

Principles for Inclusive Gender Equality

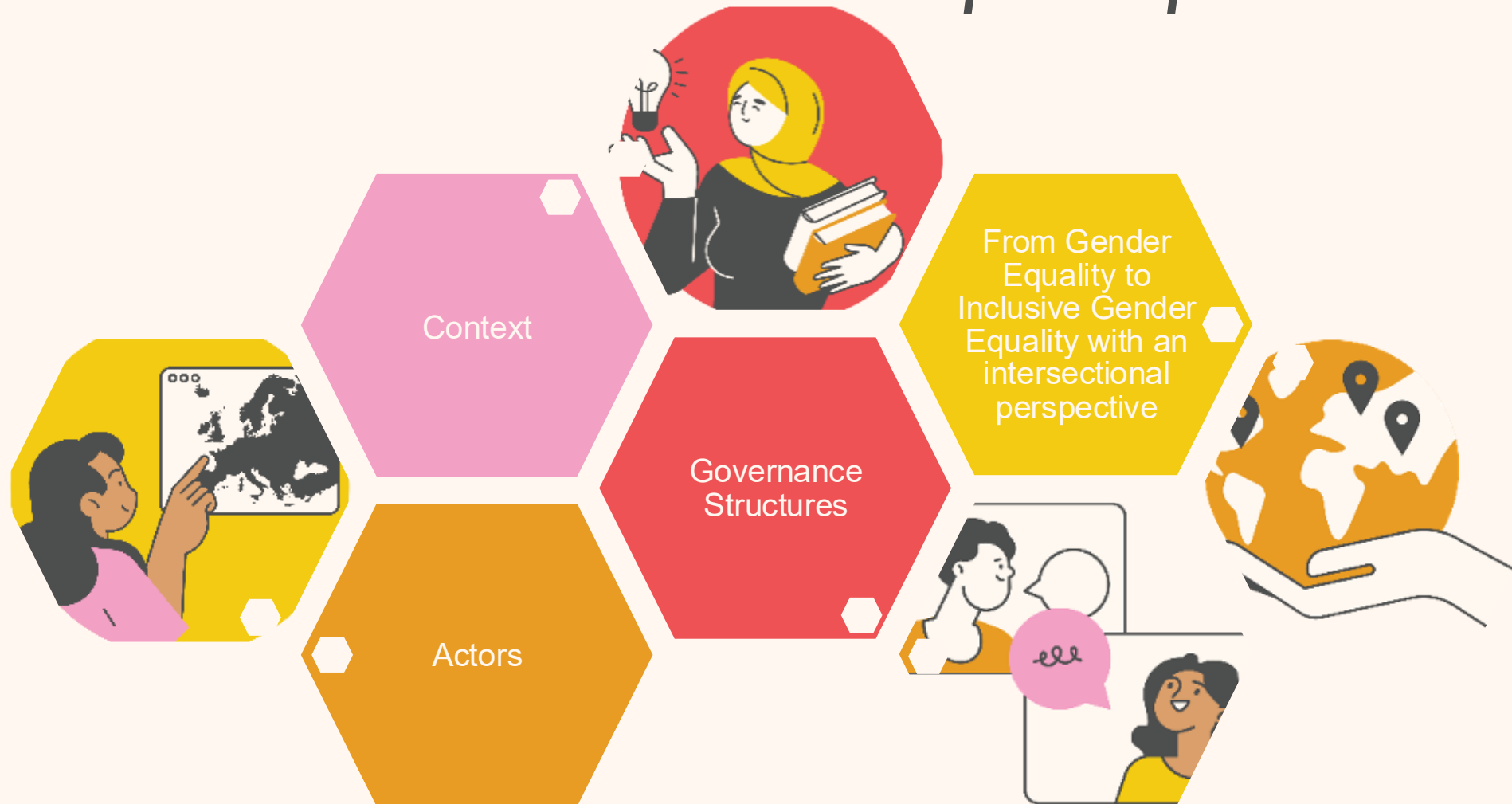
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*D3.11 Cross-cutting analytical
synergies in inclusive R&I*



Funded by
the European Union

Crosscutting elements towards *IGE* from an intersectional perspective



Context

Multilevel construct:

- Ecosystem of official rules and policies at international, national, and organisational levels. This includes laws, rules and legislation.
- Political discourse that can be supportive or hindering of IGE. This includes DEI backlashes and DEI support, neoliberalism or illiberal contexts, and attacks on DEI and academic freedom.
- Cultural norms and values about inclusion and exclusion: think about differences, plurality, possibilities for norm critique.

