



## **Work Package: WP8 Dissemination and Sustainability Strategy**

### **Deliverable: D8.3 International Conference in Brussels Plan**





Project acronym: GENOVATE  
Project full title: Transforming organisational culture for gender equality in research and innovation  
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Contract type: Coordination and Support Action: Supporting (CSA-SA)  
Work programme topics addressed: SiS.2012.2.1.1-1 Ensuring equal opportunities for Women and men by encouraging a more gender-aware management in research and scientific decision-making bodies.  
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Duration: January 2013 to December 2016

### **Deliverable: D8.3 International Conference in Brussels Plan**

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## Executive Summary

This document provides a Plan of the International Conference in Brussels, taking place on 3rd November 2016 [with pre-conference events on 2nd November]. The central theme of the conference is:

### **'Towards 2020: Learning from GENOVATE's implementation of Organisational Change for Gender Equality in research and innovation'**

The document includes a description of the various aspects of the conference, including the proposed structure, streams, and topics.

## Background

GENOVATE is an action-research project, which aims to ensure equal opportunities for women and men by encouraging a more gender-competent management in research, innovation and scientific decision-making bodies, with a particular focus on universities. The project is based on the implementation of Gender Equality Action Plans (GEAPs) in six European universities and brings together a consortium with diverse experience in gender mainstreaming approaches. All consortium partners come from different disciplinary backgrounds and have different national context. However, each of the institutions shares common challenges for gender equality in research and innovation, and all have identified three common areas for intervention:

- Recruitment, progression and research support
- Working environment, work-life balance and institutional culture
- Gender and diversity dimensions of research excellence and innovation

## Scope

This report presents the plan for the final conference in Brussels on 3<sup>rd</sup> November 2016 to showcase the learning from GENOVATE. Members of the consortium will share their experiences of developing a social model for implementing gender equality in research and innovation. The conference seeks to highlight the impact of applying the social model, in transforming organisational culture, for promoting excellence in research and innovation. In addition to the overarching theme, the streams, led by each partner, will explore an array of topics covered within GENOVATE work packages and related areas.

**Deliverable - D8.3 International Conference in Brussels Plan****Overview**

GENOVATE final conference will be taking place on **3<sup>rd</sup> November 2016** with pre-conference dinner on 2<sup>nd</sup> November.

Conference Theme is '**Towards 2020: Learning from GENOVATE's implementation of Organisational Change for Gender Equality in research and innovation**'.

This theme reflects the ethos of the GENOVATE project and brings together different elements and contributions from partner institutions and other structural gender projects. In addition, it examines issues beyond state of the art gender equality policies and practices.

A call for abstracts will invite participants to present a paper related to the topics within the streams:

**Stream 1: Gender Equality Change Management and Intersectional Approaches (UNIBRAD & TU - Lead)**

This stream is a platform to explore the approaches to implementing gender equality change, including challenges and opportunities, which arise during the process of developing sustainable models for implementation. This stream also provides the opportunity to explore the benefit of moving from a deficit model to a social model, and discussing the role of intersectional approaches in providing a broader understanding of gender equality.

**Topics:**

- Gender equality change and implementation: models, theories and methods
- Getting gender equality onto the agenda: challenges and opportunities;
- Gender equality in academia: interdisciplinary approaches;
- New approaches to managing resistance: immunity to gender equality change;
- Combining the top-down and bottom-up design in gender change academy;
- Sustainability Strategies
- Intersecting gender equality and other factors
- The shift from a deficit to a social model of gender equality

**Stream 2: Transforming Organisational Culture and Structures (AU & UNIBRAD - Lead)**

This stream invites papers exploring the transformation of cultural and structural factors that underpin and promote a deeply embedded gender equality practices. Discussions will cover roles and responsibilities for mainstreaming sustainable structural and cultural changes to advance gender equality.

Topics:

- Structural/Organisational Change;
- Mentoring Programme as a tool for change;
- Transforming masculinities and femininities in the academy.
- Gender budgeting;
- Gender climate assessment;
- Gender competent leadership and decision-making

**Stream 3: Monitoring and Evaluating Gender Equality (UCM Lead)**

Evaluation and monitoring is key to learning from the implementation, promoting gender change and ensuring sustainability of the plans. This stream will consider the various approaches and tools to learn from the practice and improve the practice and long-term sustainability of gender equality initiatives.

Topics:

- Approaches and models for monitoring and evaluating gender equality in academic contexts.
- Learning from evaluating gender equality programmes and action plans.
- Tools and indicators for evaluating gender equality initiatives.

