



Virtual Coffee #26: Gender Equality, Equity & Social Impact

Insights from the ACE²-EU
Social Impactors



Dr. Marika Gruber, CUAS
Social Impactors Conceptual Lead
She/her



Mélissa Pebayle, CUAS
Social Impactors Operational Lead
She/her

Why are we here today?



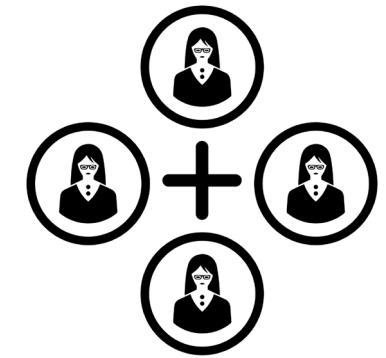
We represent the
Social Impactors (SI)
operational unit



Only ACE²-EU unit
turned outwards
-> explicit aim to
impact society



Part of the Societal
Partnerships & Cultural
Engagement (SPACE)
Centre



1 coordination team +
4 consortia, incl. one
focused on gender
equity & equality

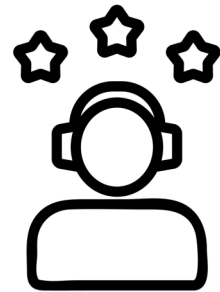


The 4 Consortia

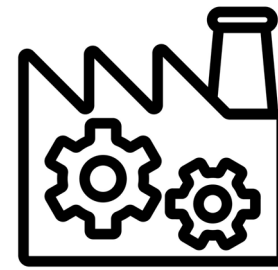
- Culture & Diversity
- Social Well-Being
- Respect & Dignity
- Gender Equity



The 4 Consortia



Experts from ACE²-EU
universities



Governmental, industry and societal external
stakeholders and practitioners



Interested ACE²-EU
staff & students

- Function as “**think-and-do-tanks**”
- Potential for **interaction and joint activities** between the four Social Impactors
- 2 main levels of engagement: alliance-wide consortia & local interest groups

Framing of Gender Equality & Equity in the Social Impactor

- Framing stems from a **participative process** within the alliance, including a literature review, multiple workshops and an interdisciplinary results analysis
- Represents the **minimal common basis** but **does not restrict** what topics the SI can deal with:
 - > Our framing aims to be **adaptable to the local & particular context**, acknowledging the existing differences and diversity, all while agreeing on a common baseline
- Conscious choice to name this Social Impactor “Gender Equity”, as a **signal toward a common vision promoting more fairness and inclusivity**:
 - > the SI concerns itself with both interconnected topics of gender equity & equality

Gender Equality vs. Equity

Gender Equality

- Individuals of all genders have **equal rights, responsibilities & opportunities** across all spheres of life (incl. social, economic, political & cultural)
- Opportunities, rights & responsibilities are determined by **individual abilities and aspirations**, regardless of gender
- Initiatives should tackle and challenge socially constructed gender roles and power imbalances, aiming to **dismantle systemic barriers perpetuating inequalities based on gender**



Gender Equity

- **Leans on** the efforts made towards gender equality while trying to **go further**
- Treating everyone the same way is not sufficient, as it does not take into account the **different needs & circumstances** faced by individuals
- Approach based on **fairness & justice** in the distribution of benefits and responsibilities
- **Inclusive & intersectional perspectives** are key when talking about gender equity

