CoARA Boost Cascade Funding

Progress Report

Project			
Project number	25-CoARA-055		
Name of the project	Mind the Gender Gap in Computer Science (MindGenGapICT)		
Type of project	☐Teaming	x Institutional change	☐ Institutional pilot
Reporting period	☒ **M0 – M6**	☐ M7 – M12	
Reporting deadline	**March 4th, 2026**		
Date of last update of the report	March 3rd 2026		

Organisation	
Organisation name Please fill-in information in **red** for Teaming Project's coordinator	**Contact** Name, mail address

Funded by the European Union

Foundation for Research and Technology-Hellas (FORTH)	Magdalini Chatzaki, magda@ics.forth.gr

 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.*

Please note that this monitoring report template covers the technical aspect of the progress reporting.

This document is mandatory and expected to be submitted to complete the reporting milestones in M06.

Please send back your report and your annexes (if applicable) by March 4th, 2026 to 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)
- Next Steps (section 2.4)

2.1. Progress measurement base: Work plan

Please provide a hyperlink or summary of your work plan for the **M0 – M6 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 **M0-M6:**
WP1: Baseline Assessment and Reform Planning:
Evaluation of the current state of gender representation and institutional dynamics within FORTH-ICS by:
Activity 1.1. Analyzing qualitative and quantitative data collected over the past years and updated
Activity 1.2. Identifying best practices and proposing interventions tailored to FORTH-ICS
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.

WP2: DIE in research practice:
We focus on strengthening diversity and inclusion in research methodologies by:
Activity 2.1. State of the art review on IDE-informed research practice.
Activity 2.2. 2 study visits to selected organizations with demonstrated track record in tackling DIE issues , 1 event with an expert invited speaker
Activity 2.3. Organizing internal events for raising awareness and capacity building engaging stakeholders at all career stages.

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Findings will be disseminated to the research community of FORTH-ICS and fed into the roadmap document.

WP3: Dissemination and Communication:
Internal engagement and external visibility of the project.
Activity 3.1. Expand and regularly update the dedicated webpage Inclusion, Diversity, Equity in Computer Science on FORTH-ICS website with updates and resources.
Activity 3.2. Produce 2 internal bulletins within the project's timeframe and activate FORTH-ICS's social media channels to communicate project outcomes.
Activities 3.3 and **3.4** do not fall within the timeframe of this middle-term report. They start on month M10 and M9 respectively.

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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 1.1 Mapping and analysis of FORTH-ICS gender representation data	This phase involved the analysis of existing and updated gender representation data. We collected data and we elaborated on them per personnel category and per Research Lab. Statistics and evaluation of the findings captured multiple perspectives and we identified priority areas for interventions. We communicated this first phase results to the leadership of the organization. It is a work in progress to communicate the results to our	We claim that gender imbalance in research ecosystems heavily 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 understanding we get through it, is heavily relevant to the ARRA's	n/a	Sept2025-Nov-2025	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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	research community as well. The complete report of the data collections and their statistical analysis and outcomes will be fully documented in D1 on M9	commitments #1, #5, #7, #10			
Activity 1.2 Best Practices and proposing interventions	Based on the outcomes of Activity 1.1 and on the implementation of the 2 study visits and a first draft study of the bibliographic references we have identified best practices and we have a list of suggested interventions which will be fully documented in D1 on M9 and will be disseminated the he research community and the leadership of FORTH-ICS.	We claim that gender imbalance in research ecosystems heavily 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 understanding we get through it, is heavily relevant to the ARRA's commitments #1, #5, #8	n/a	Nov2025-Feb2026	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project
Activity 1.3 Identify KPIs for monitoring	Although this activity does not fall within the timeframe of M0-M6 of the middle-term report, we have some first outcomes of this	We claim that gender imbalance in research ecosystems heavily influences the research	n/a	Mar2026-May2026	n/a

