

Gender Narratives in Academia: How Gender is Constructed Through Gender Policies in Italian Universities

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Abstract: This proposal aims to explore gender equality measures in the academic context, which is undergoing changes such as the recent introduction of the Gender Equality Plan requirement and the broadening of equality, diversity and inclusion topics, both in research and in the actions practically proposed. Assuming that gender is continuously made and 'unmade' through gender policies (Acker, 1990), the key question is what kind of gender narrative is proposed by these measures, often attributed to the framework of gender mainstreaming (O'Hagan and Klatzer, 2018). This paper aims to discuss and problematise this assumption from a theoretical and critical perspective, with the use of the methodology known as Critical Frame Analysis that originates in the field of public policy (Bacchi and Eveline, 2010). The use of Critical Frame Analysis applied to the main policy documents on gender measures and objectives at the Italian national level leads to a theoretical proposal on the reclassification of academic gender frameworks.

Keywords: Gender equality in academia, Equality, Diversity and Inclusion, Gender mainstreaming, Gender policies, Gender equality plans.

1. Introduction

1.1 Aims

That there is a gender issue in academia, especially in teaching and researching careers, has long been known: in Italy, female full professors are only 11%, compared to 25% male full professors (SheFigures, 2021). The ratio is slightly higher than the European average, placing Italian universities in the midst of a problem that affects all European countries, with hardly any exceptions.

The different interpretations of this problem have led to various attempts to solve it (e.g. with the European Commission's "fixing the woman" to "fixing the institution" strategies), which then resulted in a European corpus that translates so-called "gender mainstreaming" into practice through a series of more or less binding rules (Lombardo, Meier and Verloo, 2012). In this paper, the focus will mainly be on gender policies expressed through the adoption of documents such as gender budgets, gender equality plans and so on.

Assuming that gender is continuously done and "undone" also through policy documents (Acker, 1990), the main question is what kind of narrative is proposed by these measures, which, as stated before, are often traced back to the framework of gender mainstreaming (O'Hagan and Klatzer, 2018).

This paper aims to discuss and problematise this assumption from a theoretical and critical perspective, making use of the methodology known as Critical Frame Analysis that comes from the study of public policy (Bacchi and Eveline, 2010), applied to the evolving Italian legislation and practices about gender equality in the academic context. What do these specific measures tell us about the vision of gender equality? How do they portray the woman targeted by those measures, what are her problems, her obstacles? This type of questions, starting from the emblematic question "What's the problem?" by Bacchi and Eveline (see methodological section below), made it possible to analyse some of the main documents for gender equality in the context of Italian universities.

1.2 Background

Indeed, the analysis of the literature (O'Connor et al., 2015) has made it possible to reconstruct the main explanations given to the issue of the so-called *leaking pipeline*, a complex and multifactorial phenomenon in which individual, relational, organisational, systemic, institutional and cultural factors are intertwined.

Most scholars agree in identifying three main levels (Contarello et al., 2008) into which these factors can be divided: the micro level, which involves individual factors such as individual people's preferences, gender-appropriate behaviours and economic theories on the benefit-cost ratio in the gendered division of labour; the meso level, which encompasses relational factors such as gender micro-policies and homosociality, along with organisational factors such as the rules on recruitment and male gatekeeping; and finally the macro level in which there are systemic, institutional and cultural factors such as national legislation, beliefs about gender roles and so on.

Narratives Of Nostalgic Gender

Joseph Straus



Narratives Of Nostalgic Gender:

Narratives of Nostalgia, Gender, and Nationalism Jean Pickering, Suzanne Kehde, 1996 Most Americans think of Betsy Ross as she was depicted in Charles Weisberger's popular painting *The Birth of Our Nation's Flag* a motherly figure sewing at the hearth In fact as Jo Ann Menezes's analysis in *Nostalgia Gender and Nationalism* points out Ross was a widowed businesswoman who ran an upholstery shop out of her house In Weisberger's painting all signs of economic industry are erased and Ross's house is transformed into a home rather than the site of cottage industry Ross is constructed as the perfect heroic mother worthy of sacred creation thus our flag was born Ross's transformation into an icon neatly illustrates the conjunction of soaring nationalism and the establishment of woman as a fixed domestic presence and serves as an excellent example of the master narratives revealed in *Nostalgia Gender and Nationalism* The essays in this provocative anthology explore the connections between nation and gender and the ways in which nostalgia functions to bind these two presumably unrelated constructions together Collectively they suggest that women pay a special fee on behalf of the nation even though it is traditionally represented as an honorarium given to them and that in fact the nation state takes as a foundational principle the subordination of women