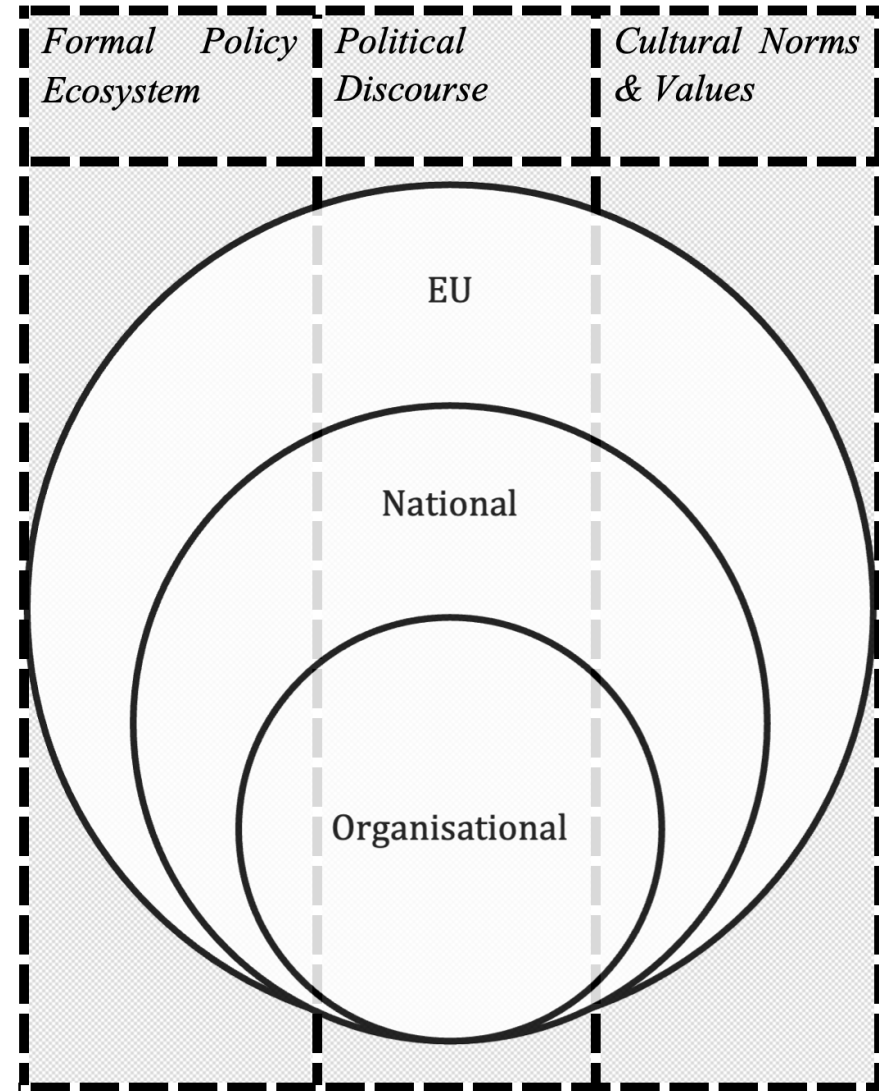


Figure 01: context as multilevel and multidimensional

Actors

- Address issues of power, epistemic authority, capabilities, recognition and status, privilege, leadership with advanced gender knowledge and communities and bottom-up initiatives and networks at the national level and how they contribute or resist change.
- This includes Communities of change (value-based groups) across organisations, different actors with their own roles, and committed, collaborating actors for IGE.
- CoPs to share knowledge, experience to improve practices connecting different institutions and national policies.



Governance Structures

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- These are formalised structures to advance IGE. The specific places or units in which actors are located at the EU, national and organisational levels in the public and private sectors.
 - At the EU there are specialised institutions for gender equality, such as EIGE.
 - At the national level, this includes Ministries and other institutions for GE and DEI.
 - In the organisations these include formalised gender units, councils or EDI committees.



The problems

How do we address heterogeneity across Europe and sectors?

