



*Inclusive Gender Equality:
Main Policy Lessons from
INSPIRE*

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INSPIRE: Consortium

Spain: FUOC, Notus

Argentina: FLACSO

Austria: Joanneum Research

Belgium: Hasselt University

Denmark: University of Southern Denmark

Germany: Fraunhofer, GESIS, Portia

Greece: Innosystems

Hungary: Europa Media

The Netherlands: Radboud University

Poland: Jagiellonian University

Slovenia: ZRC-SAZU



Thematic areas



INSPIRE
Sustaining Change



INSPIRE
Widening Participation



INSPIRE
Intersectionality



INSPIRE
Innovation



12 Communities of Practice (CoP)

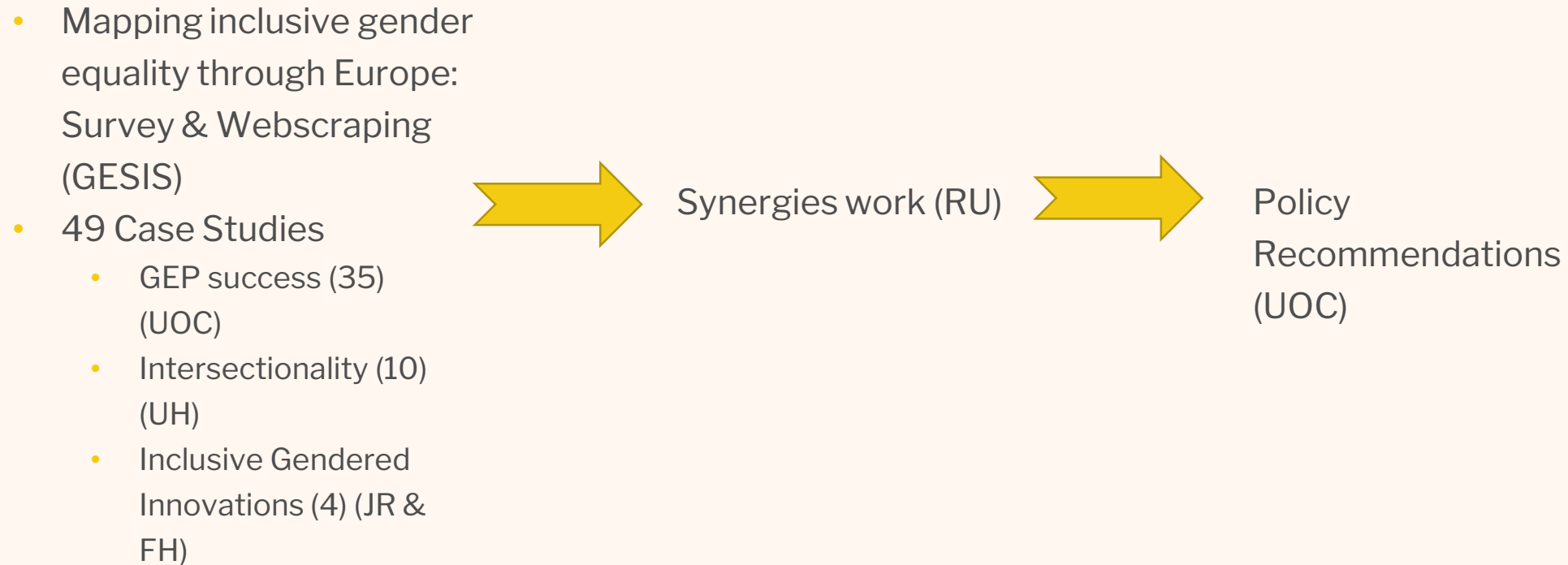


7 *INSPIRE Principles*

1. Treat context as constitutive
2. Build minimum standards
3. Customise policies through participatory processes
4. Embed intersectionality as political practice
5. Create conditions for organisational learning
6. Invest in evidence infrastructure
7. Recognise, resource, and protect equality work (Chavez & Benschop, 2026) (D3.11)



How did we arrive here?



Work in Progress...



Principle	European Commission	National-Level Policymakers	Organisational Level
1. Treat context as constitutive	Require contextual analysis in all IGEP-related funding and evaluation; avoid one-size-fits-all compliance.	Embed contextual analysis into national guidance, data systems, and monitoring frameworks as well as recognising regional frameworks.	Organisational level data systems and monitoring frameworks need to be adapted to local context.
2. Build minimum standards	Set minimum IGEP standards that include quality assessment, governance infrastructures, and external review (IGEP peer review).	Translate EU standards into national criteria emphasising resourcing, accountability, and sanctions.	Create durable equality governance systems with distributed accountability and proper resources.



Principle	European Commission	National-Level Policymakers	Organisational Level
3. Customise policies through participatory processes	Make participatory co-design a requirement for IGEP approval and incentivise co-created innovation.	Mandate structured participation of marginalised groups in national equality policy cycles and IGEP regulations.	Embed continuous participatory processes involving those experiencing inequalities in IGEP design and evaluation.
4. Embed intersectionality as political practice	Require identification of most excluded groups (intersectional analysis) as part of baseline of IGEPs and support capacity building across ERA.	Integrate intersectionality into legal frameworks, national guidance, and evaluation tools as well as competence development activities.	Carry out an intersectional analysis of exclusion and engage minoritised groups in designing actions from the outset.

Principle	European Commission	National-Level Policymakers	Organisational Level
5. Create conditions for organisational learning	Design IGEPs as iterative learning processes with cycles of reflection, adaptation, and monitoring & enable cross organisational learning through CoPs.	Develop national CoPs and monitoring systems that feed evidence back into learning rather than compliance.	Build protected spaces for reflection and experimentation; use data for equalities work and decision-making as well as equalities data for strategic decision-making.
6. Invest in evidence infrastructure	Fund ERA-wide longitudinal, harmonised, intersectional data systems and strengthen actor infrastructures.	Build national data systems aligned with EU standards and empower experts to interpret and act on evidence.	Invest in internal open, accessible data systems, ensure EDI practitioners have authority to use evidence in decision-making and that EDI data is drawn on for strategic decision-making by top-management
7. Recognise, resource, and protect equality work	Require demonstration of adequate staffing, authority, and recognition for equality roles in EU funding.	Embed equalities work into national research and evaluation frameworks for career development.	Dedicate resources to equality work and treat it as formal labour with career recognition, protected time, and institutional authority.



Next Steps

- Draft final policy brief for National Level Policy Makers (May)
- Circulate draft policy brief to ERA Sub Group 5 on Inclusive Gender Equality (June)
- Half day workshop – INSPIRE consortium members – responsible for some of empirical research & ERA 5 Sub-Group (June)
- Redraft Policy Brief
- Submit to the European Commission



Thank you.



rpalmen@uoc.edu | www.inspirequality.eu