



GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

GENOVATE International Conference

*Towards 2020: Learning From GENOVATE's
Implementation of Organisational Change for
Gender Equality in Research & Innovation*

2nd & 3rd November 2016,
Thon Hotel EU,
Rue de la Loi/Wetstraat 75, B-1040,
Brussels



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www.genovate.eu

TOWARDS 2020: LEARNING FROM GENOVATE'S IMPLEMENTATION OF ORGANISATIONAL CHANGE FOR GENDER EQUALITY IN RESEARCH AND INNOVATION

GENOVATE

GENOVATE is an EC funded [under Science in Society SiS 2012. 2.1.1-1 programme] action research project which operates across seven European partner universities with different institutional and national contexts for gender equality. The GENOVATE project seeks to implement strategies for the transformation of organisational structures towards more gender-competent management. GENOVATE has produced an accessible body of knowledge on the actual process of implementing locally-appropriate gender equality plans in a range of academic organisations in different historical and political contexts.

Conference Focus and Objectives

The GENOVATE International Conference will focus on GENOVATE's work to transform existing gender inequality in higher education organisational cultures, and to achieve gender competent excellence in research and innovation. The conference will address GENOVATE's achievements and challenges in applying its Gender Equality Change Academy Model, and its implementation of effective strategies and methodologies to realise sustainable gender change.

- Explore gender equality implementation mechanisms that create and sustain social change
- Disseminate GENOVATE tools and methodologies to monitor and evaluate Gender Equality in Gender Equality Action Plans
- Explore approaches to addressing the intersectional dimension of gender equality identifying challenges and opportunities to developing sustainable models for gender equality in Higher Education (HE)/policy making and implementation
- Examine institutional top-down and bottom-up policies and strategies to support gender equality in the academia, career development, and research and innovation
- Address cultural and structural transformation of existing organisational cultures through deeply embedded gender equality practices
- Assess the impact of key stakeholders' involvement in gender equality initiatives in HE

Who is the conference for?

- HE senior leadership and academic members, research institutes across Europe and beyond.
- Policy makers
- European Commission representatives
- Researchers
- Gender Equality and Women's Rights Agencies
- Media representatives
- Members of other structural gender projects

Outcomes

- Launch the process of change by sharing GENOVATE's findings
- Disseminate project outputs to a wider audience
- Create an open cross-sector and interdisciplinary space for knowledge sharing, knowledge transfer and multisector networking
- Strengthen GENOVATE's sustainability and collaboration principles through communication and synergies with multiple stakeholders and other gender competent projects
- Ensure gender equality sustainability in research and innovation

Conference Programme

Pre-conference events - 2nd November 2016

- 18:30 **Cocktail reception**
 19:00 Conference dinner with address by Prof Shirley Congdon, University of Bradford, UK

Conference Day - 3rd November 2016

- 8:00 **Registration**
9:00 – 10:15 FIRST SESSION Welcome and Opening Plenary
Chair: Kris Dejonckheere, UNICA [Network of Universities from the Capitals of Europe]
 9:00 **Chair's opening remarks**
 0915 **Welcome address** and General overview of the GENOVATE project Prof Uduak Archibong, University of Bradford, UK
 0945 **Keynote address** From Policies to tailored actions to transform organisational culture for gender equality in research and innovation. Prof Melita Kovacevic, University of Zagreb and EUA Council of Doctoral Education (EUA-CDE)

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

1015 Parallel sessions

	Room 1	Room 2	Room 3
1015	Reflections on experiences of promoting a gender equality action plan in University College Cork <i>Dr Cairiona Ni Laoire, Dr Sarah M. Field and Dr Nicola Maxwell, University College Cork, Ireland</i>	<i>Journeying towards institutional structural gender equality change: reflections from GENOVATE@ UNIBRAD</i> <i>Prof Uduak Archibong, Prof Crina Oltean-Dumbrava, University of Bradford & Prof Nazira Karodia University of Wolverhampton, UK</i>	Promoting gender-aware and sustainable research and innovation systems <i>Prof Ylva Fältholm & Paula Wennberg, Luleå University of Technology, Sweden</i>
1100	Opportunities and Challenges of GEAP implementation experience through GENOVATE Project in Ankara University between 2013-2016 <i>Prof Çiler Dursun & Dr Emel Memi, Ankara University, Turkey</i>	<i>The Gender Observatory: change and sustainability as collective accomplishments.</i> <i>Dr Ilenia Picardi and Dr Ofelia Pisanti, Università degli Studi di Napoli, Federico II, Italy</i>	<i>Institutional implementation of GENOVATE GEAP in Slovakia</i> <i>Dr Alexandra Bražinová, & Dr Daniela Kállayová, Trnava University, Slovakia.</i>
	Chair: Gregory Fabian, International Human Rights Lawyer	Chair: Maria Rosaria Masullo, National Institute of Nuclear Physics, Italy	Chair: Ellen Pugh, Equality Challenge Unit, UK.

- 1140 **Coffee / Networking**
 1210 **Feedback on main outcomes from the action plans**
 1245 **Lunch - Poster Session/Learning Market**
1400 THIRD SESSION GENOVATE OUTPUT incl. recommendations and suggestions from the GENOVATE Project
Chair: Mike Jennings, Irish Federation of University Teachers [IFUT], Ireland
Respondent: Prof Jackie Ford, University of Bradford, UK
 • Evaluation of GEAPs: a tool for enhancing gender organizational change Dr María Bustelo & Dr Julia Espinosa Fajardo, Universidad Complutense de Madrid, Spain
 • Rethinking intersectionality, gender identities and gender equality Alva Traebert, University of Edinburgh, UK
 • GENOVATE model of gender equality in transforming Research and Innovation Prof Uduak Archibong & Dr Alexandra Bražinová, Trnava University, Slovakia.
 1510 **Tea break**
 1530 **The EIGE [European Institute for Gender Equality] Online tool** Nina Baumeister, European Commission
 1600 **Round table discussion:** Integrating gender and diversity in cultural change in research and innovation as a sustainable policy effort
Chair: Almas Jiwani, United Nations Women Canada Board of Directors
 • Viviane Willis-Mazzichi, European Commission
 • Maxime Forrest, EGERA [Effective Gender Equality in Research and the Academia] project
 • Luciano d'Andrea, TRIGGER [Transforming Institutions by Gendering contents and Gaining Equality in Research] project
 • Kat Gupta, Oxford Brookes University, UK
 • Prof Raffaella Rumiatì, SISSA, Italy
 1700 **Closing remarks** Prof Shirley Congdon, University of Bradford, UK

Co-Ordinator



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Partners



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