

Gender Equality Plan
of Interactive Arts Laboratory (“Inarts”)
of Audio and Visual Arts of Ionian University



Introduction

The Interactive Arts Laboratory (“InArts”) was founded in June 2015 by members of the Department of Audio and Visual Arts of the Ionian University, namely: Marianna Strapatsaki, Konstantinos Tiligadis, Dalila Honorato, Andreas Giannakouloupoulos, Giannis Deligiannis and Tania Tsiridou. It is housed in the premises of the Department of Audio & Visual Arts and supports the department’s doctoral and post-doctoral research. The research activity is central to the laboratory’s design of actions and directions in research, as well as in developmental level.¹

The general aims of the laboratory include (see: www.inarts.eu/en/lab/profile):

- i. Meeting the educational and research requirements of the undergraduate and postgraduate programs of the Department of AVarts.
- ii. Contributing to the promotion and support of the activities of the department and the Ionian University.
- iii. Cooperating with in all forms with prestigious researching centres, cultural and academic institutions in Greece and abroad.
- iv. Organizing the artistic or/and scientific events and producing scientific or/and artistic publications and events with the participation of Greek or foreign artists or/and scientists.
- v. Providing services as stated in P.D. 159/27-04-1984 (A’53) “Conditions for the provision of services by the University laboratories to individuals and legal organizations”.

Given the special nature of the laboratory, the specific aims include:

- The production of knowledge about the development of aesthetics and the methodology of art and communication for education and culture.
- The design and creation of advanced forms of artworks and communication systems.

Gender Equality Plan

In the context of the compliance of the Interactive Arts Laboratory with the guidelines of the European Horizon Europe Program, the laboratory undertakes the development and design of the Action Plan for Gender Equality (SDE). Regarding the laboratory and its members, in addition to full acceptance and compliance with the Code of Ethics and Good Practice, ([here](#))², they also undertake the development and designing of this Action Plan for Gender Equality, which:

- a) Is based on the (international and national) institutional framework related to gender equality,
- b) is based on the available gender analysis at the Interactive Arts Laboratory,
- c) formulates the basic principles of the actions to be implemented during the years 2022-2027 at the Interactive Arts Laboratory.

The reports on the gender distribution of the Interactive Arts Laboratory staff were substantiated with the cooperation of the members of the laboratory (faculty members, scientific collaborators,

¹ As stated in the Interactive Arts Laboratory’s website.

² It is noted that the Code of Conduct and Good Practice is temporarily available only in Greek.

and PhD Candidates) while relevant information material was extracted from the website of the Interactive Arts Laboratory. In addition, the members of the laboratory who are engaged in teaching activities (a total of 13 people) were asked to complete a questionnaire for actions and activities related to gender issues. The participation rate in the questionnaire was 100% which allows us to draw safe conclusions on the questions posed.

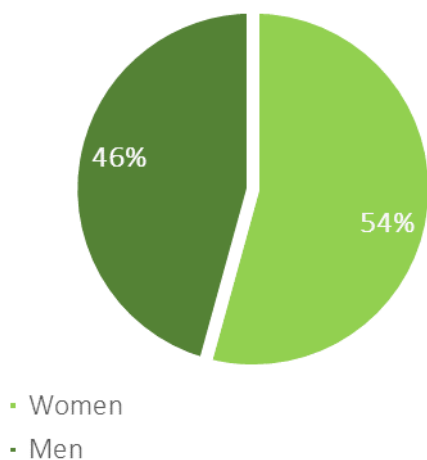
It is pointed out that the data reporting date is the current year (March 2022).

1. Gender's Distribution of the Personnel

Although the female members of the Interactive Arts Laboratory have an increasing trend during its 5 years of operation, it is important to illustrate its personnel and members by gender in order to set up an actual Gender Equality Plan (GEP) which may enable a wider and nondiscriminatory access to female members. Thus, GEP is developed to support the implementation of a broader and more representative model of inclusive leadership and Gender Equality.

Personnel

Figure 1: Total percentage of personnel by gender during 2022



Overall, the distribution of the laboratory personnel during 2022 are 54% female, 46% male (19 women out of a total of 35 people), (See Figure 1).