**Stream 4: Towards Gender Equality in Academic and Research Career Progression (UCC - Lead)**

Framed by a growing recognition of the existence of 'glass ceilings', 'leaky pipelines' or 'hurdles' for women in academic and research careers, there is evidence of a certain momentum for change across Europe towards addressing these issues. In this context, this stream invites proposals for papers on efforts to support and promote gender equality in academic and research career transitions and progression (from recruitment to retention). There will be a particular focus on innovative and effective strategies to address the policy-practice gap

## Topics:

- Developing and engaging to promote, gender equality actions in recruitment and promotion in academia;
- Responsive, innovative or locally developed measures to promoting gender-competent practice in recruitment/promotion;
- Gender Targets – (how) do they work?;
- Gendered career structures;
- Informing gender equality initiatives in academia;
- Fusing-top-down and bottom-up approaches. Understanding and addressing the policy-practice gap in strengthening gender equality in career progression

**Stream 5: Collective Transformation (UNINA - Lead)**

This stream is a platform for discussing the involvement of key stakeholders that impact and benefit the implementation of gender equality initiatives /models /applications.

## Topics:

- Internal and external collaboration:
  - o Involving men;
  - o Involving executive boards, senior management, and HR teams;
  - o Policy Exchange and co-ordination;
  - o Mobilising and mutual learning action plans;
  - o Collaborating with regulatory bodies in HE and gender NGOs;
- Technology enhance mutual learning and collaboration;
- National Case Studies;
- Transforming practical experiences across institutions.

**Stream 6: Gender Dimensions in Research and Innovation (LTU - Lead)**

A common element of gender equality programmes involves the integration of a gender perspective in all areas of scientific research and innovation as a prerequisite for progressing scientific knowledge in contemporary societies. This stream aims to provide a platform for discussing the integration of gender perspectives in research and innovation systems.

## Topics:

- Promoting equal innovation;
  - o Tools and methods
  - o Joint learning processes
- Gender Equality and Diversity Competence of Research and Innovation Systems:

- Benefits
- Best-practices, and
- Lessons learned.

### **Scientific Committee**

Members of the scientific committee have been selected to represent the key constituencies within the project. This ensures that the conference reflects the varying contexts and diversity of the consortium. Their key responsibility is to oversee the scientific content of the conference. Members will be responsible for collectively discussing proposals for plenary topics, colloquia, round-table discussions, and parallel empirical and theoretical papers. Members are also responsible for signing off speakers, moderators, and round table leaders for all sessions.

Each Scientific co-ordinator will be the focal point for coordinating the submissions for their stream and supporting the scientific committee in decision-making.

The scientific committee provides a unique opportunity for active engagement of members of the international advisory board. For example UNIBRAD has already agreed with Kris Dejoncheree (UNICA) to utilise her networks in Brussels to disseminate conference information; Gregory Fabian will utilise his social media skills for conference publicity. This approach supports the GENOVATE dissemination and publication strategy [D8.2] available at: [genovate.eu/dissemination](http://genovate.eu/dissemination).

The scientific committee members will ensure regularity of meetings, which at present are to be bi-monthly, with increased frequency as the event approaches.

### **Membership**

#### Scientific co-ordinators

- Professor Uduak Archibong, University of Bradford, United Kingdom
- Dr Catriona Ni Laoire, University College Cork, Ireland
- Professor Çiler Dursun, Ankara Universitesi, Turkey
- Dr Ofelia Pisanti, Università degli Studi Napoli Federico II, Italy
- Professor Ylva Fältholm, Lulea University of Technology, Sweden
- Dr Alexandra Brazinova, Trnavska Univerzita V Trnave, Slovakia
- Dr Maria Bustelo, UCM

#### International Advisory Board Members

- Kris Dejoncheree, UNICA, Brussels
- Gregory Fabian, Human Rights Consultant, Slovakia

**UNIBRAD Co-Investigators and Researcher**

- Professor Nazira Karodia
- Professor Crina Oltean-Dumbrava
- Professor Peter Hopkinson
- Dr Anita Sargeant
- Jeremy Bulmer
- Dr Saima Rifet

**Venue**

The venue that has been booked for the conference is Thon Hotel, which is a four star hotel located centrally in Brussels. The accommodation has also been booked at the same hotel. The hotel is situated directly across from the Maakbeek Metro Station and within a short walking distance (700metres) from Brussels-Schuman and Brussels-Luxembourg Train Station.

Address: Rue de la Loi/Westraat 75, B-1040 Brussels

Email: eu@thonhotels.be

Web: <http://www.thonhotels.com/hotels/countrys/belgium/brussels/thon-hotel-eu/about-the-rooms/>

**Who is the conference for?**

A range of delegates will be invited to attend and present at the conference, including members of academic institutions across Europe and beyond, policy makers, researchers, the media, and additional stakeholders. In order to ensure dissemination to a wider audience, marketing will aim to target institutions beyond those directly involved with the project and the strategic collaborators identified at the outset of the project.

**Involvement of other Gender Projects**

Involvement of other gender projects will enable a shared learning environment and ensure the extended dissemination of findings. It will provide opportunity to compare the projects' different approaches, strategies and solutions adopted to address gender equality in research and innovation. Attempts to run a joint or overlapping conference with other structural gender projects including FESTA and GARCIA, have failed. However members of these and other gender projects will be invited to present their work at the GENOVATE end conference. This collaborative approach to our end conference will promote the EC's attempts to form alliances between projects for a more holistic dissemination and sustainability.

