

The EquaStream project

Studies show that gender bias in workplaces including academia is still an issue. Women and men do not have equal opportunities to develop their academic careers. Universities also tend to promote researchers in male-dominated technical areas, and researchers from other fields feel that they are hindered in their careers. The EquaStream project will showcase and increase understanding about gender bias and structural challenges that women face in their career development. The overall goal of the project is to strive for excellence in research through gender equal and inclusive collaborations and strategic partnerships and thus increase funding opportunities in academia. EquaStream will use gender-mainstreaming in practice as a strategy to achieve the project goal and promote sustainable results. The key project activities are knowledge-sharing, testing and implementing tools and methods aimed to eliminate structural bias, create inclusive culture and promote organisational change.

Project aim

The overall goal of the project is to strive for excellence in research through gender-equal and inclusive collaborations and strategic partnerships and thus increase funding opportunities in academia. The aim is to contribute to internationalisation and sustainable collaboration opportunities through a stringent connection between its purpose, goals, objectives and actions. We want to contribute to increased international and sustainable collaboration opportunities within the partnership and promote inclusive strategic partnerships.

The Methods

Genovate Toolkit – Paula Wennberg

The Genovate Toolkit is a toolbox with processes, methods and tools for gender equality work within research and innovation. It is mainly about how the gender- and diversity-conscious innovative systems are created.

Website: <https://genovate.cdt.ltu.se/sv/skapa-hallbar-forandring/>

Richer Business – Lena Abrahamsson



This method-website can be used by companies and organizations that want to create more inclusive value chains in their businesses, where more people's skills and driving forces are utilized in the development of new goods and services. Through different scenarios in six areas you can develop your business model to become more competitive.

Website: <https://richerbusiness.eu/>

Project owner, Luleå University of Technology

Eugenia Segerstedt

Eugenia is a researcher at Human Work Sciences, managing projects where gender equality and inclusion are the main focus. She is contributing to university involvement in social innovative collaboration, internally, nationally and on EU level, has a PhD in Human work science that gives her work environment perspective on internationalisation. She has experience in organising new groups using English, Swedish and Russian as her work languages, and a knowledge of context in Sweden, Poland, Georgia and Armenia. She views internationalization as an important tool for equal opportunities in those contexts.



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Project partners

Lena Abrahamsson is Professor and Head of Subject, Chaired Professor at the research subject Human Work Sciences. 2019-2021 she has been dean for the board of the faculty of science and technology at Luleå University of Technology. She meaningfully contributed to the creation of the internationally used digital tool for workplace inclusion Richer Business.



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Paula Wennberg is a gender expert and the founder of the Gender Contact Point platform <https://www.ltu.se/centres/cdt/Gender-Contact-Point>, a collaboration and resource platform, situated at Luleå University of Technology. The platform consists of a number of gender mainstreaming tools, developed in collaboration with researchers, industrial companies, public authorities and other stakeholders. She has a long background of leading projects for gender and innovation in Sweden and internationally.



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Winnet Sweden

Britt-Marie Söderberg Torstensson

Britt-Marie is the Manager/International coordinator and Development Manager and chair at Winnet Sweden, which is the umbrella organisations for 15 local and regional Women resource Centers with 1500 members across Sweden`s 21 regions. She holds degrees in areas such as: Gender in theory, Political Sciences, Occupational Health, psychiatry and international coordination, both in Swedish and English. She initiated several International and transnational EU projects in different areas and contributed to women`s economic empowerment on an EU level including Sweden and beyond. Been active in EUBSR and EAP, actions and project to implement the result on Winnet actions, push for impact on policy, strategy, and action plans in these countries. Winnet Sweden is members of Swedish rural development network with connections to the European level.



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American University of Armenia

Laura Prokić

Laura is the Chair of the Open Center for Leadership and Governance at AUA. She holds a Master of Public Administration with a focus in Global Leadership and Management from Portland State University and a bachelor's degree in Anthropology with minors in Psychology and Philosophy from Willamette University. She has worked in grassroots gender and development and promoted gender mainstreaming through her leadership positions within several civil society and labor organizations both in the US and internationally. She has a strong background in international collaboration, and has worked on international projects involving partners from over 20 different countries.



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Karén Sarkavagyan, American University of Armenia

Karén is lecturer, Industry Liaison and Program Director for the GECM, Manoogian Simone College of Business and Economics; Collaboration Coordinator for Global-Local Office. Karén acts as the primary contact for industry relations at CBE. Karén's research interests include entrepreneurship and small business management, as well as environmental sustainability and stakeholder motivation. Karén has been with Every Day CJSC since 2008, where he earned most of his hands-on experience in small business management. Before that, Karén worked in commercial lending.



