

# Joining Efforts for Responsible Research and Innovation



## Project aim

- ✓ Deeply institutionalizing practices and attitudes of RRI in the European Research Area
- ✓ A mutual learning process between the Fraunhofer-Gesellschaft and TNO, as well as other RTOs and stakeholders

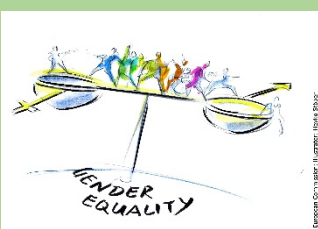
## Partners

- ✓ Fraunhofer-Gesellschaft, Germany
- ✓ TNO, The Netherlands

## Approach

- ✓ Development of specific RRI goals within the Fraunhofer-Gesellschaft and TNO
- ✓ Action plans for the key dimensions: Ethics, Societal Engagement, Gender Equality, Science Education, Open Access
- ✓ Distribution of good practices

- ✓ Institut für Höhere Studien, Austria
- ✓ Manchester Metropolitan University, UK

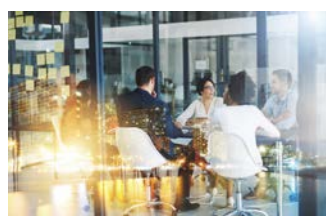


# Improving Gender Equality



## Supporting the organisation

- ✓ Implicit bias training for HR employees
- ✓ Implicit bias training for top managers
- ✓ Lectures and workshops on diversity and inclusion



## Supporting the female employees

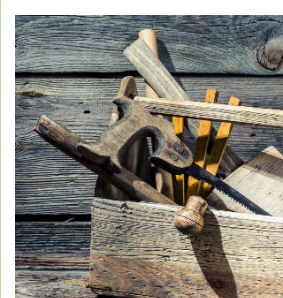
- ✓ Female leadership programme
- ✓ (Female) talent database
- ✓ Cross mentoring programme
- ✓ Internal (closed) female employees forum



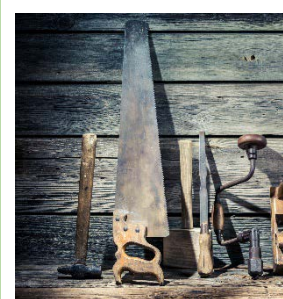
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## Fraunhofer



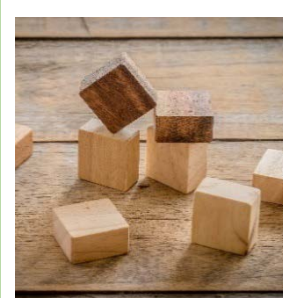
[www.gender-diversity-toolbox.de](http://www.gender-diversity-toolbox.de): raising the awareness for gender equality



Gender Diversity Toolbox: finding and sharing good practices



Role Models: telling their personal story to inspire others



Gender in Research Content: finding ways to integrate gender in research and researchers' mindset

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