

# What we want to do

## EU agenda

More women into research,  
in particular more female  
professors

Lasting change

European added value

## FESTA agenda

Better working environment  
for female researchers on all  
career stages

Work with structures and  
processes, not with women

Try out same measures in  
several European contexts,  
compare



	UU	SDU	RWTH	UL	FBK	ITU	SWU
Individual awareness raising		X		X		X	X
Organizational awareness raising	X	X	X		X		
Formal decision making and communication				X	X	X	
Informal decision making and communication	X				X	X	X
Excellence in appointment and promotion			X	X	X	X	X
Excellence in daily working environment	X		X				X
Meeting cultures	X	X					X
PhD supervision	X	X	X	X	X		X