GRASS CEILING

D7.2

Minutes/report of the project kick off meeting

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1. Summary

During the kick-off meeting, the Consortium started with introductions and a roundtable discussion. The Project Coordinator/Leader provided an overview of the project, highlighting its objectives and outlining the approach to data management and ethics. Each Work Package Leader then presented their respective work packages. EU officials, including Project Officer Sandra Heinzlemann and Policy Officer Ariana Pasa, also delivered presentations. Additionally, Margaret Bateson and Elena Schubert from DG AGRI spoke about gender equality in the Common Agricultural Policy (CAP) for 2023-2027. The meeting featured several sessions, including a Rural Women's Innovator Workshop that detailed the approach and ambitions of the GRASS CEILING Living Labs. A communications workshop was also held. Throughout these sessions, opportunities for questions and discussions among the Project Partners were encouraged and facilitated. Actions arising from each session were captured and documented in the meeting minutes for circulation among the Consortium.

2. Introduction

The GRASS CEILING kick off meeting was held to achieve the following:

- To ensure that all Consortium members have a clear understanding of the project's goals and their roles and responsibilities in achieving them.
- To establish clear expectations regarding milestones, timelines and deliverables.
- To establish relationships within the Consortium: an opportunity for team members to meet face-to-face, fostering better communication and collaboration throughout the project.
- To set a positive tone for the project, motivating all participants and ensure that everyone is committed to delivering on their responsibilities.

3. Attendees

Day 1 21st March 2023, 14.00 – 17.30

- WP Leaders and deputy leads
- EU Project Officer
- EU Research Programme Officer
- Scottish Government Official
- Kilpatrick Innovation

Day 2 22nd March 2023, 9.00 – 17.30

- All GRASS CEILING participants
- DGI Agri

Day 3 23rd March 2023, 9.30 – 12.30

- All GRASS CEILING participants

4. Day 1 Welcome and Introductions

Project Coordinator Sally Shortall welcomed the above attendees and asked everyone to introduce themselves and give a brief overview of their background/participation/interest in the project. She then invited each WP leader to present their WP and explain linkages with other WPs and goals for the WP.

5. Work Package 1 (WP1)

WP1 - Women's role in the future of agriculture, rural economies, and communities across Europe (Tomas Baležentis – LCSS)

Tomas stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP1 - LCSS UNIPI - Task Implementation Plan.pptx

Tomas gave his presentation on WP 1 with a focus on Task 1.1, which has a deadline of June 2023. He will ask participants to provide data on rate of female employment, start-up businesses, participation in Local Action Groups, and involvement in social innovation initiatives at the level of the EU and 'the study countries'. This request will also be required from participants of the Living Labs. He confirmed he would prepare the report due in month 6 (namely a Policy brief on the available data on rural women and women farmers across Europe), with Sally highlighting the importance of this time limit. She also mentioned the importance of the CAP delivery plans, which are now in place (different member states having flexibility) - keeping this vital detail front of mind when reporting back the data.

6. Work Package 2 (WP2)

WP2 - Understanding gender norms, drivers, and barriers to women-led innovations in farming and rural communities (Bettina Bock – WU)

Bettina stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP2 - WU & UNIZG FAZ - Task Implementation Plan.pptx

Bettina advised the purpose of this Work Package is to reveal gender norms that are currently present. She gave some detail on the literature review that will be undertaken and advised they will be talking to both women and men innovators (and following up with them in the Living Labs). A Synthesis Report will be completed shortly. Bettina asked of the consortium to give suggestions on the Synthesis Report which is to be done over the next couple of months – results are wanted before summer break.

- **Action 1 - Webinar on Ethics to be organised – Sally Shortall.**
- **Action 2 – To support Bettina and WP2 on interviews, and to provide results so they can make comparisons – ALL.**

- **Action 3 - Template to be produced (Focus Groups & Interviews, and Case Study work) – Bettina Bock.**

Task 2.3 – Bettina discussed this, highlighting that it includes experimental training, and will generate findings and insights as to what is obstructing innovation.

- **Action 4 - Develop a Template (what to observe) – Bettina Bock & Leana Reinl.**

All the above information will be collated, and it will generate insight into the effect of Living Labs in the training itself.