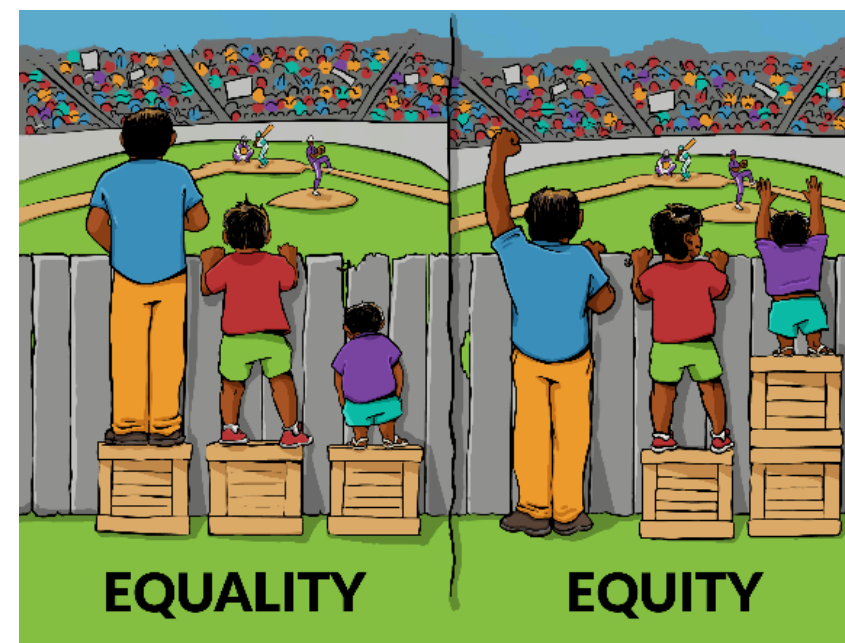
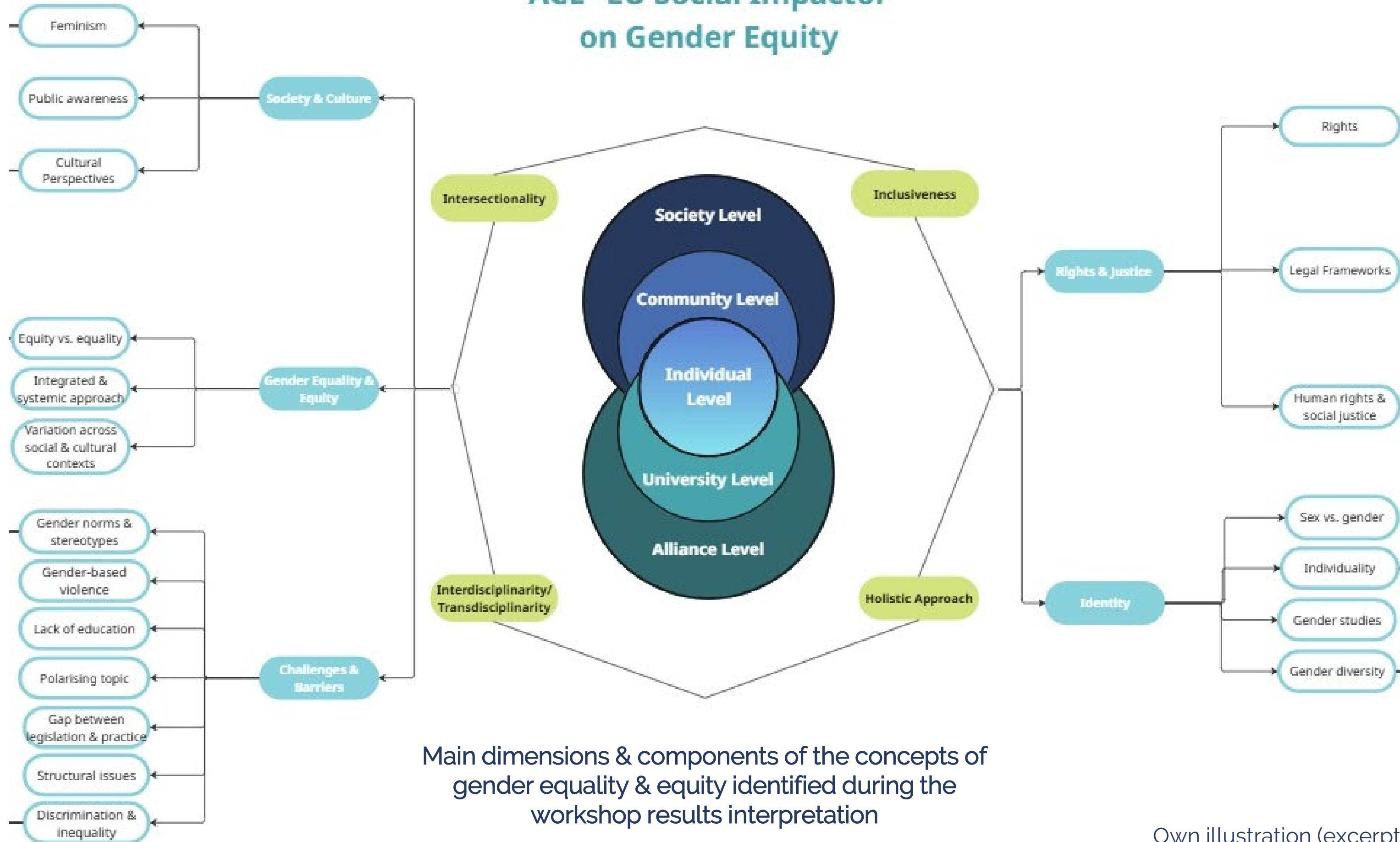


