

## **KSH 1: Sustaining and Deepening Change**

### ***Specific Requirements***

What are we looking for the sustaining and deepening change Knowledge and Support Hub (KSH1)?

The Knowledge and Support Hub on sustaining and deepening change seeks applications for CoPs from:

- Established or expanding CoPs/networks on the topics of inclusive gender equality and diversity in R&I organisations
- Senior experienced gender equality, diversity and inclusion practitioners based in R&I Organisations who want to or already have a network or standing collaboration
- CoPs with international/regional coverage (although national CoPs may also be considered)

CoP members are not limited to a specific organisational role or function. However, they need to ensure top management commitment for participating in a CoP by signing a Memorandum of Understanding defining the collaboration of the CoP.

CoP members and their representatives should be interested in establishing or advancing their knowledge and organisational processes and in sustaining and deepening change regarding inclusive gender equality in R&I organisations. Sustaining and deepening change is dedicated to the challenges related to sustaining institutional change, as well as integrating inclusive gender equality in broader strategic agendas in the R&I eco-system.

**The composition of CoPs:** CoPs should number at least five (5) member organisations and no more than 15. We recommend that a CoP has eight (8) member organisations. The number of CoP members is not a selection criterion as long as there are at least five different organisations represented in the CoP.

Please download the application form [here](#) and submit it no later than **November 14<sup>th</sup>, 2023, 17:00 (CET)** to [sustainabilityKSH@inspirequality.eu](mailto:sustainabilityKSH@inspirequality.eu) .

Please also contact this email address for further questions.

Please download a draft of a Memorandum of Understanding [here](#) to get an impression how organisations will commit to the CoP.

You can read more about the KSH1: Sustaining and Deepening Change [here](#).



## General Information

### WHAT IS INSPIRE?

INSPIRE aims to become Europe's Centre of Excellence on Inclusive Gender Equality in Research & Innovation and therefore generates and brings together cutting-edge knowledge, ambitious policy approaches, and innovative practices to provide a gateway for scholars, equality experts, practitioners, innovators, research funders, policy makers and trainers to connect and share resources, as well as co-create new ones.

It is organised in four thematically oriented Knowledge and Support Hubs: **Sustaining Change**, **Widening Participation**, **Intersectionality** and **Innovation**. Each KSH will collaborate with and support three Communities of Practice in the field of its main topic.

### WHAT IS A COMMUNITY OF PRACTICE (COP)?

A Community of Practice is a group of representatives from different Research & Innovation organisations with shared interests in advancing inclusive gender equality in R&I in their organisations.

In total, INSPIRE will support 12 Communities of Practice – three for each Knowledge and Support Hub. Each Community of Practice consists of at least 5, ideally 8 member organisations. Its members should meet on a regular basis to implement the activities outlined in the work plan. The runtime of Communities of Practice is of 27 months: from March 2024 to May 2026.