



# *Inclusive gender equality plans and policies in R&I from an intersectional perspective*

***EINSTEIN Gender Equality Webinar***

***28th March, 2025***

***Rachel Palmén***



**Funded by  
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# Call Information

**Call:** Horizon-Widera-2021-ERA-01

**Topic:** Horizon-Widera-2021-ERA-01-80

**Type of Action:** Research and Innovation Action (RIA)

**Granting authority:** European Research Executive Agency

**Finance granted:** € 4 996 758

**Project start date:** 1st October 2022

**Project end date:** 30th September 2026



# INSPIRE: Consortium

**Spain:** FUOC, Notus

**Argentina:** FLACSO

**Austria:** Joanneum Research

**Belgium:** Hasselt University

**Denmark:** Southern Denmark University

**Germany:** Fraunhofer, GESIS, Portia

**Greece:** Innosystems

**Hungary:** Europa Media

**The Netherlands:** Radboud University

**Poland:** Jagiellonian University

**Slovenia:** ZRC-SAZU





# *Main Objective*

Establish a world class European Centre of Excellence to streamline access to knowledge and expertise across R&I throughout the ERA, and provide thought leadership & direction in the design, implementation and evaluation of **inclusive GEPs from an intersectional perspective**





# Call outcome

“Advancement of knowledge, policy and practice on inclusive gender equality in research and innovation institutions across Europe, with **an intersectional perspective**”

“Reduce disparities across Member States and strengthening of the ERA and its **inclusiveness** objective”





# Methodology

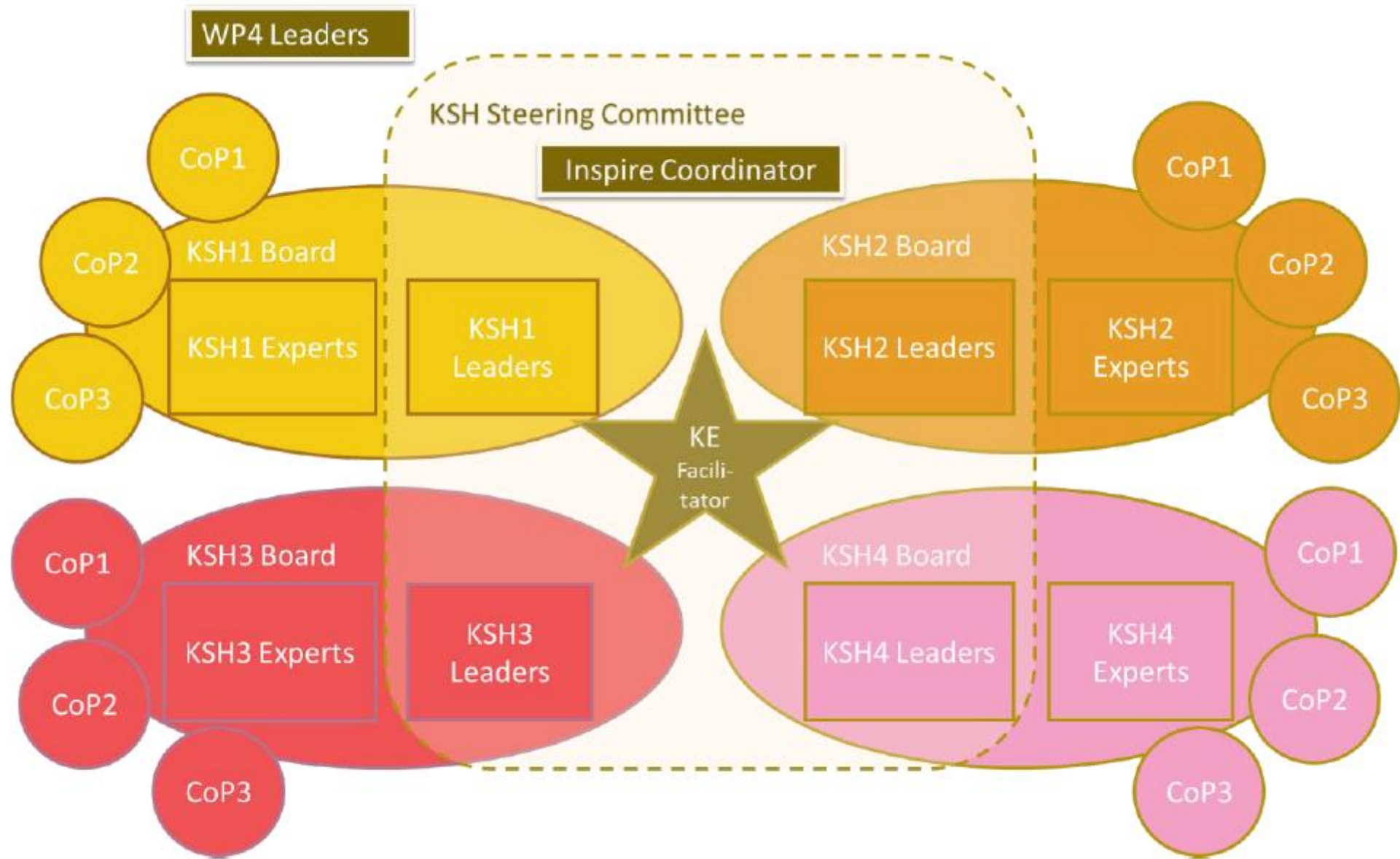


## KNOWLEDGE –BUILDING UP THE EVIDENCE BASE

Inclusive GEPs – how can we build on the knowledge of institutional change – for gender equality in R&I + integrate an intersectional perspective?