- **Action 5 - Produce a Report (which will bring all the elements together) – Bettina Bock.**
- **Action 6 - Filter any Questions or Comments for Fiona Leslie (Head of Agricultural Holdings & Women in Agriculture Team, Scottish Government) through Sally Shortall – All.**

7. Work Package 3 (WP3)

WP3 - Rural women Innovator Living Labs (Leana Rienl – SETU)

Leana stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP3 - SETU & UNEW - Task Implementation Plan.pptx

- Leana first discussed task 3.1, which runs through the whole project. The meeting structure of the Living Labs forms around a methodology which will allow for collaboration, adaptation, and learning – the exact nature of these tasks cannot be set in stone at this point – they are evolving. They have not yet linked in with Stakeholders.
- Leana confirmed that the women innovators in each Living Lab would all look very different – one of the essential parts of this WP is learning from their diverse experiences and perspectives. The documentation on high-level recruitment tools has been circulated (Living Labs leaders meeting in February 2023).
- There are elements in the gender and foresight exercise that need to be captured in the Living Labs – Leana wants to know from each WP Leader what can happen in focus groups and case studies – not a huge amount of time for the meetings. Some of the lab meeting feedback will link into WP2.
- **Action 7 - Discussion on the above point – Leana Reinl & Bettina Bock.**

Leana mentioned that flexibility needs to be allowed within the Living Labs, and both Leana and Melanie have refined the focus of the Labs. The Lab co-partner training dates have been set – 3 hours online. There is a Training & Support Schedule in progress. There will be a briefing session in mid-April.

- **Action 8 – Information & Dates from the above to be shared with Fiona Endersen – Leana Reinl.**
- **Action 9 – Living Lab meetings to be recorded & shared on SharePoint – Leana Reinl**

Leana also discussed Task 3.5 (cross-lab training) and highlighted that not all women might want to attend specific training sessions. Within this – the training requirements and challenges women innovators face will be investigated, as well as comparative learning.

There will be tracking and recording of women's progress, facilitating access to shared resources, and asking the women what they need – Leana will collate and develop training. Each Living Lab

lead will understand their own country/Living Lab – and will know what needs to be involved and when to draw on specific stakeholders.

- **Action 10 - Need feedback on the documentation – open to local adaptation, but especially on high level process – ALL.**
- **Action 11 – Submission of agreed templates as meetings progresses – ALL.**
- **Action 12 - Suggestion for format of multi-actor sessions from participants – ALL.**

Sally made a key comment here that Living Labs are central to the Project.

Question from Arianna Pasa (*EU Research Programme Officer*) on the size of Living Labs and how they are recruited. Leana answered it will be 8 per Living Lab and the recruitment process will differ for each Lab – most will have a regional focus. Arianna mentioned the project **RURALITIES** (*working on training centres in rural areas, Africa partners*), and she suggested an exchange with this project.

- **Action 13 - Provision of contact details on RURALITIES – Arianna Pasa.**

Question from Leana for Tomas in relation to foresight exercise for co-leads, what will the format be for this. Tomas confirmed that the details for the foresight exercise are yet to be arranged – idea to have it online but this is not the preference. Another suggestion was to have it back-to-back with another event (*i.e., Showcase event*).

- **Action 14 - A follow up on when and where to hold the Foresight Exercise - Sabrina Arcuri**

Comment from Fiona Leslie in relation to the opportunities this project will produce. She is really keen to see the detail from the case studies, focus groups and wanted to highlight all of the factors that may influence the information provided from the women innovators in the Living Labs (*personal confidence, family relationships, willingness to engage in training*). Another important point Fiona wanted to highlight was to focus on any women who may disappear from Labs, and that the reasoning will more than likely be economic, and to probe on the reasoning why some women might not show up.

Comment from Bettina – that this represents a huge time investment from women, and that both social and economic aspects need to be taken into consideration.

8. EU Commission Project Officer

Presentation (Sandra Heinzelmann – EU Commission Project Officer)

Sandra stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: Sandra Heinzelmann - KoM_GRASS Ceiling_final.pptx

Sandra began her presentation by detailing a synopsis on what her role is within this project – she will be providing support and advice and will be closely following the implementation of the work. An important point to note – she will be processing the payments.

- **Action 15 - A request for very transparent and clear communication to Sandra – ALL.**
- **Action 16 - Identify synergies and overlaps from other projects – ALL.**

An important point Sandra wanted to highlight was to always disseminate and communicate what you do in the project.

