



Erasmus+ Cooperation Partnership



**Integrate gender, diversity and inclusion in
teaching and research
in the math-intensive STEM fields**

Overview

The Erasmus+ funded project [GENERA-COPA](#)

Project duration: 36 months (non-extendable), **period:** Sept 2025 – Aug 2028

Under the coordination of DESY with partners from across Europe and associated institutions

Rights and obligations governed by: Grant Agreement (12 institutes from 9 countries)

Prof. Yolanda Lozano and **Prof. Barbara Alvarez** representing Oviedo University in this initiative

Map of Participating Institutes

Generated by IA

 Institute location



University of Limerick



DESY



Universidad de Oviedo

University of Oviedo



Swiss Physical Society



University of Novi Sad



Istituto nazionale di astrofisica



Università degli studi dell'aquila



Universidad de Alcalá

University of Alcalá



Istituto Nazionale di Fisica Nucleare

INFN



WEIZMANN INSTITUTE OF SCIENCE

Weizmann Institute of Science



LUND UNIVERSITY

Lund University



Vilnius University

GOALS

- Develop and introduce a **gender and diversity** perspective in the math-intensive STEM fields
- Improve the education and learning culture by **innovative and more inclusive learning methods**
- Innovate **mentoring** by implementing gender and diversity aspects as well as sponsoring and networking

TARGET GROUPS

- Postgraduate students and early career researchers
- Teachers, trainers, educators and research group leaders
- Mentees
- Mentors

ACTIONS

- Collect **resources**, including evidence-based research, best practices, and toolboxes
- Develop blended **learning courses** for young higher education teachers
- Conduct transformative, bifocal **mentorship programs** for early-stage researchers
- Train trainers as "**critical friends**" to build future capacity
- Organizing conferences and outreach events

GENERA-COPA: Building a European Collaboration Network for Gender Equality in Physics

- Brings together **universities and research institutions** across Europe to strengthen gender equality, diversity, and inclusion in physics and other math-intensive STEM fields
- The initiative supports **long-term institutional change** through innovative education, mentoring, and policy development

Work Packages and Strategic Objectives

GENERA-COPA aims to establish a sustainable European network for collaboration in gender equality policy in physics through five interconnected work packages:

- **WP1 – Project Management:** Coordination, governance, quality assurance, and consortium collaboration
- **WP2 – Gender and Diversity Perspective in STEM:** Integration of gender and diversity perspectives into STEM curricula, institutional culture, and research practices
- **WP3 – Innovative Education:** Development of inclusive teaching methods, universal design approaches, online learning tools, and train-the-trainer activities
- **WP4 – Innovative Mentoring:** Creation of new mentoring and networking models to support Master's and PhD students and improve career development for underrepresented groups
- **WP5 – Dissemination and Target Group Coordination:** Engagement with educators, researchers, policymakers, diversity officers, and STEM institutions to ensure long-term impact and sustainability

The project was officially launched during the GENERA General Assembly 2025



First meeting in person in April 2026
in Oviedo

**GENERA-COPA
MEETING AT
OVIEDO**

APRIL 20-21, 2026
Faculty of Teacher Training
and Education
University of Oviedo



www.genera-copa.eu



Co-funded by
the European Union



Institutional gender equality framework (UniOvi)

UniOvi has a dedicated **Equality Unit (Unidad de Igualdad)** that coordinates most activities <https://igualdad.uniovi.es/en/>



Key actions:

- Implementation of equality plans across all faculties (including science & physics)
- Training, seminars, and awareness campaigns
- Policies against gender discrimination and harassment
- Promotion of inclusive language in academic work

Typical activities:

- Workshops on **gender equality in research and innovation**
- Training on **non-sexist language**
- Conferences on **gender-based violence and inclusion**
- Awards for **gender-focused theses**



8M International Women's Day

Con-ciencia de Genero/Gender awareness

Research in Equality

[Youtube video](#)

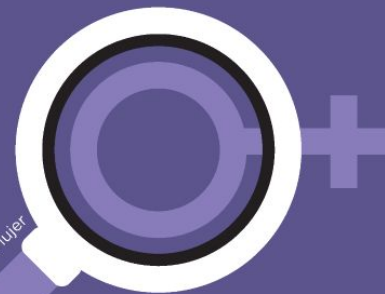
Our project from 20'40" to 21'45"



Universidad de
Oviedo

CON-CIENCIA DE GENERO

Investigación en igualdad



8-M Día Internacional de la Mujer

2026

9 de marzo | 12 horas
Aula Magna | Edificio Histórico
Universidad de Oviedo

*Ignacio Villaverde, rector de la
Universidad de Oviedo
Paz Menéndez Sebastián, directora
de área de Igualdad*

Con la participación de las siguientes profesoras y profesores de la Universidad de Oviedo:

Marcos Moradas Estrada
Maritxu Alonso Bustamante
María Ludivina Valvidares Suárez
Andrea Fernández García
Eva María Menéndez Sebastián
Paz Menéndez Sebastián
Patricia Fernández Fernández
Aída Bárbara Parrales Rodríguez
María Secades Fonseca
Melissa Cicchetti

Soraya Calvo González
Javier García Amez
Laura Pavón Benítez
María Aránzazu Fernández Rodríguez
Rosario González Arias
Barbara Alvarez González
Yolanda Lozano Gómez
Mayte Alonso Muro
Lydia González Orta
Virginia Cocina Díaz

List of Participating Institutes:

1. Desy
2. Istituto nazionale di astrofisica
3. INFN
4. Lund University
5. University of Novi Sad
6. University of Oviedo
7. University of Limerick
8. University of Alcalá
9. Università degli studi dell'aquila
10. Swiss physical society
11. Vilnius University
12. Weizmann institute of science



University of Oviedo



LUND
UNIVERSITY



UNIVERSITÀ
DEGLI STUDI
DELL'AQUILA

