



EUROPEAN COMMISSION



GENOVATE

**Transforming organisational culture
for gender equality in research and innovation**

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What is GENOVATE?

- Action-research project
 - Implementation of Gender Equality Action Plans [GEAP] in six European Universities
 - Contextualised approach
 - Ongoing knowledge exchange
 - Ongoing evaluation
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Core Goal of GENOVATE

To ensure equal opportunities for women and men by encouraging a more-gender competent research, innovation and scientific decision-making bodies.

Aims of GENOVATE

- Implement innovative and sustainable strategies for change in universities and research organisations
 - Promote the ways in which gender equality and diversity benefit excellence in research and innovation
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GENOVATE Partners

GEAP Gender Equality Actions Plan

GENOVATE Coordinator UK

University of
Bradford

Coordinator:

Prof. Udy
Archibong

GENOVATE Italy

Università
degli Studi
di Napoli
Federico II

Team Lead:

Dr. Ofelia
Pisanti

GENOVATE Sweden

Lulea
University
of
Technology

Team Lead:

Paula
Wennberg

GENOVATE Ireland

University
College Cork

Team Lead:

Dr. Caitriona
Ni Laoire

GENOVATE Turkey

Ankara
University

Team Lead:

Prof. Ciler
Dursun

GENOVATE Slovakia

Trnava
University

Team Lead:

Dr Monica
O'Mullane

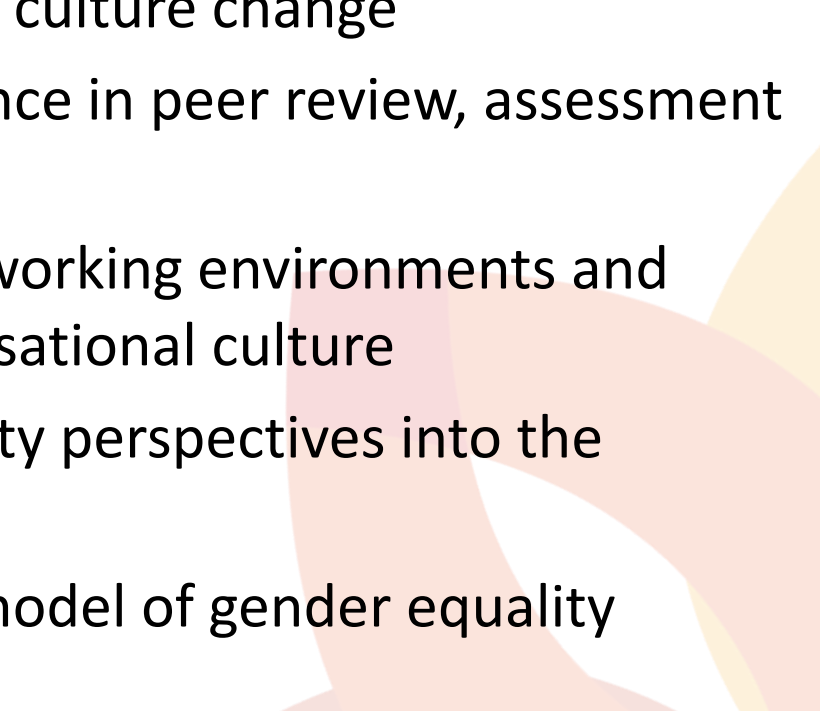
GENOVATE Evaluator - Spain

Universidad Complutense de Madrid

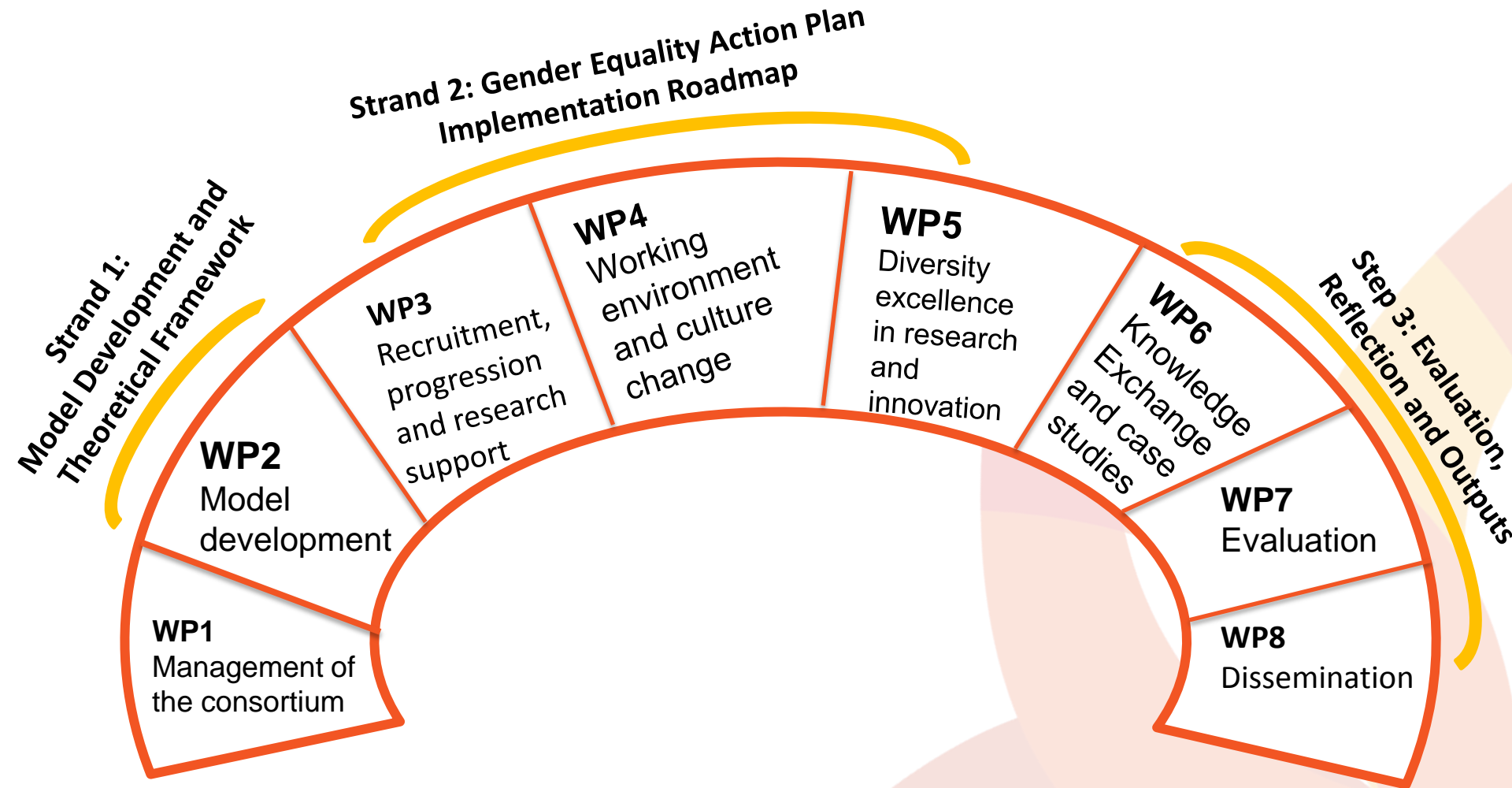
Team Lead: Dr Maria Bustelo

Implementation of Gender Equality Action Plans


Areas covered in the action plans

- gender equality in recruitment, progression and research support;
 - working environment and culture change
 - gender equality competence in peer review, assessment and innovation systems
 - development of positive working environments and gender-competent organisational culture
 - embedding gender equality perspectives into the university management
 - development of a social model of gender equality implementation
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GENOVATE Overall Strategy



GEAP @ UNINA

- To establish the competent boards
 - Research, networking and dissemination activities
 - Gendered DATABASE
 - Gender Budget
 - Mentoring Pilot Programme
 - Code of practice for embedding gender equality and diversity into research and innovation excellence standards
 - Gender Observatory
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Thank you for your attention!

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<http://www.genovate.eu>