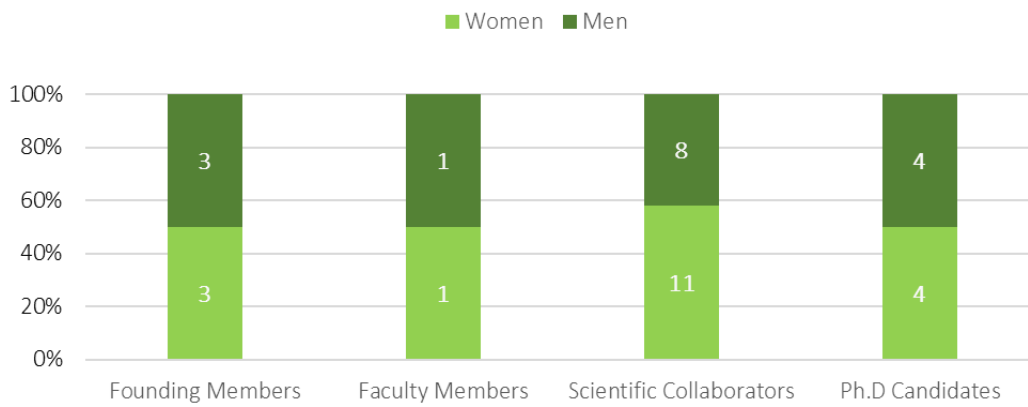
In terms of the type of relationship with the laboratory, the distribution is differentiated as follows:³

50% of founding members are female (3 women out of a total of 6 people); 50% of faculty members are female (out of total of 2 people); 58% of scientific collaborators are women (11 females out of a total of 19 people) and 50% of

Ph.D Candidates were women (8 people in total), (See Figure 2).

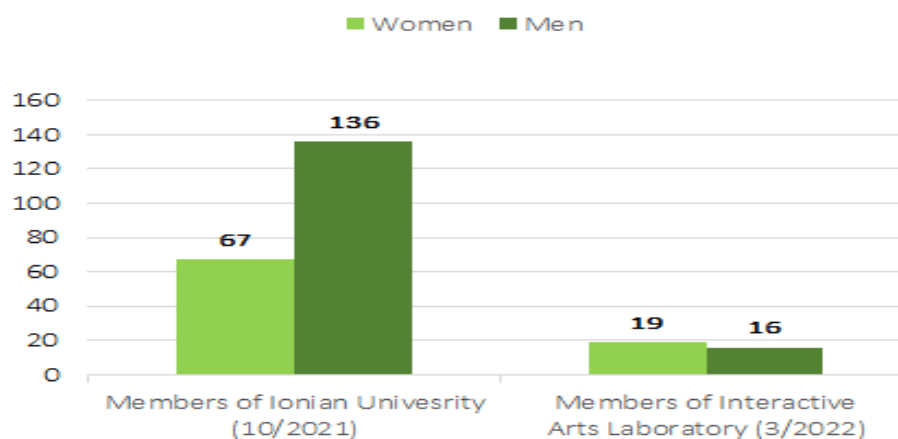
Figure 2: Gender distribution by type of relationship with the laboratory during 2022

³ In general, members of personnel are classified as: Founding Members, Faculty Members, Scientific Collaborators and Ph.D Candidates.



It is worth mentioned that when comparing the gender distribution of the members of the Interactive Arts Laboratory with that of the members of Ionian University (excluding administrative staff), the gender distribution ratio of the Interactive Arts Laboratory is more balanced, as the ratio of women to men in laboratory amounts to 1.19:1 compared to 0.50:1 at the Ionian University (See Figure 3).

Figure 3: Ionian University and Interactive Arts Laboratory ratio of women to men



2. Ongoing activities and actions related to gender issues

In order to investigate the interest and actions / activities of the members of the Interactive Arts Laboratory in matters of gender equality, as aforementioned, a questionnaire was distributed to the members of the Interactive Arts Laboratory who are engaged in teaching activities (7 women and 6 men; a total of 13 people). The participation rate was 100% which allows us to draw safe conclusions on the questions posed.⁴

⁴ The questions which were posed related to the enumeration on the cases of 1) Teaching courses focus on gender issues, 2) Supervision of assignment regarding gender issues, 3) Research project/s regarding gender

As shown in Figure 4, the greatest involvement of the teaching members of the laboratory with the gender issues is found in the supervision of the work, with a percentage of 31%, followed by their professional activity involvement, with a percentage of 24%. Percentage of 21% are for courses that deal with gender issues (not necessarily exclusively) engrossment. The lowest percentage of involvement with gender issues is found in the ongoing activities of the teaching members of the laboratory during 2022, which amounts to 10%.