- **Action 17 - What is the policy context now, there is a need to look at deliverables timeline**

as these may need to be changed in order to have an impact – Sally Shortall, ALL.

- **Action 18 - Think ahead – we need to know what is going on now at an EU policy level and think about what will happen after the end of the project. It is required 4 years after project ends to exploit results – make strategy as soon as possible – ALL.**
- **Action 19 - Data Management Plan – Commission requires open access – Sally Shortall.**
- **Action 20 – Notice to Sandra in advance of any changes in terms of deliverables – changes are okay but communication of these is key – ALL.**

Question from Sally about the overlap between the 3 projects, do we need to follow the Grant Agreement. Sandra confirmed you need to follow the GA as long as it's not the exact same as the other similar projects – there is a possibility to change/alter it if necessary and she is happy to look at this with Sally.

Sandra advised that it is very important to comply with ethical guidelines, EU & National Law and to be in compliance with GDPR. She also spoke about the max amount of the Grant, and that incurred amounts will be reimbursed, and these costs must be in line with the Grant Agreement. In terms of subcontracting, you will need to show best value for money, you cannot subcontract to another project partner and there can be no conflict of interest.

60 days after the end of project to provide the final report, deliverables, financial report, and after this there will be comments submitted by the Commission. She advised keeping records and supporting documents as there can be audits up to 2 years after the end of the project. For travel costs you need to clarify - who, when, where, and for what the person travelled for. She asked all the participants to have dissemination always at the forefront of your mind, and do not be afraid to ask for support from her. Sally thanked Sandra for her support.

- **Action 21 – Update email every 3 months to Sandra – Sally Shortall.**

Question from Nasia in relation to subcontracting to beneficiaries in the consortium, Sandra confirmed that you cannot subcontract tasks to beneficiaries.

9. EU Commission Policy Officer

Presentation (Arianna Pasa – EU Commission Policy Officer)

Ariana stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: Ariana Pasa - 2023 03 21 Grass Ceiling KoM FINAL.pptx

Arianna advised that the consortium would have more interaction with Sandra, however Arianna is the policy officer for this project. Arianna described the divide between men and women in rural areas, outlining that rural women are at a higher risk of poverty and social exclusion. She mentioned that women might not be fully recognized for what they are doing, and that for the first time ever the CAP has included an objective of Gender Equality (*including the participation of women in farming*). She mentioned FLIARA & SWIFT, which are 2 other similar projects and highlighted the importance of interacting with these projects to ensure the activities complement each other.

- **Action 22 – If applicable, to register for the 2023 EU AgriResearch Conference – Brussels 31 May & 1st June – ALL**

  The 2023 EU AgriResearch Conference (europa.eu)

10. Work Package 4 (WP4)

WP4 - Benchmarking farming and rural development policies, and legal frameworks for land transfer regarding EU Gender Equality Strategy & Social Rights Policy (Charlene Lambert – WEP)

Charlene stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP4 - WEP & SETU - Task Implementation Plan.pptx

Charlene advised that each country should use their own benchmarking policies, and that currently Sally Shortall is developing a template and a training webinar on benchmarking. She commented that the Benchmarking Tool may be a one-off exercise or may extend further to a longer-term process, which would produce bi-annual updates. She agreed that the longer-term strategy could be very useful, and this is the purpose of benchmarking, to allow organizations to chart progress over time.

Comment from Fiona Leslie that lots of laws exist but the question is how these are implemented into policy. Often, they are well-meaning but doesn't transfer into reality and there can be a stretch between the law and the implementation of it. Fiona advised that it would be good to add a subsection to the benchmarking activity outlining this.

11. Work Package 5 (WP5)

WP5 - Co-creation of recommendations and tools for policy and knowledge and innovation systems that boost women's role in the sustainable development of agriculture and rural areas (Serafin Pazos Vidal – AEIDL)

Serafin stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP5 - AEIDL & SETU - Task Implementation Plan.pptx

Serafin highlighted the importance of making sure that the timing is correct, and this is necessary to feed into the policy cycle. There are two key tasks within this Work Package - policy webinars and final recommendations. In Task 5.2 AEIDL will be identifying data that will fit into the rural observatory and will be creating a gender proofing template. They will be benchmarking in agricultural areas and investigating what the gaps are, and what sort of indicators should be developed. Serafin highlighted that they will need help from, and to be helpful to other Work Packages (mentioned link to WP1).

