



D4.1 – Strategic Action Plan

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¹ PU= Public, SEN= Sensitive.



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ACRONYMS & ABBREVIATIONS

AKIS	Agricultural Knowledge and Innovation Systems
CAP	Common Agricultural Policy
CoP	Community of Practice
EU	European Union
FLIARA	Female Led Innovation in Agriculture and Rural Areas
LAG	Local Action Group
SAB	Stakeholder Advisory Board
SAP	Strategic Action Plan
WP	Work Package
Project Partners	
Galway	NATIONAL UNIVERSITY OF IRELAND GALWAY
TU Delft	TECHNISCHE UNIVERSITEIT DELFT
TEAGASC	TEAGASC - AGRICULTURE AND FOOD DEVELOPMENT AUTHORITY
UNICAL	UNIVERSITA DELLA CALABRIA
LWL	LONGFORD WOMEN S LINK CLG
UTU	TURUN YLIOPISTO
UL	UNIVERZA V LJUBLJANI
CE	CONSULTA EUROPA PROJECTS AND INNOVATION SL
HNEE	HOCHSCHULE FUR NACHHALTIGE ENTWICKLUNG EBERSWALDE
ELARD	ASSOCIATION EUROPEENNE LEADER POUR LE DEVELOPPEMENT RURAL
UOULU	OULUN YLIOPISTO
ECOLISE	RESEAU EUROPEEN POUR DES INITIATIVES COMMUNAUTAIRES SUR LES CHANGEMENTS CLIMATIQUES ET LE DEVELOPPEMENT DURABLE
MENDELU	MENDELOVA UNIVERZITA V BRNE
LNU	LINNEUNIVERSITETET
HLK	HOGSKOLAN FOR LARANDE OCH KOMMUNIKATION I JONKOPING - HLK SCHOOL OF EDUCATION AND COMMUNICATION



INTRODUCTION

A Community of Practice (CoP) is a group of people who share a common interest, collaborating and learning together about how to develop this interest and apply it in practice. In socio-ecological transition movements-such as permaculture, transition networks and eco-villages - CoPs have the potential to become systems and spaces that have real power and influence.

Over an 18-month period between May 2024 and December 2025, twenty innovative rural and farming women from ten European countries will play the central role as Innovation Ambassadors in the FLIARA CoP. Engagement in this EU-wide interchange platform for multi-actor exchanges will happen both offline and online, anchored around four CoP Networking Events in Ireland, Slovenia, Italy and Sweden.

These event locations have been determined based on a geographically spaced typology established in WP3 and WP4, considering four macro-regional hubs. The networking events will bring together relevant stakeholders, including 20 women Innovation Ambassadors. These 20 women are being selected from case studies conducted during WP3. The Innovation Ambassadors, who are women leading innovative practices in agriculture and rural areas, will play a central role in these events.

Building on the power of social networks, the CoP will be developed with these women ambassadors alongside key policy and governance stakeholders. The CoP Network will occur in conjunction with a Campaign of Visibility for women-led rural innovations, spotlighting women as key innovation actors for a sustainable rural future.

The FLIARA CoP Networking Events will serve as platforms for knowledge exchange, showcasing innovative practices, and fostering visibility for women in agriculture and rural innovation. The events will also facilitate engagement with key actors involved in rural and farming innovation, such as SCAR AKIS, EU and National AKIS Coordinating Bodies, EU and National CAP Networks, Policy Makers and the FLIARA Stakeholder Advisory Board. These events aim to promote collaboration, share best practices, and provide valuable insights for policy development and implementation. The CoP Network will also provide elements of the FLIARA Toolkit as an additional outcome of this practical user-centre interactive initiative.

This Strategic Action Plan (SAP) serves as roadmap to establish, organise, implement and monitor the FLIARA CoP. It provides a guide for partners to ensure that everyone understands what needs to be achieved. It identifies specific activities, assigns responsibilities and outlines specific actions. Links to all necessary support documents are provided. As the FLIARA CoP takes place over an 18-month timeframe, the SAP will be a living document and allow for adaptation to changing circumstances to ensure that the CoP stays relevant and responsive to the needs of the women.

COMMUNITY OF PRACTICE COP – A GENERAL OVERVIEW

At the core of the idea of a CoP is shared interest and group learning. A CoP can be understood as structured around three dimensions – domain, community and practice - as outlined by the BLAST project (Brightman et al., 2021). The domain can be understood as the shared interest or issues of concern. This can also evolve. The community is the people involved who play different roles and learn together. The



practice is about the process itself and methods to reach new learnings and develop new knowledge (see Figure 1).

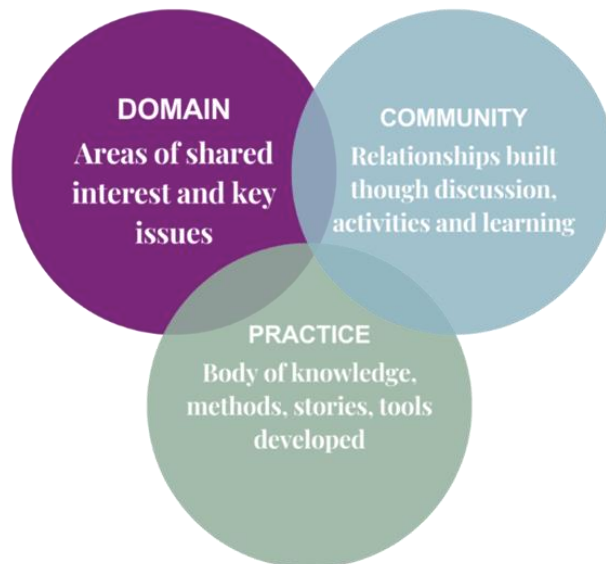


Figure 1: Three core dimensions of a CoP, Adapted from the BLAST CoP Guide (Brightman et al., 2021)

The original idea of a CoP brought the same types of participants together (e.g. from business or academia), however this has evolved and a CoP can include a diverse range of participants (Brightman et al., 2021). The FLIARA CoP is designed in this way. As part of the glossary of terms included in the FLIARA Conceptual Framework it defines a CoP as bringing: “stakeholders with different knowledge perspectives together to strengthen their capacity to work and learn creatively together while harnessing the collective knowledge to deliver integrated policy work and overcome silo mentalities” (Farrell et al. forthcoming, p.120). This definition distils the focus of the FLARA approach to CoP.

OVERVIEW OF COP AND USE IN OTHER PROJECTS

To support the establishment of the FLIARA CoP, external resources have been consulted to assist the further informing, shaping and developing of an effective CoP aligned with the FLIARA goals. These include practical toolkits and guidebooks, alongside some key publications focused on the CoP concept and theory. The FLIARA Women-led Innovation Knowledge Review (D1.2) assessed previous European projects to derive learnings of relevance to FLIARA and produced a series of factsheets on each project reviewed (McGuinness et al. forthcoming). Our resource list also identifies a number of these Fact Sheets where a CoP was identified in other projects (see Annex 1). For now, some initial learnings from other projects in the context of the core goals of the FLIARA CoP are outlined below.

The CoP Network aims to establish a learning partnership amongst all key stakeholders engaged in rural and agriculture innovations and ensuring women are centrally placed. Linked to this, another important key goal of the FLIARA CoP is to create the FLIARA Toolkit for knowledge transfer and learning. The FLIARA Women-led Innovation



Knowledge Review (D1.2) assessment of previous European projects also identified projects with important knowledge that could form part of the toolkit. For example, the FEMAGREE (Fact Sheet 6) and DEW (Fact Sheet 4) projects (see McGuinness et al. forthcoming) are examples. As the CoP and toolkit task (T4.4) develops a more proactive review of the knowledge identified as part of D1.2 could also be needed to ensure all relevant resources transfer to the FLIARA Toolkit.

The multi-actor approach forms a key part of the FLIARA CoP. The LIAISON and PREMIERE projects are important here (Fact Sheet 18 and 23, see McGuinness et al. forthcoming). PREMIERE aimed to facilitate the growth of cohesive and thoroughly planned multi-actor initiatives. In relation to implementing the multi-actor approach in the FLIARA CoP, another important project identified is ACT: Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe. The project supported eight CoPs involving universities, research centres and research funding bodies and it provides important resources and learnings (see Fact Sheet 3, McGuinness et al. forthcoming, p.80-81). One key resource is its toolkit. Linked to key success factors, such as 'sharing best practice' and 'knowledge production and access to knowledge', the ACT project toolkit provides a set of methods that can be used in the operation of a CoP and aligned to achieving these success factors (Thomson et al., 2021).

A CoP can also be organised and originate in different ways, such as a loose informal network of people with shared interests. It can also evolve and often has a life cycle where it moves through active phases to, in some cases, an end point when the original purpose is achieved (Brightman et al., 2021). The FLIARA CoP Network is not an organic entity but developed by the project and operates within its timeframe. However, that does not mean it cannot evolve and have sustainability beyond the project lifetime. For example, the UrbanA project demonstrates how a CoP can grow, change and extend beyond an original project that initially generated it (see Crowley and Henfrey, 2023). Indeed, a CoP can evolve away from its original goals in line with the interests of the community that drives a renewed domain focus. Emerging from the ACT project, the idea of 'scaling-up' can also be part of CoP growth and change (ACT, no date).

PURPOSE AND OBJECTIVES OF THE FLIARA COP

The dual purpose of The FLIARA CoP Network is to

- Develop an interchange platform for multi-actor exchanges and
- Create the FLIARA Toolkit for knowledge transfer and learning.

More specific objectives are to:

- Design and implement the CoP, which will initiate a Campaign of Visibility to advance women-led rural and farming innovations.
- Facilitate multi-actor engagement via a series of four EU workshops with all relevant key stakeholders.
- Empower female innovators to take a central position as Innovation Ambassadors in the CoP Network.
- Develop a FLIARA Toolkit as a valuable source of information and knowledge.



LINK TO FLIARA CONCEPTUAL FRAMEWORK

The conceptual framework underpinning FLIARA provides a basis for understanding how the current innovation ecosystem supports, but also how it places limitations on women-led innovation in farming and rural areas. There are many ways to conceptualise innovation ecosystems, however for the purposes of FLIARA, a specific conceptual framework has been developed to meet the project objectives and its multi-actor approach. This framework draws on the transdisciplinary and multi-actor project partnership and engagement with rural women to co-create a conceptual framework that encompasses knowledge from research and practice and goes beyond the state-of-the-art.

The Innovation Ecosystem core concept underpinning the FLIARA project is defined as: “...the interconnected network of people, groups, institutions, and resources that work together to promote innovation and entrepreneurship that can support and empower rural women and boost their innovation capacity” (Farrell et.al. forthcoming, p.124). Well-functioning CoPs are a potentially highly effective mechanism that could operate as part of the innovation ecosystem that is more supportive of female-led innovation in agriculture and rural areas. A CoP Network will become central to FLIARA as a user-centred interactive initiative, allowing innovative women to become FLIARA Innovation Ambassadors, advocating women-led innovations and creating visibility for their innovative practices, which can inspire others. It will become a hub of networking and training, driving new knowledge and a practical Toolkit for women engaged and seeking to become involved in innovative farming and innovations in rural areas. In doing this, it will provide a clear pathway to developing a more supportive innovative ecosystem, which can readily support women-led innovations in agriculture and rural areas. Indeed, the FLIARA CoP Network provides a practice-based space within the innovation ecosystem and brings the project into the innovation ecosystem itself, rather than just understanding how it works through the FLIARA research.

More broadly, beyond this core definition, the conceptual framework constructs a particular way to understand the complex idea of innovation ecosystems, how they work in terms of supporting or limiting female-led innovation in farming and rural areas. The framework proposes a set of hypotheses that are potential leverage points towards solutions and improvements related to innovation ecosystems, gender equality and rural sustainability. The FLIARA CoP links to a number of these leverage points showing how it works to directly support an improved innovation ecosystem for women-led innovations in agriculture and rural areas. In relation to the leverage point “Scattered Representation in Innovation Ecosystems” it is argued “Biased innovation ecosystems that are not supportive of women-led initiatives may hinder women-initiated innovations” (Farrell et.al. forthcoming, p.51). A CoP dedicated to female-led innovation in rural areas and agriculture potentially contributes to a more un-biased innovation ecosystem where women occupy new roles within it.

Another hypothesis is “Performing Against Patriarchal Norms” where the idea is that “acting differently and demonstrating the potential of alternative ways of doing things can question, challenge, act against, and even change the existing norms” (Farrell et.al. forthcoming, p.12). The FLIARA CoP Network embeds this notion through the FLIARA Innovation Ambassadors that participate in the CoP Network and Campaign of Visibility. These women lead innovative practices in agriculture or in rural areas and their role involves disseminating their innovative ideas and pathway to success, as well as issues encountered establishing their innovations.



The CoP Network will also provide a space for the Innovation Ambassadors and other women leading innovations in agriculture and rural areas to engage with other key stakeholders and policy networks. This links to how the FLIARA CoP network will also play a role in how FLIARA will develop proposals for more effective policy that can support female-led innovation in agriculture and rural areas. Workshops will be held at the CoP Network events that explore policy benchmarking, participatory scenario development for policy and broader policy dialogues. This will allow the exploration of the hypothesis and leverage point “Transforming policy and governance towards gender equality” and how “Governance solutions can provide opportunities, incentives, and support for female innovators” (Farrell et.al. forthcoming, p.50). In addition, by FLIARA Innovation Ambassadors and other women leading innovations in agriculture and rural areas being at the centre of the FLIARA CoP Network this also links to leverage point “Women in Decision-Making” and supports “Increasing women’s opportunities to participate in decisions concerning their lives” (Farrell et.al. forthcoming, p.13).

FLIARA COP AND ITS LINKS TO WP'S AND DELIVERABLES

Established and delivered in WP4, the FLIARA CoP Network is at the centre of the FLIARA project (see Figure 2). General linkages to other WPs outside of WP4 are presented below, before in the following paragraphs teasing out the more specific interconnections to WP5 and WP6 tasks and deliverables, where there are most direct linkages.

As outlined above, the FLIARA CoP Network links strongly to the FLIARA conceptual framework and several potential leverage points towards solutions and improvements in relation to women-led innovation and rural sustainability. The FLIARA CoP Network has a strong link with WP3 through bringing together women leading innovation initiatives identified during the case studies. It is in WP3 that the ‘Innovation Ambassadors’ are selected, due to happen by the end of April 2024 (also see section Selection of Ambassadors). The FLIARA CoP Network provides a space for the WP5 policy workshops. The CoP Network also occurs in conjunction with the WP6 Campaign of Visibility for women-led rural innovations. The FLIARA Stakeholder Advisory Board (WP7) are also invited to be part of the CoP Network.

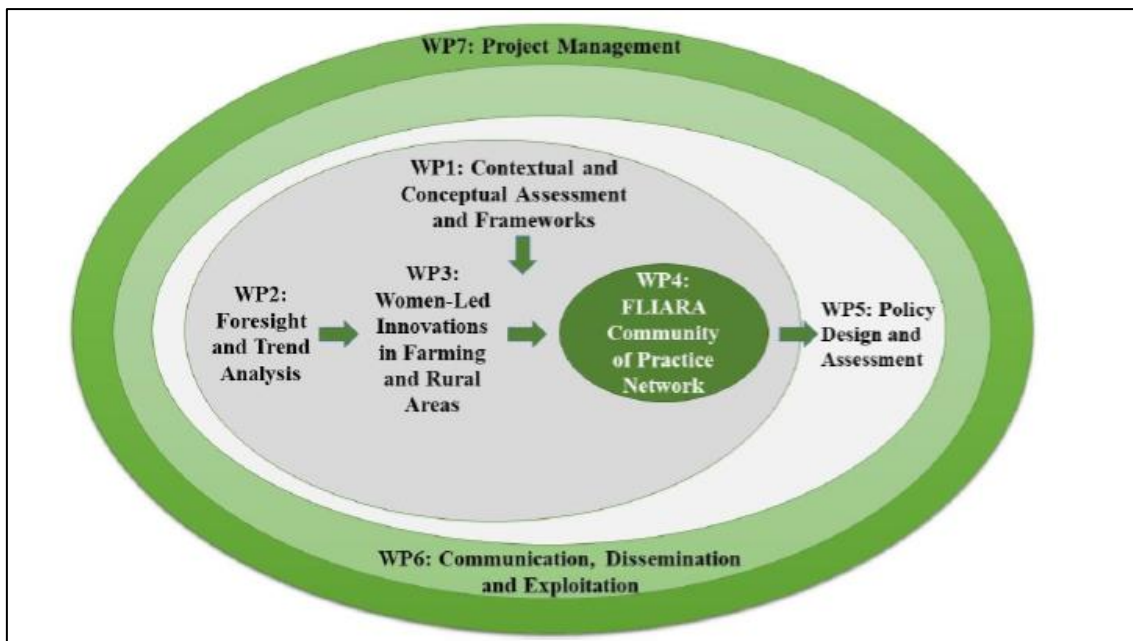


Figure 2: Interlinkages among FLIARA work packages

One objective of the FLIARA CoP Network is to facilitate multi-actor engagement and a learning partnership among key actors. Policy improvement is a core topic that will be explored through these multi-actor exchanges. Policy Design and Assessment is the focus of WP5 and it has a strong symbiotic relationship with the FLIARA CoP Network. WP5's overall objective is, using insights developed in the project, to design more effective policy and governance frameworks and knowledge and innovation systems that will boost women-led innovation in agriculture and rural areas. Broadly speaking, WP5 focuses on gender benchmarking for policy, policy practice dialogue and participatory scenario development.

In relation to policy benchmarking, a phased approach is taken, which is initially informed by the deliverable reports of WP1 task T1.4 (Assessment of policy and legal frameworks to support policy benchmarking). There is a report providing an 'Assessment of Rural and Farming Policy and Legal Frameworks in relation to Women-Led Innovation' (D1.3) but also a specific report providing 'Initial Guidelines for Policy Benchmarking' (D1.5). WP4 T4.3 then focuses further on benchmarking and policy design and will produce an initial benchmarking report in M24 (D4.3). The final gender benchmarking report (D5.3) emerges from WP5 in M35.

WP5 will also carry out policy practice discussions (T5.2) that are designed to use the multi-actor approach to break down disciplinary silos and hold policy practice dialogues at the CoP Network events. The outcome of this task is a Policy Booklet and Policy Briefs (D5.1) also to include a comprehensive policy roadmap. Developing new policy proposals (T5.3) will be done through a process of Participatory Scenario Development, developing scenarios and testing them. This task will also involve focus groups with key stakeholders occurring at the CoP Network events. Each of these tasks (T4.3, T5.2 and T5.3) is discussed in further detail in the stakeholder engagement section below (pg. 44).

Communication, dissemination and exploitation is the focus of WP6 and as part of this task T6.2 runs the Campaign of Visibility. This aims to give increased visibility to women leading innovations in agriculture and rural areas, as well as the role of women in



achieving sustainable rural development and promoting innovation in agriculture and rural economies. This links to WP4 task T4.4 that develops the FLIARA Toolkit (D4.4) that will be housed on the FLIARA website and will initially consist of a series of training and knowledge related tools. This also links closely with WP6 task T6.4 on dissemination of knowledge and results that will produce deliverable D6.5 Innovation Ambassadors videos, podcasts, and video blogs. These aspects are discussed in further detail in the section detailing the Visibility Campaign Action (pg 55).

BUILDING THE FLIARA COP

FLIARA is on a mission to create a more sustainable future by highlighting the role of women in agriculture and rural areas. FLIARA's goal is to identify visions for sustainable farm and rural futures and the sustainability innovations needed to realise these visions. FLIARA believes that women-led innovation is a key factor in achieving this goal and strives to empower women to lead the way.

To achieve this goal, FLIARA is building a CoP that will bring together 20 key European women leaders in agriculture and rural areas, alongside key innovation policy and governance stakeholders. Together over a period of 18 months, this FLIARA CoP will explore diverse themes together, support each other, learn from and with each other to create a highly supportive and collaborative environment that encourages innovation and sustainability.

Depending on how well this Community works together, they have the power to influence how Europe understands, supports and champions Female-Led Innovation in Agriculture and Rural Areas. Much depends on how well the community spaces and processes can be created and developed over this time frame, to allow these 20 women to tell their stories, develop trust and bonds of friendship, share their fears, doubts and questions, as well as their needs dreams and visions. The SAP is designed to optimise interactive and productive spaces that serve the needs of all the CoP members. If this community can really bond together, through passion, care, fun and joy: All is possible.

The GA sets a parameter to incorporate a regional dimension to the CoP and that 20 Women would become ambassadors of the FLIARA Project. The spatial representation of the FLIARA CoP is presented in Figure 3 below.



Figure 3 FLIARA's 18th month long CoP journey through Europe

20 FLIARA Innovation Ambassadors are at the heart of this community. They have been selected after a very intensive analysis of 200 women-led innovations across 10 European countries. The FLIARA consortium is a range of 15 partners who have committed over an 18-month period to support these 20 women, to facilitate a process to connect them with leading decision makers, policy makers and stakeholders, to amplify their stories of what is working, what visions of a more ecologically or socially just Europe they hold, to hear what barriers exist from making it all happen now and what obstacles need to be removed, and how, to accelerate this female-led change.

This journey is an open dialogue coupled with moments of action. It is anchored around principal moments in the real world, 4 CoP networking events in 4 geographically different regions of Europe (Atlantic / Central and Eastern / Mediterranean / Nordic Baltic). A series of online events support these 4 key moments, by offering online spaces to keep the conversations going, through both open and closed forms of engagement with the wider group of potentially 200 women, other policy makers and stakeholders, as well as more interested women active in this field. Although the FLIARA project will end in December 2025, the CoP might not. Should these 20 women and the wider community around them feel the need to keep such a process alive, this will be possible. Let us be inspired by and learn from these 20 women's wisdom, insights and deeds.



PROCESS TO DEFINE THE FLIARA COP

Community-Led Initiative (CLI) practitioners have increasingly begun to work explicitly as CoPs in recent years. ECOLISE, which is a meta network of European CLI groups, lead WP4 to develop the FLIARA CoP. From January to April 2024, FLIARA consortium partners took a deeper dive into understanding CoPs, when ECOLISE added another member to their team who had experience working in the creation and support of CoPs their network had created. One of these, UrbanA, was a Horizon project which the European Commission (EC) praised the work its CoP carried out during the project duration (2019-2021). Its CoP still continues today through further funding and the will of its active community.

Insights and learnings from some of those projects are explored below and can serve as sources of inspiration to assist the FLIARA consortium and the 20 innovation ambassadors to create an active CoP that serves the women and the wider networks that they are part of for the duration of the FLIARA project, and hopefully beyond. Deeper explanations and relevant links to each project are included in Annex 1.

The **Municipalities in Transition project (MiT)** CoP sought to become an evolving, self-regulated action learning network dedicated to sharing and deepening knowledge arising through experience of collaboration between community-led initiatives and municipal authorities.

Blended Adult Learning for the Social-Ecological Transition (BLAST) focused on the enhancement of transformative blended learning for eco-sociological transition across Europe. The BLAST partnership pursued the following objectives:

- Provide a context for adult educators to improve their competences in delivering blended transformative learning for civic engagement in community-led initiatives.
- Increase reach and improve access, quality, attractiveness and coordination of educational delivery of transformative adult education initiatives across Europe that are supporting the social-ecological transition.
- Identify, pool, encourage and spread related social and educational innovations.
- Exploit and promote results of other related EU projects.

Urban Arenas for Sustainable Just Cities (UrbanA) was an EU funded, EU Horizon, 3-year funded (2019-2021), European-wide project. The academic project ended in December 2021, but due to the success of the CoP the BOSCH foundation gave some extra funding that enabled the CoP to continue work for another 18 months with a new group of nine European experimenter projects: 7 community-led initiatives and 2 municipalities. The CoP is now coordinated by 1 of the 7 original consortium members, ICLEI, Local Governments for Sustainability. UrbanA CoP's public LinkedIn group has 500+ participants. The CoP defined itself as "an open network of individuals committed to taking constructive action on urban social inequality and ecological unsustainability in order to create more just and sustainable cities." The focus of the CoP extended beyond the needs of the group to include an explicit commitment to advance the field of practice and share findings, resources and knowledge more widely, especially with those doing related work. Accordingly, UrbanA emphasised the use of co-creative processes to share knowledge widely and in an accessible way, including the UrbanA publication "URBANA City Zine" (2019), monthly newsletters, a LinkedIn group, a blog on Medium, multiple social media channels, and 17 podcast episodes. It also began a series of 12 Community Conversations (CoCos): participatory online events to bring together people with a



passion for urban sustainability and justice to connect, learn and discuss. It later developed local side events that engaged the CoP with situated struggles and initiatives in specific local communities, the format included film nights, world café and participating in wider events, summits and conferences.