Narratives of Nostalgia, Gender and Nationalism Suzanne Kehde, Jean Pickering, 1996-12-20 Using texts ranging from the writings of Schlegel to the speeches of the fiftieth anniversary commemoration of D Day these essays explore the ways in which nostalgia brokers the relations between the master narratives of gender and the master narratives of nationalism Although such narratives seem to present nation as an unchanging essence these essays all deal with texts that on analysis show nationalism in an evolving response to developments both political and cultural that destabilize the idea of nation

Media Narratives in Popular Music Chris Anderton, Martin James, 2021-12-16 The historical significance of music makers music scenes and music genres has long been mediated through academic and popular press publications such as magazines films and television documentaries *Media Narratives in Popular Music* examines these various publications and questions how and why they are constructed It considers the typically linear narratives that are based on simplifications exaggerations and omissions and the histories they construct an approach that leads to totalizing official histories that reduce otherwise messy narratives to one dimensional interpretations of a heroic and celebratory nature This book questions the basis on which these mediated histories are constructed highlights other hidden histories that have otherwise been neglected and explores a range of topics including consumerism the production pressure behind documentaries punk fanzines Rolling Stones covers and more

Nostalgic Postmodernism Christian Gutleben, 2021-10-18 Why do so many contemporary British novels revert to the Victorian tradition in order to find a new source of inspiration What does it mean from an ideological point of view to build a modern form of art by resurrecting and recycling an art of the past From a formal point of view what are the aesthetic priorities established by these postmodernist novels Those are the main questions tackled by this study intended for anybody interested in the

aesthetic and ideological evolution of very recent fiction What this analysis ultimately proposes is a reevaluation and a redefinition of postmodernism such as it is illustrated by the British novels which paradoxically both praise and mock honour and debunk imitate and subvert their Victorian models Unashamedly opportunistic and deliberately exploiting the spirit of the time this late form of postmodernism cannibalizes and reshapes not only Victorianism but all the other previous aesthetic movements including early postmodernism *Literature, Nationalism, and Memory in Early Modern England and Wales* Philip Schwyzer,2004-10-21 The Tudor era has long been associated with the rise of nationalism in England yet nationalist writing in this period often involved the denigration and outright denial of Englishness Philip Schwyzer argues that the ancient insular and imperial nation imagined in the works of writers such as Shakespeare and Spenser was not England but Britain Disclaiming their Anglo Saxon ancestry the English sought their origins in a nostalgic vision of British antiquity Focusing on texts including *The Faerie Queene* English and Welsh antiquarian works *The Mirror for Magistrates* Henry V and *King Lear* Schwyzer charts the genesis development and disintegration of British nationalism in the sixteenth and early seventeenth centuries An important contribution to the expanding scholarship on early modern Britishness this study gives detailed attention to Welsh texts and traditions arguing that Welsh sources crucially influenced the development of English literature and identity *Unsettling Nostalgia in Spain and Chile* Lisa DiGiovanni,2019-11-08 *Unsettling Nostalgia in Spain and Chile* Longing for Resistance in Literature and Film reframes nostalgia to analyze how writers and filmmakers have responded to 20th century dictatorial violence and loss in Spain and Chile By reaching beyond reductive definitions that limit nostalgia to a conservative desire to defend traditional power hierarchies Lisa DiGiovanni captures the complexity of a critically conscious type of longing and form of transmission that she terms unsettling nostalgia Using literature and film DiGiovanni illustrates how unsettling nostalgia imbues representations of pre dictatorial mobilization during the Second Spanish Republic 1931 1939 and the Chilean Popular Unity 1970 1973 as well as depictions of clandestine resistance to the Franco dictatorship 1939 1975 and the Pinochet regime 1973 1989 Positive memories of efforts to upend power hierarchies coexist with retrospective critiques that fissure romanticized views of revolutionary struggle Unsettling nostalgic works engender deeper understandings of the complexities of political movements and how stories of resistance are meaningful today By calling attention to the parallels between nostalgic modes that resist multiple injustices based on gender class and sexuality this book traces an evocative continuity between Spain and Chile that goes beyond the initial work that links forms of militaristic authoritarianism Scholars of Latin American studies film studies literary studies history women s and gender studies memory studies and rhetoric will find this book particularly useful *Travel Narrative and the Ends of Modernity* Stacy Burton,2014 Combining theoretical arguments with close reading this text traces how twentieth century writers have reinvented travel narrative for new purposes **Tears of Longing** Christine Reiko Yano,2002 *Enka* a sentimental ballad genre epitomizes for many the *nihonjin no kokoro* heart soul of Japanese To older members of the Japanese public who

constitute enka's primary audience this music of parted lovers long unseen rural hometowns and self-sacrificing mothers evokes a direct connection to the traditional roots of Japaneseness Overlooked in this emotional invocation of the past however are the powerful commercial forces that since the 1970s have shaped the consumption of enka and its version of national identity Informed by theories of nostalgia collective memory cultural nationalism and gender this book draws on the author's extensive fieldwork in probing the practice of identity making and the processes at work when Japan becomes Japan