Serafin mentioned the European Policy Forum for Women Led Innovation in Farming, and that outputs, report and policy recommendations will be coming from this. He advised that we cannot be "*out of sync*" with policies – this is a key risk to the success of the Work Package, and Project, and we will highlight when something needs to be incorporated into policies.

Comment from Sally that we are really starting to engage with policy makers now.

12. Work Package 6 (WP6)

WP6 Communication, Dissemination and Exploitation – Alun Jones – CIHEAM

Alun stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: WP6 - CIHEAM Zargoza & COPA COGECA - Task Implementation Plan - SHORT.pptx

Alun advised that CIHEAM will be taking Work Package items and putting them into perspective, and in an understandable manner to target audiences. It is important to note that the information being communicated cannot be too technical.

- **Action 23 - OECD Paper to be communicated to the consortium – Alun Jones.**
- **Action 24 - Excel monitoring tools to see what everyone is doing (especially for partners who have challenges) – Alun Jones.**
- **Action 25 - Think about who the champions and role models for the project will be – ALL.**

Comment from Arianna to reach out to her for dissemination of results so that they can reach policymakers.

- **Action 26 - To organise lunchtime debate with EU policymakers which Arianna will support – Alun Jones.**

Sally made some time for comments and discussion after all the Work Package Implementation Plans had been completed. Some important information and actions to note:

- **Action 27 – WP1 - What each country is doing in terms of intervention in women in agriculture and rural areas – Branwen Miles.**
- **Action 28 – WP2 - Template highlighting what subjects should be discussed (have to produce documentation before the end of March, needs to be coherent and flexible) – Bettina Bock.**

Comment from Fiona Leslie on the point that tensions can be present in focus groups as there are many different dynamics at play. She pointed out a worthwhile reflection exercise on how the focus group developed over time and to record this in feedback/reporting.

- **Action 29 – Reflection exercise on the development of focus groups over time – Responsibility of each person developing the case study of the Living Labs in each member state.**
- Comment from Sally for the Living Labs – Ireland has a researcher sitting in on the Living Lab and constructing a case study, and for each lead to give this thought on who will be doing that work.
- **Action 30 - Check if MS Teams can transcribe for Leana for the Living Lab Meetings – Leana Reinl.**

Comment from Leana that they will be showcasing women innovators at the showcase event in September. Leana gave an example of two rural women from each Living Lab attending, and possibly they will be sharing what they have learned and details on their journey.

Comment from Melanie on video case studies, that these would essentially capture the same thing, and Bettina mentioned it might be nice for women to attend in person. Liz advised that there is a budget available for international travel (which *will need to be managed*) for Living Labs.

Comment from Charlene – to look at the project from a change management point of view – Sally commented that this was a good point and an interesting point of view. Fiona Leslie said there will

be kickback (*men possibly threatened and will believe there is no issue),* so it needs to be framed as a positive action.

Comment from Sabrina that she would like a timeline of events for the project, including for 12th – 14th Sept 2023 (*Showcase Event),* and that it might be worthwhile to join the foresight exercise to this.

- **Action 31 – Confirmation of Showcase Future Dates in 2024 & 2025 – Branwen Miles.**
- **Action 32 - Shared Calendar on SharePoint with key dates – Kilpatrick Inno.**

Sally Shortall concluded the day, thanking all participants for the interactions and lively discussions across the first day.

13. Day 2 Welcome

Welcome by COPA COGECA

Oana Neagu from COPA COGECA made a short presentation welcoming the GRASS CEILING participants and outlined their participation in the project.

14. European Commission DG AGRI

European Commission DG AGRI Coverage of gender equality in CAP 2023-2027 (Margaret Bateson and Elena Schubert)

GC Kick Off Meeting Brussels 21st 23rd March 2023 CAP.pptx

Margaret and Elena gave a very insightful presentation focusing on gender equality in the CAP and detailed the Commission's approach to gender equality. She mentioned that Ursula von der Leyen has a heavy front on gender equality. The aim is to mainstream equality in all programs, combat violence against women, and change gender stereotypes. Margaret advised that it is imperative that women are in every room for decision-making. Elena presented data on the inequalities in agriculture, old age poverty, and inequalities in income/pensions, etc.