**Keynote and other Speakers**

Keynote and other key speakers will be drawn from a pool of gender experts, representation from the European Commission, senior managers/leaders of Higher Education and Research Institutes, politicians, academics etc. Partners have provided suggestions, which will be firmed up by February 2016.

**Call for Abstracts**

The call for abstracts will be structured following a review of all Streams and topics by scientific co-ordinators. The deadlines for developing, launching and submitting abstracts are provided in appendix 2.

**Conference Outcomes**

The conference aims to launch the process of change by sharing GENOVATE's journey to date and disseminating outputs from the project to a wider audience. Additionally the conference will be a collaborative learning environment for GENOVATE and other projects to exchange key knowledge and tools that will support the sustainability of gender equality in research and innovation in the long-term.

## Appendix 1: Draft Conference Structure

## GENOVATE FINAL CONFERENCE

## THON HOTEL, BRUSSELS

2 &amp; 3 NOVEMBER 2016

Conference Theme: 'Towards 2020: Learning from GENOVATE's implementation of Organisational Change for Gender Equality in research and innovation'

Pre-conference events - 2<sup>nd</sup> November 2016

18:30 Cocktail reception

19:00 Conference dinner *with dinner speech* to be delivered by Senior Manager from a GENOVATE partner institution on the importance of gender equality action in universities, e.g., UNIBRAD VC or DVC

Conference Day – 3<sup>rd</sup> November 2016

8:00 Registration

## 9:00 – 10:15 FIRST SESSION Welcome and Opening Plenary

Chair (tbc)

9:00 Chair's opening remarks

0915 Welcome address and General overview of the GENOVATE project - Professor Uduak Archibong - GENOVATE Project Coordinator

0945 Keynote Speaker – Gender expert [From European and national policies to tailored actions to transform organisational culture for gender equality in research and innovation]

## 1015 – 1245 SECOND SESSION - Lessons learned from the GENOVATE Action Plans

1015 **Parallel sessions** core partners present their action implementation activities and results [The parallel sessions will be running simultaneously in 3 rooms, each participant will choose 2 institutional papers in one room. The chair in each room will present the key points / summary from each room in a plenary after coffee]

	Room 1	Room 2	Room 3
1015 - 1055	Institutional paper 1	Institutional paper 3	Institutional paper 5
1100 - 1140	Institutional paper 2	Institutional paper 4	Institutional paper 6
	Chair tbc	Chair tbc	Chair tbc

1140 Coffee

1210 Feedback on Main outcomes from the action plans [report from 3 chairs of parallel sessions - 10 minutes each]

**1245 Lunch - Poster Session/Learning Market**

**1400 THIRD SESSION GENOVATE OUTPUT incl. recommendations and suggestions from the GENOVATE Project**

**Chair: tbc**

**Examples of areas to cover [tbc];** GENOVATE evaluation model; Social model; Promoting intersectionality; Sustainability; Institutionalisation; Addressing policy-practice gap; Working with allies.

**Respondent: tbc**

**1530 Presentation of EIGE Online tool (depending on timing of the launch of the online tool)**

**1600 Round table discussion [Integrating gender and diversity in research and innovation; cultural change; as a sustainable policy effort]**

**Chair: [tbc]**

- European Commission tbc
- Representatives from 2 gender projects e.g. GenderTime; Integer/Gendernet-Eranet; EGERA; TRIGGER; STAGES; FESTA; GARCIA etc]
- Politician or other Governmental rep
- Head of research institute or research council or HE equality body

1700 Closing remarks

1715 Close / tea

## Appendix 2: Conference Planning Timeline

<b>Dates</b>	<b>Activity</b>
May to June 2015	Initial discussions and identification of Conference Scientific Committee members
June to September 2015	Discussions with FESTA and GARCIA on possible collaboration
28 September	Inaugural Scientific Committee meeting
On-going	Bimonthly meeting of the Scientific Committee up to May 2016 then monthly meeting until conference delivery
September - October 2015	Produce outline of conference plan for EC submission
31 October 2015	Secure venue and Submit conference plan to EC
November/December 2015	Explore possibility of producing publications such as journal edition or book, from the conference
November / December 2015	Identify key potential keynote speakers and other key speakers
December 2015	Agree conference target audience, finalise conference format and set up conference registration website
January 2016	Launch call for abstracts, send out save-the-date card and agree deadline for keynote and key speakers to confirm attendance
February 2016	Advertisement of keynote and key speakers
March 2016	Abstract submission closes
April 2016	Notification of successful abstract applicants
September/October June 2016	Send out joining instructions - conference information / programme / directions etc.
2/3 November 2015	Deliver Conference
December 2016	Submission of conference papers for publication