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	activity.We have identified a Gender Balance Index (GBI) that evaluates fairness and balance and we applied this index to every personnel category and every Research Lab. This is a first metric of the structural and cultural imbalances per personnel category and per Research Lab and specific interventions have been proposed accordingly.	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 understanding we get through it, is heavily relevant to the ARRA's commitments #2, #8, #10			
Table of contents Deliverable 1	This table describes the structure and the contents of Deliverable 1 " Baseline Assessment and Reform Planning" to be delivered on M9	n/a	n/a	Octobe r 2025	n/a
Activity 2.1 State of the art review on IDE-informed research practice	Through this activity we have identified a set of scientific and research publications that will be the study material in order to compile a desktop state of the art review on IDE informed research practice. The bibliography list	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #5, #7, #8	n/a	Noe202 5- Dek202 5	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGaplCT project

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	has been compiled and together with the experiential learning through the study visits already implemented will result in a state of the art review report to be fully documented in D2 on M9. The bibliographic references list is appended as a preliminary working document as well as a short description of the 2 study visits conducted in Nov2025 and Jan2026 respectively				
Activity 2.2 Study Visit #1	A study visit was conducted to the Department of Computer Science at the Norwegian University of Science and Technology (NTNU) with the aim of exchanging good practices and institutional approaches related to gender equality and inclusivity in academia. During the visit, meetings were held with Professor Letizia Jaccheri and Professor Monica Divitini,	The study visit to NTNU directly contributes to ARRA's commitments on promoting gender equality, inclusivity, and institutional change within research and academic environments. In particular, it addresses ARRA's commitment to capacity building and evidence-based policy development by enabling the exchange of	n/a	Study Visit #1: 19th - 20th Nov 2025	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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	both senior researchers with extensive experience and active involvement in gender equality, diversity, and inclusion initiatives within computer science. In addition, discussions took place with key faculty members focusing on the current status of gender balance, structural challenges, and the strategies and initiatives implemented by the department to address gender disparities, including an assessment of measures that proved effective as well as those with limited impact. A dedicated meeting with the HR department provided insight into NTNU's institutional policies and procedures supporting gender balance and inclusivity, including recruitment practices, career development measures, and	good practices, lessons learned, and effective institutional measures. The discussions with NTNU faculty and HR representatives supported ARRA's commitment to improving gender balance in recruitment, career progression, and retention, by providing concrete examples of strategies that have been successfully implemented, as well as initiatives that proved less effective. This knowledge strengthens ARRA's ability to design realistic, context-sensitive actions. Participation in the TECHLARP project workshop further aligns with ARRA's commitment to innovative, participatory, and inclusive approaches, offering			

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	work–life balance provisions. The visit also included participation in a workshop organised within the framework of the TECHLARP project (https://www.techlarp.eu/), which presented innovative, participatory approaches to addressing gender equality challenges. The outcomes of the workshop will be considered in the identification and adaptation of potential actions for implementation at FORTH-ICS, taking into account its institutional context.	transferable ideas for awareness-raising, community engagement, and cultural change. Overall, the visit supports the implementation and continuous improvement of ARRA's gender equality actions, with direct relevance to potential adaptation and uptake within ICS-FORTH. The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #7, #8, #9, #10			
Activity 2.2 Study Visit #2	In the context of WP2 of Mind the Gender Gap in Computer Science (MindGenGapICT), the project travelled to Johannes Kepler University (JKU) in Linz Austria to make a study visit at the Institute of Women's and Gender Studies with Dr. Anna Szlavi as our host. She is	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #7, #8, #9, #10	n/a	Study Visit #2 20th - 21st Jan 2026	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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	an expert in Gender in STEM and she was our host at JKU visit. The visit was on the 20th and 21st of January 2026 and we followed the following agenda: 20th Jan.2026: 11:00am Meeting with Dr. Anna Szlavi at her Office 12:00pm lunch with the Head of the Institute Prof. Doris Weichselbaumer and Dr. Anna Szlavi 13:45-15:15 Meeting with Mag Dr. Christopher Frank, legal expert and office manager of the Committee of Equal Opportunities 15:30-17:00 Meeting with Dr.in Luisa Pichler Manager of the Department of Equality, Equitable Opportunities and Diversity Dr. Christopher Frank explained in detail how their Committee monitors from the legal point of view the procedures and the operations of the University in order to respect policies concerning equality, equity and				

