

Press Release

International Women's Day, 8 March 2025

In celebration of International Women's Day, let's extend a heartfelt *"Thank You"* to the Gender Equity and Anti-discrimination Committees of the Greek Research Centers and Independent Research Institutes!

The Committees were formed in 2021 by staff members passionate about driving change. They quickly recognized the need for a more coordinated approach to overcome resistance, address resource shortages, and advocate for lasting structural reform. This led to the creation of [GEARnet](#), the *"Greek Network of Gender Equality and Anti-discrimination Committees in Research Centers & Institutes."* Today, GEARnet connects **15 member organizations and reaches over 10,000 staff members, nearly 44% of whom are women.**

GEARnet played a significant role in shaping the 2023 national law that governs the creation of these committees, broadening their scope to include Diversity, Equity, and Inclusion (DEI) as well as intersectionality. While **the law provides a legal framework for change, substantial resources are required to ensure its effectiveness.** In the meantime, the members of the committees, *mostly female researchers and administrators from diverse fields and career stages*, volunteer their *personal time and efforts* with a common goal: to facilitate radical institutional change that fosters equity and diversity in research environments, research design, and content, benefiting all. Through their collaborative efforts, they run awareness campaigns, host webinars, collect data to track progress, design interventions, and envision the development of open-source AI tools to support DEI initiatives.

We call for Support to #Accelerate their Actions!

Some statistics on Women in Leadership Positions in Research Centers and Independent Research Institutes*

General Directors: Only **1 out of the 15** organizations has a female Director.

Boards of Directors: **27%** of members are female.

Directors of Institutes: **15%** are female.

Heads of Research Units: **29%** are female.

Spinoff Companies Founders/Co-founders: **20%** are female.