Regenerative Communities for All (ReGEN4all) was a year-long Erasmus+ funded project based on ecovillage research. Its purpose was to serve researchers, practitioners, and adult educators from ecovillages and academia as well as policy makers on all levels in order to make the knowledge gained within and through ecovillages more accessible both for research and policy decisions on sustainable lifestyles and living environments. The ReGEN4all project sought to explore the potentials of collaborations and bridging the gaps between the world of academia and activists/educators working with community-led initiatives. The project partners are GEN Europe (represented by GEN Research), ISCTE-IUL (University Institute of Lisbon), ECOLISE and LOES, the Danish Ecovillage Network. The project allowed for the development of 4 nested Communities of Practice: Global were active since 2021, Danish were ongoing since founding of the Danish Ecovillage Network and Ibero set up a new group during the project. The European CoP was by led by ECOLISE and contributed mostly to collaborations of ecovillagers with ongoing Policy and Advocacy work. It explored how best to mainstream regenerative and transformative community-led action on climate change and sustainability. An interesting dynamic to this CoP was that it had a number of CoPs embedded in wider ones.

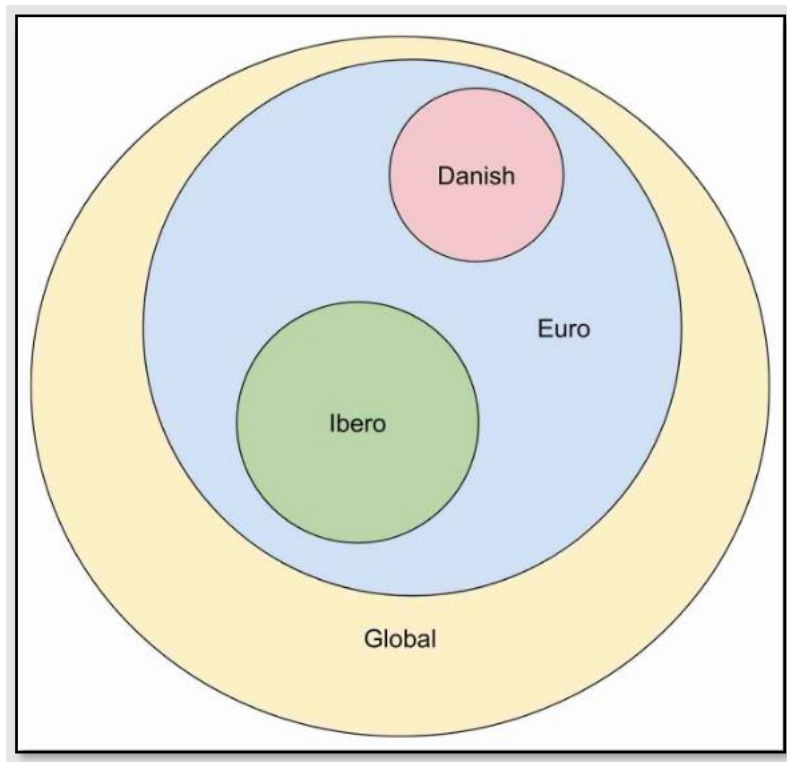


Figure 4 Regen4all – A Nested CoPs Ecosystem



GROW Observatory Community of Practice (GROW) was an EU Horizon funded European-wide project (2016-2019) engaging thousands of growers, scientists and others passionate about the land. Its aim was to explore together simple tools to better manage soil and grow food, while contributing to scientific environmental monitoring. The GROW CoP served as a vehicle for:

1. sharing information and knowledge
2. strengthening the knowledge base about soil and citizen sensing
3. mainstreaming citizen science

Reconomy Community of Practice (Reconomy) practitioners local to global virtual CoP provides peer-to-peer support to entrepreneurs and enterprise ecosystem builders that are reimagining how we can meet our needs, create livelihoods and jobs in ways that are inclusive, socially and ecologically regenerative, fair and resilient.

SELECTION OF AMBASSADORS

At the core of the FLIARA CoP are 20 women ambassadors leading innovations in farming and in rural areas. The selection of these ambassadors took place under Task 3.2 during WP3. A process was provided by WP3 leaders in Deliverable D3.1 Research Guidelines and Thematic Selection to inform the selection of 20 women ambassadors from agriculture and rural innovations. The process involved generating a long list which required all participating partners to provide a minimum of three potential ambassadors. UNICAL and LNU with the support of the FLIARA Executive Board used several factors to inform the final shortlist of ambassadors. These included the need to reflect a balanced regional basis, to include a variety of innovations in agriculture and rural areas, the suitability of the Innovation Ambassador in her area of work as well as her interest in engaging on an international level with the CoP Networking Events. Additional information was prepared to support the women ambassadors in their decision to participate in the CoP events (Annex 2).

The GA's stipulation to ensure a balanced regional basis also applies to the process of outlining which CoP event each ambassador will attend. Several factors emerged to inform the final decision. As a starting point it was necessary to maintain a regional representation while partners also highlighted an advantage of ensuring that the two chosen ambassadors from each national context would attend a least one event together. It was considered important that they had the opportunity to meet, to connect and share experiences and open the potential for synergies to emerge within their country. To ensure equal opportunity and exposure to new experiences and knowledge, partners suggested that all ambassadors should have the opportunity to experience an international CoP event. Table 1 below responds to these conditions. This process has increased the number of Ambassadors at each physical CoP, to seven as opposed to five as set out in the GA. The additional two women are the ambassadors that reside within each country that will host an event (Ireland, Slovenia, Sweden and Italy).



Macro-Region	Atlantic (Ireland; Netherlands; Germany)	Central and Eastern (Czech Republic; Romania; Slovenia)	Mediterranean (Spain; Italy)	Nordic Baltic (Finland; Sweden)
CoP Location	Ireland	Slovenia	Italy	Sweden
Home Ambassadors	2 Ireland	2 Slovenia	2 Italy	2 Sweden
Budget for 5 travelling Ambassadors	Sweden 1*	Italy 1*	Slovenia 1* Sweden 1*	Ireland 1* Slovenia 1*
	Netherlands 2	Czech Republic 2	Spain 2	Finland 2
	Germany 2	Romania 2	Ireland 1*	Italy 1*
Total Ambassadors	7	7	7	7

Table 1 Ambassador Location for CoP event

*These ambassadors are the ambassadors from the partner countries that will host a physical CoP event. These women will have had the opportunity to meet at the home country event. They do not need to travel to the same international physical CoP event.

THE ROLE OF THE AMBASSADORS

FLIARA Ambassadors will be part of a group of 20 Innovation Ambassadors from across the FLIARA case study countries (Ireland, Netherlands, Germany, Sweden, Slovenia, Czech Republic, Romania, Italy, Spain, Finland). They will participate in the CoP Network and Campaign of Visibility. As part of the Campaign of Visibility, they will have the opportunity to disseminate innovative ideas, vocalise their pathway to success and the issues that were encountered while establishing their innovations. Workshop sessions at each CoP Network provide a space for the Innovation Ambassadors to engage with other key stakeholders and policy networks such as EU and National Agricultural Knowledge and Innovation Systems (AKIS) Co-ordinating Bodies, the EU and National CAP Networks, farming organisations and key stakeholders engaged in rural development at EU and national levels, including Local Action Groups (LAGs).



THE FLIARA COP

The FLIARA CoP is centred on the 20 women ambassadors but also involves a diverse group of key actors, and relevant stakeholders in farming and rural development to exchange ideas, experiences and innovative knowledge. Additionally, the Community of Practice Network brings other policy networks such as EU and National AKIS Co-ordinating Bodies, the EU and National CAP Networks, farming organisations engaged in rural development at EU and national levels, including Local Action Groups (LAGs).

Drawing inspiration from the structure of the UrbanA CoP (see above), the structure of the FLIARA CoP (Figure 5 below) can be represented as a series of nested concentric circles, where each section has different levels of engagement. The most central circles represent the highest levels of commitment to and involvement in the project.

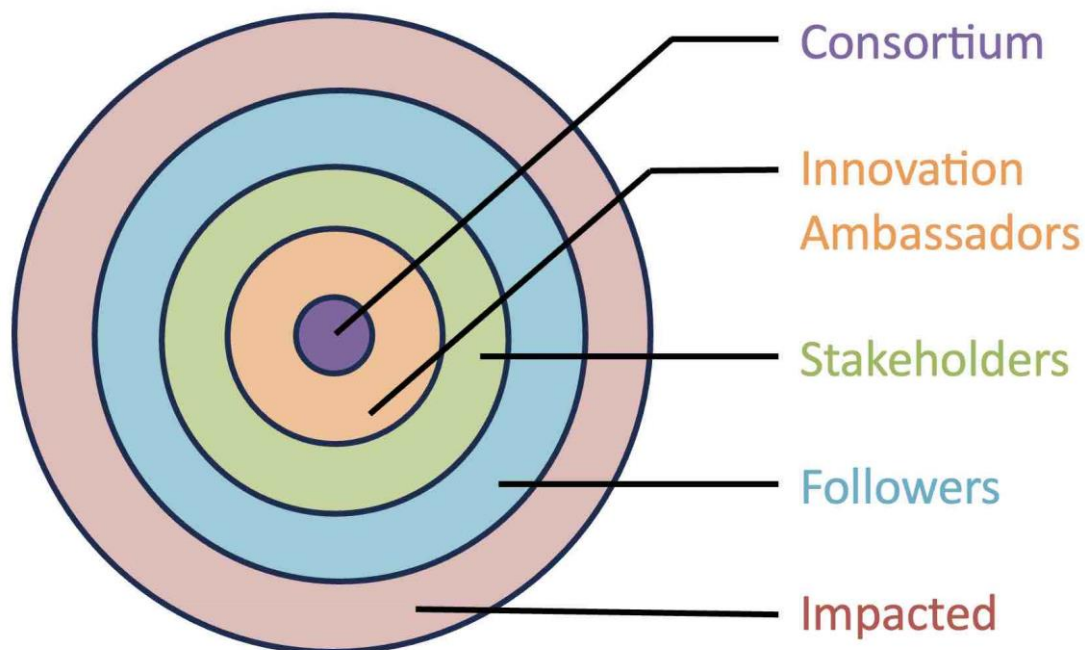


Figure 5 FLIARA CoP Network event structure

- Consortium: At the centre are the 15 members of the project consortium, who have a professional commitment to management and delivery of the project over its three-year duration.
- Innovation Ambassadors: The 20 women Innovation Ambassadors commit to attending CoP events and actively contribute to other CoP activities.
- Stakeholders: Beyond this are other Network CoP event participants, some of whom might be interested in maintaining and developing relations, either informally, or formally through the CoP process. (For example, interviewees from WP3). This group also includes other key stakeholders and Policy makers, including the FLIARA Stakeholder Advisory Board, who might wish to engage further than the 4 CoP events.
- Followers: People not participating in CoP events themselves but are following the project and reading or watching its outputs (vlogs, podcasts, reports, toolkit).
- Impacted: All those whose lives are indirectly touched by FLIARA's contributions to furthering Female Led innovation in Agriculture and Rural Innovation.



THE FLIARA COP AS AN ECOSYSTEM

The focus of the FLIARA project is European and involves 10 European countries and it employs a macro-regional grouping through the project (divides the 10 partnering countries into 4 regions) to capture a diverse yet balanced geography. The FLIARA CoP networking events and the designation of its 20 Ambassadors for attendance at the different physical CoP events are based on these regions representing four macro-regional hubs.

- Atlantic: Ireland, Netherlands
- Central and Eastern: Slovenia, Romania, Czech Republic
- Mediterranean: Italy, Spain
- Nordic Baltic: Sweden, Finland

However, the FLIARA CoP has the potential to reach from local to global, with opportunities for connection, learning and impact at all the levels. From this perspective, the FLIARA CoP can be observed as an ecosystem. This allows insight into the fullness of the power and influence of this community which is being activated simultaneously on a number of levels. It is a dynamic system where different organisms exist in their local environments but can also interact with other organisms at different scales and moments. From a regenerative perspective, as explored in Regen4all's design model (mentioned above), this acknowledges that a series of nested entities of the CoP can exist, embedded within wider systems, within which they can also exist.

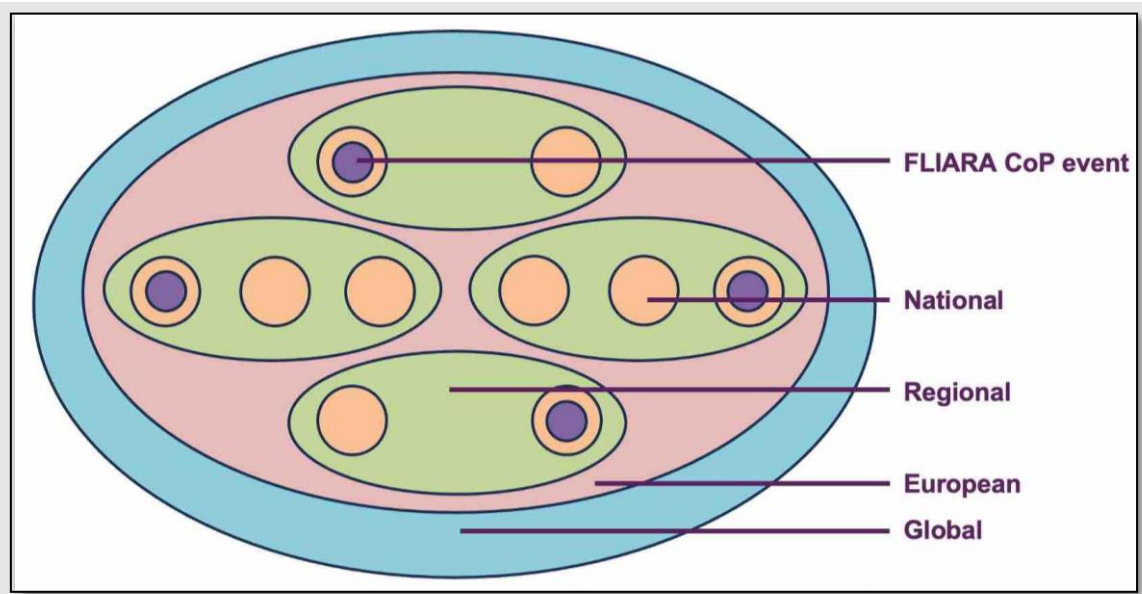


Figure 6 FLIARA CoP ecosystem proposal

Figure 6 depicts the FLIARA CoP ecosystem, and it recognises that each woman can be active at all levels. For this ecosystem to function and to facilitate connection across and within the different levels, a convening strategy was put in place. This focused on laying solid foundations and basic community infrastructure, to provide spaces for CoP members to meet, communicate and collaborate. This strategy is not only to enable the reach of local to global but also recognises that spaces must be accessible in terms of use, conducive to conversations and relationship building. Central to the success of a CoP is trust, as it enables relationships to build thus feeding the viability of the CoP.



However, trust takes time to build. Additionally, it was acknowledged that different members may have different preferences for engaging in the CoP. To respond to these factors, in addition to the requirements set out in the GA (4 physical face-to-face events and a social platform) a series of online meetings have been embedded into the overall convening strategy. 9 CoP events have been devised to take place alongside the FLIARA CoP Social platform. This is made up of 5 online meetings and 4 physical face-to-face events. Incorporating both face-to-face gatherings and online spaces (online social platforms and online meetings) as part of the FLIARA CoP ensures that all CoP members have more time to connect, to build relationships, to stay informed and actively participate and collaborate across all levels of the FLIARA ecosystem.

FLIARA COP ONLINE PLATFORM

After consulting extensively with project partners, the FLIARA project selected LinkedIn Groups as the preferred platform for fostering a dynamic CoP tailored for women innovators in agriculture and rural areas across the EU. During the proposal stage, WP6 had considered utilising Discord for this purpose. However, as the project progressed, it became evident that alternative platforms offered updated features and better alignment with project goals.

Below are the results of the consultation with project partners regarding the selection of the platform for the FLIARA Community of Practice (CoP):

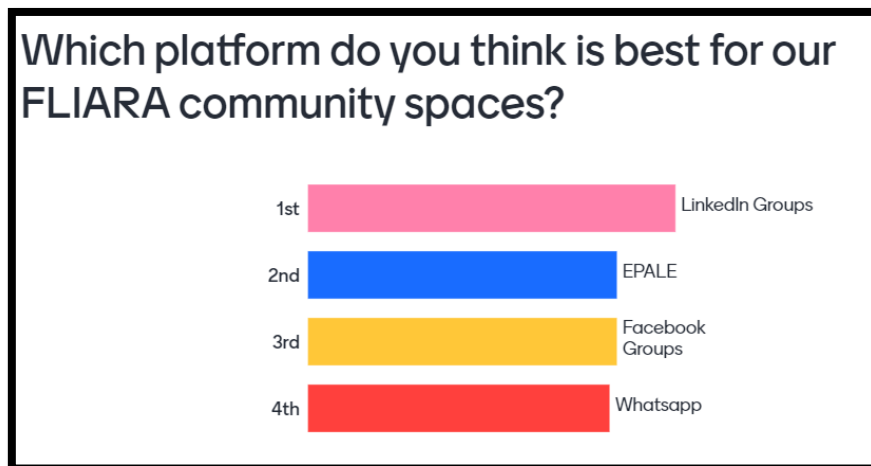


Figure 7 Selection of the CoP online platforms

The decision to choose LinkedIn groups was based on several factors. Firstly, LinkedIn is a widely used professional networking platform that facilitates professional discussions, the sharing of resources, and collaboration among individuals with similar interests or expertise. Additionally, LinkedIn Groups offer robust privacy and moderation features, ensuring a safe and conducive environment for meaningful interactions.

While WhatsApp Groups and EPALÉ were also considered as potential platforms, LinkedIn Groups emerged as the most suitable choice due to their widespread adoption within professional circles and their ability to support the project's objectives effectively.

Utilising LinkedIn Groups as the primary online space for the FLIARA CoP, participants will have the opportunity to connect, share insights, engage in discussions, and



collaborate seamlessly. This inclusive approach, complemented by in-person meetings during FLIARA CoP events, ensures that all ambassadors and women-led innovators can actively contribute to the project's success, regardless of their physical presence.

The decision to choose LinkedIn Groups reflects a strategic effort to create an inclusive and accessible community space that fosters ongoing collaboration, networking, and knowledge-sharing among FLIARA project participants.

The FLIARA CoP LinkedIn platform will be divided into two spaces- an inner closed space for the 20 selected ambassadors (referred to in this document as the FLIARA Ambassador LinkedIn space) and a wider space that enables interaction between the whole FLIARA CoP (referred to in this document as the FLIARA CoP LinkedIn).

FLIARA COMMUNITY INTERACTIONS

Spaces for interactions of the FLAIRA CoP include:

- 4 Physical COP events
- 5 Online meetings
- A LinkedIn FLIARA CoP Social Platform (divided into two spaces)

Table 2 below details the current calendar for FLIARA CoP events, both online and face to face. Interactions on the FLIARA CoP social platform will be dynamic and continuous.



No. Cop	Location	Date	Type	Attending
1	Online	May 2024	CoP opening session	20 Ambassadors & Consortium
2	Ireland	July 1,2 2024	1 st Networking Event	Whole CoP
3	Online	August/ September 2024	Online CoP Event	20 Ambassadors with options to invite Stakeholders & Consortium
4	Slovenia	September 25, 26 2024	2 nd Networking Event	Whole CoP
5	Online	November 2024	Online CoP Event	20 Ambassadors with options to invite Stakeholders & Consortium
6	Italy	January 2025	3 rd Networking Event	Whole CoP
7	Online	March 2025	Online CoP Event	20 Ambassadors with options to invite Stakeholders & Consortium
8	Sweden	May 2025	4 th Networking Event	Whole CoP
9	Online	September 2025 early	CoP Closing Session	20 Ambassadors & Consortium

Table 2 CoP Networking events, online and offline

The key to building a successful CoP and supporting and responding to the needs of the 20 women ambassadors is linked to the ability to create a process, through values shared in both the online and real-world spaces, that enables a culture of trust, openness, safety and willingness to share. For the CoP to be impactful, those participating in it should see a return on the time they invest into it, be that for them individually, for the collective group of 20, or for the wider ecosystem of communities, at different scales, during the 18-month period, from May 2024 till December 2025.



The structures of the FLIARA CoP are established by the consortium, but they can be altered and improved by the community of Innovation Ambassadors. To facilitate this, expectations and aims of the CoP should be established from the start. Additionally, agreements relating to the CoP functions, how decisions are taken and what is acceptable within the group. It is not expected that all members of the CoP will always agree with all other members around the idea of female-led sustainable futures, but what is expected is that a culture of respect exists from the start, where all voices, stories, perspectives, understandings and truths can be listened to, heard and shared into the collective space. At all times, the values, rights and viewpoints of all CoP participants will be safeguarded through the ethics commitment that all participants agree to through the consent procedure.

The main digital tools for enabling online interactions are:

- A LinkedIn online platform for 2 groups: internal (private and closed for the 20 Ambassadors) and more external (Wider stakeholder group). This space will be moderated by the FLIARA consortium, led by ECOLISE, with support from Galway as Project Coordinator.
- Zoom for online meetings, trainings, workshops.
- CE alongside ECOLISE will explore and test the use of FLIARA's social media and YouTube channels for testing possibility of streaming CoP activities.
- Other support tools might include MIRO, or MURAL, google drive, google word or slides for group work, such as harvesting.

PURPOSE AND FACILITATION OF ONLINE SPACES

ECOLISE, supported by Galway, will facilitate all online CoP events for the duration of the project. Online meetings will take place on Zoom. The frequency of the online gatherings ensures that the physical event is preceded with an online meeting, that an online meeting takes place between each of the four physical events and that the last physical CoP event is followed by an online meeting. Different participatory approaches may be employed, such as “Meet the ancestors”, or a fishbowl or something else from the vast range from the CLI toolkits. The project team are conscious that gender sensitive issues may arise, these factors will be considered and accommodated through the organisation and facilitation of each session.

Initiated by ECOLISE, and led by Galway the first online meeting for the 20 Ambassadors is the first opportunity for the ambassadors to meet each other and to meet members of the FLIARA Consortium. The focus of this event, currently set for the end of May, is for the 20 women to start to get to know each other, the project and to get prepared for the Galway event that will happen 5 weeks later. The online event will be a 2 - hour virtual meeting. At this 1st online meeting, the closed FLIARA Ambassador LinkedIn social platform space will be launched and all 20 women will be invited to participate. This timeframe allows the ambassadors 5 weeks to learn together in this space before the first physical CoP event. During this time ECOLISE will respond to all queries and seek to enable all members of the group to develop the skills to be able to communicate further. Support and encouragement from consortium members in this space to the 20 women will hopefully develop confidence of all women to share their stories and engage in online discussion about female led innovation. The purpose or agenda for the



remaining online meetings will be co-decided by the Ambassadors and the FLIARA consortium.

The FLIARA Ambassador LinkedIn social platform space (private for the 20 ambassadors) will be a closed group. It will be a safe space for the women to communicate openly, explore issues with more time and depth that surface or are touched on at the 4 physical network events. LinkedIn, defines such a group as “Private Unlisted” stating it means “this group does not appear in search results and is not visible to other group members on members’ profiles”. ECOLISE and some consortium members will act as admin in this online group. They will moderate it to ensure communication happens smoothly. Only people in the group can see and contribute to the discussions. As content emerges from the various work packages, or questions requiring further exploration, WP leads can share directly with the group of women in this space. This space will remain a support space for the women to check in, share updates about their work, ask questions, engage in discussion, or just a space to drop into to reconnect with goings from the rest of their community in their shared FLIARA journey. At the FLIARA CoP ecosystem level, this is at level 3, the European level.

