practices. Please describe:

1. The change in research assessment within your organisation that the project aimed to address

During the reporting period of M07-M12, the project has generated tangible impacts at institutional, national and international levels.

The finalization of Deliverable D1 provides a detailed roadmap for tangible interventions and policies to be applied in a 3-5 years' time plan, aligned with the Gender Equality Plan of FORTH. Moreover, a KPI framework with specific KPIs per intervention area have been defined, and a monitoring framework has been defined to be applied in order to monitor the progress of the transformation process.

The frequent updates and active involvement of FORTH-ICS leadership and the Scientific Council have increased awareness of the current gender equality landscape and strengthened leadership ownership of related actions.

Lab leaders have been involved in this discussion and are taking transformation actions for their labs. This is a radical contribution of the project as an initial consideration of the gender balancing of our research ecosystem.

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An important contribution is that the female representation in the Scientific Council has been increased during the elections of May 2026 after the suggestions of the MindGenGapICT project to the members of the Scientific Council to strengthen the female representation.

The establishment of a permanent column in the ICS newsletter and a dedicated webpage on the ICS website has embedded gender equality and inclusivity as a visible and recurring theme in internal communication, contributing to a gradual cultural shift towards openness and accountability.

Moreover, by organizing scientific workshops and raising awareness events for the research community as well as for the general public (e.g. final dissemination event, bulletin #1, bulletin #2, participation to the FORTH-ICS initiative "Tomorrows have arrived".)

The raising awareness activities of the project have reached a broad community covering our research community as well as the general public and the youngsters of our Heraklion City and Crete Region. It is actually an important milestone since it is one of the few activities relating Gender Equality issues with Computer Science and STEM disciplines.

Moreover, by organizing as well as by participating in scientific events and networks presenting the project's work and outcomes, as well as by coordinating a European wide Scientific Working Group, and empowering international collaborations, we have created and supported scientific communities in local, national and international level that interrelate Inclusion, Diversity and Gender issues with the Computer Science and STEM disciplines and keep this discussion active and evolving. We expect this to produce gender sensitive research results in medium-term timeline.

Our project is one of its kind at FORTH-ICS and we have already been involved in a couple of proposals for future work.

2. How the outcomes of the project supported this change?

As mentioned earlier MindGenGapICT project is the first of its kind for FORTH-ICS. Through the process of: (1) cause identification, (2) data analysis, (3) comparison with European initiatives & actions and benchmarking, (4) design of interventions, (5) definition of KPIs, (6) suggestion for a monitoring framework and (7) an application roadmap, it combines policy and scientific research outcomes for our research ecosystem. We foresee that this powerful combination will reenforce the transformation process.

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It involves all the stakeholders at all career stages and the leadership that gives the chance for a systemic transformation in a top-down and bottom-up way simultaneously. Positive feedback from the research community as well as from the general public community has already been received.

3. How benefits or will benefit from the change within the organisation?

Since FORTH-ICS is a Research Institute in Computer Science Scientific and Research Innovation is a core issue for the present and the future of the organization. It is already scientifically well documented that creativity, innovation and high-quality research, depends heavily in the diversity and the multi-cultural character if the research teams. So, the question of how could we support a more inclusive research environment within FORTH-ICS is fundamental for the progress of our organization.

4. How and to what extent this change has been realised within the organisation, including enabling factors, obstacles and key actors/ actor groups?

The gender balancing transformation for FORTH-ICS that is the ambition of the MindGenGapICT project is in its first steps. One main contribution is the increase of the female's representation in the Scientific Council of the organization. The enabling factors is the active involvement of the leadership of the organization and the Scientific Council as well as the awareness of all the research community at all career stages. Moreover, international collaborations and networking, participation and organization of scientific and raising awareness events are additional enabling factors.
Main obstacles are the modus of operandi and the cultural inertia of the ecosystem that should be shifted to a more inclusive way of being.
Key actors and actor groups are the leadership, the Scientific Council, the Lab leaders as well as the workforce at all career stages who should all be coordinated and aligned with a more inclusive way of thinking. The application of the intervention's framework should be the concern of all of the stakeholders. The involvement of the policy/decision makers with in the organization as well as in regional level in order to involve the general public community as well, especially the younger ages is pivotal to the success of the transformation locally within the organization as well as within the Computer Science discipline in national and international scope.

5. How do you envision your project outputs supporting research assessment reform efforts and practices of your organisation in 1 year and in 5 years from the end of

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your project? What are the enabling factors and who are the key actors in maximising impact?

As mentioned earlier the key actors are all the stakeholders of the ecosystem and the active involvement and support of the leadership and the policy/decision makers. In Year 1 we expect to develop outreach programmes to encourage females to take studies in Computer Science or in STEM Science in general. Moreover, to increase visibility of female researchers as role models through public events and communication activities. Establish a governance structure for applying the gender balancing roadmap. Prepare training material for implementing Inclusion, Diversity and Equity awareness training to all the personnel categories. Set up gender balancing sensitive awards (e.g. "Equal Minds, Equal Code Award", internally and increase the number of female recipients of the Stelios Orfanoudakis undergraduate Award. Maintain and expand the coordination of the European wide Scientific/Policy Working Group on Inclusion, Diversity and Gender balancing. In Year 5 we expect have set up middle-management positions to strengthen leadership pathways, to have 50% female representation in the Scientific Council and in the leadership of FORTH-ICS, promote gender balanced evaluation and recruitment committees, have fully operational the childcare and family-support measures. Last but not least establish a research strand on Inclusion, Diversity, Equity and Techno-ethics within FORTH-ICS and promote integration of Inclusion, Diversity, and gender balancing dimensions into research proposals and projects

6. If you have any resources, institutional policies that serve evidence of the impact or future impact, please feel free to link them below under the 'Evidence of the impact' section.

In July 2026 the elections for the new Scientific Council of FORTH-ICS took place. In the new Scientific Council composition, the female representation increased from 0 to 1 member. This milestone has been accomplished under the consulting of the MindGenGapICT project.

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Annex 1 – Guidelines for CoARA signatories on uploading outputs files to the CoARA community on Zenodo

Step 1: Accessing Zenodo

Go to the Zenodo website: https://zenodo.org/

Sign in to your Zenodo account using your credentials. If you do not have an account, you can create one by following the registration process.

Step 2: Uploading Your Outputs/Publications

From your Zenodo dashboard, click on the "Upload" button. Choose "Publication" from the content types.

1. **Select the output/publication file** from your computer that you wish to upload. Ensure that your file is in an appropriate format (e.g., PDF, Word document).
2. **Fill in the required metadata**, including title, authors, description, and keywords. Please ensure that you mention "CoARA" in the keywords for easy identification.
3. **For the "DOI,"** you can choose to either:
   - Leave it blank if you don't have a specific DOI in mind and click "Reserve DOI" if you would like one to be auto-generated for this submission.
   - If you have a DOI that you would like to associate with this submission, enter it in the provided field.
4. **Under "Communities," select "CoARA Boost Cascade Funding beneficiaries"** to associate your upload with our community.
5. **Review the licensing options** and select the one that aligns with your preferences for sharing and reuse.
6. **Click Save and Publish** to submit your file.

Step 3: Notify CoARA Secretariat

Please send an email to the dedicated CoARA Cascade Funding email address funding@coara.org once you have uploaded your output/publication. Include the title and DOI of your upload for easy reference.

Note: If you have multiple versions of the output/publication, we kindly ask you to create a new version on Zenodo rather than uploading separate files.

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