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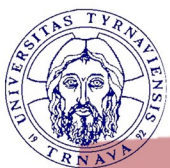
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**GENOVATE**

Transforming Organisational Culture for  
Gender Equality in Research and Innovation

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Despite the general advancement of equality principles and policies in Europe, an examination of the career paths of academic researchers highlights a persistence of career patterns and outcomes that differ for men and women. There is increased recognition of the complex interplay of individual, cultural and organisational factors that shape research careers and that, most importantly, produce and reproduce structures that cumulatively create gender inequalities throughout the process.

It is now recognized that research excellence requires advancement opportunities for the best researchers, irrespective of gender, and innovation demands the diversity of perspective and input that is possible from a truly diverse research pool. However, policies for gender equality in research and innovation have had limited success, and there is a need to address the policy-outcome gap through more contextualized approaches. GENOVATE will produce an accessible body of knowledge on the actual process of implementing locally-appropriate gender equality strategies in a range of academic organisations in different historical and political contexts.

### What is GENOVATE?

GENOVATE is a FP7-funded 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.

### Core Goal

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.

### Aims

- ◆ To implement innovative, locally-appropriate, structural, cultural and sustainable strategies for change in universities and research organisations to better support gender diversity and equal opportunities in research and innovation for men and women
- ◆ To promote the ways in which gender equality and diversity benefit excellence in research and innovation as well as sustainable growth
- ◆ To facilitate meaningful knowledge exchange between European universities with very different levels of experience in relation to implementing actions for gender-competent management in research and innovation and to involve key stakeholders in supporting and promoting change for gender-competent research management
- ◆ To develop and widely disseminate a sound management approach for abolishing gender inequalities and contributing to the improvement of working conditions for male and female researchers

### The Impact of GENOVATE

- ◆ Implementation of Gender Equality Action Plans with sustainable strategies within each partner institution
- ◆ Development of a Social Model of Gender Equality Implementation for wider application to other organisations and stakeholders