The 1st in-person networking event in Galway in July 2024 will mark the launch of the public FLIARA CoP LinkedIn social platform space. This external public online social platform space will be for all FLIARA CoP members. With the women having had 5 weeks to gain confidence and new digital communication skills in their private closed FLIARA Ambassador LinkedIn space, they now have a dedicated public space to further widen the FLIARA dialogue with key actors and stakeholders. To initiate the membership, all participants of the Galway event will be invited to join and contribute to this digital space. It will serve as a continuation of the dialogues started between the women and the key stakeholders and policy makers. The remaining 180 women from the 10 countries that were interviewed but not selected as Innovation Ambassadors can be invited to join this space. Only members of the group can view the content posted in the group. Anybody on the LinkedIn platform can request to join this group. To join, an individual will have to agree to a number of criteria, yet to be clarified, about the nature and interaction in the group. It is imagined that slowly this space will serve as an active resource to share FLIARA related ideas and material. As the visibility campaign is developed with content being shared by CE on FLIARA social media, such as fact sheets, vlogs, blog posts and podcasts, this public space will be the perfect place to add quality content and enable discussion about it to develop. This space will be moderated by ECOLISE but members of the 20 women keen to assist would be welcome, thereby helping develop greater autonomy for life of the CoP after the project’s end.

The FLIARA CoP may create more external open online moments between Ambassadors and invited Stakeholders. These events will be facilitated in a similar way to the private ambassador online meetings described above and their purpose will evolve in response to the growth of needs and demands of the FLIARA CoP. Depending on the nature of these events’ material will be made available via the appropriate FLIARA dissemination channels and may contribute to other project outputs, such as the FLIARA toolkit and other resources.

While it is not be the role of FLIARA partners to activate, moderate or support a national CoP, as such things take resources and capacity, individual members can suggest the creation of such a local informal network to women innovators that have been part of the process. In some cases, such support networks might already exist, and it might be just a question of sharing such knowledge. Ethical guidelines such as GDPR need to be



respected, but encouraging the women to create such a group might be possible. Language is another thing to bear in mind here, while English is the only language for main CoP activities, perhaps having local support through women's native languages might be beneficial for some women. Such national networks, with at least 2 Innovation Ambassadors participating, will also allow insights from FLIARA to spread further locally.

As has happened in other CoPs, when the CoP's domain is of relevance to a wider audience, members of the public not initially connected to the project begin to participate more in online spaces for the exchange of ideas. All this assists in widening awareness and debate about the great work already happening on the ground, contributing to success stories from the world of female-led innovation and hopefully inspiring more women around the world. At the projects end, the community that form the CoP with the 20 women Innovation Ambassadors at its core, might wish to continue their journey. Such a step has been programmed into the FLIARA CoPs Roadmap and such a dialogue will take place in 2025. While the 20 women and their stories are European in their scope, it is expected that the outputs will be relevant to women and interested parties beyond Europe's borders. The FLIARA Communication and Dissemination Plan and particularly the Campaign of Visibility will be the drivers enabling interaction with this audience. This is how, in a small part, depending on the success of the project, there will also be a global component to the CoP.

SPACES OF INTERACTION FROM LOCAL TO GLOBAL

The convening strategy detailed above aims to support the FLIARA ecosystem (Figure 6) which will result in a healthy functioning CoP with multi directional impacts. Table 3 below illustrates how and where the CoP Ambassadors interact across all the levels of the FLIARA ecosystem. Although the table below sets this out in a linear process this is a fluid and dynamic process.



FLIARA CoP Levels	FLIARA Ambassadors at different levels of the FLIARA CoP	Spaces for interaction
Local	Selected Ambassadors meet other innovators and local stakeholders at own local level.	Within own local context and individual networks FLIARA CoP physical event FLIARA CoP LinkedIn
National	Selected Ambassadors meet other innovators and other stakeholders from outside their local context but within their country. Potentially other interviewees from WP3	FLIARA CoP physical event FLIARA CoP LinkedIn
Regional	7 Ambassadors from their European regional context (as defined in the GA) will interact	FLIARA CoP physical event 5 Online CoP Ambassador meetings FLIARA Ambassador LinkedIn FLIARA CoP LinkedIn
	7 Selected Ambassadors meet other stakeholders from their European regional context	FLIARA CoP physical event FLIARA CoP LinkedIn
European	20 Ambassadors will meet at 5 online CoP meetings	5 Online CoP Ambassador meetings FLIARA Ambassador LinkedIn FLIARA CoP LinkedIn
	20 Ambassadors interact with the remaining 180 other innovators from across Europe identified during WP3	FLIARA CoP LinkedIn
	Selected Ambassadors meet other stakeholders from across Europe	FLIARA CoP physical event FLIARA CoP LinkedIn
Global	Selected Ambassadors engage in public online forums (provisional). 200 fact sheets on the 200 innovators interviewed in WP3 may stimulate interest and engagement beyond Europe.	FLIARA CoP LinkedIn FLIARA Social Media Channels FLIARA Toolkit

Table 3 FLIARA CoP from local to global



SUPPORTING PROMOTIONAL MATERIALS FOR THE FLIARA COP

In order to maximise engagement and participation in the FLIARA CoP events, a range of supporting tools and promotional strategies will be deployed:

- **Email Campaign:** A dedicated section in upcoming newsletters will spotlight the FLIARA CoPs, accompanied by a targeted email campaign designed in collaboration with project partners. These invitations will be disseminated through the project's newsletter mailing tool, ensuring broad outreach and visibility.
- **Stakeholder Form (EU-Survey):** To kickstart promotion for the inaugural FLIARA CoP, invitations will be distributed via a secure form to ensure GDPR compliance. This will also include a stakeholder form to gather valuable insights and preferences once final dates are confirmed, facilitating tailored engagement strategies.
- **Social Media Engagement:** Leveraging the FLIARA project's social media platforms, including Twitter/X, LinkedIn, and Instagram, a dynamic campaign will unfold. Regular updates, event teasers, and compelling content will be shared using dedicated hashtags such as #FLIARACoP, #FLIARAImpires, and #WomenInAgri to amplify reach and foster community interaction.
- **Online Forum:** Virtual events will be hosted with confirmed CoP members, providing an interactive platform for discussions, resource sharing, and collaboration. This online forum will also extend invitations to sister projects like Grass Ceiling, SWIFT, and GenderAction+ to enrich discussions and foster cross-project collaboration.
- **Visual Content:** Visual storytelling will play a pivotal role in promoting the FLIARA CoPs. Engaging infographics, dynamic charts, and captivating videos will be created to convey key messages and data. Partners are encouraged to provide input and insights well in advance to ensure the timely creation and dissemination of visual assets.

The FLIARA project aims to generate excitement, drive participation, and cultivate a vibrant and inclusive community within the FLIARA CoPs by employing these comprehensive promotional tools and strategies.



FLIARA COP ROADMAP

The FLIARA CoP consists of a series of intricate events that have two main objectives. Primarily the CoP provides a networking space for women ambassadors and secondly the Grant Agreement (GA) requires a number of project tasks to take place at these events. To ensure the effectiveness of these objectives each face-to-face CoP event will invite a diversity of stakeholders to participate. To coordinate this process in an efficient manner and to ensure that all participants have a positive experience at each FLIARA CoP, a FLIARA CoP Roadmap has been developed. This will support each partner (host country) that will host a face-to-face CoP event and guide task leaders and Consortium partners in organising their tasks and their participation during the event. The FLIARA CoP Roadmap sets out the steps involved, identifies associated support documents for each step and identifies the role of partners within this process.

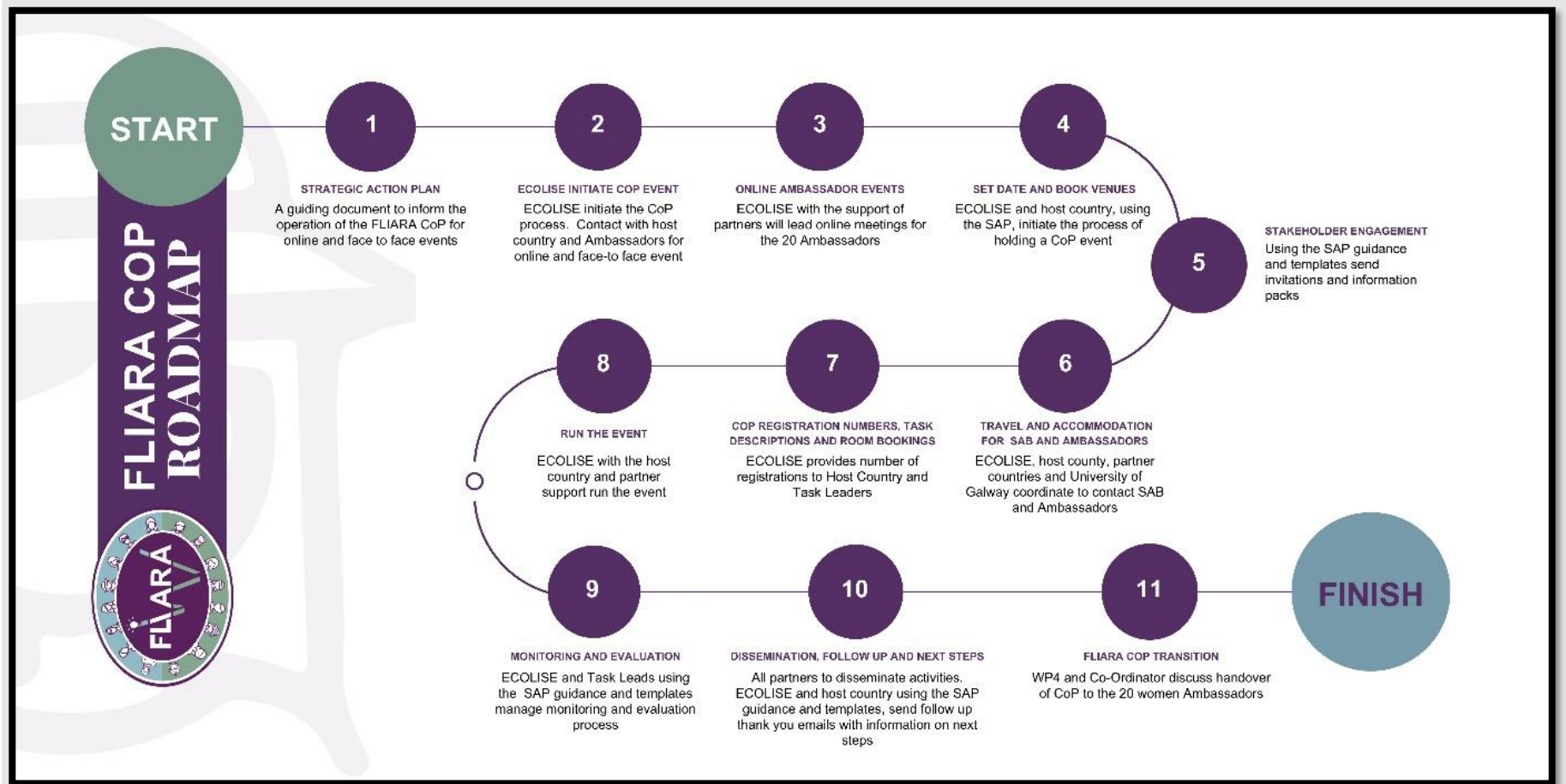


Figure 8 FLIARA RoadMap



1	FLIARA CoP Strategic Action Plan
Action	All partners must familiarise themselves with The Strategic Action Plan.
Description	This is a guiding document to inform the operation of the FLIARA CoP for online and face-to-face events.
Document	The SAP is available for all FLIARA partners and is on the FLIARA Consortium Teams Platform.

2	ECOLISE Initiate COP Event
Action	ECOLISE will initiate the CoP process. They will contact the Partner country that is hosting the face-to-face CoP event and make contact with the 20 Ambassadors and Task leaders for online and face-to face events.
Description	<p>ECOLISE will request that all partners update the FLIARA CoP stakeholder file on the FLIARA Consortium Teams platform before each CoP event.</p> <p>ECOLISE will liaise with the 20 women Ambassadors to organise online meetings.</p> <p>ECOLISE will remind all Task leaders (T4.3; T5.2; T5.3) to access and begin to work on the FLIARA Task Content Builder Template before each CoP event.</p> <p>ECOLISE will provide a date by which completed templates are to be uploaded by the task leaders into the FLIARA CoP Folder (see step 7 to guide this date).</p> <p>On the submission date provided, Task Leaders will upload their completed templates to the FLIARA Consortium Team>WP4 Channel > FLIARA CoP Folder.</p>
Document	<p>Templates/documents are on the FLIARA Consortium Teams Platform.</p> <p>FLIARA CoP Stakeholder excel file.</p> <p>FLIARA Task Content Builder Template (Annex 4).</p>



3	Online Ambassador Events
Action	ECOLISE with the support of partners will lead online meetings for the 20 Ambassadors.
Description	ECOLISE will arrange an online meeting with all 20 Ambassadors. See page 24 for an overview of these events.
Document	FLIARA CoP Stakeholder excel file contains the list of contact details of the selected Ambassadors. This is available on the WP4 Channel in the FLIARA CoP Folder on the FLIARA Consortium Team.

4	Set the Date and Book Venues
Action	ECOLISE and a CoP host country, using the SAP, initiate the process of holding an in-person CoP event.
Description	ECOLISE and the host country provide options for specific dates for the face-to-face CoP event to the Consortium, which reflects the timeline set out in the GA. The Host country will begin the process of identifying a suitable venue.
Document	



<p style="text-align: center;">5</p>	<p>Stakeholder Engagement</p>
<p>Action</p>	<p>Use the invitation pathway process set out in the SAP to send invitations and information packs to the selected participants (see page 19).</p>
<p>Description</p>	<p>ECOLISE and CE coordinates the sending of save the date or register your interest, invitations and registration and follow-up emails through the EU Survey Portal.</p> <p>ECOLISE will notify the host country which Ambassadors are due to attend their CoP face to face event. The designated Ambassadors per each location will be added to the respective invitation list.</p> <p>The Host country in conjunction with ECOLISE and the Co-ordinator will prepare a broad outline of the Agenda to have available to send with participant invitations.</p> <p>Host country partners will provide dates and relevant information on travel and accommodation for their event to CE. CE have prepared templates for save the date/ register your interest, invitation and registrations and templates for reminder emails. These templates will be adapted with information for each separate event. Once CE receive the details from host country they will update all the necessary templates to send out to the required participants.</p> <p>ECOLISE will work with Galway University to initiate the process of contacting the Stakeholder Advisory Board.</p>
<p>Document</p>	<p>Templates/documents are on the FLIARA Consortium Teams Platform.</p> <p>Template for Travel and Accommodation. An example of a completed Travel and accommodation template is in Annex 3.</p> <p>Template for 'save the date' and/or 'register your interest'. Example of a completed 'register your interest' template is in Annex 3.</p> <p>Template for invitation and registration. Example of a completed 'invitation and registration' is in Annex 3.</p> <p>Template for reminder email to all stakeholders.</p> <p>Participant information pack for Ambassadors.</p>



<p style="text-align: center;">6</p>	<p style="text-align: center;">Travel and Accommodation for SAB and Ambassadors</p>
<p>Action</p>	<p>ECOLISE, the hosting country, partner countries and University of Galway coordinate to contact the SAB and Ambassadors.</p>
<p>Description</p>	<p>Host countries, via the GA, have been assigned a budget to cover the costs of 5 Ambassadors to attend the face-to-face CoP event taking place in their country. Host countries have also agreed to cover the costs of the additional 2 Ambassadors that are from the host country. The Co-ordinator (University of Galway) has been, via the GA, allocated a budget to cover the costs of the Stakeholder Advisory Board to attend the face-to-face CoP events.</p> <p>ECOLISE will refer to the list of selected ambassadors to note which Ambassadors are due to attend each CoP face to face event. ECOLISE will then use the registration lists to inform the host country which and how many Ambassadors have confirmed.</p> <p>ECOLISE will liaise with the partner country (that is sending an Ambassador), the Ambassador and the host country (that is responsible for payment of the Ambassador costs) to collaborate to organise either, the booking and payment or the reimbursement of travel, accommodation. A process to make these arrangements for the Ambassadors will be provided by each host country. A Travel, Accommodation and Costs template has been prepared by CE such that details can be adapted for each event. Example of a completed template for the Galway CoP event is in Annex 3).</p> <p>In the event of unforeseen circumstances that an ambassador is unable to attend they will contact the FLIARA Partner in their country and that partner will liaise with ECOLISE, the CoP host country and the Co-Ordinator.</p> <p>ECOLISE will use the registration lists to inform the Co-Ordinator (University of Galway) which SAB members has registered for the specified CoP event. University of Galway will contact SAB members to organise either the booking and payment or the reimbursement of travel and accommodation. A process to make these arrangements for the SAB will be provided by the University of Galway (Same Travel and Accommodation and costs template as used for Ambassadors, Example of a completed template for the Galway CoP is in Annex 3).</p>
<p>Document</p>	<p>Documents and templates are available on the FLIARA Consortium Teams Platform.</p> <p>Travel, accommodation and costs template to gather information from the Ambassador and the SAB.</p>



<p style="text-align: center;">7</p>	<p style="text-align: center;">CoP Registration Numbers; Task descriptions and Room setup.</p>
<p>Action</p>	<p>ECOLISE provides the final number of registrations to the relevant Host Country and to the Task Leaders (T4.3; T5.2; T5.3). The host country will finalise room bookings, room arrangements and refreshments.</p>
<p>Description</p>	<p>ECOLISE will collate the registration numbers and provide this to the host country and Task Leaders.</p> <p>Task Leaders will use this information to finalise their FLIARA Task Content Builder Template. Task Leaders will use this information to determine the number of groups they will create to take part in their task, to divide participants by stakeholder type, to identify the number of tables required, facilitators required etc. Task leaders will upload their completed FLIARA Task Content Builder Template to the WP4 CoP Folder on the Consortium Teams Platform on the date set by ECOLISE.</p> <p>ECOLISE will remind Task Leaders to contact Consortium partners if they require support for the operation of their task. For example, facilitators or note takers for the operation of their session.</p> <p>ECOLISE will provide the completed task descriptions to host country.</p> <p>The host country will make final arrangements for room bookings and set-up (using the information from the Task Leaders template e.g. how many groups; tables etc) and refreshments.</p> <p>Consideration is also to be given to providing time and space (Approximately one hour) for interviews and videos as part of the Campaign of Visibility. The Host country will work with CE to ensure this is in place.</p> <p>The Host country will finalise the Agenda and share with the Consortium and possibly to form part of an information pack for all participants. All tasks required as part of the GA and elements linked to the Visibility campaign (Videos/interviews) and evaluation process are to be incorporated into the timeframe of the Agenda.</p>
<p>Document</p>	<p>Information on registration will be taken from the registrations gathered via the EU Survey Portal.</p> <p>The completed FLIARA CoP Task Content Builder FLIARA is available on the FLIARA Consortium Teams platform (Annex 4).</p> <p>Template for the Agenda is on FLIARA Consortium Teams Platform.</p>



8	Run the Event
Action	ECOLISE with the host country and partner support will run the event.
Description	<p>The Host Country will ensure that rooms are available and provide refreshments for participants.</p> <p>Partners from the Consortium will support the organisation, running and participation of the event.</p> <p>CE will conduct some interviews/ testimonials throughout the events to contribute to the FLIARA Campaign of Visibility and the FLIARA Toolkit (pg. 55).</p>
Document	

9	Monitoring and Evaluation
Action	ECOLISE and Task Leaders (T4.3; T5.2; T5.3) using the SAP will manage the monitoring and evaluation process.
Description	<p>The process for Monitoring and Evaluation is set out on page 63 of the SAP. ECOLISE will provide dates for the submission of these documents.</p> <p>FLIARA Task Reflection Template. Each task leaders is required to complete a Task Reflection Template. Each completed Template will be uploaded to the FLIARA CoP Folder on the FLIARA Consortium Team.</p> <p>Ambassador Evaluation - ECOLISE are responsible for providing this template to the Ambassadors for completion. ECOLISE will upload the completed templates to the FLIARA CoP Folder on the FLIARA Consortium Team.</p> <p>Stakeholder Reflection/Evaluation - Stakeholders may be requested to complete an evaluation form and/or take part in a video or audio recorded interview about their experience of the event. ECOLISE and CE are responsible for this and will provide this to the task leader after the event.</p> <p>All partners will be required to take part in an evaluation of the CoP. ECOLISE will facilitate this process.</p>



	<p>Ambassadors will take part in online evaluations/reflections and an end of CoP evaluation. These evaluations will form part of Deliverable 4.2.</p> <p>A reminder to ensure that time is incorporated into the Agenda to facilitate time for CE to conduct interviews and testimonials (Step 7 above).</p> <p>ECOLISE will upload the completed templates to the FLIARA CoP Folder on the FLIARA Consortium Team.</p> <p>FLIARA CoP Ethics Guardian report. The FLIARA CoP Ethics Guardian will use the guide provided to produce a report on the wellbeing of the Ambassadors. This report will be uploaded to the FLIARA CoP Folder on the FLIARA Consortium Team. ECOLISE will review the report and share the necessary details with the Host and task leaders.</p> <p>Evaluations will be used to inform the next event and the building of tasks for the subsequent FLIARA face-to-face CoP event.</p>
Document	<p>Templates/documents are on the FLIARA Consortium Teams Platform.</p> <p>FLIARA Task Lead Reflection template (Annex 4).</p> <p>Ambassador Evaluation of WP tasks during the CoP (Annex 5).</p> <p>Stakeholder Reflection/Evaluation (Annex 5).</p> <p>Online evaluation for Ambassadors (Annex 5).</p> <p>FLIARA CoP Ethics Guardian Guide (Annex 7).</p>



10	Dissemination, Follow up and Next Steps
Action	In addition to the dissemination activities led by CE, all partners will disseminate activities. ECOLISE and host country using the SAP guidance and templates will send follow up thank you emails with information on next steps.
Description	<p>A process for dissemination is outlined in Deliverable D6.1.</p> <p>To ensure continued engagement with the CoP events ECOLISE will, with the support of CE, send follow-up emails to all participants and to all Ambassadors.</p>
Document	<p>Templates/documents are on the FLIARA Consortium Teams Platform.</p> <p>Template for a thank you email with relevant links for wider stakeholders and SAB.</p> <p>Template for a thank you email and update on CoP discussions and outcomes with relevant links for all Ambassadors. Information- summary-follow-up from each task event to be included in each update email (after each event). This will be informed by the FLIARA CoP Task Reflection template. This template is completed in step 9 by all task Leads and will be available in the FLIARA CoP Folder on the FLIARA Consortium Team.</p>

11	FLIARA CoP Transition
Description	The FLIARA consortium oversight of the FLIARA CoP will conclude with the end of the Project. Over the final months of the Project the WP4-lead and the Co-Ordinator will discuss, with the 20 Ambassadors, the handover of responsibility, governance and management of the FLIARA CoP.
Document	These will be developed as necessary.



INVITATION PATHWAY FOR SELECTED PARTICIPANTS

The CoP brings together a diversity of stakeholders who will have different roles throughout the CoP events. To reflect this, separate invitation pathways, including tailored information packs have been developed and are available on the FLIARA Teams Platform. Below is the invitation pathway process for the different stakeholders. Timeframes for issuing invitations will be organised between the Host Country, ECOLISE, CE and the Co-Ordinator.