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Georgian Institute Of Public Affairs (GIPA)

Natia Tchigvaria

Natia holds a PhD in English and American Literature and Master's degree in International Politics with a concentration of International development from GIPA, School of Law and Politics, Georgia. She has experience of working at the European languages and literature department at Ak. Tsereteli Kutaisi State University as a teacher of English grammar and history of foreign and English literature. She worked at the School of Law and Politics as an International Relations MA program coordinator and as a researcher at Russo-Georgian Conflict Centre. Her primary duties included



administering the academic and administrative process of the MA program in International Relations and participating in curriculum design and quality assurance processes at the university. She is an author of publications in American Literature and International Politics. She works in different projects while completed a certified course in Project management from Management Academy. Currently, Ms. Tchigvaria is the Head of the PhD program and the Head of the Policy Evaluation Centre at the Georgian Institute of Public Affairs.

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Natia Gorgadze

Natia is an education researcher and associated professor at GIPA. She has been working as education and development programme director for more than 15 years. Natia is an education consultant for international organizations such as Mathematica, ME&A, and WB and is engaged in education programs' evaluation. She is an author of methodological materials for school teachers and faculties. She is specifically interested in gender education and is an author of three rigorous research studies that learn about gender sensitiveness in the general education system of Georgia. She has analysed gender equality in school textbooks for the Curriculum of the second and third generations. She is an author of the program of gender pedagogy and works actively with teachers to enhance their awareness on the importance of gender-responsive pedagogy.



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University of Szczecin, Poland

Sandra Misiak-Kwit

Sandra works as an Assistant Professor at the University of Szczecin, Department of Marketing. She holds a Ph.D. in the field of Management. Her main research areas are entrepreneurship, women, self-employment, co-creation, Smart City, social value creation, human resource management, negotiations, stress and diversity management, and communication. She is an author of over 40 publications written in Polish and English. Altogether, she conducts more than 20 different courses in the field of management and economics. She, as a certified tutor, provides courses in Polish, English, and German. She has extensive experience in working with international groups and in international research. Currently, she conducts research on HR Systems with partners from Slovakia, the Czech Republic, and Hungary. She is co-founder and coordinator of Winnet Centre of Excellence® – the international network of researchers for the



purpose of doing and promoting teaching, policymaking, and research on Gender, Innovation, and Sustainable Development (<http://wce.usz.edu.pl/>).

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Shihan Fernando

Shihan is an experienced business professional. He has thirteen years of experience in banking, finance, and insurance. He has four years of corporate management exposure. Since the year 2018, he is engaging in university-level teaching. He is interested in sustainable management and published numerous scientific papers. He is an expert in quantitative research design and analysis. He holds a Master's degree in Business Management and a Postgraduate Diploma in Business Management from The University of Colombo. Bachelor of Science in Management (Public) degree and Diploma in Public Management from The University of Sri Jayawardenapura. He holds The Professional Qualification in Human Resource Management from The Chartered Institute of Personnel Management, Sri Lanka. He is a drummer of a Szczecin-based music band named Rock & Blues Killers.



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Małgorzata Wiścicka-Fernando



Małgorzata works as an assistant professor at the University of Szczecin. She is attached to the Department of Marketing. She holds a Ph.D. in Economics. Her main research areas are Marketing, Relationship Marketing, Sustainable Marketing, Consumer Behavior, and Communication. She is the author of many scientific publications written in Polish, English, and German. Altogether, Małgorzata Wiścicka conducts more than 20 different courses in the field of management and marketing i.e. Marketing, Relationship Marketing, Consumer Behaviour, Product design, Service marketing, Marketing and management, Marketing Planning, Public Relations, and Consumer Relationship. She is a certified tutor. She provides courses in Polish, English, and German. She cooperates with Erasmus partner universities in Germany, Sri Lanka, Turkey, Georgia, and China. Since 2006, she organizes workshops for Polish and German students. She also cooperates with German business firms. She is a consultant for Polish advertising agencies.



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Malgorzata Klaudia Guzowska

Malgorzata is a graduate of the Faculty of Mathematics and Physics at the University of Szczecin. In 1996 she received a master's degree in mathematics. In 2003 she received a Ph.D. degree in economics in the field of mathematical economics, and in 2020 doctor habilitation degree. Since 2020 she has been working in the position of an associate professor in the Department of Econometrics and Statistics at the University of Szczecin. Since 2020, she has been the rector's plenipotentiary for equal treatment at the University of Szczecin. From 2004- to 2013 she was the head of the Unit of Application of Mathematics to Economics and from 2004- to 2010 she was vice-president of the Institute of Economic, Analysis, Diagnosis, and Forecast in Szczecin, Poland. In 2015 she has received scholarships from the Dekaban-Liddle Foundation, and she worked at Adam Smith Business School. She has also worked as a single joint expert for the: Ministry of Finance (Poland), The World Bank, The Chancellery of the Prime Minister (Poland), EIPA Antenna Warsaw – European Centre for Public Financial



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