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	non-discrimination when recruiting and advise the community members in case of incidents about their rights and how to react in case of incidents. Dr.in. Luisa Pichler presented us all the activities taken to empower women (students as well as researchers) in STEM sciences and the programs they run (e.g mentoring programs), together with many other activities like monitoring, reporting and collecting data concerning IDE issues of the University 21st Jan 2026 09:00am meeting with the team B01 group of the course: **Introduction to Gender Studies in Science and Engineering** Dr. Anna Szlavi teaches this semester. The group had the best project report. 10:00am-15:00pm I followed the presentations of 16 groups of students who presented their projects for				

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	this specific course. All of them were interventions addressing and tackling specific issues concerning gender representation in the STEM disciplines at JKU. Finally we had a meeting on how we could extend our cooperation in the future.				
Activity 2.3: Organizing internal events **Regular updates to the Institutional Leadership**	The implementation team has ensured continuous alignment with the institutional leadership through regular updates. To date, two dedicated meetings have been held with the Director and Deputy Director of ICS-FORTH, during which the team presented the project's objectives, overall timeline, and initial outcomes.	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 ensure that project objectives, progress, and early outcomes are embedded at the highest decision-making level. By actively involving institutional leadership, the initiative strengthens	n/a	meeting#1: 3 Oct2025 meeting#2: 12 Dec2025	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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	These meetings have supported informed decision-making, reinforced leadership engagement and facilitated strategic guidance for the effective implementation of the project.	accountability, supports evidence-based strategic decisions, and facilitates the integration of gender equality actions into institutional policies and long-term planning, in line with ARRA principles. The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #5, #7, #10			
Table of contents Deliverable 2	This table describes the structure and the contents of Deliverable 2 " State of the Art Review Report on DIE in Research Practice" to be delivered on M9	n/a	n/a	October 2025	n/a
Activity 3.1 webpage at FORTH-ICS website	A dedicated space on the topic of Inclusion, Diversity and Equity on Computer Science, was	Contribution to Commitment 1 of the CoARA Agreement on Reforming Research Assessment, which calls for recognising the			

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	included in the formal website of the Institute of Computer Science	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 diverse 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 aligned with fair and responsible assessment principles, thereby operationalising CoARA's objective of fostering diversity, inclusiveness, and integrity in research systems.	https://www.ics.forth.gr/dsn/inclusion-diversity-equity-computer-science	February 2026	The content relevant to the MindGenGapICT project is labeled with the logo of CoARA and the appropriate funding reference

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Activity 3.2 Internal/External bulletins&social media channels **Publication at the ERCIM News periodical**	As part of the project's dissemination and awareness-raising activities, an article entitled *"Mind the Gender Gap in Computer Science"* was published in ERCIM News (Issue No. 142). The publication highlights key challenges related to gender imbalance in computer science and presents insights aligned with the project's objectives. This contribution has enhanced the project's visibility within the European research community, supported knowledge exchange on gender equality issues, and reinforced	This activity addresses the ARRA commitment on awareness-raising, dissemination, and promotion of gender equality in research and innovation. By contributing to ERCIM News, the project disseminates evidence-based perspectives on gender gaps in computer science to a broad European research audience. The publication supports cultural change by increasing awareness among researchers, research leaders, and policy stakeholders, encouraging reflection, dialogue, and informed action on gender equality in line with ARRA objectives. We foresee that this activity and the understanding we get from this	https://ercim-news.ercim.eu/en142/special/mind-the-gender-gap-in-computer-science	15Oct 2025	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project