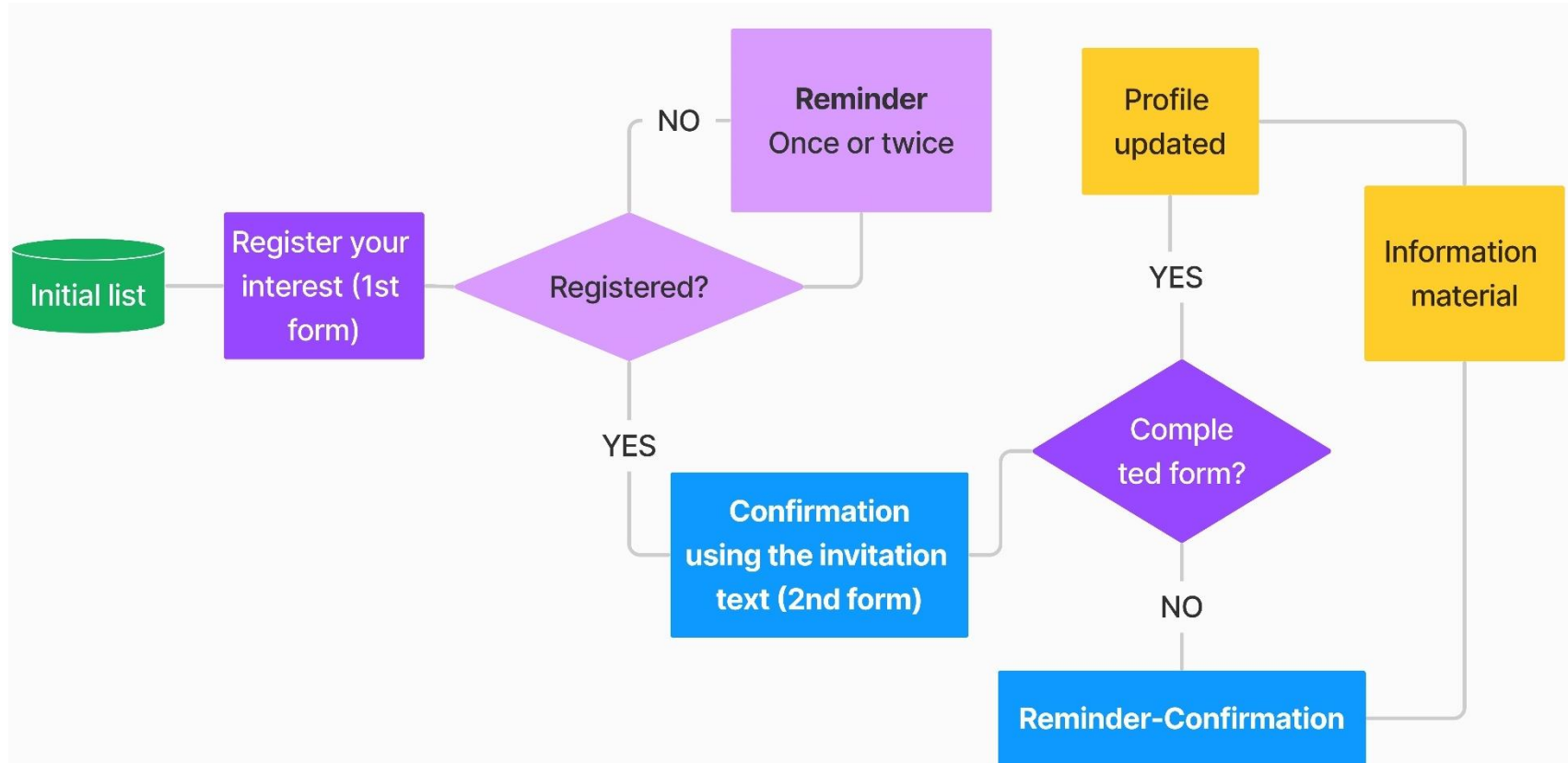


Figure 9 Invitation pathway for external stakeholders

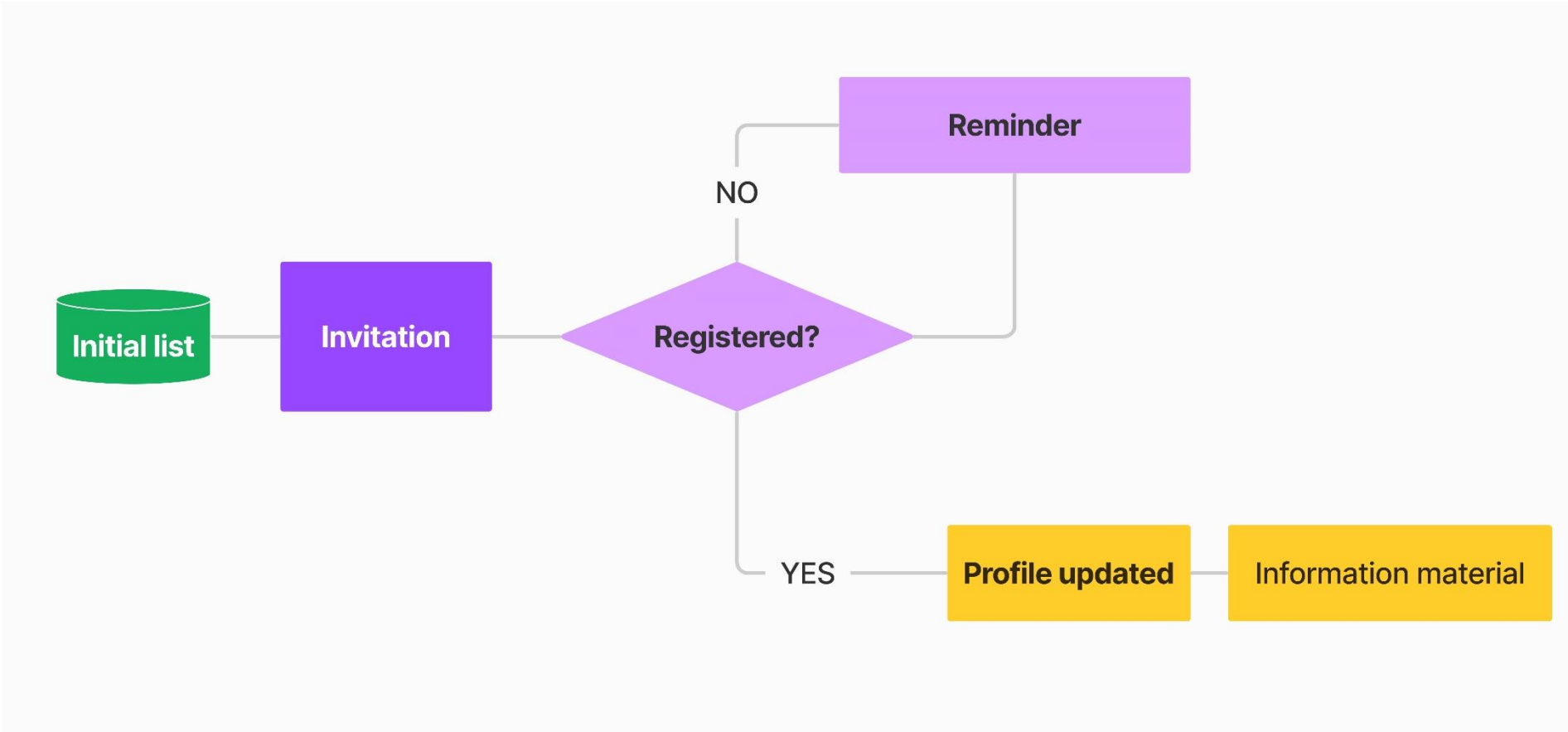


Figure 10 Invitation Pathway for Ambassadors



STAKEHOLDER ENGAGEMENT IN THE FLIARA COP

With rising global challenges funding bodies now spotlight their desire for societally impactful research by specifically requesting research proposals that address concrete societal challenges and include societal impact in the evaluation criteria. This is reflected in the Horizon Europe's Research and Innovation (R&I) framework. Stakeholder engagement and public participation is one strategy for creating a path towards direct societal impact. Proposals, like FLIARA, which emerged under the Cluster 6 Work Programme of the Horizon Europe's Research and Innovation (R&I) framework, must ensure the genuine and sufficient involvement of a diverse set of actors in order to make the R&I process and its outcomes more reliable, demand-driven, shared and relevant to society, and maximize impact (Conway et al, 2024).

It is widely accepted that stakeholder engagement can reduce the gap between research, practice and policy which results in outputs that are more readily actionable, feasible, trustworthy and valued by the public (Martinez, 2019). Usadolo argues that collaboration of stakeholders is necessary for sustainability and the implementation of decisions to be addressed effectively (Usadolo, 2016).

Boosting female led innovations involves addressing and accommodating complex problems and thus requires mobilising a growing range of stakeholders with multiple perspectives. To effect institutional change, a collective process is required in which rules and opinions can change with the involvement of individuals and organisations that engage in the process (Sarkki et al., 2019). One of the main findings of the LIAISON project was that sharing and exchanging knowledge and expertise beyond a project team is essential for an innovation to be widely adopted and that this strengthens and enriches the original activity (LIAISON, 2021). The FLIARA Consortium and Stakeholder Advisory Board is a multi-actor group combined with key stakeholders 'on-the-ground' such as innovative women engaged in farming and rural development, key rural and farming stakeholders and innovation support services, ensuring that effective and efficient levels of knowledge transfer and exchange are achieved between all key stakeholders, at multiple levels, throughout the entirety of the project.

Engaging stakeholders also holds an ethical dimension which underpins the approach of the FLIARA consortium. Sharing an overview of findings from the project allows a certain level of participant validation. It provides the participants to assess how the data has been captured and understood and if it reflects their experiences. This process addresses issues of 'unequal power relations between researcher and the researched (Lindheim, 2022). It also serves to build trust which supports the building of relationships and creates an environment for open discussions.

However, achieving and documenting societal impact is difficult and there is what Pappas et al refers to as a time lag between completion of research and tangible measurable impacts. Certain measures can be put in place that can build a pathway toward societal impact, even if there is a delay. Researchers can employ research methods that can build an approach that will lead to real world impacts, this suite of methods are referred to as interventionist methods and a core element in these methods is engagement with stakeholders. Brand and Blok (2019) states that engagement has to go beyond mere consultation while Pappas et al. notes that stakeholder engagement can occur at different stages of the research project. What becomes important in the context of creating a pathway to societal impact, are the decisions a research team



makes in terms of timing and methods used for stakeholder engagement (Pappas et al., 2023).

The timing and design of the FLIARA CoP Network (WP4) was strategically considered in the wider context of the Project. It begins as the results of WP2 are finalised and the first stage of results from 200 interviews of women on farms and rural areas are complete. The CoP becomes the melting pot for FLIARA results and acts as a space for national and international research and innovation activities to come together with FLIARA at the regional level for knowledge sharing, co-learning and networking. The different types of users of FLIARA outputs have been identified to become part of the CoP Network who represent research and innovation networks directly or are part of the wider research and innovation ecosystem (e.g. AKIS, CAP Networks, policymakers, industry clusters and other networks with access to female innovators). The FLIARA Stakeholder Advisory Board also involves policy, farming and research actors providing a vital link between the project and national and international research and innovation activities. This stakeholder engagement in the FLIARA CoP will provide a platform for new relationships to be developed, in addition to the existing ones and ensure that the research will be relevant and useful.

STAKEHOLDER ENGAGEMENT DURING WORK PACKAGE TASKS

The FLIARA consortium brings together knowledge and experience from such disciplines as geography, sociology, international politics, economics, agricultural science, psychology, innovation and entrepreneurial studies and communications. This collective knowledge and experience is combined with understanding and practice from practitioners in innovation, advisory, sustainable development practices and rural development community activities to create a multi-actor project approach. Combining academic approaches and thinking with real-life practitioner experiences results in the production of new knowledge which is co-created and co-designed and can produce tangible results and policy changes.

Stakeholder engagement in specific Work Package related tasks supports the growth of the FLIARA CoP. While a CoP is defined as a group that share mutual beliefs and understandings in pursuit of a shared goal, Lave and Wenger also note that it also implies “participation in an activity system about which participants share understandings concerning what they are doing and what that means in their lives and for their communities” (Lave and Wenger, p. 98). The sessions linked to the FLIARA Work packages provide one part of the activity system and support the building of a collective knowledge base (shared experiences, understandings, practices, goals) that can be continually negotiated through each interaction at the physical CoP events, online meetings and through the social media platforms. The continual process of negotiating the meaning or understanding of the collective knowledge base is considered a requisite for a successful CoP (Barb and Duffy, 2009). WP4 and WP5 have specific tasks that will engage stakeholders (figure 11).

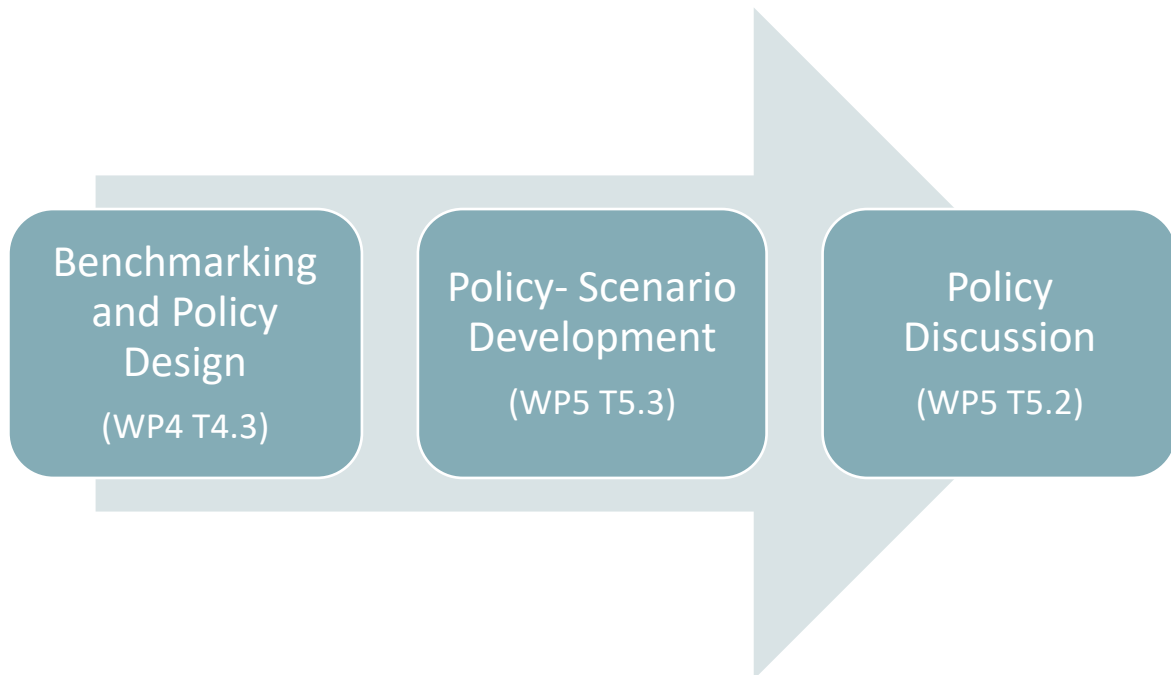


Figure 11 FLIARA Work Package Tasks during the FLIARA CoP events.

OVERVIEW OF WORK PACKAGE TASKS FOR THE FLIARA COP

BENCHMARKING AND POLICY DESIGN WORK PACKAGE 4 TASK 4.3

Description and deliverable

Description: Task 4.3 will continue the work on benchmarking EU and National Policy and Legal Frameworks by assessing the work carried out in WP1 (Task 1.4 Assessment of policy and legal frameworks to support policy benchmarking) and the results of case studies from WP3 (Task 3.2 Case studies of Female led Innovations in farming and rural areas and Innovation Ambassador Selection, Task 3.3 Assessment of Case studies) and devising a strategy to engage participants at the four CoP Networking events via focus groups and workshops to discuss the findings and ascertain key issues to be brought forward to the policy design and assessment workshops. These focus groups/workshops will be held alongside the CoP Networking events. This task will also play a role in organising participatory scenario building exercises, which will be finalised in WP5. Timeline: M18-36

Deliverable: D4.3 Benchmarking initial report - Report building on WP1 and WP3 results and drawing on the outcomes of the focus groups/workshops on benchmarking EU and National Policy and Legal Frameworks and Policy Design and Assessment (Lead: ECOLISE/University of Galway), due M24.



Details and anticipated steps

A. Policy and legal frameworks benchmarking

The benchmarking will start with a review of the deliverables D1.3 Assessment of rural and farming policy and legal frameworks in relation to women-led innovation (M17), D1.5 Initial Guidelines for Policy Benchmarking (M17) and D3.3 Women-led Innovations in Agriculture and Rural Areas (M18). Particular importance will be given to complement national data collected by the researchers in T1.4 with any/all the national public policies and legal references provided by the women interviewed in T3.3. This review aims to compare, contrast and complete the picture relating to national policies and legal frameworks affecting women's innovation in agriculture and rural areas, as well as to identify possible national particularities (which, if having a positive impact, can serve as best policy practices in other national context or in order to inform EU policies). National-level findings will be put in dialogue with the EU policies and legislation applicable and already identified as relevant for this project's purpose. The aim of this exercise is to inform the D4.3 Benchmarking initial report and make an initial assessment of strong points and possible gaps within the current national legislation and policies in the 10 participant countries, as well the EU, which affect women-led innovation in agriculture and rural areas. The information reflected in D4.3 will then feed into WP5 for the development of participatory scenario building to facilitate the development of policy recommendations and new policy proposals.

Benchmarking steps:

1. Identify benchmarking criteria: building on D1.5 and available data in D3.3, the relevant domains which the policy/law is applicable to will be defined - rural, agriculture, and other relevant domains (such as for example sexual/gender/domestic violence, legal frameworks supporting women's rights and empowerment, inclusive education and training programs, gender-sensitive agricultural extension services, representation of women in decision-making bodies related to agriculture and rural development, childcare and social services, etc.). Method: comparison among national inventories and questionnaires (D1.3). Overlaps and interlinkages among the different domains, particularly if evidence in T3.3 confirms it, will be mentioned accordingly.
2. Comparison of policies and laws: We will analyse each policy and law against the benchmarking criteria and according to D1.5 to evaluate the extent to which they address the specific needs and challenges faced by women in agriculture and rural areas (as identified in T3.3). The gaps, inconsistencies, or areas of improvement in existing policies and laws identified during this desk research stage of T4.3 will inform the focus groups which will happen during the 4 CoP events.

B. Focus Groups

The focus groups will take place at the four CoP Networking events, being integrated into the agendas for the events. This section outlines the strategy to engage participants via focus groups (the research method chosen) to discuss the findings and ascertain key issues to be brought forward to the policy design and assessment workshops (WP5). The data validation and identification of key issues informing WP5 will happen within simultaneous focus groups with a duration of a minimum of 2h involving up to 15



participants: the distribution of women ambassadors, stakeholders/practitioners from the macro-region, and ideally policy-and decision-makers, as well as Consortium members and the remainder of stakeholders and the FLIARA Strategy Advisory Board will be done so as to allow the best data collection scenario. All focus groups will be prepared in advance – including a discussion guide outlining the topics and questions to be addressed during the focus group which will ensure that questions are open-ended and designed to elicit detailed insights from participants. The focus groups will be facilitated by the leads of T4.3 (ECOLISE and Galway) and audio recorded to allow for transcription and data analysis. Identifying a suitable venue for the focus group discussion, considering factors such as accessibility, comfort, and privacy, as well as provision of all necessary equipment, such as audiovisual recorders and note-taking materials will be done together with the host of the CoP event. Information about the focus groups' participation will be sent to selected participants in advance of the focus group meeting, clearly communicating the date, time, location, and purpose of the discussion. The relevant framework and context – namely the findings within FLIARA (WP1, WP2 and WP3) will be presented in a plenary session by the respective WP leads prior to the focus groups, allowing for discussion and clarification of these findings for all focus group participants.

The validation of the findings and the assessment of policy and legal framework implementation and impact to ascertain key issues will set the ground for the identification of best practices and success stories, which in turn will inform the policy recommendations to be completed in WP5.

Steps to validate the findings and ascertain key issues to include into the policy recommendations & design:

1. Validation of collected information in T1.4, T3.3: the focus groups will validate the information collected on national policies and legal frameworks from each of the four macro-regions (Atlantic, Central and Eastern, Nordic Baltic, Mediterranean) thus the four events covering all 10 countries included and researched in the project. Confirmation regarding the information collected regarding the EU policies and legal framework will be included in all 4 series of focus groups. If more public policies or laws are mentioned during the focus groups than those in T1.4 and T3.3, they will be reflected accordingly within the D4.3 and considered for WP5. Additionally, if laws of public policies already identified in T1.4 or T3.3 are not mentioned during the focus group, the facilitators will ask confirmation from the participants that they are indeed not relevant to them – all information will be reflected in D4.3.
2. Assessment of policy and legal framework implementation and impact: the second part of each focus group will evaluate the effectiveness of policy implementation at both national and EU levels within each macro-region. Factors such as funding allocation, enforcement mechanisms, monitoring, and evaluation processes will be taken into consideration, as well as others which might be referred by the focus group participants (particularly by the ambassadors or other practitioners) will be recorded. This will allow us to assess the impact of the identified national and EU policies and laws on women's participation, empowerment, economic outcomes, and overall well-being in agriculture and rural areas, and more generally, the conditions in which the women-led innovation ecosystems are functioning from a policy and legal perspective.



General Considerations

Methods: while focus group is the preferred method for this task, following evaluation of T4.3 implementation during the first, second and third CoP events, the method can still be changed to workshop. The advantage of using a focus group, rather than a workshop, to discuss findings regarding national and EU public policy and legal framework on women-led innovation in agriculture and rural areas lies in its ability to facilitate in-depth exploration and exchange of perspectives among a diverse group of stakeholders, as we expect to be the case of the participants at the CoP. Focus groups allow for a more intimate setting where participants can freely express their opinions, share experiences, and provide nuanced insights. This qualitative approach tends to uncover rich and detailed information that might be missed in a larger workshop setting. The smaller size of focus groups fosters open communication and encourages participants to engage in meaningful dialogue. Making the women ambassadors and other women innovation practitioners comfortable, as well as the rest of focus group participants, to share their experiences and opinions is one of the main reasons for opting for a focus group, together with leading to a more authentic and constructive discussion and an overall positive and constructive experience for them.

The focus groups will start by introducing the facilitators, participants (if needed and not previously done during the CoP event) and outlining the discussion's purpose. Guidelines will be established to foster respectful dialogue and active engagement, particularly by referring to the FLIARA Code of Ethics. The facilitator will adhere to the discussion guide, allowing participants to share their viewpoints, experiences, and insights regarding women-led innovation in agriculture and rural areas. The aim is to foster open communication, ensuring equitable participation, and utilize probing questions to explore diverse perspectives.

Data recording: A note-taker will be designated in order to document the discussion and support the technical aspects of audio recording the focus group. They will capture significant insights, quotes, and emerging themes or patterns that surface during the conversation and highlight them to the facilitator to make sure they are included in the discussion.

Results and data analysis: Following the focus group, the facilitator and note-taker will compile and synthesize the findings, emphasizing key issues, obstacles, opportunities, and recommendations articulated by participants. These will be validated with the rest of the consortium and across data from the different parallel focus group sessions and inform the second part of D4.3.

POLICY PRACTICE DISCUSSIONS WORK PACKAGE 5 TASK 5.2

Description and Deliverable

Description

This task will embrace a multi-actor approach through a policy practice dialogue taking place at the four CoP Networking events (WP4). The purpose is to break down disciplinary silos and engage users and experts in exploring lessons learned and outcomes, policy, institutional and other challenges encountered across FLIARA. Exploring this in four regional settings ensures that diverse regional contexts will also be observed. The outcome of this task will ensure more end-user effective policy, in addition



to informing recommendations for structural changes of governance frameworks at different levels and inform national policy environments.

Deliverable

The task will contribute (along with other tasks) to Deliverable D5.1 Policy Booklet and Policy Briefs, which is due December 2025.

General Considerations

According to the Description of Action this task will run from January 2025-June 2025. As some of the input must be delivered at meetings before in practice the work will start in July 2024 at the Galway meeting.

Core in this task is exploring lessons learned and outcomes, policy, institutional and other challenges encountered in a policy practice dialogue.

Essential elements include:

- Participation of people from policy and practice
- Lessons learned
- Outcomes of FLIARA activities
- Challenges encountered.

Participants have insights in policy challenges that female-led initiatives face, either through personal experience, results from interviews, workshops etc. It is expected that they may also have insights on how these challenges are addressed and may have also ideas for improvement

The idea is that experiences guide policy development. This will also guide the set-up of the sessions. After the first Galway session matters will be evaluated to develop the project based on experiences.

In general, the idea is that during the sessions input will be gathered and discussion will be held on the following aspects:

- an inventory of the challenges female innovators face
- an overview of solutions or workarounds or practical fixes to these challenges by initiators
- insights in ways how policies can become improved to get away with these challenges or to facilitate solutions and other ways to address these.

Based on the list of potential policy changes, insights will be used to look whether this, based on insights of the group, indeed will improve practices, i.e. what are the preconditions for policies to be effective.

The Galway session will be used as a pilot for this approach.

