



D5.5: SPEAR's CoP-output



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SPEAR's CoP-output

SPEAR's Community of Practice (CoP) forms one half of SPEAR's learning and support cycle, the other half being SPEAR's Community of Learning (CoL). These two communities are carefully designed to interconnect and supplement each other in forging a strong, dynamic and coherent framework and foundation for supporting the learning, collaboration and practice of SPEAR's members individually and together. SPEAR's CoL-CoP support cycle are the heart of SPEAR's orientation towards enabling the participating practitioners to succeed in their Gender Equality (GE) work and towards long-term sustainability of their GE endeavours and communities.

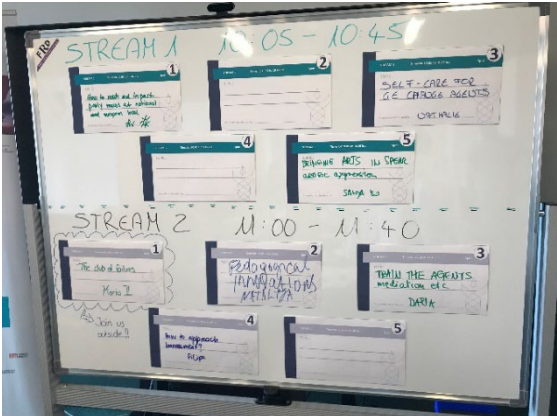
"The LSC meetings represented a huge step in the learning process of the team (i.e., share of good practices, future obstacles and advantages, etc.) from the basic contents until the elaboration and establishment of the GEP."

"We find that collaboration within the LSC is an important component of the overall support structure provided within the SPEAR project. The feedback we receive from our partners serves as a necessary "third eye" to support our individual efforts. Bringing issues of common interest to the table has contributed to clarify certain issues in our GEP development process, saving us time and resources along the way. The complementary perspective of a project partner with a similar background and institutional context, as well as from a more experienced partner and a mentor, has been beneficial to us in the sense that it has accelerated the process and our progress."

SPEAR's CoL-CoP conceptualization presents a tight learning-practice-feedback-learning cycle where all partners mutually benefit from the perspectives and expertise represented in the project. In accordance with SPEAR's emphasis on practice, the contents of the sessions and the learning materials have been developed continuously, drawing on the lived experience, the emergent needs and the specific contexts of the project partners as these evolved during SPEAR's lifetime.

SPEAR's Community of Practice (CoP) comprises a number of activities centered on providing the partners with a platform for open and structured exchanges of (individual, embodied) experiences and insights gathered during the development and implementation of Gender Equality Plans (GEPs) in addition to support and inspiration for practical implementation to match partners' emerging needs.

A crucial element of SPEAR's CoP is that it is a psychologically safe space, offering its members a forum for confidential, raw, unfinished, frank and explorative exchanges. This can only be upheld if and when the exchanges are kept strictly within the group. Also, an important feature of SPEAR's CoP is its emphasis on reflections – i.e., not a production-style forum with concrete and quantifiable output, rather a meandering, loose interaction without finished output that may be ready to show the world. This is of course directly in opposition to the objective of this report: SPEAR's CoP-output.



The closest to ‘output’ from the CoPs we can get is the methodology used – this is presented in a separate deliverable: SPEAR’s CoP-methodology. Here we also delve deeper into the background, design and necessity of SPEAR’s CoP.

“what really strikes me more than anything is people’s readiness to share openly. Both their dreams and their hopes, but also their troubles and their questions and their concerns.”

“Every PLSM meeting for me it’s very important discovery about new culture of discussion, new culture of finding new things through methods, playful simulations. So I think that I personally learnt a lot, but also for me it was important not only because of gender things that I learned many things there, but also its introduction of new work and discussion culture.”

However, what we can offer is an indirect testimony to SPEAR’s CoP output in the form of a video presenting SPEAR’s objectives, methodology and impact, prepared and shown at SPEAR’s final conference which took place on March 1st, 2023, in Copenhagen, Denmark. Here SPEAR partners reflect on various aspects of SPEAR, including the significance of SPEAR’s CoP. The video can be accessed directly here: <https://youtu.be/QXAh5KulpeI>, or on SPEAR’s website: www.genderspear.eu/multimedia.

We hope you enjoy this presentation!

Video: SPEAR’s key impacts – inspiration for thinking ahead



“the power of community”