GENOVATE
Transforming Organisational Culture for Gender Equality in Research and Innovation
GENOVATE

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Talk Map

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- Approach
- Challenges
- GENOVATE Journey
Journeying towards transforming organisational culture for gender equality in research and innovation
GENOVATE  
**Goal and Aims**

1. **Innovative sustainable strategies for change**
2. **Excellent research & innovation = Equal opportunities for women and men**
3. **Knowledge exchange on gender-competent management**
4. **Benefits of gender equality and diversity to excellence in research and innovation**
5. **Disseminate approaches for tackling gender inequalities**
6. **Involve key stakeholders**

**Benefits of gender equality and diversity to excellence in research and innovation**

**Disseminate approaches for tackling gender inequalities**

**Involve key stakeholders**

**Knowledge exchange on gender-competent management**

**Excellent research & innovation = Equal opportunities for women and men**

**Innovative sustainable strategies for change**
Approach

- Implementation of Gender Equality Action Plans [GEAP] in 6 European Universities
- Ongoing participatory evaluation
- Action research
- Contextualised approach
- Social model of gender equality implementation underpinned by Gender Change Academy framework
Gender equality

- Organisational cultures
- Individual factors
- Institutional structures

- Fix the number [improving gender balance] – WP 3
- Fix the institutions [targeting gender bias] – WP 4
- Fix the knowledge [enhancing gender and diversity dimensions in research and innovation] – WP 5
GENOVATE IMPACT

- Political
- Economic
- Socio-Cultural
- Technological
- Legislative
- Environmental
Challenges

- Changes in external and national contexts
- Changes in governance structures
- Complexity of the project
- Managing connection between work packages (WP) and Gender Equality Action Plans
- Cultural change takes time
- Managing immunity to change