1. A start is to make an inventory of challenges, bottom-up solutions (or ways around it) and policy changes that could make a difference in a first round. Participants are asked to individual make an inventory of a few highlighting challenges, solutions and policies making use of sticky notes or a comparable way of noting these.



2. The outcomes will be jointly categorised. Discussed will be whether aspects are missing. Is this overview complete or are key challenges, solutions or policies missing?
3. Then a focus will be on policy changes. What of the challenges will these take away and what stay. What are the preconditions to make a difference. What can be done to address the remaining challenges?
4. Discussed will be what can you do in a context of practice? A distinction will be made between short-term solutions and long-term groundbreaking options.

Interaction from people with different backgrounds will be promoted during each discussion session.

DEVELOP NEW POLICY PROPOSALS WORK PACKAGE 5 TASK 5.3

Description and deliverable

Description: This task uses Participatory Scenario Development to develop new policy proposals. It links to one of the key objectives of WP5. This is to imagine potential future contexts, their impacts and outcomes for policy, but also to identify options to adapt policy and governance structures for future change. The deliverable D5.2: Participatory Scenario Development Report will emerge from this task in month 35 (November 2025). It will outline the process and outcomes of the Participatory Scenario Development and testing, as well as include the finalised scenario text.

The Participatory Scenario Development process will involve conducting a series of focus groups with key stakeholders. The focus groups are carried out within WP4 and during the CoP Networking events. The WP4 CoP Network provides a space to facilitate multi-actor engagement and an ideal space to apply the qualitative and participatory techniques of Participatory Scenario Development. This process will raise awareness and multi-actor engagement with policy. Also, through the Participatory Scenario Development future-looking exercises, this task will support developing a framework to support future decisions and stimulate engagement in the process of change.

Details and anticipated steps

Specific techniques and approaches to Participatory Scenario Development must be assessed and an approach decided for use across the CoP Networking events. For example, in relation to Multi Stakeholder Partnerships, Wageningen University and Research (2022) has developed a short scenario planning tool and guide. Through the IMAJINE Horizon 2020 project, University of Galway has prior experience of the Oxford method of Participatory Scenario Development. Rather than long-range and theory intensive scenario planning, a pragmatic interpretation of this method can be employed, as outlined by Finch (2020). This involves first mapping key players/actors/groups and second identify influencing factors. Thirdly these aspects are then assembled into scenarios. This can then involve identifying two factors that interact and find scenarios or 'intense moments of possibility' by teasing out where and how the factors interact. Once scenarios are constructed additional layers can also be added. For example, this might include imaging a certain point in future (10, 20 or 30 years) and exploring if the scenarios are logical if they actually happened or explore how like the past is the future and what signals in present tell us this scenario is developing (Finch, 2020).



The report D5.2: Participatory Scenario Development will outline the process and outcomes of T5.3. Fundamentally the aim is to develop scenarios and test them. The core idea of a scenario is not a future prediction, but: *“Scenarios are provocative and plausible stories about how the future might unfold. Scenarios consist of a range of multiple stories or hypotheses to capture a range of future possibilities, both good and bad. They include diverse external issues, which might evolve, such as the future political environment, social attitudes, regulations and the future economy. We call these external future issues ‘driving forces’”* (Wageningen University and Research, 2022). After testing, a finalised scenario text is to be developed. In addition, this task is called ‘develop new policy proposals’. Therefore, the final scenario (s) could be presented broadly as new policy agendas. Key would be to present a narrative that is tailored to policy-makers and the policy-making space to assist with likely uptake.

In relation to how T5.3 can be informed by existing FLIARA knowledge, at the end of June 2024, the following are due for completion:

- D3.3: Women-led Innovations in Agriculture and Rural Areas, Lessons Learned Report and Fact Sheets on Female Innovations
- D2.4: Women’s Potential Contributions to sustainability Innovations

With the first CoP Network event taking place at the start of July 2024 incorporating the findings of these is not possible in-depth. However, a range of other deliverables (WP1, WP2 and WP3) are also already available. Also, at the end of May 2024 the following are due for completion:

- D1.3: Assessment of rural and farming policy and legal frameworks in relation to women-led innovation
- D1.5: Initial Guidelines for Policy Benchmarking

For this Action Plan and living document some broad potential options for the approach to T5.3 focus groups are outlined below. Options may still be refined, changed and added to. These options could draw on all WPs or a specific WP (such as WP2 outcomes) to inform them.

- Develop scenarios (e.g. one baseline and another ‘promising’ scenario) prior to the focus groups from existing FLIARA knowledge and test these at the CoP focus group.
- Identify themes, or in scenario planning terms ‘the issue at stake’ (Wageningen University and Research, 2022) from existing FLIARA knowledge. Use these themes to do a full Participatory Scenario Development process via the CoP focus group.

General considerations

A range of multi-actor stakeholders come together through the CoP Network. This includes the FLIARA Innovation Ambassadors and other women leading farming and rural innovations. These women have navigated a pathway to success. This experience will bring core and crucial practice-based experience, such as being the beneficiaries of existing policy measures and having overcome issues in establishing their innovations giving potential insights for future policy improvements. The wider key stakeholders and policy networks targeted to become involved in the CoP Network are: EU and National AKIS Co-ordinating Bodies, the EU and National CAP Networks, farming organisations and key stakeholders engaged in rural development at EU and national levels, including



Local Action Groups (LAGs). They will provide key knowledge at the interface of policy and practice.

The new policy proposals generated through T5.3 forms one key part of how the FLIARA knowledge is taken forward in innovative, participatory, user focused ways to support better targeted future policy measures supporting rural and farm-based female-led innovation reach its potential. More specifically, T5.3 supports one of the key WP5 objectives. That is to design more effective policy, legal and governance frameworks and knowledge and innovation systems using insights developed in the project that boost women-led innovation in farming and rural areas.

The CoP Network aims not just to be a hub for networking, but also training where it builds new knowledge and a practical toolkit for women engaged and seeking to become involved in innovative farming and innovations in rural areas. Potentially, Participatory Scenario Development could form one of the training tools. Scenario planning can be also useful in a business context to support strategic planning in the context of future uncertainty (Foster, 1993; Invest NI, 2020).

As the Galway CoP Network event is the first, the approach taken in Galway could also be used as a pilot. This would provide a trial and learning space with the approach adapted as necessary. Separately or perhaps alongside this, another potential idea to consider is if the Galway CoP could mainly focus on Participatory Scenario Development training (e.g. Participatory Scenario Development for policy and/or business) and testing of the process. This would allow WP5 to commence in M18 and in particular the activities of T5.1 (A framework guiding FLIARA policy and practice recommendations) could better feed into T5.3. In addition, how this task is finally planned could then also be informed by the outcomes of the Galway CoP.

BUILDING COLLABORATIVE SESSIONS FOR WP TASKS IN COP

Membership in a CoP implies learning and sharing of experiences in a community with the goal to improve collective understanding, competence and co-created outputs. Therefore, while these sessions must fulfil the requirements of the GA they must also serve as spaces for learning and knowledge exchange.

Task sessions over the four CoP face-to-face events will aim to foster collaborative problem-solving, skill and information exchange, enhancement of members' expertise and confidence, evaluation of successes and failures in implementing specific practices, identify areas where knowledge and/or understanding is lacking and pinpoint where opportunities exist. To achieve this, meaningful collaboration is imperative. Jarmai et al. (2020) point to some success factors for meaningful collaboration with stakeholders to open up the process of innovation to the needs of societal actors. These include ensuring that there are clearly stated objectives, transparency of purpose, roles, transparency of power and expectations, accessible language and focus on mutual understanding of topics and viewpoints, appropriate and user-friendly methods of participation and facilitators should be trained in the delivery and running of events. Schwarz and Künzel (2021) highlight that committed collaboration and cooperation between partners from different sectors, where their respective perspectives and expertise are taken into account, helps account for the complexity of interests and power dynamics involved in a multi-actor project, leading to more sustainable, tangible and viable solutions for all.



Qualitative research is iterative rather than linear and this is particularly important in the context of stakeholder engagement where knowledge and information can change, adapt and be co-created. To account for this, a process has been developed to guide the Task leaders in developing content for each of their CoP in person sessions and types of participatory methods for their related sessions. The steps involved ensures that stakeholder needs are incorporated and that reflection and evaluation of each session from the perspective of the Task Leader and the perspective of the Stakeholders is taken into account to inform the design, the content and the approach to delivery of each session. For the purposes of these WP task related sessions, this process will take place for each physical CoP event. Ongoing feedback and evaluation of each session is one strategy for monitoring equity, meaningfulness and ability of non-researchers to influence the project outcomes. This means that the research process is dynamic and can be informed, shaped or direct findings during the project. Incorporating this process during the project rather than as a post hoc evaluation intends to contribute to verification of the research and rigor of the study (Morse, 2002).

The above factors were all taken into account to develop a process to guide task leaders as they prepare the content and approach for each of the sessions that will take place at each CoP face-to-face event. A number of reference guides have been uploaded to the FLIARA CoP Teams Platform to provide support to host countries and partners in their preparation of each CoP event. For example, The EU Commission [Community of Practice Playbook](#), the [ACT Community & Practice Co-Creation Toolkit](#), the [RRI toolkit](#), [LIAISON toolkit](#). A six-step process has been devised to inform and shape the design and content of each WP task event that will take place at each face-to-face CoP event. See figure 12 below.

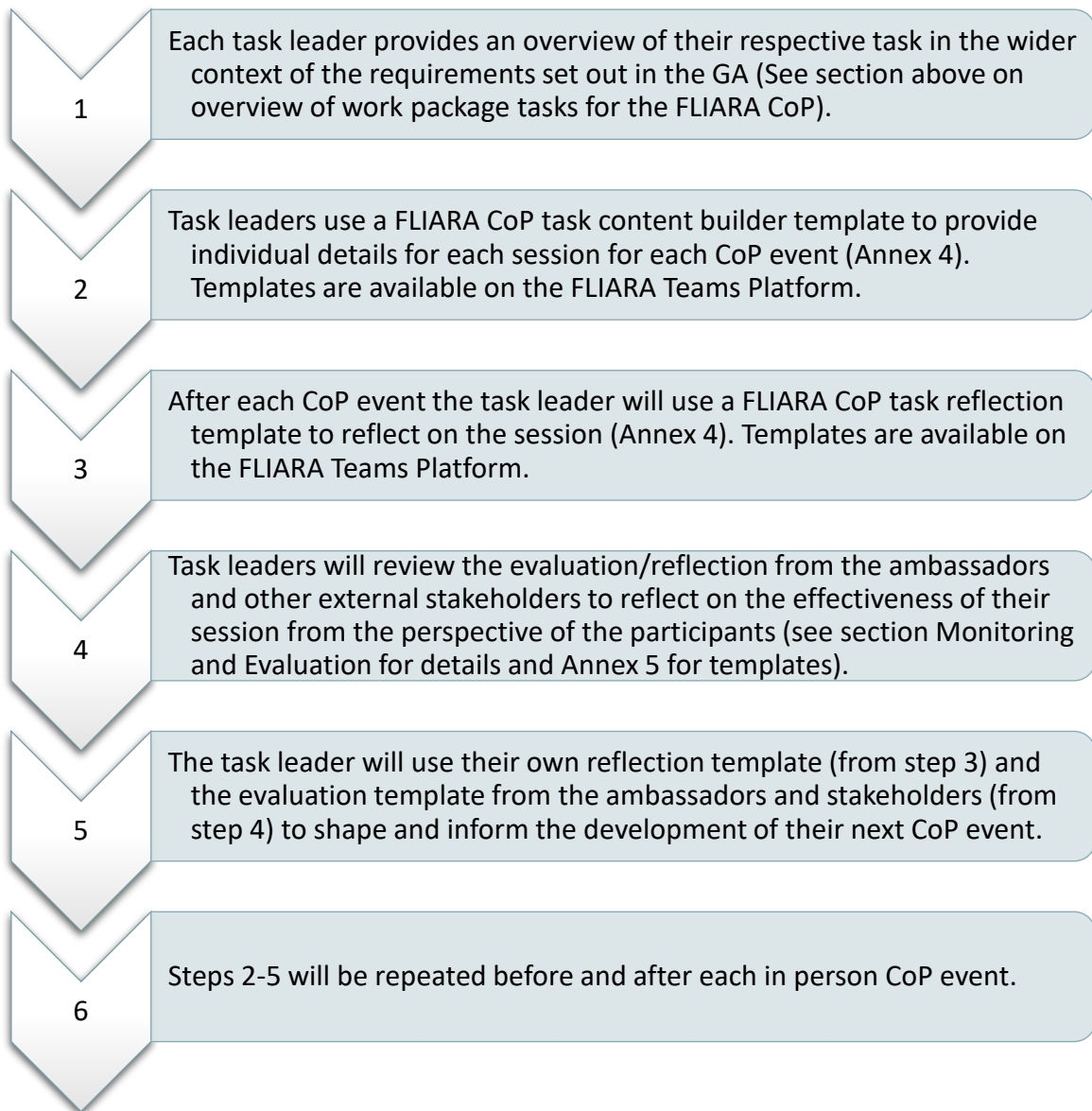


Figure 12 Six-Step guide to delivering WP tasks.

Conducting stakeholder engagement in such a participatory manner during the FLIARA CoP not only encourages and facilitates the development of new relationships, leading to more innovative ways of working and developing creative solutions, but also leads to an enhanced sense of co-ownership and uptake of multi-actor project outputs amongst those 'on the ground', ultimately contributing to the impact, delivery and success of the project.



VISIBILITY CAMPAIGN ACTIONS

The FLIARA Project's Campaign of Visibility (T.6.2), led by CE, launched in WP6 in Month 6, enters its second phase as outlined in the comprehensive Communication, Dissemination, and Exploitation (CD&E) Plan (D6.1). This phase aims to spotlight 200 existing women-led innovations across ten EU countries, spanning Central Europe, Eastern Europe, Northern Europe, and the Mediterranean regions. These innovations, profiled and interviewed in WP3, serve to increase awareness and recognition of women's pivotal role in advancing smart and innovative agricultural practices and fostering rural economic development, both presently and in the future.

Moreover, the campaign sheds light on how women are embracing and championing emerging policy objectives related to environmental sustainability, climate change mitigation, and the provision of public goods. In addition, the FLIARA Project's four CoP Networking Events in WP4 serve as platforms for knowledge sharing, networking opportunities, and training sessions. These events bring together inspirational women identified during the case study process, project partners, Agricultural Knowledge and Innovation Systems (AKIS) coordinating bodies at both EU and Member State levels, policymakers, and dissemination bodies. These events occur through geographically dispersed multi-actor workshops, facilitated via EU and national CAP Networks, fostering collaboration and innovation in EU agriculture and rural areas.

LOCAL PROMOTION

The FLIARA Project operates primarily in English; however, its Communication, Dissemination, and Exploitation (CD&E) strategy from Deliverable 6.1 actively encourages all project partners to disseminate user-centred outputs in their respective Member State languages. This multilingual approach aims to establish an EU-wide Campaign of Visibility, spotlighting women-led innovations in agriculture and rural areas. By embracing and celebrating the rich diversity of heritage, culture, and identity across Europe, disseminating content in multiple languages serves not only to amplify innovation and resilience continent-wide but also to foster deeper connections and trust in the FLIARA Project among key stakeholders and the broader public.

Recognising the imperative of inclusivity and social innovation within the European Agricultural Knowledge and Innovation System (AKIS), FLIARA acknowledges the significance of integrating diverse socio-cultural contexts into Member States' AKIS strategies and action plans. In line with this ethos, FLIARA's CD&E strategy, currently undergoing revision, aligns itself with the core principle of AKIS. It emphasises the application of place-specific knowledge transfer and exchange practices to cultivate innovative ecosystems and smart solutions that resonate with the human dimension of agriculture and rural development.

TRADITIONAL MEDIA DISSEMINATION GUIDELINES FOR PARTNERS

Section 3.2 of D6.1 outlines a traditional media strategy for project members, emphasising the importance of leveraging local media connections to promote the FLIARA Project throughout its duration and in alignment with its campaign. Members are encouraged to engage with various traditional media outlets, such as local radio and TV



stations, podcasts, and magazines, to amplify the project's message and reach wider audiences.

In this sense, a new strategy is being introduced for partners to disseminate FLIARA's fact sheets through local media channels, enhancing visibility and outreach, and ensuring the correct dissemination of the materials in partners' local languages from M18 to M36. This strategy involves collaborating with local newspapers, radio stations, and online platforms to feature articles, interviews, or segments highlighting the project's achievements, insights, and impact. Below is a table suggesting potential local media dissemination of the fact sheets:

Media Channel	Strategy
Local Newspapers	Publish articles or opinion pieces featuring FLIARA's initiatives, success stories, or research findings related to women-led innovations in agriculture and rural areas.
Radio Stations	Arrange interviews or guest appearances by project representatives in partnering countries to discuss FLIARA's objectives, activities, and outcomes, reaching diverse audiences through radio broadcasts.
Online Platforms	Collaborate with local news websites, blogs, or community forums to share FLIARA fact sheets, infographics, or videos, engaging online audiences and sparking discussions on agricultural innovation and gender equality.

Table 4 Traditional media dissemination

Consortium partners will collaborate closely with the project's communication team to coordinate media outreach efforts effectively. This way, it is possible to ensure a consistent and coherent message is conveyed across all traditional channels, maximising the impact of the project's communication endeavours and enhancing its overall visibility and influence.

SOCIAL MEDIA POSTS (ORGANISATIONS)

Another key factor is the dissemination of results through social media. Conveying not only the purpose of the project but also the fact sheets under partners social media networks accounts in local language is key in determining the effectiveness of the Visibility Campaign. The following ideas are suggested to boost the campaign in FLIARA's partnering countries:

- Add an estatement: A brief statement or watermark will be incorporated by CE into the fact sheets and any related materials to indicate that they are in draft form and subject to potential changes pending approval by the EC, when needed.
- Utilise Local Language: Partners are encouraged to disseminate the fact sheets of the case studies through their own social media channels in their local



language. This ensures that the content resonates more effectively with the target audience and enhances engagement.

- **Highlight Key Insights:** When sharing the fact sheets, partners should emphasise key insights, findings, or success stories from the case studies to capture the audience's attention and generate interest in the FLIARA Project.
- **Include Visual Content:** To enhance the visibility and appeal of the posts, partners can incorporate visuals, such as images or the fact sheet as such, related to the case studies. These visuals can help convey complex information in a more digestible and engaging format.
- **Tag FLIARA Social Media Accounts:** Partners should tag FLIARA's official social media accounts, when posting about the project on their own channels. This allows FLIARA to track and repost relevant content, amplifying its reach and impact.
- **Use Relevant Hashtags:** Partners should include the hashtags #FLIARAEU or #FLIARA in their posts, as outlined in Section 3.1.1 of D6.1. These hashtags help categorise and organise content related to the FLIARA Project, making it easier for users to discover and engage with the posts.
- **Collaborate with the Communication Team:** Partners can reach out to the project's communication team (WP6) for guidance on correct dissemination practices or to request assistance in creating visuals or other multimedia content related to the fact sheets. The communication team is available to support partners in maximising the effectiveness of their social media outreach efforts.

EU LEVEL

WP6 expects under the visibility campaign to continue the ongoing efforts, as devised in D6.1. The second phase of the campaign will initiate in M18 and a series of actions have been planned to boost the outreach and raise awareness on the role of women in agriculture and in rural areas.

FACT SHEETS

Under the guidance of the WP3 leader, partners are utilising a template developed by WP6 to efficiently create fact sheets for each country. These fact sheets are currently being prepared in English for inclusion in Deliverable D3.3, "Women-led Innovations in Agriculture and Rural Areas: Lessons Learned Report and Fact Sheets on Female Innovations." From this content, a series of materials will be developed using the principles of content marketing and inbound marketing (as outlined in D6.1, Section 3), with an overarching plan detailing the actions WP6 will take to enhance the outreach of the FLIARA project's case studies, totalling 200 fact sheets.

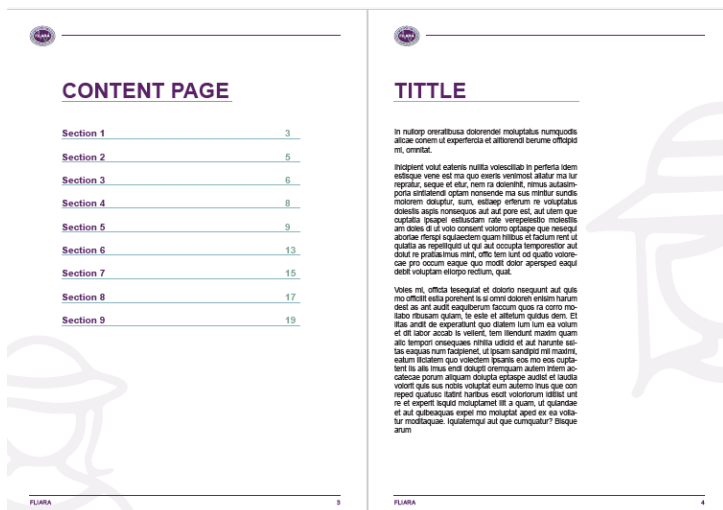
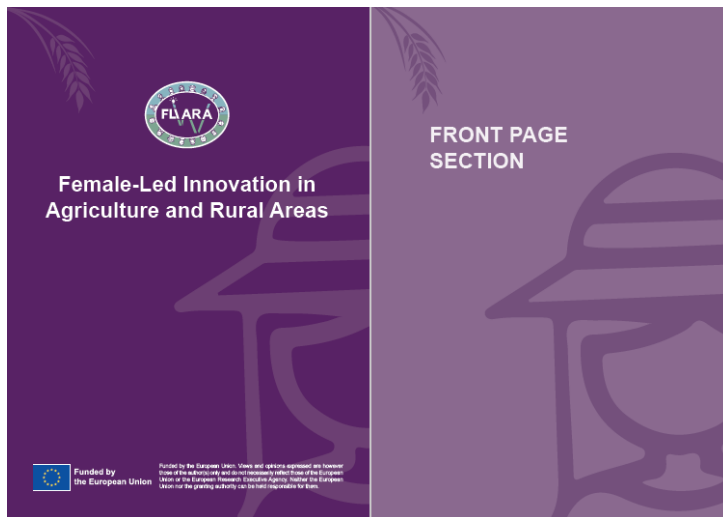
The strategic use of promotional materials, particularly through content marketing, is crucial for maximising the impact of the project. This approach extends beyond traditional offline methods, such as printing versions, to encompass online channels as well. Generating a variety of materials tailored for online platforms significantly amplifies the project's visibility campaign while simultaneously highlighting the importance of women-led innovations in agriculture and rural development.



Funded by
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BOOKLETS

In line with the visibility campaign, WP6 has developed a template for booklets to be published on the project website and promoted through social media channels. These booklets will be elaborated in English to serve as a comprehensive resource to showcase project achievements and the outcomes of the project. Additionally, efforts will be made to foster dissemination synergies with key initiatives such as the EUCAP Network, the EU-FarmBook, and the Rural Pact. If feasible, the booklets will also be published on these platforms to ensure wider dissemination as well as printed as a way to promote the project in person. Partners will be given the opportunity to collaborate in the development of these booklets, drawing from the information provided in the fact sheets, and are encouraged to disseminate them through their institutional social media accounts either in English or their local language to further amplify the project's impact and reach.