Remembering Home in a Time of Mobility Maja Mikula, 2017-06-23 Memory nostalgia and melancholy have attracted considerable scholarly attention in recent decades Numerous critics of globalisation transnationalism and cosmopolitanism have posited an overwhelming feeling of homelessness not only among people who have been displaced from their original home lands but also among those who feel estranged from their places of origin due to rapid social change or environmental decline Arguably homesickness is prevalent in today's developed world and can be and sometimes indeed is felt even for times and places unrelated to someone's personal roots Memory has been mobilised to justify recent conflicts to question mainstream interpretations of past events or to demand compensation for the suffering of earlier generations Nostalgia has been employed as a utopia in reverse revealing more about our unattainable ideal present than about the elusive lost past it invokes A corollary of nostalgia in the late modern politics of loss melancholy has been a way of dis-identifying from both the horrors of recent history and the growing insecurities of the present The volume raises complex questions related to the ways people have coped with displacement and time-space compression arguably the two most manifest symptoms of late modernity How do we grapple with the traumatic experience of the loss of home What strategies do we use and what is their underlying politics How do they intersect with identity positions such as gender class and sexuality How might they contribute to the preservation of national cultures How has our understanding of home changed in a time of mobility and flow Spanning multiple Eurasian and Northern American cultural contexts the book is of interest to an international academic readership within the fields of cultural studies memory studies gender studies literature art performance film and media studies

Civility and Empire Anindyo Roy, 2004-11-10 This book addresses the idea of civility as a manifestation of the fluidity and ambivalence of imperial power as reflected in British colonial literature and culture Discussions of Anglo-Indian romances of 1880-1900 E M Forster's *The Life to Come* and Leonard Woolf's writings show how the appeal to civility had a significant effect on the constitution of colonial subjecthood and reveals civility as an ideal trope for the ambivalence of imperial power itself

Transnational Nationalism John Dolis, 2015-05-12 This book examines American literary texts whose portrayal of American identity involves the incorporation of a foreign body as the precondition for a comprehensive understanding of itself This nexus of disconcerting textual dynamics arises precisely insofar as both citizen subject and national identity depend upon a certain alterity an other which constitutes the secondary term of a binary structure American identity thus finds itself ironically confused and interwoven with another culture or another nation double-crossed in the

enactment of itself Individual chapters are devoted to Benjamin Franklin Washington Irving Frederick Douglass Louisa May Alcott Nathaniel Hawthorne and Mark Twain The Asian Family in Literature and Film Bernard Wilson, Sharifah Aishah Osman, 2024-06-19 This book offers a key analysis of the changing perceptions of family in East Asian societies and the dynamic metamorphosis of traditional family units through the twentieth century and into the new millennium The book focuses on investigations of the Asian family as it is represented in literature film and other visual media emerging from within China Japan South Korea and Taiwan and on contestations of the power hegemonies and moral codes that underpin such representations while also assessing Western and global influences on the Asian family Individually and collectively these essays examine traditions and transformations in the evolving conception of family itself and bring together a range of scholars from within and beyond the region to reflect upon the social and cultural mores represented in these texts the issues that concern Asian families and projections for future families in their own societies and in a globalized world Through the written text and the lens of the camera what directions has the understanding of family in an Asian context taken in the twenty first century How have the multiple platforms of media represented encouraged or resisted transitions during this time Amid broader and mutating referential frameworks and cross cultural influences is the traditional concept of the nuclear family still relevant in the twenty first century This book lends further prominence to the diverse literary and cinematic production within East Asia and the eclectic range of media used to represent these ideas It will be essential reading for scholars of literature film studies and Asian studies and for those with an interest in the cultural and sociological implications of the changing definitions and parameters of the family unit Pixar's Boy Stories Shannon R. Wooden, Ken Gillam, 2014-03-27 Since Toy Story its first feature in 1995 Pixar Animation Studios has produced a string of commercial and critical successes including Monsters Inc WALL E Finding Nemo The Incredibles Cars and Up In nearly all of these films male characters are prominently featured usually as protagonists Despite obvious surface differences these figures often follow similar narratives toward domestic fulfillment and civic engagement However these characters are also hypermasculine types whose paths lead to postmodern social roles more revelatory of the current crisis that sociologists and others have noted in boy culture In Pixar's Boy Stories Masculinity in a Postmodern Age Shannon R Wooden and Ken Gillam examine how boys become men and how men measure up in films produced by the animation giant Offering counterintuitive readings of boy culture this book describes how the films quietly but forcefully reiterate traditional masculine norms in terms of what they praise and what they condemn Whether toys or ants monsters or cars Pixar's males succeed or fail according to the boy code the relentlessly policed gender standards rampant in American boyhood Structured thematically around major issues in contemporary boy culture the book discusses conformity hypermasculinity social hierarchies disability bullying and an implicit critique of postmodern parenting Unprecedented in its focus on Pixar and boys in its films this book offers a valuable perspective to current conversations about gender and cinema Providing a critical discourse about masculine roles