## SUPPORT

CoPs have proven an effective mechanism to support institutions throughout their journeys' change process.



Source: INSPIRE



# *EU Policy Framework*

## **Gender Equality**

- Financing of Structural Change Projects – FP7, Horizon 2020, Horizon Europe – over 200 organisations funded to implement structural change
- Having a GEP is an eligibility criteria to receive funding

## **Union of Equality**

- In 2020 and 2021, the Commission adopted five strategies to create the conditions for everyone to live, thrive and lead regardless of differences based on gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.
- The LGBTIQ Equality Strategy 2020-2025
- The Gender Equality Strategy 2020-2025
- The Strategy for the Rights of Persons with Disabilities 2021-2030
- The EU Anti-racism Action Plan 2020-2025
- The EU Roma strategic framework for equality, inclusion, and participation 2020-2030

## **> INCLUSIVE GENDER EQUALITY**

# GEP Impact: Intersectionality Policy Brief



- EC has committed to supporting the development of *inclusive* GEPs to advance greater equality, non-discrimination and inclusion of all individuals within higher education and R & I organisations,
- The number of actions across Member States that address other characteristics beyond gender and intersecting inequalities in the R & I sector is relatively small but growing.
- At the institutional level, intersectional approaches are still in the initial stages of development and thus not widespread among research organisations and HEIs.
- There are several key challenges for the implementation of inclusive GEPs due to a range of interacting factors related to the national policy and legal framework supporting gender equality
- Several actions can be taken by EU- and national-level policymakers as well as research organisations and public bodies.



# *Intersectionality policy: Moving from concept to repertoire of action*

Patrizia Zanoni  
Hasselt University  
Knowledge Exchange Event  
Vienna, 27 September 2024



# *Keynote*





# *Intersectionality: A minimal definition*



Intersectionality is a **paradigm, theory, methodology, analytic or critical tool** that focuses on the **interlocking systems of oppression and privilege, power relations** and **social inequalities** that occur along multiple axes including but not limited to gender, ethnicity and race, social and economic status, sexual orientation, disability and age (Breslin, Pandey, and Riccucci 2017; Collins 1990; Athena SWAN 2021; Council 2021; Crenshaw 1989).

# KNOWLEDGE Exchange Event : Panel Discussion: Intersectionality



- **Intersectionality to sustain change, widen participation, and promote innovation: Reflections from the different KSHs- experts & practitioners knowledge and experience:**
- Sustaining Change: Yvonne Benschop, *Radboud University* & Udy Archibong, *Bradford University*
- Widening Participation: Graciela Morgade, *University of Buenos Aires* & Aurelija Novelskaite, *Vilnius University*
- Innovation: Helene Schiffbaenker, *Joanneum Research*, Martina Schraudner, *Fraunhofer CERRI*
- Intersectionality: Maria Olivella, *Open University of Catalonia*, Irina Lungo, *Gheorghe Asachi Technical University of Iasi*



- ***Can you think of any policy or practice that you have been directly involved in or researched which successfully made a R&I organisation or a Higher Education Institution more intersectional?***
- ***Can you think of any initiative that has been able to effectively counter opposition to intersectional equality policy? Can you explain it and what it did? Could this be rolled out to foster intersectional policy, or only in specific contexts?***

## Introduction to the Centre for Inclusion and Diversity (CfID)

We are constantly working to create an environment where everyone, regardless of background or identity, feels a sense of belonging.


The Pro Vice-Chancellor for Equality, Diversity and Inclusion, Professor Uduak (Udy) Archibong, is responsible for helping shape our EDI strategy. She ensures that best practice to create and embed a culture of equality, equity, diversity and inclusion.



Read our policies and duties.



# Results to date:





**INSPIREQUALITY**   
Part of EU Open Research Repository

Published October 23, 2023 | Version v1 Project deliverable  Open

## D2.1d Intersectional policies in Higher Education and Research: a scoping literature review

Beeckmans, Joanna (Researcher)<sup>1</sup> ; Zanoni, Patrizia (Researcher)<sup>1</sup> ;  
Van Laer, Koen (Researcher)<sup>1</sup> 

Show affiliations

This scoping literature review maps the existing scientific literature on intersectional policies in Higher Education and Research institutes (HE&R). Intersectional policies aim to address inequalities and discrimination that occur along multiple, intersecting identity axes including but not limited to gender, race, ethnicity, disability, age and sexual orientation, and which operate on different levels. While there is a growing body of literature on intersectionality that deals with persisting intersecting inequalities in research organizations, less is known on how an intersectional

*Thank you.*



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