- **Action 34 - Gender mainstreaming seminars in March, May & October – open to ALL.**
- **Action 35 – Can the visual of the 6 Handed Woman be used – Margaret Bateson to confirm.**

Sally mentioned that the context of Margaret and Elena's presentation is highly important for all Work Packages.

15. Project Leader Presentation

Presentation (Sally Shortall – SETU)

Sally stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: Sally Shortall - Final MARCH 2023 GRASS CEILING PP (003).pptx

Sally gave a brief synopsis on the consortium and then detailed what the project will do in detail, highlighting that GRASS CEILING is a multi-actor project with Living Labs at the heart. She advised that we will be statistically trying to represent the work that women are doing and unpacking

assumptions. There is a significant importance of mentors for women in agriculture as women farm differently. There is a need to co-create policy recommendations and made reference to the point that all aspects of the project are interlinked, highlighting the importance of Work Package Commitments.

16. Rural Women Innovator Workshop (Living Labs)

Presentation (Leana Reinl (SETU) & Melanie Thompson Glen (UNEW))

Leana stepped through the following PowerPoint presentations, stored on the Project's SharePoint tool at these locations:

Rural Women Innovator Workshop Brussels 2023.pptx

RWI identity workshop March 2023 - Brussels.docx

Leana outlined the purpose of this workshop is to:

- Explore and share your perception of a Rural Women Innovator
- Explore how we can support Rural Women Innovator
- Discuss and reflect on development needs Building an identity.

Leana and Melanie coordinated the Lego activities with the Living Lab leads and co leads, there will be detail and outputs available from these activities from Hannah Budge.

Some comments below following discussion after the Living Lab Workshop:

Comment from Elena that women are more averse to taking risks.

Comment from Melanie – importance of choosing the highlands for Living Lab location. Women time poor so have chosen quieter times consisting of June, September, and November (November meeting will be conducted online due to potential bad weather). The first two meetings will be face to face to help build relationships.

Comment from Bettina in relation to the dissemination material, advising it will take time and have to start work before a solid plan is in place.

Comment from Leana on the Annual Showcase, that the learnings from the Living Labs should be able to be shown here.

Comment from Alun that information on the labs will need to be provided before everything is mapped out, which could be done in a Fact Sheet format.

- **Action 36 – Template for Fact Sheet to be provided – Alun Jones.**

Comment from Branwen that we need to communicate about activities as well as policies.

- **Action 37 – Tag GRASS CEILING in all Social Media posts – ALL.**
- **Action 38 – Each Living Lab to have its own communication strategy, template to be provided – Alun Jones.**

17. Data Management Plan & Ethics

Presentation (Sally Shortall – SETU)

All academic partners will collect data and will need to meet the ethical standards of their own institution and abide by the data management requirements by your country. Sally will conduct a tailored webinar on ethical requirements, issues, and best practice. Consortium members can then advise they have received ethical training for the project.

Templates can be shared for consent forms –most countries have these already, also need consent forms for the Living Labs, and there is a need for templates for dissemination material also. Bettina confirmed that Wageningen University has examples, but other partners may have better templates, and use those that conform with their own regulations, and for everyone to keep copies of these.

- **Action 39 – Interview Schedule needed – Bettina Bock.**

Comment from Sally that there is a lot of evidence showing that successful women who obtain a platform on social media can receive abuse. We need to think about how we manage this and how to guard against it.

Comment from Sally that the Data Management Plan is based on FAIR policies.

Comment from Bettina that the data from people needs to be fully anonymized if all data needs to go into the EU repository. We should aim to be as open as possible but not to compromise the person, and there is a need to look at this subject in the ethics seminar.

Comment from Nasia that, most likely, these women will want to be recognized, and maybe it is a possibility to advise the women at the beginning of the process who their data will be available to.

Comment from Sally that we need to guarantee their data will be shared but will implement anonymity.

Comment from Alun that the project needs to share the human story/element so that the women involved need to give agreement for the full length of the project, and we need to be able use their details at any point of the project, not have to keep asking.

18. Consortium Photos

Family photos

19. Work Package Meet and Greet

WP 1, WP3, and WP6

Partners split into small groups for 'walk around workshop' of each WP stand.