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	the project's commitment to evidence-based dialogue at international level.	activity is heavily relevant to the ARRA's commitments #7, #8, #9			
Activity 3.2 Internal/External bulletins&social media channels **Permanent column on quarterly published online FORTH-ICS Newsletter**	We establish 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.	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #1, #7, #8, #9, #10	https://us18-campaign--archive-com.translate.goog/?u=2a330d94ba6208acdedeb08f9&id=1c04616848&fbclid=IwZXh0bgNhZW0CMTAAYnJpZBEwUTlxM2V1NFFrSGc3SnRXMnNydGMGYXBwX2lkEDIyMjAzOTE3ODgyMDA4OTIAAR4gP2X9ttYyDImy-MRRVvTu_ZHwl4aC7aSVzL5Uuo0IRwXcihjlTg6Km1xgMw_aem_IN8c9pOY0dePT_5jYCyPzg&_x_tr_sl=auto&_x_tr_tl=en&_x_tr_hl=auto https://www.ics.forth.gr/dsn/idecs-news	Februa ry2026	The CoARA logo was used to all the preliminary documents and the presentations delivered by the MindGepGapICT project
Activity 3.2 Internal/External bulletins&social media channels **Posts on FORTH-ICS social media channels**	We have already published 3 posts on the social media channels of FORTH-ICS advertising	The activity and the	(1). https://www.facebook.com/share/v/1DJhzBW4Hs/ , (2). https://www.f		The CoARA logo was used to all the

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	the project and the 2 study visits conducted during M0-M6	understanding we get through it, is heavily relevant to the ARRA's commitments #1, #7, #8, #9, #10	acebook.com/ICSFORTH/posts/pfbid02CXS5dQJn4fRYsknx6RnkhDJm2fAuCULzeY1H513jEct5paBwWEAXyhXrAPXgwT3gl , (3). https://www.facebook.com/ICSFORTH/posts/pfbid0Kdp18fSqBV7qrX6qxCPtnwDkvWM23SiPG1fMfX48i5DT1gT2NdHSnUq1JzCe4rMzl)	Feb2026	preliminary documents and the presentations delivered by the MindGepGapICT project
cross-cutting activity through WP1, WP2, WP3 **Creation and coordination of the ERCIM working group**	ERCIM officially launched the Working Group "Inclusive Digital Futures: Developing Technology and Culture", following an initiative led by FORTH-ICS in alignment with the objectives of the MindGenGapICT project. The Working Group aims to embed inclusion at the core of digital research, education, and innovation by bringing together researchers, administrators, and institutional leaders across the ERCIM network. It provides a coordinated platform for knowledge exchange, collaboration, and	The activity and the understanding we get through it, is heavily relevant to the ARRA's commitments #1, #2, #5, #7, #8, #9, #10	https://ercim-ide-wg.ics.forth.gr/	Jan2026	n/a

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	the promotion of inclusive practices in ICT research and organisational cultures. The launch was accompanied by an open call for participation and the publication of a concept note outlining the Group's strategic objectives, research and education pillars, and alignment with European priorities on responsible research and innovation.				
Presentations	A series of presentations were delivered as part of the communication and dissemination activities of the MindGenGapICT project to internal and external audiences. The list of presentations and the relevant events where they were delivered are described in detail in section 2.3	Contribution to Commitment 4 of the CoARA Agreement, which calls for transparency in research assessment criteria, processes and data, as well as broad stakeholder engagement.	n/a	September 2025-February 2026	The CoARA logo and reference to funding source was used to all presentations delivered by the MindGepGapICT project

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"

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2.2.2. Narrative assessment of progress

Period M0 to M6

Reporting deadline: March 4th, 2026

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.

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

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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.

We have designed our work plan in 3 Work Packages. Here below we report the progress per Work Package for M0-M6.

WP1: Baseline Assessment and Reform Planning.