Image source (2016):

<http://interactioninstitute.org/illustrating-equality-vs-equity/>

ACE²-EU Social Impactor on Gender Equity



Main dimensions & components of the concepts of gender equality & equity identified during the workshop results interpretation

Framing of Gender Equality & Equity in the Social Impactor

- Intersectionality & inclusiveness/inclusivity as key pillars
- Simultaneously a moral value & driver of social progress; an indicator of society's moral standards & a goal to reach
- Diverse interpretations across social, legal and cultural contexts, among other factors
- Holistic approach & deep cultural transformation necessary to tackle the complexity of what gender equality/equity entails
- Rooted in principles of social justice & human rights; considered a fundamental component of sustainable development & inclusive societies
- Historically & still today, tightly associated to feminism
 - > Over time, focus moved from strictly women's rights & experiences to a broader range of topics, including, for instance, men & masculinities, gender diversity and individual identity

LKA

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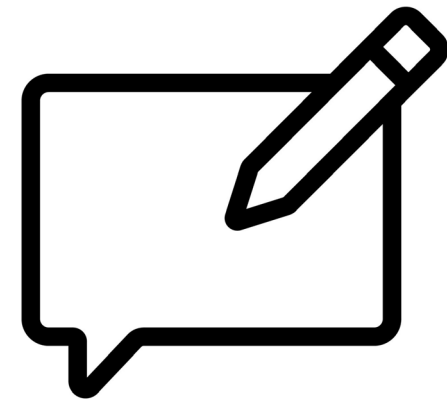
Pilot Social Impactors Knowledge Creation Team Workshop: Gender Equity

Workshops for ACE²-EU Alliance partners' staff, students, and external stakeholders
in Riga, Latvian Academy of Culture, 27-29 April 2026

SOCIAL
IMPACTORS
GENDER EQUITY



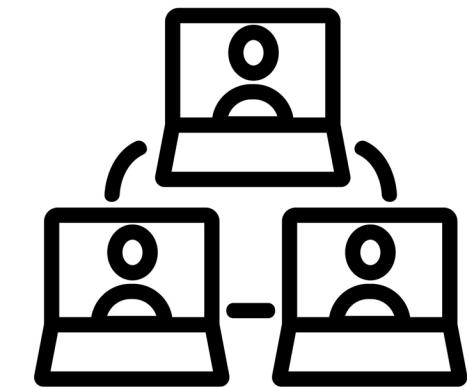
Collaborative space
using a design-thinking
approach



Topics & challenges
brought by the
participants



Impactful outputs
4-5 joint project/activity proposals
relevant for the participants & their
communities' needs



**Further development &
implementation**
through remote collaboration
within the SI Gender Equity team



Workshop results

26

Participants

Incl. 11 students, 9 staff members
& 6 external stakeholders

20+

Proposed activities

On five main topics related to gender
equity and/or equality

5

Action plans drafted

For activities identified as
prioritised for implementation

Main clusters of challenges identified:

- Gendered power imbalance
- Gender pay gap
- Gender-based violence
- Imbalanced access to services
- Gender recognition in institutions & culture

Activities selected for prioritised implementation:

- *Making help available* (gender-based violence)
- *Financial education in the life span: youth-adult-older age* (gender pay gap)
- *Fighting gender-based violence through education* (gender-based violence)
- *Campaign Day: Equal Pay* (gender pay gap)
- *Community education on the legal framework* (gender recognition in institutions & culture)

Prioritisation of activities

The whiteboard displays several clusters of activities, each with a title, description, and priority markers (circled numbers and letters).

