FORTH

INSTITUTE OF COMPUTER SCIENCE



Deliverable 3

Communication and dissemination activities report

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CoARA Boost

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Lead Beneficiary: FORTH-ICS	**Authors: Magdalini Chatzaki, Maria Makridaki**

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1. Executive Summary

This deliverable D3 is the communication and dissemination activities report developed within the framework of the 25-CoARA-055 - Mind the Gender Gap in Computer Science (MindGenGapICT) project, funded through the cascade scheme of the CoARA Boost project (Grant Agreement No. 101131826) funded by the Horizon Europe Programme.

D3 actually reports on the works of the work package 3, WP3[M1-M12]: Dissemination and Communication. It covers the following actions:

1. Expand and regularly update the existing dedicated webpage on FORTH-ICS website with updates and resources.
2. Produce 2 internal bulletins within the project's timeframe and activate FORTH-ICS's social media channels to communicate project outcomes.
3. Organize a final hybrid dissemination event for FORTH-ICS stakeholders and invited audience
4. Present project outcomes at one relevant external scientific/policy focused event.

2. Introduction

Under WP3 we try to accomplish internal engagement and external visibility of the project. During the 12 months 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 approximately 20 internal and/or external events during M1-M12.

During the implementation of the workplan the greater difficulty was to catch the interest of our community and to find a way that would not create any further resistance to present our outcomes and discuss the interventions proposed.

What has already helped a lot and is really supporting, is the involvement of the leadership that supported every activity we have planned and delivered throughout this project. So, the greater difficulty we face for the time being is the engagement of our research community. The way to bypass this resistance that actually comes from the inertia of the ecosystem is that we established 2 innovative cross-cutting activities:

1. Established a European Working Group on Inclusivity, Diversity and Equity (https://ercim-ide-wg.ics.forth.gr/)

2. Established a permanent column in the quarterly published online FORTH-ICS Newsletter that will host info relevant to Inclusivity, Diversity and Equity in Computer Science and publishing the Mind the Gender Gap in Computer Science activities and outcomes.

3. WP3: Dissemination and Communication activities report

Under WP3 we try to accomplish internal engagement and external visibility of the project. During the 12 months 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 approximately 20 internal and/or external events during M1-M12.

3.1 Activity: Update the webpage

Under **activity 3.1** that lasts for the whole duration of the project, namely M1-M12, we created and maintain an allocated space on the FORTH-ICS web-site dedicated to Inclusion, Diversity and Gender Equality in Computer Science: https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science.

Moreover, we have allocated dedicated web space specifically for the "Mind the Gender Gap in Computer Science (MindGebGapICT)" project, where we will upload the presentations, the deliverables/progress reports, and all the information for the Final Dissemination Event.

3.2 Activity: Internal Bulletins & activation of Social Media Channels

Under **activity 3.2** that lasts between 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:

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

Moreover during February 2026, we have already published 3 posts on the social media channels of FORTH-ICS advertising the project and the 2 study visits conducted during M1-M6 (refer to: post 1 , post 2, post 3).

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.

In addition, we have published an article presenting the project in the scientific periodical of ERCIM News: publication. Moreover, we have been co-editors in a dedicated issue of the ERCIM News on Inclusivity and Diversity (https://ercim-news.ercim.eu/en142). And we have also announced the creation of the ERCIM WG dedicated to Inclusivity and Diversity.

Finally, we created 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.

3.3 Activity: Final Hybrid Dissemination Event

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.

3.4 Activity: External Scientific/Policy Events

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, 18 March 2026, Chania, Crete**.**
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.

The 2 deliverables that cover all the activities of WP3 are Deliverable D3: Communication and Dissemination Activity Report and D4: Scientific/Policy publication for Scientific and/or Knowledge Event.

Bellow we list in table format the dissemination activities between M1-M6 and M7-M12.

Table1. Dissemination Activities table M1-M6

Name Please specify the type of activity (e.g. webinar, presentations' slides, ...)	**Type of participation** (e.g. attendee, speaker, organiser)	**Link**	**Target audience**
3 Oct. 2025. Mind the Gender Gap in Computer Science (MindGenGapICT). Project presentation to the FORTH-ICS Director and Deputy Director. meeting #1	organiser	n/a	FORTH-ICS Director and Deputy Director

8 Oct. 2025. ERCIM WG: Inclusion and Diversity in Computer Science: Developing Technology and Culture. An online brain-storming meeting	speaker	n/a	ERCIM working group
14 Oct. 2025. Guest editor of the ERCIM News issue 142	reviewer/editor/author	https://ercim-news.ercim.eu/en142	ERCIM members
14 Oct. 2025. Article for the "Mind the Gender Gap in Computer Science" project in the ERCIM News issue 142	author	https://ercim-news.ercim.eu/en142/special/mind-the-gender-gap-in-computer-science	ERCIM members
30 Oct.2025. Online presentation of the Initiative on Diversity & Inclusion in Computer Science at FORTH-ICS	speaker	n/a	Human Capital Task Group of ERCIM
5 Nov. 2025. Presentation of the Mind the Gender Gap in Computer Science at Mini Symposium online: "Where is the Diversity in Recognition and rewards? Zooming in on diversity, equity and inclusion in research evaluation reforms." Organized as part of the IDEA project funded by CoARA Boost 1st Cascade Funding	speaker	n/a	Broader audience
19-20 Nov. 2025. Study Visit #1 Computer Science Department at NTNU, Trondheim, Norway. Presentation of Mind the Gender Gap in Computer Science project and first insights from data analysis	speaker	n/a	NTNU computer science community
12 Dec. 2025. Presentation of the project results & progress to the FORTH leadership .	organiser	n/a	FORTH-ICS Director and Deputy Director
14 Jan 2026. Project presentation at the consortium	speaker	https://include-geps.eu/	INCLUDE consortium

meeting of the INCLUDE horizon europe programme			
20-21 Jan. 2026. Study Visit #2 Institute of Women's and Gender Studies at Johannes Kepler University, Linz Austria. Project presentation	speaker	n/a	JKU community

Table 2. Dissemination activities table M7-M12

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 Inclusive FORTH-ICS workshop	organizer, speaker, attendee	https://www.ics.forth.gr/dsn/steps-forward	FORTH research community
31st of March: 1st Inclusion, Diversity, Equity Coffee Hour	organizer	n/a	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	Jury member, attendee	https://womendobusiness.eu/hackathon-gender-equality-innovators/	Youth of the Heraklion Community

framework of the **"POWER - Promoting organizations empoWErment to guarantee women's human rights and stop gender violence"** program			
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 Conference on Gender and Women's Studies, 17-19 July 2026, London, UK	Speaker attendee	4th World Conference on Gender and Women's Studies	International scientific audience in a conference