

## **KSH 3: Intersectionality**

### *Specific Requirements*

The Knowledge and Support Hub on **Intersectionality** (KSH3) seeks applications for Communities of Practice (CoP) from all types of R&I organisations which are willing to move from Gender Equality Plans (GEPs) and/or Equality Diversity and Inclusion (EDI) policies to inclusive GEPs that adopt an intersectional approach to foster an inclusive structural change process towards equality.

KSH3 builds on the growing consensus across disciplines that an **intersectional approach** is crucial to analyse and address discrimination and inequality in organisations. An intersectional approach is necessary to capture the complexity of the emergence and reproduction of inequalities in real-life situations, in which sex, gender, class, race, ethnicity, cultural background, age, sexual orientation, health and disability (among others) simultaneously play a role and cannot be disentangled.

GEPs and EDI are **instruments** to institutionalise a certain policy (e.g., gender equality policy; equality, diversity and inclusive policy) within an organisation, ensuring its continuity over time. Such a structural anchoring of policies is essential to advance equality in consideration of the diffuse nature of the processes causing inequalities and the cumulative nature of their effects. An inclusive GEP is an instrument to institutionalise an intersectional equality policy within an organisation to foster an inclusive structural change process towards intersectional equality.

KSH3 will support the development and implementation of policies that contribute to the creation (e.g., through shaping values, norms, structures, procedures and practices) of organisational environments in which all single axes of difference and their intersections no longer form a ground for discrimination and inequality, but rather a commitment towards intersectional equality embraced by the organisation and its members.

Within an R&I organisation, an intersectional approach towards equality:

- acknowledges **three dimensions**:
  1. careers (e.g., recruitment and selection, task allocation, wellbeing, job satisfaction, training opportunities, career support, evaluation and promotion, rewards and benefits);

2. R&I production and dissemination (e.g., higher education curricula, learning methods, support of certain R&I activities, and valorisation of scientific outcomes and societal impacts);
  3. decision-making (e.g., horizontal and vertical, formal and informal processes, including collaboration and consultation; modalities of decision-making, recognition of input in decision-making; budgeting; impact assessment; etc);
- **challenges institutionalised power relations** in those three dimensions by:
    1. adopting an intersectional approach to careers, R&I production and dissemination, and decision-making;
    2. taking into consideration the context in terms of country/regional institutional and historical background, existing equality knowledge and practices, and R&I sectoral specificities;
    3. promoting a participative, reflexive and iterative process of institutional learning which guides the implementation of evidence-based policies and measures to address discrimination and inequality intersectionally.

In line with above, each of the three foreseen Communities of Practice shall focus on **different aspects** of an intersectional approach to equality. Communities of Practice shall gather R&I organisations that are **minimally already working on multiple single axes of discrimination and inequality** (e.g., gender, race, disability) through GEPs and/or EDI policies and:

- Are **ready to move forward** by adopting a more intersectional approach: for instance, recruitment and promotion procedures; work-life balance; decision-making processes; monitoring and evaluation methods; or.
- Want to move forward, but are embedded in a **context that is unfavourable to an intersectional approach**. This could for instance be a societal/legal/policy context in which the adoption of policies addressing specific inequalities (e.g., related to race, ethnicity, cultural and/or migrant background; sex; sexual orientation; gender identity or expression, disability) are being hindered, or a societal/legal/policy framework context in which the rights of certain groups are being eroded; or
- Are ready and willing to move forward, in particular by adopting an **intersectional approach to R&I production and dissemination**: for instance, higher education curricula, learning methods, support of specific R&I activities, and valorisation of scientific outcomes and societal impacts.

The above is informative, but it is not an exhaustive/exclusive list of priorities. We encourage **all kind of groups of at least 5 R&I organisations**, including existing associations, networks, informal or ad-hoc groups, expert groups, to participate in this call and explain **how** they intend to work on intersectionality and **why** this is relevant for the purpose of advancing inclusive structural change towards equality by adopting an intersectional approach.

The call is open to **all kind of R&I organisations**, that is:

- Research performing organisations (RPOs), that is organisations that produce R&I:
  - Higher education institutions (public and private)
  - Other public research performing organisations (publicly funded research institutes)
  - R&I companies (e.g., private companies providing R&I products or services)
  - NGOs and other non-profit research performing organisations (e.g., private R&I foundations)
- Research funding organisations (RFOs), that is organisations that fund R&I (e.g., research Ministries and public bodies funding basic and applied research; innovation agencies; other public and private institutions funding research and/or innovation)

**Representatives** of Community of Practice members are not limited to a specific organisational role or function. They can be decision-makers within R&I organisations; equality experts (theoretical and practitioners); R&I staff, Human Resources staff, other staff; and higher education students. They **do not need to be official representatives of their organisations**. However, they **need to get the top management commitment** for participating in a Community of Practice by signing a Memorandum of Understanding (MoU) defining their future joint collaboration once the Community of Practice is selected.

### ***How to apply***

The **deadline** for applications is **November 14th, 2023, 17:00 (CET)**.

Applications have to be submitted on behalf of **at least 5 R&I organisations**.

If you are interested in this call, **please get in contact with us** to see how we can help you with your application. You may want to contact us because you have any questions about the selection criteria, the application process or the application forms. And you may also want to contact us to discuss your initial idea and get support to improve it, including suggestions about other organisations with similar plans. In any case, we will be happy to provide support, either to individual organisations or to groups of organisations. Please, use this email for contacting us: [intersectionalityKSH@inspirequality.eu](mailto:intersectionalityKSH@inspirequality.eu).

We also ask you to send us **an expression of interest** in advance of deadline. This expression of interest does not entail you have made a final decision to send the application. Once we receive this expression of interest, we will gladly support you in preparing your application. For sending an expression of interest, please use the email above and let us know:

- name of your organisation
- names of other organisations potentially interested in joining you for this call (if any)
- why you are interested in this call (brief explanation)

Please do not wait until the deadline is too close. We strongly recommend you to contact us and, eventually, send your expression of interest until October 12th, 17:00 CET. In this way, you will

have more time to make a decision and prepare your application - and we will be in a better position to support you in this process.

The **application form** is [here](#).

You may also see a draft of a Memorandum of Understanding [here](#) to get an impression of how your organisation should commit to the Community of Practice.

You can read more about the KSH3: Intersectionality [here](#).



## General Information

### WHAT IS INSPIRE?

INSPIRE aims to become Europe's Centre of Excellence on Inclusive Gender Equality in Research & Innovation and therefore brings together cutting-edge knowledge, ambitious policy approaches, and innovative practices to provide a gateway for scholars; equality experts, practitioners, innovators, 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, Initiating Change, Intersectionality and Innovation. Each KSH will collaborate with and support three CoPs specifically 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 interest in advancing (inclusive) gender equality in R&I in their organisations.

In total, INSPIRE will support 12 CoPs - three for each KSH. CoP consists of at least 5 to 6 member organisations. We suggest that a CoP meets once a month for a CoP meeting lasting about two hours. The runtime of CoPs is of 27 months: from March 2024 to May 2026.