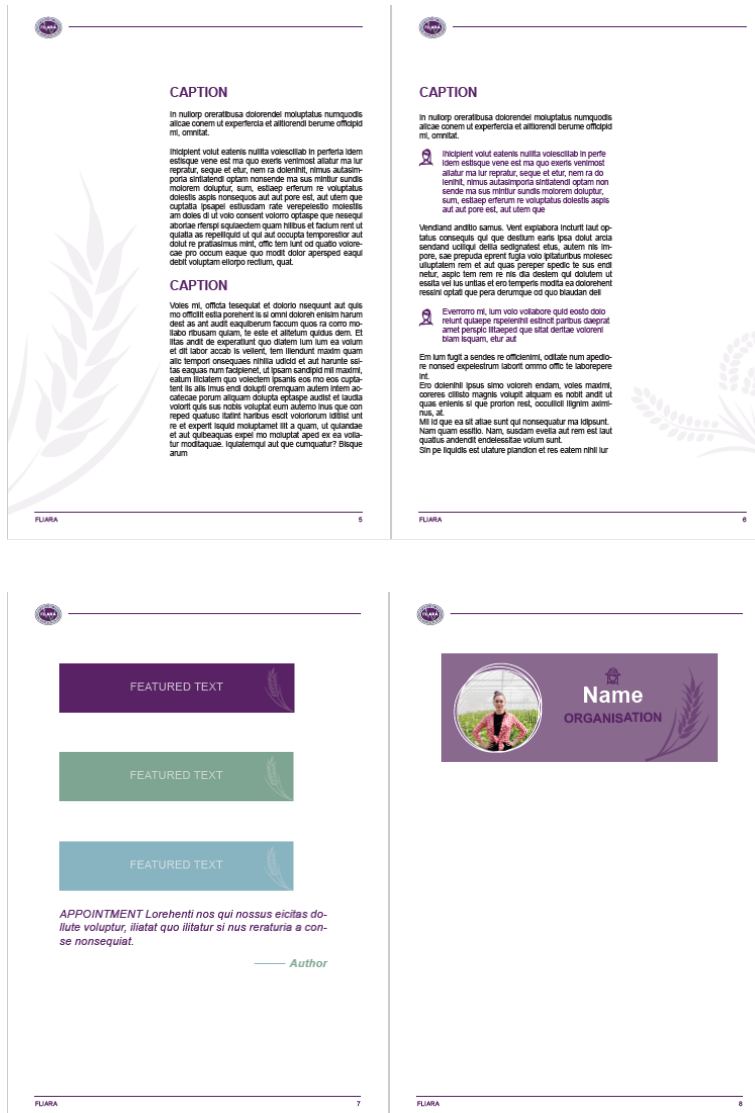


Figure 13 Booklet's template

DEDICATED SECTION ON THE WEBSITE

As WP6 continues to update and maintain the project website, specific sections will be allocated to showcase the profiles and achievements of FLIARA's 200 women innovators. These sections will be seamlessly linked to blog articles, enabling users to easily access organised materials. As the project progresses, this section will be integrated into the FLIARA toolkit for exploitation purposes, ensuring broader dissemination and utilization of the showcased innovations.



BLOG ARTICLES

A series of dedicated blog articles will be developed by CE and published on the project website to highlight the achievements of FLIARA's case studies. Starting from M18 and continuing until M36, these articles will introduce individual innovators and their groundbreaking innovations while emphasising key aspects of their work. Utilising images from the project's fact sheets, the blog articles will feature visuals of the innovators or their innovations, ensuring visual engagement. It is worth noting that all images will be used in compliance with consent obtained during the interview process of WP3 for communication and dissemination purposes.

SOCIAL MEDIA POSTS

An integral part of the content marketing strategy involves driving traffic to the FLIARA website through social media platforms. To achieve this, engaging social media posts will be curated by CE and shared across all project's social media networks in English. These posts will incorporate the appropriate hashtags outlined in D6.1, directing users to the project website for deeper insights into the innovative contributions of women in agriculture and rural areas.

PAID ADVERTISING

In the digital age dominated by information and algorithms, paid ads play a crucial role in driving traffic to online content. Given the FLIARA Project's focus on a visibility campaign aimed at amplifying its achievements, dedicated social media campaigns will be developed and segmented for the project's partnering countries by CE. These campaigns aim to raise awareness of the project and showcase the 200 FLIARA case studies. The campaign language will be English, ensuring broader reach and engagement.

The following table outlines possible segmentations for the paid advertising campaigns:

Segment	Description
Partnering Countries	Target audiences in the countries participating in the FLIARA Project.
Demographic	Segmentation based on age, gender, income level, education, etc.
Interest	Targeting users based on their interests, hobbies, and preferences.
Behaviour	Segmenting users based on their online behaviour, such as past interactions.

Table 5 Paid ads' segmentation



Additionally, where feasible, WP6 will explore the possibility of promoting the project website through Google Ads. This may include various ad formats such as display, search, and discovery ads, aimed at maximising results and controlling the dedicated campaign budget effectively.

PRESS RELEASE

WP6 will craft a comprehensive press release to promote the activities conducted under the CoP and showcase the results of the 200 case studies. With the expectation of completing these results by M18, WP3 will collaborate in developing the material, which will then be shared with partners. Partners will be encouraged to utilise the press release to enhance outreach through local media channels, adhering to the guidelines of traditional local media outlined in the present deliverable and in accordance with D6.1.

CREATION OF THE VIDEOS AND PODCASTS

During the CoP events scheduled in Ireland, Slovenia, Italy, and Sweden, local host partners will allocate a space of 1 hour for WP6 to conduct the interviews. WP6 will guide ambassadors to introduce themselves and discuss their innovative practices or businesses, aiming to highlight their contributions to agriculture and rural areas.

VIDEO INTERVIEWS

WP6 will produce a series of 20 video interviews in English, aligning with the common language of the project. Originally conceived as video-blogs featuring selected FLIARA ambassadors, the plan has evolved to include 20 video interviews conducted during each CoP event. These interviews will delve into the innovative perspectives of the ambassadors, providing visibility to the wider EU community. With an expected attendance of 7 ambassadors at each CoP event, WP6 will ensure to record a minimum of 7 video interviews per event, lasting between 2 to 5 minutes each.

In instances where interviews cannot be conducted in English, partners will be requested to assist. The recorded interviews will become part of the FLIARA toolkit and will be shared across the project's social media networks, with YouTube serving as the repository for these files. Should the need arise, WP6 will generate subtitles for the video interviews and provide partners with templates in .CSV format for accurate translation into English. This approach ensures accessibility and open-access to the interview content for a wider audience.

PODCASTS

In addition to video interviews, short audio interviews in the form of podcasts will be conducted during the FLIARA CoP events. These interviews will feature participants and FLIARA ambassadors, providing testimonials and reflections on the current event proceedings.



FLIARA TOOLKIT

COLLABORATION EFFORTS

Task 4.4, led by WP4 in collaboration with WP6, is dedicated to developing the FLIARA Toolkit, leveraging partner expertise and evidence from WP1, WP2, WP3, and WP6 to outline its components. ECOLISE, with extensive experience in toolkit development, will contribute their insights, while CE will focus on creating a visually appealing and user-friendly platform for the toolkit on the FLIARA website.

The selection process for Toolkit content will incorporate findings from WP3 case studies, including fact sheets on women-led innovations in farming and rural areas, as well as outputs from WP6 such as videos, podcasts, and blogs. Aligned with WP6 objectives, this task aims to effectively disseminate project knowledge to a broader audience, enhancing awareness of female-led innovations in agriculture and rural development.

Task 6.4, under WP6, emphasises the dissemination of knowledge and results, featuring the creation of an innovation toolkit showcasing fact sheets and videos as part of the visibility campaign. These efforts are designed to amplify public awareness of FLIARA's contributions.

Task 6.5, the Exploitation Strategy led by CE with input from all partners (M1-M36), aims to plan and implement a comprehensive strategy for exploiting FLIARA's knowledge and solutions. The FLIARA Toolkit will play a pivotal role in ensuring the accessibility and impact of project outcomes, with coordinated efforts between WP4 and WP6 facilitating their dissemination and utilisation by end-users.

INITIAL TOOLKIT STRUCTURE

The FLIARA toolkit will serve as a comprehensive repository for the project results, with plans to develop and refine its contents from M18 to M36. The WP4 leader, responsible for the platform, will oversee the development of necessary materials and map project results to facilitate ongoing implementations for WP6. This entails not only designing the user experience and visuals of the platform but also implementing web development basics such as HTML and CSS coding.

Additionally, WP4 will conduct monthly meetings in collaboration with WP6 for feedback, brainstorming, and idea generation. Effective communication between both work package leaders is crucial to ensuring the accessibility, usability, and timely implementation of the platform and its extensive materials. The initial structure of the FLIARA toolkit, depicted in the figure below, reflects the platform's implementations, project results, and needs, recognising that its structure may evolve as it will be hosted on the project's website.



Figure 14 FLIARA Toolkit Diagram

MONITORING EVALUATION AND REFLECTION

Monitoring and evaluation are essential components of effective community development and sustainability. The FLIARA CoP have embedded these components throughout the project to ensure that the sharing and learning space within the CoP can be dynamic and responsive and continue to stimulate and drive impact. Monitoring and evaluation provide valuable insights, promote added value, improvement and ensures accountability. In this way they support evidence-based decision making and enables adaptation to changing circumstances. Overall, the process of monitoring and evaluation works to achieve the objective of FLIARA, to have societal impact.

OVERVIEW OF THE PROCESS

This process integrates constant monitoring of the (a) CoP implementation, online groups, and ambassadors' wellbeing; (b) evaluation of each online and in person CoP event, and final evaluation of the CoP implementation as per this Plan; and finally (c) providing different spaces for the various kinds of publics targeted by the CoP to reflect on its implementation (ambassadors, Consortium partners and stakeholders).

(A) COP IMPLEMENTATION AND MONITORING THE ONLINE GROUPS:

1. The monitoring of the CoP implementation in accordance with this Plan will be coordinated by the WP4 Lead. The WP4 lead will engage with the relevant partners to ensure the Plan is implemented as designed and be able to identify when any obstacles appear. Periodic meetings with all partners involved will take place to facilitate



cooperation in the Plan's implementation. The data collected during this monitoring will be reflected in deliverable D4.2 Report on CoP Networking events.

2. Facilitation in the online groups, as well as their monitoring (including in relation to the Ethics and Data management guidelines, as per D7.1, D8.1 and section below on FLIARA CoP data management and ethics (pg. 66) will be coordinated by the WP4 Lead and the Co-ordinator. Periodic meetings with the Project Lead and FLIARA CoP Ethics Guardian will take place to ensure effective monitoring and adapt the facilitation as needed. Any ethical breach or data mismanagement will be immediately addressed, and the Project Lead and Ethics Guardian will be engaged to find the optimal solution on a case-by-case basis. The data collected during this monitoring, will be reflected in deliverable D4.2 Report on CoP Networking events.

3. The ambassadors' wellbeing will be monitored throughout the implementation of the CoP as detailed in the section outlining FLIARA CoP Ethics and Data Management page 66 of the SAP. The reports prepared by the Ethics Guardian and submitted to the WP4 Leads (ECOLISE) after each face-to-face CoP event will be analysed to allow for adjustments and improvements from one event to the other. An analysis of the 4 reports and measures taken after each of them will be compiled within the final report. All feedback received by the Ethics Guardian during the FLIARA CoP will be anonymised, analysed and compiled to be included in the deliverable D4.2 Report on CoP Networking events.

(B) EVALUATION

Evaluation of each online and in person cop event, and final evaluation of the cop implementation as per this plan.

1. All in person CoP networking events will be evaluated using 3 types of online feedback forms (Annex 5) for 3 different types of participants: Ambassadors, Consortium, and other stakeholders. The feedback form for Ambassadors will also be applied to the online events. One possibility to deliver these feedback forms is using Mentimeter (see example here: <https://www.menti.com/alvart9wn9ct>) or other similar tools, with the potential timing for this being right before the end of the event to ensure a higher number of responses. Data collected from all forms after each event will be compiled and analysed under the coordination of ECOLISE (WP4 lead). The results will be shared with all Consortium partners and presented during the periodic meetings. A final summary of these results and measures taken due to them will be included in deliverable D4.2 Report on CoP Networking events.

2. Online events will be evaluated primarily by the Ambassadors using the same feedback form used for in-person events. The analysis of these forms will be done by the WP4 lead and presented in follow-up meetings (for each online event) with the Project Lead, Ethics Guardian and any other involved partners. During the meetings feedback from the other partners involved will be collected. A short, compiled report will be prepared prior to the next online event in order to allow for adaptation and improvements. The reports and measures taken following each of them will be included in deliverable D4.2 Report on CoP Networking events.

3. Final evaluation of the CoP implementation as per this Plan: the final evaluation will be coordinated by the WP4 lead. It will review all existing reports to consolidate the qualitative and quantitative data to be included in the in deliverable D4.2 Report on



Community of Practice Networking events. Quantitative data collected will consist mainly of attendance sheets signed at each in-person event and attendance lists from the online events. These will be complemented by facilitated discussions with the Ambassadors during the last online event and with the Consortium partners at the last in-person event or during a dedicated online meeting. This data will then be analysed in relation to the reports and included in D4.2.

(C) PROVIDING DIFFERENT SPACES FOR THE VARIOUS KINDS OF STAKEHOLDERS

This section details the different spaces for various kinds of stakeholders that are targeted by the CoP to reflect on its implementation (Ambassadors, Consortium Partners and Stakeholders):

1. During all events, in person or online, all participants will be informed that we welcome ad-hoc feedback in any form (verbal or written) regarding the event and the CoP implementation overall. All Consortium partners will be responsible for receiving this feedback and relay it to WP4 Lead, Project Coordinator and Ethics Guardian.
2. The online events for ambassadors will dedicate a short section to reflection on the CoP implementation, and in particular the experience of the activities to the Ambassadors' needs. These discussions will be summarised by WP4 Lead and used as guidance for following online and in person events. The last online session for the ambassadors will be dedicated to a more ample reflection on all aspects of the CoP.
3. Consortium partners will have meetings dedicated to evaluation and reflection after each in-person event. These discussions will include discussing the data collected via feedback forms, and the summary by WP4 Lead will be used as guidance for following online and in person events.
4. Whenever possible, hosts of the in-person events will be advised to include in the agendas a space for reflection regarding the event, which includes all participants.

FLIARA COP TRANSITION

The FLIARA project is responsible for the emergence of the FLIARA CoP. While it has emerged from a small group it is expected that due to the value of this topic and the process employed by the FLIARA Consortium to engage wider stakeholders that interest and membership will increase which will impact the viability of the CoP beyond the life of the FLIARA project. Throughout the 18 months, WP4 Lead will support the 20 selected Ambassadors in their skill set to grow confidence in supporting the CoP. It is also expected that leaders will emerge that can sustain the CoP.

After the final physical in-person event in Sweden, WP4 Lead and Galway will work with the 20 Ambassadors to assess the value of the CoP and a process of transition to move out of the governing structures of the FLIARA project. During this process all GDPR and ethics regulations will be strictly followed in order to uphold all standards and agreements.



FLIARA COP ETHICS AND DATA MANAGEMENT

The FLIARA Consortium are committed to promoting responsible and ethical conduct throughout the research and innovation process and as the FLIARA CoP is established under the remit of the FLIARA GA (WP4) all actions relating to the FLIARA CoP are bound by the agreements and legal requirements signed by the Consortium and all actions and agreements set out in Deliverable 8.1 H-POPOD-Requirement No.1 (D8.1). A key message in D8.1 was the core belief within the Consortium that ethics is not 'red tape' for research but empowers researchers to do the right thing for society and to build trust grounded in core values and fundamental rights such as human dignity, privacy protection and security. Measures to incorporate all these aspects into the running of the CoP have been put in place. In addition to this the FLIARA Ethics mentor (as established under D8.1) was central to shaping the approach adopted in applying the ethics principles into action and ensuring that all ethical commitments are upheld for the FLIARA CoP.

As set out in D8.1 the following documents guide the actions of the consortia:

- [ALLEA European Code of Conduct for Research Integrity](#)
- [Global Code of Conduct for Research in Resource-poor Settings](#)
- The Helsinki Declaration in its latest version (2013);
- The European Code of Conduct for Research Integrity (ECCRI, 2011);
- The EU Charter on Fundamental Rights (CFREU, 2010);
- The UNESCO Universal Declaration on Bioethics and Human Rights (2005);
- The European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR, 1950);
- The Universal Declaration of Human Rights (UDHR, 1948).

CONSENT FORMS AND PARTICIPANT INFORMATION

The application of these principles are required when participants are invited to take part in FLIARA related activities. In response to this, FLIARA partners developed consent forms and participant information documents to ensure that all participants are made aware of their rights and their expected role during FLAIRA CoP events (for further details please see D8.1). The nature of the CoP requires the engagement of a number of different stakeholders that have different roles, different levels of engagement and difference spaces for engagement during the lifetime of the CoP. FLIARA partners devote special attention and efforts to ensure that participants' dignity and their fundamental rights are respected. Therefore, using the guidelines set out in D8.1 a number of different participant information documents and consent forms have been prepared.

Consent is gathered in the online registration process and in-person at the four physical CoP events. Participant information is provided with each consent procedure. Consent forms are in Annex 6 and include the following:

- Consent to the use of (name and affiliation) for event-related communication.
- Consent to being included in the online Community of Practice communication channels for ongoing collaboration and information sharing.



- Consent to the use by the FLIARA Project of personal image, video, voice, or all three of them for CoP communication purposes according to the General Data Protection Regulation (GDPR).
- Consent to the taking of photos and videos during the event for communication purposes.
- Consent to receive more information about the FLIARA project.
- Participant Information sheet for participation in FLIARA CoP data gathering exercises.
- Consent form for participation in FLIARA CoP data gathering exercises.

FLIARA COP ETHICS GUARDIAN

The aim of the FLIARA project is to spotlight the role of rural and agricultural women and through the research and findings to challenge stereotypes and gender biased norms thereby creating new pathways for women to engage in innovative practices. As outlined above engaging 20 women ambassadors is central to achieving this objective. As enshrined in the documents listed above it is incumbent on partners to ensure that all participants rights are safeguarded. This is accounted for in the consent and participant information documents, however, as the engagement with the 20 Ambassador's will take place over a year and a half period it was felt that the wellbeing of the Ambassadors should be considered and monitored during this period. This responsibility is guided by the commitment of the Consortium in D8.1 to pay attention the principle of proportionality, the right to privacy, the right to the protection of personal data, the right to the physical and mental integrity of persons, the right to non-discrimination, the need to ensure protection of the environment and high levels of human health. To take account of this, the FLIARA ethics mentor in conjunction with WP8 Lead (Galway University) and WP4 Lead (ECOLISE) developed a process to provide additional support to the 20 Ambassadors throughout the life of the FLIARA CoP. The 20 women Ambassadors will be informed of this process and will be introduced to the Ethics mentor either at the first Ambassadors online event or at the first face-to-face CoP event.

The FLIARA ethics mentor will use this role to observe, monitor and support the well-being of the Ambassadors. For the purposes of this element of the project and for ease of identification for the Women Ambassadors, the title of *FLIARA CoP Ethics Guardian* has been developed (no extra resources have been assigned to the FLIARA Partner for taking on this role). A two-part process has been devised.

FORMAT AND ORGANISATION OF EVENTS

The Ambassadors will part-take in physical and online events and their experience of these events will be influenced by the format and structure of the events (Agenda and physical setting) and the methods employed by FLIARA Task Leaders (focus groups/ workshops/ discussion groups) to facilitate interaction. Using an informal guide the FLIARA CoP Ethics Guardian will observe and record how these aspects influence the experience of the Ambassadors (Annex 7). This will occur during the face-to-face physical CoP events. The informal guide includes:

- Assess the level of time given to Ambassadors during the course of the event (this links to the format of the agenda).
- Assess the level of engagement of Ambassadors during workshop/focus group sessions.



- Observe as to whether the Ambassadors felt comfortable in workshop/focus group/ discussion sessions.
- Observe and/or engage with ambassadors to consider their overall wellbeing (were ambassadors energised/ were they fatigued).
- Other insights and observations.

Using the above guide, the FLIARA CoP Ethics Guardian will prepare a short report and submit it to the WP4 Leads (ECOLISE) after each face-to-face CoP event (Annex 7). The results of the report will be taken into account and discussed with partners that host physical events and task leaders that facilitate workshops/ focus/ discussion groups. Task leaders will take the findings of this report into account when they begin to complete their FLIARA Task Builder Template for each subsequent face-to-face FLIARA CoP event.

INDIVIDUAL EXPERIENCES

The FLIARA CoP Ethics Guardian will be a point of contact for the Ambassadors if any issue should arise during the lifetime of the FLAIRA CoP. The email contact details of the FLIARA CoP Ethics Guardian will be made available to the women to enable them to discuss or raise any issues. The FLIARA CoP Ethics Guardian will also attend each physical face-to-face event where the Ambassadors will have the opportunity to discuss any issues that they would like to bring to the attention of the Consortium. Each partner that is hosting a physical event is advised to have a space available for use by the FLIARA CoP Ethics Guardian in case the need arises for privacy. If any issues arise the FLIARA CoP Ethics Guardian will contact the Co-Ordinator to discuss these issues and decide on the most appropriate response.

DATA MANAGEMENT AND SECURITY

Procedures for data collection, processing and management is determined by the criteria set out in D7.1 Data Management and D8.1 H-POPOD-Requirement No.1.

The CoP may involve the recording of data during tasks related activities for T4.3, T5.2 and T5.3. The recording of this data may be through audio recordings, video recordings or note taking. This data will be handled only for the aims that they are collected, clearly indicated in informed-consent declarations by participants and data processing will ensure that personal data will be only processed for the aim it is collected and that data processing will stay within the informed consent of the respondent. Although it is not planned or expected that participants will share sensitive personal data (political opinions, religious and philosophical beliefs, etc.), all data collected in the qualitative research activities of the FLIARA CoP will be treated confidentially, and information collected from participants will be kept confidential, unless the participant gives explicit consent to be quoted. In accordance with D.7.1 Data Management Plan “Data gathered during the project can also be securely stored in the partner organisations own trusted data repositories (password protected and encrypted) by the partner responsible for collecting the data. (...) However, where facilities are not available in partner organisations, partners will cooperate in their regional groupings to ensure these requirements are met (as defined in the DoA)”. Only personnel working on the project have access to data files. More information on the procedures that have to be followed to ensure data security is clearly developed in D7.1 “Data management Plan”, and in



D8.1 “H-POPD-Requirement No. 1” which also include each partner’s National Ethical Approval.

Image and or video recordings of participants may take place at any stage during the FLIARA CoP. Photos and videos will only be taken with the consent of the participants, and only if in line with the National Ethical Approval.

ONLINE AND NETWORKING SPACES

The FLIARA project utilises a project website, <https://www.fliara.eu/>, and social media platforms to engage end users for the purposes of knowledge sharing and capacity building. As outlined in D6.4, D7.1 and D8.1 a number of parameters have been put in place to ensure that all regulations are in place. The website includes a privacy policy, is compliant with the GDPR and includes a plugin for cookies management. A Secure Sockets Layer (SSL) certificate has been installed on the website (more detailed description is contained in D6.4).

Since LinkedIn has been selected as the preferred platform by the FLIARA Project consortium for establishing the community online platform networking space, the recommended measures outlined below serve as a foundational framework for ensuring a smooth and productive transition to this chosen platform. However, recognising the importance of flexibility and inclusivity, the project will also maintain the below information on WhatsApp groups, Facebook, and EPALE as additional options to engage with ambassadors if necessary.

The FLIARA Project recommends implementing the following measures to effectively engage with members of its community spaces across LinkedIn groups and if the need arises across WhatsApp groups, Facebook, and EPALE:

LINKEDIN GROUPS

- **Professional Conduct Emphasis:** FLIARA places significant emphasis on maintaining professional conduct within the LinkedIn group, ensuring that all members adhere to standards of professionalism and respect. This includes refraining from sharing sensitive personal information, avoiding contentious topics that may lead to conflicts, and fostering an environment where diverse viewpoints are valued and respected.
- **Privacy Settings Guidance:** Members will be guided on how to navigate and customise their privacy settings on LinkedIn effectively. This includes controlling who can view their profile information, posts, and connections. Through setting appropriate visibility levels for their posts and updates, members will maintain their privacy while actively engaging in discussions within the group.
- **Confidentiality Awareness:** FLIARA emphasises the importance of maintaining confidentiality within the LinkedIn group. Members will be advised not to share confidential or proprietary information in public discussions and encouraged to use private messages for sensitive communications. This measure ensures that data security is prioritised, and sensitive information is shared securely.
- **Reporting Protocol:** FLIARA will educate members on the procedure for reporting inappropriate content or behaviour within the group. Members will be encouraged to report violations promptly to group administrators, who will take the necessary



actions to address the issue and maintain a professional and respectful environment.