We worked closely with the administration and collected/updated quantitative data for the gender representation within FORTH-ICS.

In Activity 1.1 we analyzed the data collected and identified the institutional dynamics per personnel category and per Research Laboratory. Moreover we collected data for the past 10 years concerning the synthesis of the Scientific Council of the Institute, of the awards given by the Institute and the synthesis of the leadership structures and the evaluation committees of the Institute. The results of the statistical analysis are included in the mid-term presentation of the project as a preliminary work-in-progress documentation for the need of the mid-term report. This analysis will be fully documented in D1 on M9.

Under **activity 1.2**, based on these data, we have identified a number of interventions tailored to FORTH-ICS. These interventions will be documented in detail in D1 on M9. A preliminary work-in-progress document is appended for the needs of the mid-term report

Moreover under **activity 1.3** we have identified a Gender Balance Index (GBI) that evaluates fairness and balance and we applied this index to every personnel category and every Research Lab. This is a first metric (KPI) for monitoring the structural and cultural imbalances per personnel category and per Research Lab and specific interventions have been proposed accordingly. Last but not least a proposal for future work on KPIs has been designed and proposed for a more accurate monitoring framework.

For all this work that will be fully documented in the D1 report on M9 we provide preliminary documents and the TOCs of D1.

WP2: DIE in Research Practice

Under the **WP2** framework, we focused on strengthening diversity and inclusion in research practice and outcomes. We established a cross-cutting diversity and inclusion research activity enabling interdisciplinarity and intersectionality. Our focus is mainly cultural, trying to put Diversity and Inclusivity in the core of research excellence and institutional quality. Within this framework we established and we coordinate a Working Group named "Inclusive Digital Futures. Developing Technology and Culture" (https://ercim-ide-wg.ics.forth.gr/) within ERCIM (European Research Consortium for

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Informatics and Mathematics, www.ercim.eu). The WG aims to explore how the Computer Science discipline could actively promote inclusion and diversity in the digital space as well as in its working ecosystem and its human capital. To this activity, we welcome people in research, administration, and leadership to bring together multiple perspectives. Several publications have been produced during this activity which will be detailed in the description of **WP3.**

Under **activity 2.2** of this work package during M0-M6 we have conducted the 2 study visits we described our work plan. The first study visit was made on 19th-20th November 2025 at the Computer Science Department of NTNU@Trondheim Norway. A detailed report of the study visit will be documented in D2 on M9. The second study visit was made on 20th-21st January 2026 at the Institute of Women's and Gender Studies at the Johannes Kepler University@Linz Austria. A detailed report of the study visit will be documented in D2 on M9.

Moreover we have already scheduled a workshop event with an invited speaker for 30th-31st of March 2026 at our premises. A preliminary agenda is delivered as partial evidence of the work planned and a detailed report on the workshop results will be documented in D2 on M9.

Under **activity 2.1** and based on input from **activity 2.2** we provide a bibliography list that we are working on in order to compile the state of the art review of DIE-informed research practice. This report will be a separate section documented in D2 on M9.

Under **activity 2.3** we have already implemented 2 meetings with the Director and the Deputy Director of FORTH-ICS and we plan to have separate meetings with the Research Lab Leading Researchers. Moreover we have introduced a dedicated column on the quarterly published Newsletter Volume of FORTH-ICS where we will disseminate all our project results.

For all this work that will be fully documented in the D2 report on M9 we provide preliminary documents and the TOCs of 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 11 internal and/or external events during M0-M6. A detailed list of the events is given in an accompanied document for this middle-term report and will be fully documented in D3@M12.

Under **activity 3.1** we created 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 .

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Under **activity 3.2** we have created one internal bulletin on the quarterly published Newsletter Volume of FORTH-ICS. With this bulletin we will start a permanent column in the FORTH-ICS Newsletter on Inclusivity and Diversity. The full description of the articles can be found at : https://www.ics.forth.gr/dsn/idecs-news .
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 M0-M6 (refer to: post 1 , post 2, post 3)
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).
We have also announced the creation of the ERCIM WG dedicated to Inclusivity and Diversity.