GRASS CEILING WIP Poster - WP1 - Completed.pptx

GRASS CEILING WIP Poster - WP3 - Completed.pptx

GRASS CEILING WIP Poster -WP 6 - Completed.pptx

WP 2, WP4, and WP5

Partners split into small groups for 'walk around workshop' of each WP stand.

GRASS CEILING WIP Poster -WP 2 - Completed.pptx

GRASS CEILING WIP Poster -WP 4 - Completed.pptx

GRASS CEILING WIP Poster - WP5 - Completed.pptx

Sally Shortall concluded the day highlighting that the WP Workshop was a worthwhile exercise, and the meeting ended.

20. Day 3 Welcome

Welcome by Sally Shortall

21. Communications Workshop

Workshop (Alun Jones – IAMZ - CIHEAM)

Alun stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: Communication workshop.pptx

Alun Jones and Branwen Miles gave a presentation detailing how the communication, dissemination and exploitation activities will be undertaken during the project, with detail on press releases and practice abstracts.

Question from Bettina in relation to practice abstracts in terms of the need to discuss the legal obligation.

Alun mentioned that practice abstracts were originally created for practitioners and asked the participants to print out the slide (slide 11)

A question was asked about who will be writing the practice abstracts. Alun answered that according to the Grant Agreement, it would be WP leaders – it will, however, be Task 1.1 and 2.3 leaders. The EU Project Officer will need to agree on these changes. However, this shouldn't be a barrier to others who want to contribute, which will "*improve the footprint*" of the project.

Alun will write a "*terms of reference*" document, which will give guidance to participants. Once this is completed, it will be shared.

- **Action 42 – Terms of Reference document to be completed and shared with Consortium – Alun Jones.**

Alun advised that most work will not be aimed at the media, and this will only occur when key deliverables are in play and will also depend on each Living Lab. He spoke about the importance of the title and subtitles of any document to help improve the chances of it getting published and to include statistics.

Comment from Sally that the press release must be catchy and reel people in, but also important that it is informative to those who are interested in all of the text. It's a possibility to add in a footnote at the end with a link/ links to other information sources.

- **Action 43 – Template for Press Releases to be compiled – Alun Jones.**

Question from Nasia in relation to blogs and whether others write and/ or contribute. Alun confirmed yes but must be careful on how to approach this.

Alun detailed an Online Training Academy, which will be coordinated as follows:

- Academic coordinator – Alun Jones
- Scientific Coordinator – Patrizia Pugliese

Question from Charlene about whether the practice abstracts will be included in the training; Alun confirmed yes, they will form part of the training.

Alun highlighted details on the online educational toolkit (interactive PDF, which will include practice abstracts).

22. Financial Requirements and Living Lab Budgets

Presentation (Liz Gavin Kilpatrick Inno)

Liz stepped through a PowerPoint presentation (stored on the Project's SharePoint tool at this location: Liz Gavin - Presentation - EDV - Financial .pptx

Liz detailed grant information for the project, financial reporting obligations, budget changes and audit data retention requirements. Liz confirmed that Kilpatrick Inno will be holding an online financial workshop later in the year to give a more in depth look at the specific financial requirements – financial contacts from each institution will be required to attend. Liz then went on to detail the budgetary information specifically for Living Labs.

23. Wrap Up Session

Presentation (Sally Shortall – SETU)

Sally stepped through a PowerPoint presentation stored on the Project's SharePoint tool at this location: Sally Shortall - Wrap up March 2023 GRASS CEILING.pptx

Sally wrapped up the three-day kick-off meeting with a particular focus on the deliverable deadlines, which are approaching fast. She highlighted the following events which are coming up:

- European Society for Rural Sociology Rennes July 3rd-7th, 2023
- FLIARA
- SWIFT

And important dates:

- The next WP Leaders Meeting will be held on Teams , May 5th, 10.30 - 11.30 (Irish Time).
- **Action 44: WP Leaders to prepare their contribution for the WP Leaders meeting (status update – ongoing activities – plans for the next year, etc.**
- An ethics Workshop will be held on Teams on May 11th, 13.30 - 14.30 (Irish Time).
- Annual GRASS CEILING showcase event in Brussels – September 12th-14th, 2023 (Save the date).

Sally thanked all participants for their involvement over the three days and closed the meeting.