It is worth mentioning the low percentage of 14% of the laboratory members' involvement with gender issues in the context of their research project/s. Being the second lowest rate, along with the ongoing activities in 2022, would it be daring to state that gender issues and their research dimension do not seem to concern even half of laboratory's members? (See Figure 4).

Figure 4: Ongoing activities and actions related to gender issues

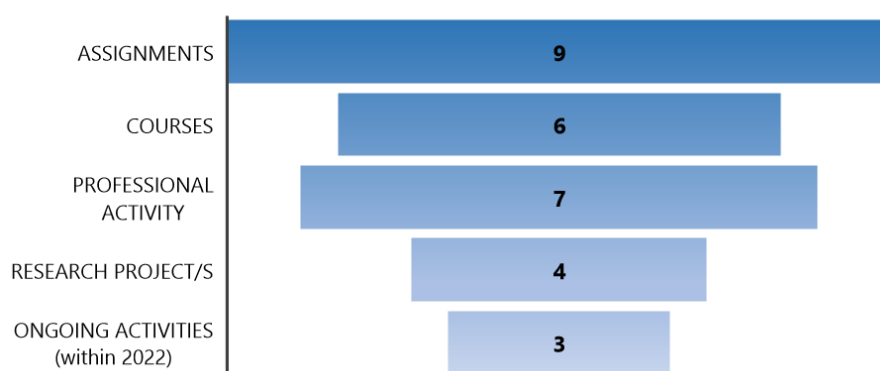


Figure 5: Ongoing activities and actions related to gender issues, by gender



Comparing the answers of female and male teaching members we notice a significant difference: women compared to men seem to be more interested in issues of gender as they are more involved with them in every case (assignment supervision, professional activity, courses teaching, research project/s and ongoing activities during 2022) at a rate of 79%. (See Figure 5).

Correlating the low percentage of gender issues' involvement in

issues, 4) Professional activity regarding gender issues and 5) Ongoing, courses, assignment, activities during 2022.

research level (14%) of the previous figure (Figure 4.) with the current involvement rate by gender, it appears that these issues concern women only. However, if we extend the bold statement of the previous paragraph regarding the low importance of gender's issues in research level, then it seems that gender issues and their research dimension do concern women but not as a matter of immediate priority.

3. Action Plan for Gender Equality

- 2017 Establishment of an annual conference «FEMeeting women in Art, Science and Technology», on the initiative of the Associate Professor Dalila Honorato (founding member of Interactive Arts Laboratory and faculty member of Audio and Visual Arts of Ionian University) and the artist Marta de Menezes. FEMeeting conferences aims at strengthening and promoting cooperation among women in the areas of art, technology and research.
- 2019 Organization, implementation and participation in FEMeetings annual conferences (2018 and 2019) of the Associate Professor, Dr. Dalila Honorato.
- 2020 Presentation of a variety of art works conducted by the members of "FEMeetings: Women in Arts, Science and Technology" since Conference's establishment. Entitled "FEMeetings 2020 Garden", the presentation was held and supported as part of "Ars Electronica Festival". Assistant Professor, Dr. Dalila Honorato represented Ionian University and the Laboratory of Interactive Arts and the Ionian University.
- 2020 - 2024 Participation of the members of the Interactive Arts Laboratory with scientific papers and publications in subjects of art, technology and gender.
- 2022 - 2022 Analysis and portrayal of the existing gender distribution of the members of the Interactive Arts Laboratory and creation of an Action Plan for Gender Equality.
- 2022 Inspection of the sexist language of the website of the Interactive Arts Laboratory and full restoration based on suggestions for its revision.
Linguistic sexism is a manifestation of sexism in the Greek society, and it is comprised by the predominance of the male genre.⁵ Both in written and spoken language, male genre seems to represent both genres by ostracizing and/or devaluating the female one.
According to the inspection of the sexist language of the website of the Interactive Arts Laboratory and its relevant findings, the contents of the site were revised in order to be compatible with the complete declaration of female and male gender, based on the "Guide to using non-sexist language in administrative documents", by General