in animated features Pixar's Boy Stories will be of interest to scholars of film media and gender studies and to parents

Cultural Narratives of Old Age in the Lives, Work, and Reception of Old Musicians Joseph Straus, 2024-08-23

Operating largely within the world of European American classical music this book discusses the creative work of old musicians composers performers listeners and scholars and how those forms of music making are received and understood Like everything else about old age music making is usually understood as a decline from a former height a deficiency with respect to a youthful standard Against this ageist mythology this book argues that composing oldly performing oldly and listening oldly are distinctive and valuable ways of making music a difference not a deficit to be celebrated not ignored or condemned Instead of the usual biomedical or gerontological understanding of old age with its focus on bodily cognitive and sensory decline this book follows Age Studies in seeing old age through a cultural lens as something created and understood in culture This book seeks to identify the ways that old musicians composers performers listeners and scholars accept resist adapt and transform the cultural scripts for the performance of old age Musicking oldly making music in old age often represents an attempt to rewrite ageist cultural scripts and to find ways of flourishing musically in a largely hostile landscape

Constructing Narratives in Response to Trump's Election Nicole Allaire, Shing-Ling S. Chen, Zhuojun Joyce

Chen, 2018-02-05 This book analyzes narratives on Donald Trump's 2016 presidential election victory by and for diverse populations The narratives are designed to help students women young Christians evangelicals parents of internationally adopted children white nationalists etc understand the meaning and possible consequences of Trump's election as well as to give voice to the responses and concerns of populations directly affected by Trump's election Recommended for scholars interested in political communication rhetoric cultural studies sociology and media studies Narratives of Nostalgia and Repair in American Comics and Literature Aanchal Vij, 2025-08-21 Through a study of both novels and comic books of 20th and 21st century this book claims that it is not possible to create any narrative of exceptionalism without also manufacturing a sense of nostalgia for a past that may or may not have existed Acts of personal or historical repair are central to such nostalgia and symptomatic of a desire to both escape and confront difficult pasts The myth of American exceptionalism is one such narrative of nostalgia that in its conception of damage and acts of repair disables histories Through works by Michael Chabon Art Spiegelman Philip Roth Alan Moore and Ta Nehisi Coates this book reframes the idea of heroism and locates it outside of the hegemonic narrative of American exceptionalism This book puts comics studies and literature in dialogue with disability studies to argue that an able history just like an able body is a myth The figure of the superhero or the trope of heroism is central to the moments of historical repair as well as the identity politics of who repairs the damage The corpus illustrates how American escapism and counterfactual conception of a nation's past can prolong the trauma of beleaguered communities cultures bodies and histories This book reveals how prostheticising one version of history can amputate another there is no narrative of exceptionalism that is also not simultaneously a narrative of disability **Mid-century women's**

writing Melissa Dinsman, Megan Faragher, Ravenel Richardson, 2024-07-09 The traditional narrative of the mid century 1930s 60s is that of a wave of expansion and constriction with the swelling of economic and political freedoms for women in the 1930s the cresting of women in the public sphere during the Second World War and the resulting break as employment and political opportunities for women dwindled in the 1950s when men returned home from the front But as the burgeoning field of interwar and mid century women s writing has demonstrated this narrative is in desperate need of re examination Mid century women s writing Disrupting the public private divide aims to revivify studies of female writers journalists broadcasters and public intellectuals living or working in Britain or under British rule during the mid century while also complicating extant narratives about the divisions between domesticity and politics