- Cluster: Gendered power imbalance** (Yellow)
 - 1. Important membership measures. Target audience: individuals feeling the impact of power imbalance or underrepresentation within their educational institutions. (Priority 5)
 - 2. workshop with role playing or discussion (teamwork) study case with real life examples to address power dynamics, privileges etc. (Priority 2)
 - 3. activity on intersectionality - exploring power dynamics, imbalance & their intersections. it can work to address issues in society & also in career case with org. institutions. (Priority 1)
- Cluster: Gender pay-gap** (Red)
 - Governmental: Fact sheet (Priority 4)
 - Social: Campaign day: Equal pay (Priority 7)
 - Institutional: Testimonials (Priority 3)
 - Individual: Financial education in the life span: youth - adult - older age (Priority 2)
- Cluster: Gendered-based violence** (Blue)
 - EDUCATION: children = toys, curriculum, Parent + children programs, Yourself, subject (Priority 7)
 - LONG Term: Economic Independence (Priority 3)
 - LANGUAGE: Proper 'blame' in media (Priority 3)
 - App that notifies police if someone that has a record of being an abuser comes close to a victim → Braut (Priority 4)
 - Emergency Numbers / Signs Locals, receipts / Bathroom... (Priority 1)
 - Long Term: Shelter, Support groups, Media (Priority 1)
- Cluster: Imbalanced access to services** (Purple)
 - AWARENESS AND IMPLICATION (Priority 7)
 - SUPPORT & GUIDANCE (Priority 6)
 - Reach & empower people through information (Priority 5)
 - Spread information through different channels (radio, kafeh, ...) (Priority 1)
 - Training and technology for professional growth: DLN, Direct assistance digital procedures, Financial literacy education, promote social skills through theater (Priority 5)
- Cluster: Gender recognition in institutions and culture** (Light Blue)
 - Community education (laws) (Priority 7)
 - IMPLEMENTATION OF 'EQUALITY WORKERS' IN HIGHER EDUCATION INSTITUTIONS: FORM A COMMUNITY OF SUPPORT FOR THESE WORKERS → A PLATFORM (Priority 9)
 - INCLUSIVE ADMINISTRATIVE SOFTWARE (Priority 6)
 - University events (Meet-ups, parties). More masked (for safety). - university supported queer communities. (Priority 8)
 - ORGANIZATION FOR EDUCATING SOCIETY: ANSWERING ANONYMOUS QUESTIONS, UNIVERSITY / WORK PLACES, INTERNATIONAL (Priority 1)

Contact persons: SPACE Centre & Social Impactors

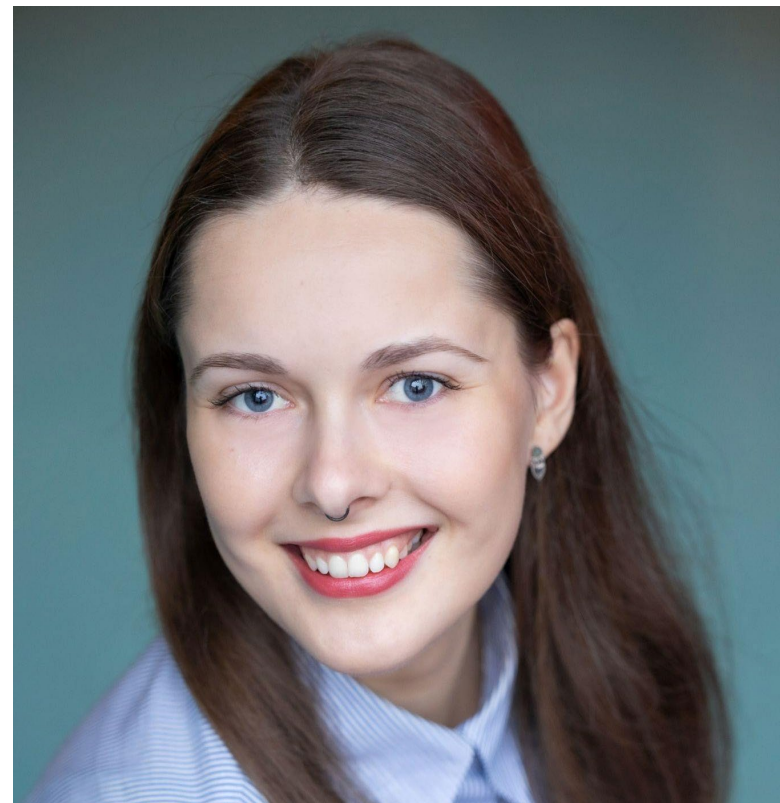


Dr. Ieva Zemīte, LAC

SPACE Centre Lead

She/her

ieva.zemite@lka.edu.lv



Asnāte Kalēja, LAC

Chair of the SI Gender Equity

She/her

asnate.kaleja@lka.edu.lv



Dr. Marika Gruber, CUAS

Social Impactors Conceptual Lead

She/her

M.Gruber@fh-kaernten.at



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Q&A

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