EPALE AND FACEBOOK GROUPS

- **Guideline Adherence:** FLIARA stresses the importance of adhering to the community guidelines established by EPALE and Facebook within their respective groups. These guidelines encompass respectful communication, the prohibition of hate speech and harassment, and guidelines for content sharing. Members contribute to a positive and constructive group atmosphere by following these guidelines.
- **Content Quality Focus:** Members will be encouraged to contribute high-quality and relevant content to discussions within EPALE or Facebook groups. FLIARA advises against sharing misleading or inaccurate information and emphasises the importance of citing sources when sharing external content to maintain credibility and integrity.
- **Intellectual Property Respect:** FLIARA will remind members to respect intellectual property rights when sharing content within the groups. Proper attribution of sources and avoidance of infringing on copyrights or trademarks are key aspects of maintaining ethical content sharing practices.
- **Privacy Management:** FLIARA will guide members on using privacy controls effectively within EPALE or Facebook groups. This includes managing post visibility, controlling group membership to ensure a safe and inclusive environment, and moderating comments to uphold group standards.
- **Reporting Mechanism Education:** Members will be informed about the process for reporting violations of community guidelines or inappropriate behaviour within the groups. FLIARA will encourage members to report such incidents to group administrators or moderators for timely resolution and maintenance of a positive group dynamic.

WHATSAPP

- **Data Security Emphasis:** FLIARA will emphasise data security within WhatsApp groups, highlighting the platform's end-to-end encryption feature. Members will be advised not to share sensitive personal or confidential information in group chats to ensure data privacy and security.
- **Identity Verification Awareness:** FLIARA will encourage members to verify the identity of group members before engaging in sensitive discussions.
- **within WhatsApp groups.** This precautionary measure promotes safety and trust within the group environment.
- **Content Moderation Guidance:** FLIARA advises group administrators to actively moderate content within WhatsApp groups to ensure compliance with group rules and guidelines. This includes monitoring discussions, addressing inappropriate content, and fostering a positive and respectful communication atmosphere.
- **Regular Updates Recommendation:** Members will be recommended to regularly update their WhatsApp application to benefit from the latest security patches and features, further enhancing data security and the user experience within the groups.



CONCLUSION

The FLIARA CoP is a central component of the FLIARA project and helps achieve many objectives of the project. It is a user-centred interactive initiative, it is integral to promoting the visibility of women leading innovation, through providing spaces for multi-actor engagement it breaks down silos between research, practice and society, it builds an innovative ecosystem that will encourage future female innovations and entrepreneurship, it will be a hub for networking, knowledge sharing and training, it will validate and inform the research findings and activities of the project.

The strategic action plan serves as a roadmap to guide the organisation towards achieving its goals. It provides clarity on what needs to be done, who is responsible, and by when. This SAP is a living document and regular monitoring, and evaluation will ensure that the plan remains relevant and adaptable to changes in the needs of the women and the FLIARA project.



ANNEX 1 PROJECTS WITH COP'S

Practice

- BLAST Community of Practice Guide: Developed by a range of organisations including ECOLISE, this guide covers what a CoP is and provides a novel guide (focusing on blended and transformative approaches), including exploring how to develop a transformative CoP.
- The Communities of Practice Playbook: Developed by the European Commission Joint Research Centre, this playbook provides a step-by-step guide and toolbox to developing a CoP and identifies success factors to help guide the journey.
- ACT Community of Practice Co-creation Toolkit: This toolkit provides a guide to a range of different methods that can be used in a CoP context to ensure effective collaboration and participation. The ACT project also produced wider resources such as videos and wider publications such as policy briefs and an open access book (included below).

Theory

- Using Emergence to Take Social Innovation to Scale: A theory that situates CoP within a system that leads to more widespread change.
- A Community of Practice Approach to Improving Gender Equality in Research: Emerging from the ACT project, this open access book provides both theory and practice-based insights emerging from how a CoP can help to promote gender equality in the research and education sector.

FLIARA European Project Fact Sheets: Projects with a CoP

- **Fact Sheet 3: ACT**: Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe
- **Fact Sheet 7: CHANGE** CHAlleNging Gender (In)Equality in Science and Research
- **Fact Sheet 10: SIMRA**: Social Innovation in Marginalised Rural Areas
- **Fact Sheet 11: RURITAGE**: Rural regeneration through systemic heritage-led strategies
- **Fact Sheet 16: GENDERACTIONplus**: Gender Equality Network to Develop ERA Communities To coordinate Inclusive and sustainable policy implementatiON
- **Fact Sheet 22: CULTIVATE**: Co-designing food sharing innovation for resilience
- **Fact Sheet 26: BLAST**: Blended Adult Learning for the Social-ecological Transition
- **Fact Sheet 28 - MOVING**: Mountain Valorisation Through Interconnectedness and Green Growth
- **Fact Sheet 30 – Safe Habitus**: Farm Health and Safety Knowledge Innovation Systems

Further Resources for ECOLISE related CoPs

- **Municipalities in Transition Community of Practice**
The Municipalities in Transition project (MiT) links community initiatives (in both urban and rural areas) worldwide working in partnership with local government.



The MiT CoP seeks to become an evolving, self-regulated action learning network dedicated to sharing and deepening knowledge arising through experience of collaboration between community-led initiatives and municipal authorities.

- Web: <http://municipalitiesintransition.org/about/community-of-practice/>
_Wiki: https://wiki.communitiesforfuture.org/wiki/Municipalities_in_Transition_MiT_CoP,_Private_Facebook_group:https://www.facebook.com/groups/212248012644825

- **Blended Adult Learning for the Social-Ecological Transition (BLAST)**

BLAST was a project run by the transnational Transformative Education CoP formed by members of ECOLISE and other partners. The project was funded by the Erasmus+ strategic partnerships EU programme and started in October 2019. It focused on the enhancement of transformative blended learning for eco-sociological transition across Europe.

- Web: <https://ecovillage.org/blast/>
Wiki: <https://wiki.communitiesforfuture.org/wiki/BLAST>
BLAST guide: <https://communitiesforfuture.org/wp-content/uploads/2021/12/BLAST-OUTPUTS.pdf>
BLAST CoP Guide (PDF): <https://communitiesforfuture.org/wp-content/uploads/2021/12/BLAST-CoP-Guide-V2.pdf>
BLAST CoP Guide (wiki): https://wiki.communitiesforfuture.org/wiki/BLAST_Community_of_Practice_Guide
Event (December 2020): Communities of Practice, leveraging impact by learning together (Event post with video): <https://medium.com/communities-for-future/communities-of-practice-leveraging-impact-by-learning-together-621a27410ca5>

- **UrbanA community of practice**

UrbanA was an EU funded, EU Horizon, 3-year funded (2019 - 2021), European-wide project that investigated the topic of Sustainable and Just Cities. While centring around four co-creative spaces, known as Arena events, the project also established and still nurtures a “CoP” and its own Knowledge Commons (a wiki).

- LinkedIn Group: UrbanCommunity for Sustainable and Just Cities <https://www.linkedin.com/groups/13794274/>
_Web: <https://urban-arena.eu/> + <https://sustainablejustcities.eu/urban-community-sustainable-just-cities>
Wiki: https://wiki.sustainablejustcities.eu/UrbanA_Community_of_Practice
Cordis: <https://cordis.europa.eu/project/id/822357>
Article: Urban Arenas for Sustainable and Just Cities: <https://tinyurl.com/59pzb3jv>

- **ReGEN4all: Regenerative Communities for All**

A year-long Erasmus+ funded project based on ecovillage research. Its purpose is to serve researchers, practitioners, and adult educators from ecovillages and academia as well as policy makers on all levels in order to make the knowledge gained within and through ecovillages more accessible both for research and policy decisions on sustainable lifestyles and living environments. The



ReGEN4all project seeks to explore the potentials of collaborations and bridging the gaps between the world of academia and activists/educators working with community-led initiatives.

- Regen4all CoPs: <https://ecommunity.gen-europe.org/Path>
Ecommunity Library: <https://ecommunity.gen-europe.org/Page/https%3A%2F%2Fdata.ecommunity.gen-europe.org%2Fpages%2Fecommunity-library/show>
Policy and Advocacy <https://communitiesforfuture.org/10-theses-campaign/>
Communities for Future <https://communitiesforfuture.org/>
- **GROW Observatory Community of Practice**
The GROW Observatory (GROW) was an EU Horizon funded European-wide project (2016 - 2019) engaging thousands of growers, scientists and others passionate about the land. Its aim was to explore together simple tools to better manage soil and grow food, while contributing to scientific environmental monitoring
 - Web: <https://growobservatory.org/>
GROW Community Champions Facebook Group (Private): <https://www.facebook.com/groups/1170936856419811>
Online Learning: 'Citizen Science Projects – How to Make a Difference' (4 week MOOC training course): <https://www.futurelearn.com/courses/weobserve-the-earth>
Cordis: <https://cordis.europa.eu/project/id/690199>
- **Reconomy Community of Practice**
REconomy explores links between the Transition movement and solidarity economy, in particular the role of enterprise as a vehicle for helping projects achieve financial sustainability and become embedded in the local economy. It began as a pilot among Transition initiatives in England and was later picked up by practitioners in several other countries. It now operates as an international CoP.
 - Web: <http://reconomy.org/>
Wiki: <https://wiki.communitiesforfuture.org/wiki/REconomy>



ANNEX 2 AMBASSADOR INFORMATION GUIDE

FAQs: Potential FLIARA Ambassadors

What is FLIARA?

FLIARA stands for Female-Led Innovation in Agriculture and Rural Areas. The project runs from January 2023 until December 2025 and works to improve understanding, awareness and recognition of women's role in a more sustainable rural future. FLIARA research involves case studies and future foresight analysis. FLIARA will develop proposals for more effective policy that can support female-led innovation in agriculture and rural areas and practical tools supporting female-led innovation. For further information see: <https://fliara.eu/>

What are 'FLIARA Ambassadors' and what is their role?

FLIARA Ambassadors are women leading innovative practices in agriculture or in rural areas. You will be part of a group of 20 Innovation Ambassadors from across the FLIARA case study countries (Ireland, Netherlands, Germany, Sweden, Slovenia, Czech Republic, Romania, Italy, Spain, Finland). You will participate in the Community of Practice Network and Campaign of Visibility. As part of the Campaign of Visibility, you will have the opportunity to disseminate your innovative ideas, vocalise your pathway to success and the issues you had in establishing your innovations. Workshop sessions at each Community of Practice Network provide a space for the Innovation Ambassadors to engage with other key stakeholders and policy networks such as EU and National Agricultural Knowledge and Innovation Systems (AKIS) Co-ordinating Bodies, the EU and National CAP Networks, farming organisations and key stakeholders engaged in rural development at EU and national levels, including Local Action Groups (LAGs).

What is the FLIARA Community of Practice (CoP) Network?

A Community of Practice or CoP Network is being developed involving FLIARA Ambassadors networking alongside key innovation policy and governance stakeholders. The CoP Network occurs in conjunction with a Campaign of Visibility for women-led rural innovations, spotlighting women as key innovation actors. In addition to the networking events, the CoP Network will also develop the FLIARA Toolkit, which will consist of a series of training and knowledge related tools supporting female-led innovation.

What is the FLIARA Campaign of Visibility?

The Campaign of Visibility aims to give increased visibility to women (such as yourself) leading innovations in agriculture and rural areas, as well as the role of women in achieving rural sustainable development and promoting innovation in agriculture and rural economies. The FLIARA Campaign of Visibility aims to foster and promote the empowerment of rural and farming women, allowing them to become more embedded in current innovative ecosystems while enhancing networking. This will involve targeted communication efforts, including social media, a series of video recorded interviews with



all the Ambassadors feeding into a video-blog, as well as taking pictures at the CoP event. An online social platform will also help to provide a networking space for the Innovation Ambassadors. The Campaign will include physical and virtual events, in conjunction with the CoP Networking events, occurring during the project lifetime.

What physical CoP events do Innovation Ambassadors attend and when?

All Ambassadors are expected to attend at least one in person CoP event. We expect these events will typically run over two days. Ambassadors from specific countries will attend specific physical events following how FLIARA has grouped participating countries into four regions: Atlantic (Ireland, Netherlands, Germany), Central and Eastern (Czech Republic, Romania, Slovenia), Mediterranean (Spain, Italy) and Nordic Baltic (Finland, Sweden). Ambassadors from host countries (i.e. Ambassadors from countries where a physical event takes place – Ireland, Slovenia, Italy, Sweden) attend home events together with the ambassadors travelling from the wider region. Ambassadors from host countries will also be supported to attend one other regional event. There is more information in the table below.

CoP physical event location and timeline <i>**to be confirmed</i>	Host organisation	Countries Ambassadors attend from <i>*host country</i>
Galway, Ireland Monday 1 st (half day afternoon) & Tuesday 2 nd (full day) July 2024	University of Galway	Ireland*; Netherlands, Germany, Sweden
Ljubljana, Slovenia Wednesday 25 th and Thursday 26 th September 2024 (two full days)	University of Ljubljana	Slovenia*, Czech Republic, Romania, Italy
Rende (Cosenza) Italy January 2025**	University of Calabria	Italy*, Spain, Slovenia, Sweden, Ireland
Växjö, Sweden, 14-15 May 2025**	Linnaeus University	Sweden*, Finland, Slovenia, Ireland, Italy

What happens outside the physical events, do Innovation Ambassadors engage online?

In between each physical CoP event, FLIARA will hold online events. It is envisaged there will be five online events and all Innovation Ambassadors will be invited to attend. The online social platform developed as part of the Campaign of Visibility will also provide a space for networking among the Innovation Ambassadors.

If I participate, what costs will be covered?

- Travel, accommodation and subsistence costs arising from participation in physical CoP Network events will be covered in line with the funder (Horizon



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Europe) regulations and usual travel policies and practices of the host organisation.


- Costs related to attendance at the physical CoP Network events are covered by the host organisation.
- Host organisations will contact and liaise with Ambassadors in relation to organising travel, accommodation and any necessary reimbursement of costs. Ambassadors will also have a contact person in their own country who also facilitates this process.
- There is no direct financial compensation (i.e. for your time) for participation.



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ANNEX 3 FLIARA COP ROAD MAP SAMPLE DOCUMENTS

TRAVEL AND ACCOMMODATION GUIDE FOR GALWAY COP



University of Galway is located in Galway city on the West Coast of Ireland. View University of Galway on a map [here](#). There are daily direct flights to Ireland from a wide range of cities in the UK, Europe and the US. Airports include:

From Dublin Airport

[More info](#)

From Knock Airport

[More info](#)

From Shannon Airport

[More info](#)

How?

BUS INFORMATION

[Dublin airport](#)

[Citylink](#)

Click below for bus information

[BusEireann](#) [Citylink](#)

[Express way](#) [Transport for Ireland](#)



Rail services in Ireland

[More info](#)

In addition to hiring a car, there is an option to use the GoCar service;

[See here](#)

[Bike here](#)

When?  **Where?** 

1st and 2nd of July, 2024 [University of Galway, University Road, Galway, Ireland H91 TK33](#)

Travelling to Galway

Arrive at Dublin Airport

Take the Train to Galway
Travel time: from 2hours 10 minutes

Travel by bus from the airport to public city and take a train from Heuston Station to Galway

Take the Bus to Galway
Travel time: from 2.5 hours

Direct bus services operate every halfhour

Take a Go Bus, Citylink or Bus Eireann bus to Galway

Take a Taxi to Galway
Travel time: from 2.5 hours

Drive to Galway
Travel time: from 2.5 hours

Rent a car from the airport from [www.ishirentals.com](#)

Arrive at Shannon Airport

Take the Bus to Galway
Travel time: from 1 hour 10 minutes

Take a Bus Eireann bus from the airport to Galway

Take a Taxi to Galway
Travel time: from 1 hour 15 minutes

Drive to Galway
Travel time: from 1 hour 15 minutes

Rent a car from the airport from [www.ishirentals.com](#)

Arrive at Knock Airport


Take the Bus to Galway
Travel time: from 1.5 hours

Take a Bus Eireann bus from the airport to Galway

Take a Taxi to Galway
Travel time: from 1 hour 25 minutes

Drive to Galway
Travel time: from 1 hour 25 minutes

Rent a car from the airport from [www.ishirentals.com](#)



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The University of Galway is a 10-12 minute walk from City Centre. There are a variety of hotels that are within walking distance located in Galway City.

ACCOMMODATION

[Galway Tourism](#)

[Hotels](#)

PARKING

[More info](#)



STAY IN GALWAY

Other attractions

Information on Galway and surrounding areas (e.g. accommodation, shopping, eating out, transport) can be found at Galway Tourism and Discovering Ireland.

Click below for further information

[The Irish road trip](#)

[Discover Ireland](#)

[Galway tourism](#)

[Faithe Ireland](#)

[Get your guide](#)

[National park](#)

The West of Ireland is particularly beautiful, but please do spend time on reviewing transport and travel options to ensure you can optimise your time.



Other details

Interactive (searchable) Campus Map

A searchable map of the complete Galway Campus, complete with indoor maps (services, facilities, and points of interest).

Time difference

Ireland is in the Greenwich Mean Time (GMT) time zone. This is 1 hour behind Central European Time (CET).

Currency & Banking

The currency in Ireland is the Euro (€).

Electricity

In Ireland, power plugs and sockets are of type G (three-pin power outlet).



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Travel Guide template available on the FLIARA Teams




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REGISTER YOUR INTEREST FOR THE GALWAY COP

 <p>Female-led Innovation in Agriculture and Rural Areas</p> <p>Register your interest!</p> <p>Join us for the FLIARA Consortium's First Community of Practice Networking Event!</p> <p>Date: July 1st - 2nd, 2024 Location: University of Galway, Ireland</p> <p>Dear [Recipient],</p> <p>Get ready to mark your calendar! You're invited to our inaugural Community of Practice Networking Event hosted by the FLIARA Consortium at the University of Galway.</p> <p>The FLIARA project aims to create a European-wide rural innovation ecosystem, which supports female-led innovative practices in farming and rural areas. The Community of Practice is a hub of networking and collaboration amongst key actors and relevant stakeholders to exchange ideas, experiences and innovative knowledge, encouraging future female innovations and entrepreneurship.</p> <p>Details and formal invitations will follow soon, but for now, please save the date. Starting late afternoon Monday July 1st, the opening showcase event will involve short inspiring talks and discussions, followed by an evening BBQ. On Tuesday July 2nd we will have interactive and participatory discussions on how we improve policy to support female-led innovation in farming and rural areas.</p> <p>We believe your expertise and passion will enrich our gathering as we unite to champion female-led innovation in agriculture and rural areas.</p> <p>If interest in this event exceeds available places a waiting list may be put in place.</p> <p>We look forward to connecting soon!</p> <p>Warm regards,</p> <p>Associate Professor Maura Farrell and the Galway FLIARA Team, Discipline of Geography, University of Galway.</p> <p>Register here</p> <p>Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.</p>	 <p>1st FLIARA Community of Practice Event</p> <p>1st and 2nd of July, 2024</p>  <p>Dear [Recipient],</p> <p>The FLIARA Consortium Team is delighted to invite you to the first Community of Practice Networking event taking place at the University of Galway on the 1st and 2nd of July 2024.</p> <p>FLIARA, which stands for Female-Led Innovation in Agriculture and Rural Areas is a Horizon Europe project scheduled to run from January 2023 to December 2025. Our primary objective is to establish a European-wide rural innovation ecosystem that promotes and supports women-led innovative practices in farming and rural areas.</p> <p>The Community of Practice event in Galway will serve as a platform to bring together rural and agricultural women innovators, policymakers, key stakeholders, and consortium members from across the ten countries participating in the project. This gathering aims to facilitate knowledge transfer around the innovative practices of women engaged in rural and agricultural innovations, while also celebrating their central importance to achieving EU environmental and inclusion goals. Additionally, the event will be used to shape policy proposals to integrate and support current and future rural women engaged in innovative practices.</p> <p>We believe that your expertise and contributions would greatly enrich our Community of Practice, and hence, you have been identified by the FLIARA Consortium as a valuable addition to this networking event.</p> <p>We sincerely hope that you will be able to join us for this event and explore the exciting opportunities it presents. Kindly confirm your attendance by Friday, May 17th, at 19:00 h (CET), and feel free to reach out if you have any queries or require further information. After you register, we will follow up with further information.</p> <p>Thank you for considering this invitation. We eagerly anticipate your presence at the FLIARA Community of Practice Networking event in Galway.</p> <p>Warm regards,</p> <p>Associate Professor Maura Farrell and the Galway FLIARA Team, Discipline of Geography, University of Galway.</p> <p>Confirm here</p> <p>Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor the granting authority can be held responsible for them.</p>
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Email layout/template valid for Save the date/invitation, reminders and infopack available on FLIARA Teams.

INVITATION AND REGISTRATION FOR THE GALWAY COP



1st FLIARA Community of Practice Event

1st and 2nd of July, 2024

Dear [Recipient],

The FLIARA Consortium Team is delighted to invite you to the first Community of Practice Networking event taking place at the University of Galway on the 1st and 2nd of July 2024.

FLIARA, which stands for **Female-Led Innovation in Agriculture and Rural Areas** is a Horizon Europe project scheduled to run from January 2023 to December 2025. Our primary objective is to establish a European-wide rural innovation ecosystem that promotes and supports women-led innovative practices in agriculture and rural areas.

The Community of Practice event in Galway will serve as a platform to bring together rural and agricultural women innovators, policymakers, key stakeholders, and consortium members from across the ten countries participating in the project. This gathering aims to facilitate knowledge transfer around the innovative practices of women engaged in rural and agricultural innovations, while also celebrating their central importance to achieving EU environmental and inclusion goals. Additionally, the event will be used to shape policy proposals to integrate and support current and future rural women engaged in innovative practices.

Since you were identified by the Consortium as a FLIARA Innovation Ambassadors, your participation, expertise, and contributions are central to the Community of Practice.

We sincerely hope that you will be able to join us for this event and explore the exciting opportunities it presents. Kindly confirm your attendance by Friday 10th of May, 16:00 h CEST, and feel free to reach out if you have any queries or require further information.

Thank you for accepting to become a FLIARA Innovation Ambassador. We eagerly anticipate your presence at the FLIARA Community of Practice Networking event in Galway.

[Register here](#)

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Template for invitation and registration for ambassadors available on the FLIARA Teams.



TRAVEL AND ACCOMMODATION COSTS EXAMPLE

The FLIARA Galway Community of Practice Event will take place on Monday July 1st and Tuesday July 2nd 2024 on the University of Galway campus. The event will run over 2 days and involve the FLIARA project partners, rural and farm female innovators and wider stakeholders. We are currently working on a full agenda and a general outline is as follows:

- **Monday July 1st**
 - **Afternoon and evening: Community of Practice opening showcase event, starting approx. 3pm.**
 - This will involve short talks and informal discussions, followed by an evening meal and networking starting approx. 7pm.
- **Tuesday July 2nd:**
 - **Community of Practice full day event from approx. 9am to 5pm**
 - This day will involve examining the intersections between policy and practice. We will hold workshops to help us better understand how we improve policy to support female-led innovation in farming and rural areas.

We will arrange your **accommodation and flights**, as required. **Please complete the questions and tables on the next pages and return to us.**

Other travel and subsistence expenses will also be reimbursed as requested after the event. Closer to the event, we will provide you with an expense claim form and you will be refunded by bank transfer. Please also note:

- Original receipts must be submitted for costs claimed, either hard copy or electronic receipts, as relevant.
- Costs claimed must be for reasonable travel and subsistence expenses incurred.
- Standard public transport in the form of public buses, trains, and taxis etc. should be used when travelling.
- Unless it is more economical than public transport, hire of private transport or use of own transport, with a consequent mileage claim, is not permitted.
- The full visitor travel policy to University of Galway is available [here](#)



Visitor Travel and Accommodation Information

FLIGHTS

Flights needed? Yes___ No___

If yes, please complete the following details to help us organise your booking. We will ask our travel agent for flight options and be in contact with you to confirm.

Family name(s) as on passport	
First name(s) as on passport	
Mr/Ms/Mrs (<i>please indicate one</i>)	
Contact email address for passenger	
Preferred departure date and time of day to fly	
Preferred return date and time of day to fly	
Preferred departure airport	
Preferred arrival airport	
Check-in bag needed?	

ACCOMMODATION

Accommodation needed? Yes___ No___

Please indicate the nights requested. Once flights are confirmed, we can also review this and adapt as necessary if additional/fewer nights are needed depending on flight times.