⁵ General Secretariat for Demography and Family, Policy and Gender Equality. Section 3: Gender Equality Inclusion in the language of administrative documents. Deliverable PA 3.2. Guide to using non-sexist language in administrative documents. November 2014. [Γενική Γραμματεία Ισότητας των Φύλων, Τμήμα 3: Ένταξη της Ισότητας των Φύλων στη γλώσσα των διοικητικών εγγράφων. Παραδοτέο ΠΑ 3.2. Οδηγός χρήσης μη σεξιστικής γλώσσας στα διοικητικά έγγραφα. Νοέμβριος 2014.]

<https://isotita.gr/%ce%ad%ce%bd%cf%84%ce%b1%ce%be%ce%b7-%cf%84%ce%b7%cf%82-%ce%b9%cf%83%cf%8c%cf%84%ce%b7%cf%84%ce%b1%cf%82-%cf%84%cf%89%ce%bd-%cf%86%cf%8d%ce%bb%cf%89%ce%bd-%cf%83%cf%84%ce%b7-%ce%b3%ce%bb%cf%8e%cf%83/>

Secretariat for Demography and Family, Policy and Gender Equality (published November, 2014)⁶ and the relevant, indicative examples stated on it.

- 2022 - 2024 Founding of the following working group of members of the Laboratory regarding the issues of art, technology and gender:
- Dalila Honorato, Dr., on issues of art and science,
 - Maria Chalkou, Dr., on issues of gender and cinema,
 - Christina Mitsani, MA, on issues of performance,
 - Marily Argyrokastriti, MFA, on issues of gender identity and internet.
- 2022 - 2024 Organizing activities, by the members of the Laboratory, focusing on language issues, networking on arts and science issues, which will be addressed to the faculty members and to the student community of the Ionian University.
- 2022 - 2024 Development and enhancement of collaborations with other national and international scientific laboratories, artistic organizations and entities, that are specialized in gender matters, such as: General Secretariat for Demography and Family, Policy and Gender Equality, Gender Equality Committee of the Ionian Islands, European Institute for Gender Equality, Inter-Agency Meeting on Women and Gender Equality, Graduate Women International, etc.).
- 2024 - 2027 Reinforcement of the research projects of the Interactive Arts Laboratory focusing on gender issues at a Doctoral Level and Post-Doctoral Studies and research projects.
- 2024 - 2027 Designing Post Graduate Programs specialized in subjects of arts, science and gender.
- 2026 - 2027 This Action Plan aims to end gender discrimination in the Interactive Arts Laboratory and is based on the principles of equality and inclusion. Its scope of work is to allow equal presence of women members of Interactive Arts Laboratory in its actions and activities whether these are associated to teaching tasks or to researching work. However, it is appropriate in the future, to include further categories of inequality and discrimination, which are not mentioned in the current Action Plan, such as discrimination based on race, colour, ethnicity, religion or other beliefs, disability, chronic disease, age, marital or other social status, sexual orientation, identity or gender characteristics. After all, these are constitutional and legislated rights ([N. 4443/2016](#)) which are entitled to everyone's absolute respect.

Bibliography

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⁶ General Secretariat for Demography and Family, Policy and Gender Equality., *ibid*.

Παραδοτέο ΠΑ 3.2. Οδηγός χρήσης μη σεξιστικής γλώσσας στα διοικητικά έγγραφα. Νοέμβριος 2014.]

<https://isotita.gr/%ce%ad%ce%bd%cf%84%ce%b1%ce%be%ce%b7-%cf%84%ce%b7%cf%82-%ce%b9%cf%83%cf%8c%cf%84%ce%b7%cf%84%ce%b1%cf%82-%cf%84%cf%89%ce%bd-%cf%86%cf%8d%ce%bb%cf%89%ce%bd-%cf%83%cf%84%ce%b7-%ce%b3%ce%bb%cf%8e%cf%83/>