



# *Inclusive Gendered Innovation (IGI): What is needed now?*

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Helene Schiffbänker



# Research consortium

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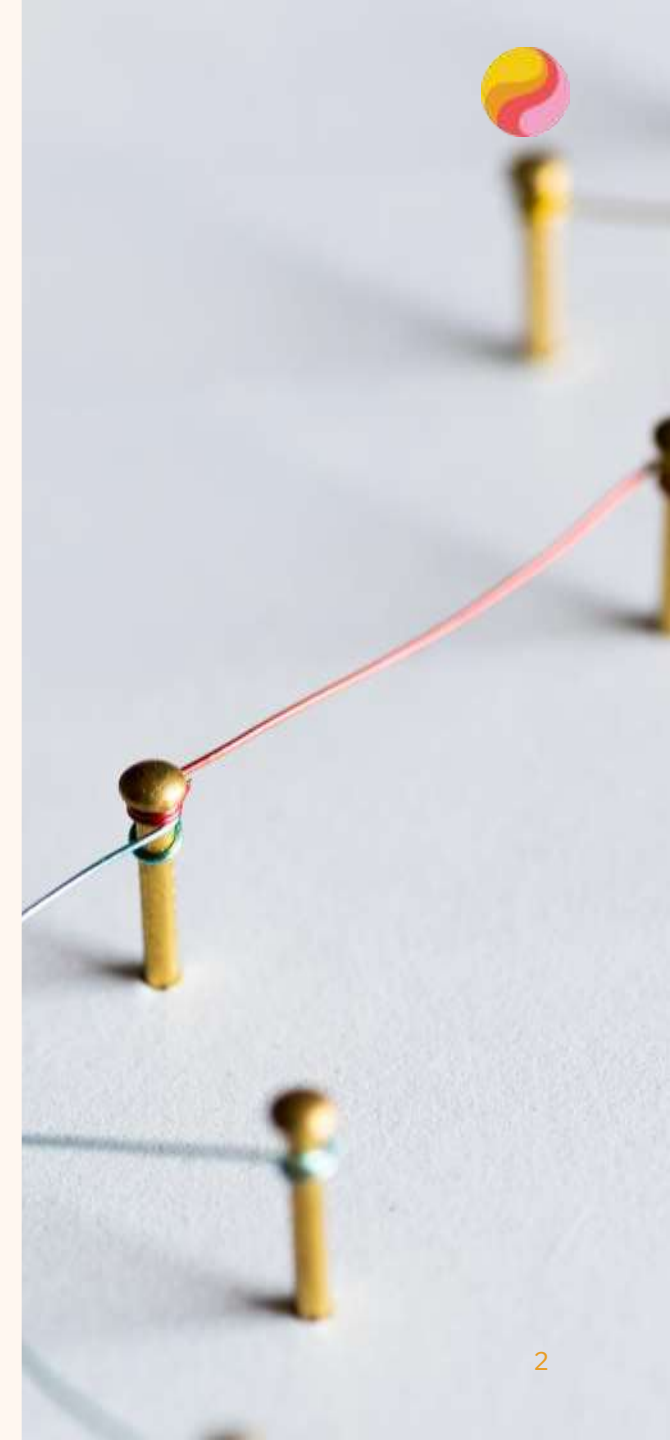
*INSPIRE case-study team on Inclusive Gendered Innovation*

## **JOANNEUM RESEARCH**

Helene Schiffbänker  
Sybille Reidl  
Florian Holzinger  
David Walker  
Sarah Beranek  
Gerit Anders  
Julia Greithanner

## **Fraunhofer ISI**

Maria Karaulova  
Carolina Wienand  
Susanne Bühner  
Mei Araki





## Challenge 1 | Awareness and capabilities remain low

### FINDING

Many R&I actors still do not know

- what IGI means
- why it is relevant and
- how it can be addressed in practice

IGI is addressed because it is a policy requirement - not because it is seen as an advantage and benefit.

**Central question:** How do we build **adequate capabilities** to enable researchers to implement IGI?

### KEY ACTIONS NOW

1. **Raise awareness for IGI:** researchers, reviewers, RFO staff
2. For each group, use **peer-learning formats**
3. Provide field-specific **examples** (how it was done in practice)
4. Communicate IGI as **research and innovation quality**, relevance and impact,
5. Use **target-group-adequate language**



## Challenge 2 | Content (IGI) is conflated with team composition

### FINDING

Gender in R&I content is often confused with gender balance in teams as

- this policy rationale is unknown
- more women in R&I is a long established policy target

This confusion narrows implementation.

**Central question: Which “diversity in teams” is beneficial?**

### KEY ACTIONS NOW

1. Explain IGI **in simple terms** so that everyone can understand this approach
2. Distinguish clearly between innovation **by whom** and innovation **for whom**; stress **co-creative process**.
3. Request broader **diversity: by competences**, disciplines, methodologies; not only diversity by gender.



## Challenge 3 | Assessment remains inconsistent

### FINDING

**Assessing IGI in proposals:** gender competence often lacks (RFO staff, remote reviewers, panel members)

inconsistent assessment: advanced / intersectional approaches are penalised when focus is on gender balance

**Monitoring IGI in project implementation:** crucial to demonstrate impact, even more important due to potential AI use in proposal phase

**Central question:** How do we ensure a proper process across the funding cycle so that researchers take IGI seriously?

### KEY ACTIONS NOW

1. Ensure **gender competence in panels**, build gender competent reviewer pools (remote reviewers!) by topic
2. Go beyond yes/no relevance checks, use **clear criteria**, create feedback loops / provide substantive feedback
3. **Train programme managers, project officers and reviewers jointly** on assessment practice
4. **Show impact and societal relevance of IGI:** establish monitoring and evaluation structures, impact indicators beyond outputs to show IGI contribution to excellent R&I



## Challenge 4 | Mainstreaming widens reach – but can dilute IGI

### FINDING

When IGI is mainstreamed into **general** R&I-funding, IGI can slip into a “light version”.

Then IGI content is easily sidelined by better-known representation goals (different gender goal): gender experts and social scientists can deliver required competence (gender, methodology)

**Central question:** How can IGI become cross-cutting standard in R&I funding without losing depth and ambition?

### KEY ACTIONS NOW

1. **Dedicated calls** or pilots are needed to build awareness and competences before mainstreaming IGI
2. Add **follow-up funding**, dissemination pathways and post-project support to show business and societal value over time.
3. Coordinate **mutual learning** across the EC (e.g. monitoring structures), national RFOs and peer arenas;
4. More focus on IGI in GEPs
5. **IGI needs to be anchored in ongoing policy developments** (on FP10, CoARA/research assessment reform, MOIP - Mission Oriented Innovation Policy, etc).