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.

Activities 3.3 and **3.4** do not fall within the timeframe of this middle-term report. They start on month M10 and M9 respectively.

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 we is that we took 2 innovative cross-cutting actions:

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.

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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**
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

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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 meeting of the INCLUDE horizon europe programme	speaker	https://include-geps.eu/	INCLUDE consortium
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

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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 this reporting period, the project has generated tangible impacts at institutional, national, and international levels.

Data collection and statistical analysis gave us a mapping of the current status representation per personnel category and per Research Lab. This raised the understanding and in combination with the thorough study of the state of the art and the best practices internationally but especially in Europe resulted in a first set of around 15 intervention proposals that will be elaborated further and will be suggested to the leadership of FORTH-ICS to be applied in a medium-term timeplan aligned to the Gender Equality Plan of FORTH.

The launch of the ERCIM Working Group on *Inclusive Digital Futures* has extended the project's reach beyond FORTH, engaging researchers, administrators, and leaders across the European research community in Informatics and Mathematics and fostering a shared agenda on inclusion and gender equality.

Within ICS-FORTH, frequent updates and active involvement of the Institute's leadership have increased awareness of the current gender equality landscape and strengthened leadership ownership of related actions.

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) and reinforced links with the Gender Equality and Anti-Discrimination Committee of FORTH, supporting alignment and coherence across the organisation.

Externally, collaborations with academic and research partners in Norway (NTNU), Austria (Linz), and the Netherlands 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.

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2.4. Next steps

The “next steps” section should detail future actions, including activities and decisions, to be taken and/or implemented to achieve the project.

Please describe the **future action and activities planned for the M7 – M12 period** in the box below.

During the M7–M12 period, the project will focus on consolidating achieved results and scaling up actions to ensure sustainability and structural impact.

We have scheduled a workshop to be held in our premises on the 30th-31st of March 2026 with keynote presentations by international specialists and presentation of the project activities and other internal efforts of FORH-ICS.

We plan internal discussions with our research community presenting them the results and the ideas developed through this project.

We plan to study extended KPSs for ICS-FORTH based on the SHE FIGURES KPIs.

Last but not least we will publish the project deliverables and produce at least one publication with the project outcomes.

The project team will attend the Network Gender & STEM Conference 2026, 9th-11th July 2026 at University of Salzburg, Austria

Further key activities will include the further development and operationalisation of the ERCIM Working Group on Inclusive Digital Futures, through the organisation of thematic meetings, community-building activities, and the definition of a concrete work plan aligned with MindGenGapICT objectives. We foresee a European network of research stakeholders (i.e researchers, leaders, administration) who share common interest in the thematic area.

At institutional level, regular briefings and strategic discussions with the leadership of ICS-FORTH will continue, with the aim of translating project insights into informed decisions and potential policy or procedural adjustments. Particular emphasis will be placed on strengthening leadership engagement in gender equality and inclusivity actions.

Communication and awareness-raising efforts will be reinforced through the continued use of the permanent ICS newsletter column, the dedicated webpage

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and the social media channels of the Organization, ensuring sustained visibility of gender equality issues and project outcomes within the Institute.

Collaboration across FORTH Institutes will be further expanded, alongside closer coordination with the FORTH Gender Equality and Anti-Discrimination Committee, to enhance coherence, exchange good practices, and explore joint initiatives.

In parallel, the project will intensify collaboration with external partners, building on existing networks to prepare and submit Horizon Europe proposals addressing gender equality, inclusivity, and responsible research and innovation and find ways to support future work based on the outcomes of this project..

Finally, international outreach and visibility will be strengthened through continued engagement with external organisations and academic partners, supporting mutual learning, dissemination of results, and the positioning of FORTH as an active contributor to inclusive digital research at European level.

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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 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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