	<i>Please mark 'X' as relevant</i>
Sunday June 30 th	
Monday July 1st	
Tuesday July 2nd	

Accommodation will be provided in the self-catering accommodation that is available on campus. [Dunlin Village](#) is a new residence which opened in September 2023. The residence approximately a 20-to-25-minute walk to the CoP venue. Private ensuite rooms are available within either four- or six-bedroom apartments. Breakfast is not provided, but a number of on-campus catering outlets offer breakfast.

OTHER INFORMATION



Travel insurance	<i>Please mark 'X' as relevant</i>
I do not have travel insurance to cover this trip	
I have travel insurance (private, via my employer) that will cover this trip	
Not applicable – I am not travelling internationally	

Anything else to note?

Please include anything else here, as relevant, you wanted to note in relation to your travel or other special requirements.



ANNEX 4 TEMPLATES FOR WORK PACKAGE TASKS

TASK LEADER: FLIARA COP TASK CONTENT BUILDER

How does this session build on the task from previous session in a CoP event (in-person or online)?
What is the purpose of this task and link to other WPs?
How does it respond to the needs of the women in the CoP
What topic will be discussed in this session?
What content needs to be curated/synthesised/co-created?



Who needs to be present?
What methods will be employed to ensure collaboration and co-creation?
What are the space and operational requirements?
How will you share the outcome of the session?



TASK LEADER: FLIARA COP TASK REFLECTION

Did the task meet the requirements of the women in the CoP and the requirements of your task?

What did you learn from the activity?

What content was co-created?

What are the outcomes that will inform the next online or face to face CoP event?

Were the methods employed effective to ensure collaboration and co-creation? Any lessons or new suggestions.



Was the space and operational requirements fit for purpose? Any lessons or new suggestions?
Were the stakeholders present relevant for the session?
Any changes or suggestions for the next session.



ANNEX 5 EVALUATION TEMPLATE FEEDBACK FORMS

TEMPLATE FOR AMBASSADORS' FEEDBACK:

<i>General information:</i>	Event attended	Date	Location	In person/online
<i>Question</i>	<i>Type of question</i>	<i>Type of option</i>	<i>Explanation of rating /Options</i>	
Q1. Overall, how would you rate your experience of participating in the FLIARA CoP event?	Mandatory, single answer	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	
Q2. Please rate each of the following regarding the FLIARA CoP event you attended:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	Communication regarding the event; Program/Agenda; Content / information provided; (conditional if in person event) Accommodation; Food; Host facilities/location; Easiness of logistic process (travel and accommodation arrangements, reimbursement process; Social program / (etc.) - <i>one line each</i>
Q3. How useful was for you to participate in the following activities:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Useless 2 – Rather unuseful 3 – Neutral 4 – Somewhat useful 5 - Very useful	List all activities in the agenda



General information:	Event attended	Date	Location	In person/online
Q4: Which of the following activities are more likely to positively impact your innovation practice in the future?	Conditional: - if in person event & answer to Q3 is ≥ 3 , then show. Multiple answer	Select order	Getting to know the other FLIARA women ambassadors/Networking with women engaged in sustainable rural initiatives/ Knowledge exchange and increased awareness regarding sustainable rural innovation lead by women / Interacting with decision and policy-makers/Becoming part of the FLIARA CoP/Engaging with the FLIARA Consortium and researchers more generally/Providing feedback related to the policy and legal framework/Being part of the FLIARA Visibility Campaign	
Q5: Why do you consider your participation in the activities within this event was not useful?	Conditional: - if Q3 is < 3 , then show.	Free text answer, up to 100 words	Free text answer, up to 100 words	For each activity in the agenda rated below 3 in Q3
Q6: What improvements do you see possible for similar future events within the FLIARA project?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	



<i>General information:</i>	Event attended	Date	Location	In person/online
Q7. What is the main positive takeaway from this event for you?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	
Q8. Any additional thought or comments regarding the event, the FLIARA CoP, or the FLIARA Project?	Optional	Free text answer, up to 300 words	Free text answer, up to 300 words	

TEMPLATE FOR STAKEHOLDERS' FEEDBACK:

<i>General information:</i>	Event attended	Date	Location	List all sessions in the agenda [checklist, multiple options]
<i>Question</i>	<i>Type of question</i>	<i>Type of option</i>	<i>Explanation of rating /Options</i>	
Q1. Overall, how would you rate your experience of participating in the FLIARA CoP event?	Mandatory, single answer	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	



<i>General information:</i>	Event attended	Date	Location	List all sessions in the agenda [checklist, multiple options]
Q2. Please rate each of the following regarding the FLIARA CoP event you attended:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	Communication regarding the event; Program/Agenda; Accessibility / inclusivity of needs; Content / information provided; Accommodation; Food; Host facilities/location; (etc.) - <i>one line each, all lines mandatory</i>
Q3. How useful was for you to participate in the following activities:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Useless 2 – Rather unuseful 3 – Neutral 4 – Somewhat useful 5 - Very useful	List all activities in the agenda - <i>one line each, all lines mandatory</i>
Q4: Which of the following activities are more likely to positively impact you and/or your work in the future?	Conditional: - if in person event & answer to Q3 is ≥ 3 , then show. Multiple answer	Select order	Getting to know the FLIARA women ambassadors/Networking with women engaged in sustainable rural initiatives/ Knowledge exchange and increased awareness regarding sustainable rural innovation lead by women / Interacting with decision and policy-makers/Becoming part of the FLIARA CoP/Engaging with the FLIARA Consortium and researchers more generally/Other - [text, specify which]	



<i>General information:</i>	Event attended	Date	Location	List all sessions in the agenda [checklist, multiple options]
Q5: Would you be interested in becoming part of the FLIARA online CoP and why?	Yes, No, Maybe	Free text area to justify answer, up to 100 words.		
Q6: What improvements do you see possible for similar future events within the FLIARA project?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	
Q7. What is the main positive takeaway from this event for you?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	
Q8. Any additional thoughts or comments regarding the event, the FLIARA CoP, or the FLIARA Project?	Optional	Free text answer, up to 300 words	Free text answer, up to 300 words	



**TEMPLATE FOR CONSORTIUM PARTNER' FEEDBACK
(PARTICIPATING IN THE EVENTS):**

<i>General information:</i>	Event attended	Date, Location	In person/online	List all sessions in the agenda [checklist, multiple options]
<i>Question</i>	<i>Type of question</i>	<i>Type of option</i>	<i>Explanation of rating /Options</i>	
Q1. Overall, how would you rate your experience of participating in the FLIARA CoP event?	Mandatory, single answer	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	
Q2. Please rate each of the following regarding the FLIARA CoP event you attended:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Unsatisfactory 2 – Below average 3 – Average 4 - Above average 5 - Excellent	Communication regarding the event; Program/Agenda; Accessibility / inclusivity of needs; Content / information provided; (conditional if in person event) Accommodation; Food; Host facilities/location; Easiness of logistic process; (etc.) - <i>one line each, all lines mandatory</i>
Q3. How useful was for you to participate in the following activities:	Mandatory, multiple answer. Table with scale per each line	Scale 1-5	1 – Useless 2 – Rather unuseful 3 – Neutral 4 – Somewhat useful 5 - Very useful	List all activities in the agenda



<i>General information:</i>	Event attended	Date, Location	In person/online	List all sessions in the agenda [checklist, multiple options]
Q4: Which of the following activities are more likely to positively impact your work?	Conditional: - if in person event & answer to Q3 is ≥ 3 , then show. Multiple answer	Select order	Getting to know the FLIARA women ambassadors/Networking with women engaged in sustainable rural initiatives/ Knowledge exchange and increased awareness regarding sustainable rural innovation lead by women / Interacting with decision and policy-makers/Being part of the FLIARA CoP/Engaging with the FLIARA Consortium and researchers more generally/Providing feedback related to the policy and legal framework	
Q5: Why do you consider your participation in the activities within this event was not useful?	Conditional: - if Q3 is < 3 , then show.	Free text answer, up to 100 words	Free text answer, up to 100 words	For each activity in the agenda rated below 3 in Q3
Q6: What improvements do you see possible for similar future events within the FLIARA project?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	



<i>General information:</i>	Event attended	Date, Location	In person/online	List all sessions in the agenda [checklist, multiple options]
Q7. What is the main positive takeaway from this event for you?	Mandatory	Free text answer, up to 300 words	Free text answer, up to 300 words	
Q8. Any additional thoughts or comments regarding the event, the FLIARA CoP, or the FLIARA Project?	Optional	Free text answer, up to 300 words	Free text answer, up to 300 words	



ANNEX 6 CONSENT FORMS

MULTIMEDIA CONSENT FORM



Photography, filming, social media, publicity, and data storage consent form – FLIARA Project

Please complete this form to give consent to FLIARA Project to take multimedia content (images, videos and audio) during the FLIARA project's activities, which will then be stored and used for FLIARA communication purposes.

Multimedia data will be stored in the FLIARA secured repository and used, with your consent, by the FLIARA consortium to fulfil the necessary communication and dissemination work:

- The video and/or audio recordings and any reproduction shall remain the property of the FLIARA project consortium and may use the image as it sees fit.
- The images may appear publicly as part of the project website, social media communications and/or other promotional materials related to the project.
- The material will be used in a legitimate manner and is not intended to cause any harms or undue embarrassment to the parties involved.
- The participant's name may appear in a caption in the multimedia material, used in accordance with the above terms, or in the editorial text accompanying it. Also, the multimedia content may be used without any reference to my name.

I do hereby consent to the use by FLIARA Project of my image, video, voice, or all three of them, in the described above purposes, according to the General Data Protection Regulation (GDPR):

Yes	
No	

Name of the Participant _____

Organisation _____

Place and Date _____

Signature _____

Name of the Researcher _____

Organisation _____

Place and Date _____

Signature _____

Multimedia consent form available on FLIARA Teams



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NAME OF THE EVENT
[Partner]
Address/Venue
Date | Time

List of Attendees

We kindly ask for your consent (please select "Yes" in the "CONSENT" column) to authorise us to share multimedia material (photos and/or videos) taken during this event, as well as to include your contact information in our communications list. This is in accordance with the General Data Protection Regulation (GDPR) and will enable us to keep you informed about FLIARA updates and extend invitations to future events.

Name	Lastname	Organisation	Signature	Consent (multimedia)		Consent (communication)	
				Yes	No	Yes	No

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Name	Lastname	Organisation	Signature	Consent (multimedia)		Consent (communication)	
				Yes	No	Yes	No

Page 2 / 3





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Observations

Data Processing

Your personal data processing is carried out within the framework of the FLIARA project. Specifically, your data will be processed for the following purposes:

- Managing your participation in the project's activities.
- Promoting the project's activities through the communication and dissemination channels of the event's responsible partner and the FLIARA project.
- Your personal data will only be processed for the purposes of the FLIARA project. Your image and voice will be recorded during the current FLIARA event, with your explicit consent. The recordings will be published on the FLIARA social media and website and on the partners' websites or social media. You are entirely free to withdraw your consent at any time. In that case, the recordings will be deleted, or your image and voice will be blurred to prevent recognition. The legal basis for processing your personal data is your explicit consent, as provided for in Art. 6, para. 1, letter a) of the GDPR. If you would like more information, please feel free to contact the event organiser or email info@fliara.eu.

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Event's list of attendees including data processing and multimedia consent available on FLIARA Teams.



STAKEHOLDERS REGISTRATION AND CONSENT FORM

STAKEHOLDERS REGISTRATION & CONSENT FORM STRUCTURE

WHAT IS THE PROJECT ABOUT?

FLIARA (Female-Led Innovation in Agriculture and Rural Areas) is a Horizon Europe project that aims to enhance our understanding of the needs and challenges faced by women leading innovations in EU farming and rural sectors. It highlights their vital role in achieving sustainable rural futures aligned with EU policies. The project showcases women's innovative abilities, emphasising sustainability across environmental, economic, societal, and cultural dimensions. Read more about the project at www.fliara.eu.

PURPOSE OF DATA USAGE

Data collected in the project includes the answers to the questions in this form, including your email address. Your email address will only be used within the context and for the duration of the FLIARA project, in accordance with the consent you explicitly expressed and abiding by the internal FLIARA Data Management Plan and Ethics Requirements and the project's Privacy Policy. The collection and processing of your data follow the General Data Protection Regulation (GDPR).

FUNDING

The FLIARA project is funded by the European Union (Grant Agreement No. 101084234).

WHAT IS THE FLIARA COMMUNITY OF PRACTICE EVENT ABOUT?

A Community of Practice (CoP) is a group of people who share a common interest, collaborating and learning together about how to develop this interest and apply it in practice. Over an 18-month period between May 2024 and December 2025, twenty innovative rural and farming women from ten European countries will play a central role as Innovation Ambassadors in the FLIARA CoP. Engagement in this EU-wide interchange platform for multi-actor exchanges will happen both offline and online, anchored around four CoP networking events in Ireland, Slovenia, Italy, and Sweden.

The first event will take place in Galway, Ireland. It will be a day and a half networking event. It will bring together Innovation Ambassadors, key stakeholders and policy networks such as EU and National AKIS Co-ordinating Bodies, the EU and National CAP Networks, farming organisations, and key stakeholders engaged in rural development at EU and national levels, including Local Action Groups (LAGs). The event will have space for networking, listening to success stories, celebrating what has already been achieved, and identifying ongoing challenges and possible pathways for overcoming them. Key moments of the event will include policy discussion, gender benchmarking, and policy scenario development. By enabling engagement with key actors currently involved in rural and farming innovation, the event will provide a space for knowledge transfer regarding innovative practices while enhancing visibility around women and innovation in Europe. We expect the wisdom of the twenty FLIARA women ambassadors to contribute deeper to this growing area of interest in Ireland!



DATA PROCESSING AND PRIVACY INFORMATION

Your privacy and data protection are important to us. The data collected in this project will be processed in accordance with the FLIARA Privacy Policy, available at <https://fliara.eu/privacy-policy/>. The controller responsible for this data processing is Consulta Europa Projects and Innovation S.L., located at C. Leopoldo Matos, 16, 35006, Las Palmas de Gran Canaria, Spain. For any inquiries or concerns related to data protection, you can contact the Data Protection Officer at michelle.perello@consulta-europa.com. If you have further questions about the research project or data processing, please reach out to us at info@fliara.eu.

*Consent

Personal Information:

First Name (Required)

Last Name (Required)

Email (Required)

Country (Required)

What days will you be attending the event?

- 1st of July, 15:00 – 19:00: Welcoming and socializing (Checkbox)
- 1st of July 19:00: Evening meal (Checkbox)
- 2nd of July, 10:00 – 18:00: Project result presentation and policy discussion (Checkbox)

Professional/Affiliation Information:

Organisation (Required)

Position/Title (Required)

Type of organisation (Optional)

- EU Institution (selection)
- Public Authority (selection)
- Rural / CAP Network (selection)
- Local Action Group (LAG) (selection)
- Non-governmental / Civil Society Organisation (selection)
- International Organisation (selection)
- Academic / Research Institution (selection)
- Private Business / Innovator(selection)
- Media (selection)
- Citizen (selection)
- Other [Conditional] (Text field)

Personal Websites & Social Media:



Add website(s), social media links (Optional)

Organisation Details:

Description of the Organisation. Max 200 words. (Brief overview, mission, or focus area) (Optional)

Organisation Website & Social Media:

Add website(s) or social media link(s) (Optional)

Additional Information:

Have you any dietary requirements? (Dropdown/[Conditional]Text field)

- None
- Vegan
- Vegetarian
- Gluten-free
- Lactose-free
- Other [Conditional] Please specify (Text Field)

Have you any special requirements? (Text field)

Any mobility restrictions or accessibility needs? (Text field)

Consent and Agreement:

*I consent to the use of my information (name and affiliation) for event-related communication. (Checkbox, Required).

* I consent to being included in the online Community of Practice communication channels for ongoing collaboration and information sharing. (Checkbox, Required)

* I consent to the use by the FLIARA Project of my image, video, voice, or all three of them for CoP communication purposes according to the General Data Protection Regulation (GDPR). (Checkbox, Required)

* I consent to the taking of photos and videos during the event for communication purposes (Checkbox, Required)

*Would you like to receive more information about the FLIARA project?

Yes, please sign me up for the newsletter. (Checkbox, Optional)

No, thank you. (Checkbox, Optional)

[Submit/Complete Registration]

The data collected under this form will be used exclusively for the sole purposes of the FLIARA Project. Any access, analysis, or utilisation of this data will be directly aligned with the objectives and goals of FLIARA. Your participation in providing this data contributes to the advancement of the FLIARA project and its related research endeavours. If you have any



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inquiries about the utilisation of your data, please feel free to contact us to info@fliara.eu. Your privacy and data integrity remain of utmost importance to us.

CONTACT INFORMATION

If you have any questions about the research project or concerns about GDPR compliance, please contact us at info@fliara.eu.

Stakeholder's form and consent available on [FLIARA Teams](#)



AMBASSADOR REGISTRATION and CONSENT FORM

AMBASSADORS REGISTRATION & CONSENT FORM

Personal Information:

First Name (Required)

Last Name (Required)

Email (Required)

Country (Required)

Professional / Affiliation Information:

Organisation / Innovation (Required)

Position / Title (Required)

Job Description (Optional)

Personal Websites & Social Media:

Add website(s), social media links (Optional)

Organisation / Practice Details:

Description of the Organisation (Brief overview, mission, or focus area) (Optional)

Add website(s), social media links (Optional)

Innovation and Participation:

Would you like to showcase your innovation during the event? (Yes/No) (Conditional)

If your answer was yes, the event host will contact you for more details.

Additional Information:

Any dietary restrictions? Dropdown/[Conditional] (Text field)



- None
- Vegan
- Vegetarian
- Gluten-free
- Lactose-free
- Other [Conditional] Please specify (Text Field)

Have you any special requirements? (Text field)

Any mobility restrictions or accessibility needs? (Text field)

Consent and Agreement:

*I consent to the use of my information (name, affiliation) for event-related communication.
(Checkbox, Required).

* I consent to being included in the online Community of Practice communication channels for ongoing collaboration and information sharing. (Checkbox, Required)

The FLIARA Community of Practice ecosystem will use a number of online spaces to support real world activities, including a designated space for the twenty women Innovation Ambassadors and a stakeholder's group for people engaged in rural sustainable innovation and/or interested in advancing women's innovation in agriculture and rural areas.

* I consent to the use by the FLIARA Project of my image, video, voice, or all three of them for CoP communication purposes according to the General Data Protection Regulation (GDPR).

* I agree to participate collaboratively and abide the ethical standards of the EU and the FLIARA project as outlined here (here to add link to hyperlinks)

*I consent to the taking of photos and videos during the event for communication purposes.

*Would you like to receive more information about the FLIARA project?

[]Yes, please sign me up for the newsletter.

[]No, thank you.

[Submit/Complete Registration]

Ambassador's registration & consent form available on FLIARA Teams.



PARTICIPATION INFORMATION SHEET

Participant information for FLIARA CoP Data Gathering Sessions

Purpose of the research study:

FLIARA stands for Female-Led Innovation in Agriculture and Rural Areas. The project runs from January 2023 until December 2025 and works to improve understanding, awareness and recognition of women's role in a more sustainable rural future. Female innovation and entrepreneurial potential have become an under-exploited source of rural economic growth. The core objective of FLIARA is to ensure that women are embedded in, and supported by, a more effective innovation ecosystem. Using novel methods, such as building a Community of Practice, the project aims to spotlight women's achievements; provide them with a source of inspiration and knowledge; network them with key actors engaged in innovation; heighten their visibility within national and international institutional decision-making contexts and to empower women. In addition to building networks through the CoP, the FLIARA Community of Practice Networking Event includes some data gathering activities in the form of focus group and/or workshop. This will directly feed into wider FLIARA outputs that will help in developing targeted instruments, strategies and policies that cater for female led innovations and ensure that women can contribute to the overall sustainability of rural areas.

Your participation

You are being approached to participate because you have experience and knowledge that will be of value to the FLIARA Community of Practice and the FLIARA research that we hope you will be willing to share. Your participation in this Community of Practice data gathering activity involves participating in a focus and/or workshop together with other persons. The focus group/workshop will involve a facilitated discussion around your innovation pathway / experience with sustainable rural innovation and the legal and public policy framework it took place in.

By participating in this focus group/workshop, you will make an important contribution to research and innovation on providing opportunities for women in agriculture and rural areas. There is no financial compensation for your participation in this activity. However, before your participation in this focus group/workshop, we would like to inform you that participation is voluntary and to ask you to take your time to read the provided information about this project carefully. You are free to ask as many questions or queries as you like before signing the consent form and entitled to understandable answers at any time before, during, or after your participation in this focus group/workshop. You are also entitled to withdraw from the research at any point that you wish. Please don't hesitate to ask questions or speak to the Principal Investigator of this study before you decide to participate. Confidentiality and anonymity will be ensured throughout the research. All statements from participants will be anonymised. Participants' real names will not be used, and no individual will be identified.



Contact and other information

PROJECT ACRONYM, TITLE AND NUMBER	FLIARA - Female Led Innovations in Agriculture and Rural Areas (Project: 101084234 — FLIARA — HORIZON-CL6-2022-COMMUNITIES-01)
Project Duration	3 years
Principal Investigator	[Insert partner details]
Other Investigator	[Insert relevant details]
Research Ethics Office	Email: Phone:
Data Protection Office	Email: Phone:

CONSENT FORM FOR PARTICIPATION IN WORKSHOPS/FOCUS GROUPS AT COP EVENTS

Informed Consent Form for focus group/workshop in FLIARA COP

We would like to invite you to take part in the FLIARA project to contribute to an improved understanding of the public policies influencing women’s role in a more sustainable rural future. The project seeks to understand the role rural women can play in the future of rural areas, through innovative practices in agriculture and in rural communities. The overall aim of the project will be to influence policy and practice for the enhanced engagement of rural women in innovative practices on farms and rural entrepreneurship.

The current focus group / workshop within the FLIARA Community of Practice Networking Event is undertaken by the [organisation name] FLIARA project. FLIARA is funded by the European Commission under the Horizon Europe programme, grant no. 101084234. The project started on January 1, 2023, and will continue until the end of 2025.

Before you consent to participate, we would like to ask you to read the Participant Information sheet provided and mark each box below with your initials if you agree. We would also like to inform you that participation in this project is voluntary and you have the right to decline to answer any question or terminate your involvement at any point during the focus group / workshop. Contact details for relevant personnel, if you have any queries or issues, are provided in the Participant Information sheet.



Please initial each statement if you agree:

I confirm that I have read the Participant Information sheet and fully understand what is expected of me in this focus group /workshop.	
I confirm that I have had the opportunity to ask any questions and to have them answered.	
I understand that my contributions in the focus group / workshop might be audio recorded.	
I understand that audio recordings and/or notes taken will be kept until the project has been examined.	
I understand that there is no compensation for participating in this study.	
I understand that my participation is voluntary and that I am free to withdraw at any time without giving any reason.	
I understand that my personal data will be kept completely anonymous and will be treated as confidential.	
I understand that once my data has been anonymised and incorporated into themes, it might not be possible for it to be withdrawn, though every attempt will be made to extract my data if requested, up to the point of publication.	
I understand that the information from the focus group/workshop will be pooled with other participants' responses, anonymised and general conclusions may be published.	
I consent to information and quotations from my interview being used in reports, conferences and training events.	
I understand that any information I give will remain strictly confidential and anonymous unless it is thought that there is a risk of harm to myself or others, in which case the Principal Investigator/Researcher may need to share this information with their research supervisor.	
I consent to take part in the above study	



I have read the consent form carefully and I understood its content. I choose voluntarily to participate in this focus groups/workshop for the FLIARA project and understand that, if I ask, I will receive a copy of this form. I understand that my consent does not take away any legal rights in the case of negligence or other legal faults of anyone who is involved in this project. I further understand that nothing in this consent form is intended to replace any applicable EU, state, or local laws.

Name of the Participant _____

Organisation _____

Place and Date _____

Signature _____

Name of the Researcher _____

Organisation _____

Place and Date _____

Signature _____



ANNEX 7 FLIARA COP ETHICS GUARDIAN GUIDE

Assess the level of time given to Ambassadors during the course of the event (this links to the format of the agenda).

Assess the level of engagement of Ambassadors during workshop/focus group sessions.

Observe as to whether the Ambassadors felt comfortable in workshop/focus group/discussion sessions.

Observe and/or engage with ambassadors to consider their overall wellbeing (were ambassadors energised/ were they fatigued).



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Other insights and observations.



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