Mapping Generations of Traumatic Memory in American Narratives Dana Mihăilescu, Roxana Oltean, Mihaela Precup, 2014-06-12 This volume collects work by several European North American and Australian academics who are interested in examining the performance and transmission of post traumatic memory in the contemporary United States The contributors depart from the interpretation of trauma as a unique exceptional event that shatters all systems of representation as seen in the writing of early trauma theorists like Cathy Caruth Shoshana Felman and Dominick LaCapra Rather the chapters in this collection are in conversation with more recent readings of trauma such as Michael Rothberg s multidirectional memory 2009 the role of mediation and remediation in the dynamics of cultural memory Astrid Erll 2012 Aleida Assman 2011 and Stef Craps focus on postcolonial witnessing and its cross cultural dimension 2013 The corpus of post traumatic narratives under discussion includes fiction diaries memoirs films visual narratives and oral testimonies A complicated dialogue between various and sometimes conflicting narratives is thus generated and examined along four main lines in this volume trauma in the context of multidirectional memory the representation of trauma in autobiographical texts the dynamic of public forms of national commemoration and the problematic instantiation of 9 11 as a traumatic landmark

Old-Fashioned Modernism Andy Oler, 2019-06-12 The Midwest holds two conflicting positions in the American cultural imagination both of which rob the region of its distinctiveness Often it is seen as the heartland a pastoral ideal standing in for all of American culture Alternatively the Midwest can represent flyover country part of an expansive undifferentiated mass between the coasts In Old Fashioned Modernism Rural Masculinity and Midwestern Literature Andy Oler challenges both views by pairing fiction and poetry from the region with cultural and material texts that illustrate the processes by which regional modernism both opposes and absorbs prevailing models of twentieth century manhood Although it acknowledges a tradition of Midwestern urban literature Old Fashioned Modernism focuses on representations of life on farms and in small towns that generate specific forms of rural modernity Oler considers a series of male protagonists who both fulfill and resist conventional American narratives of economic advancement spatial experience and gender roles The writers he studies portray the onset of socioeconomic and mechanical modernity by merging realist and naturalist narratives with upwellings of modernist form

and style His analysis charts a trajectory in which Midwestern literature depicts experiences that appear dependent on nostalgic pastoralism but actually foreground the ongoing fragmentation and emerging anxieties of the countryside In detailed readings of novels by Sherwood Anderson William Cunningham Langston Hughes Wright Morris and Dawn Powell as well as the poetry of Lorine Niedecker Oler highlights images of men from the rural Midwest who face the tensions between agricultural production and mass industrialization These works of literature which Oler examines alongside pieces of material culture like advertisements for farm implements and record labels feature communities that support self made as well as corporate identities As portraits of the Midwest that resist the totalizing trajectory of industrialization these texts generate spaces that meld rural and urban economics land use and affective experiences Old Fashioned Modernism reveals how Midwestern regionalism negotiates the anxieties and dominant narratives of early and midcentury rural masculinities as regional literature and culture alter the forms and spaces of literary modernism

Nostalgia in the Early Modern World
Harriet Lyon, Alexandra Walsham, 2023

How can the concept of nostalgia illuminate the culturally specific ways in which societies understand the contested relationship between the past present and future The word nostalgia was invented in the late seventeenth century to describe the debilitating effects of homesickness Now widely defined as a sense of longing for a lost past initially it was more closely linked with dislocation in space By exploring some of its many textual visual and musical manifestations in the tumultuous period between c 1350 and 1800 this volume resists the assumption that nostalgia is a distinctive by product of modernity It also forges a fruitful link between three lively areas of current scholarly enquiry memory temporality and emotion The contributors deploy nostalgia as a tool for investigating perceptions of the passage of time and historical change unsettling experiences of migration and geographical displacement and the connections between remembering and forgetting affect and imagination Ranging across Europe and the Atlantic world they examine the moments sites and communities in which it arose alongside how it was used to express both criticism and regret about the religious political social and cultural upheavals that shaped the early modern world They approach it as a complex mixed feeling that opens a new window into individual subjectivities and collective mentalities

Decoding **Narratives Of Nostalgic Gender**: Revealing the Captivating Potential of Verbal Expression

In a period characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Narratives Of Nostalgic Gender**," a mesmerizing literary creation penned with a celebrated wordsmith, readers set about an enlightening odyssey, unraveling the intricate significance of language and its enduring impact on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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