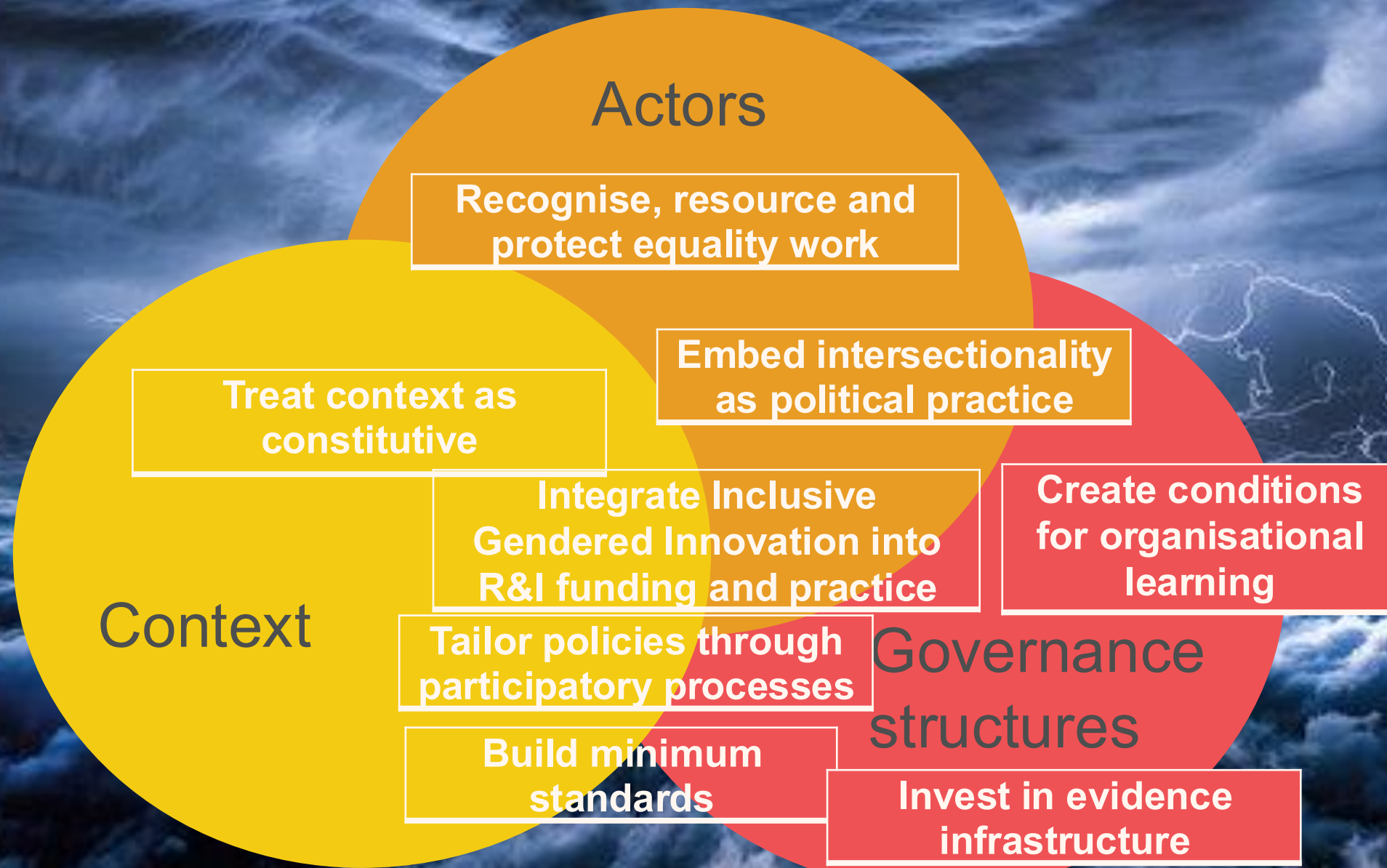
What actors need and how can they be organised?

What governance structures are necessary and how to connect them across levels? EU-National-Organisational.

How to move beyond gender equality to Inclusive Gender Equality with an intersectional perspective?



Principles for Inclusive Gender Equality



Principle	What it means for equality policies
P1: Treat context as constitutive	Equality policies must be grounded in a structured analysis of the legislative frameworks, compliance mechanisms, cultural norms, organisational history, and sector-specific incentive structures in which an organisation is embedded because these conditions determine whether policies produce real change or remain symbolic.
P2: Require minimum standards across the ERA	Minimum standards must require: 1) a quality assessment layer, 2) governance conditions (dedicated resources, distributed accountability, credible sanctions), 3) a formal network of change agents or community of change involving EDI practitioners with decision-making authority, supported by actively engaged middle managers and 4) for the business enterprise sector, funding requirements that oblige companies to include gender expertise as a substantive part of project consortia.
P3: Tailor policies through participatory processes	Those who experience inequalities must be involved from the start in defining what those inequalities are, what interventions are needed, and how progress will be measured. This is both the method for contextual adaptation and the condition of policy legitimacy.
P4: Embed intersectionality as political practice	Policy design must begin with an analysis of who is most excluded and by which interlocking mechanisms; organisations should build on existing traces of intersectionality in their policies as entry points into a deeper engagement with power.
P5: Create conditions for organisational learning	Equality policies must be treated as living processes and create the conditions for equality work to develop over time. They should include dedicated time and institutional support for experimentation, reflection and feedback loops that connect monitoring data to updating equality plans and practices, and incentives that reward sustained improvement.
P6: Integrate Inclusive Gendered Innovation into R&I funding and practice	Equality policies and research and innovation funding requirements must integrate sex, gender and intersectional analysis into innovation content, processes, and outcomes, going beyond who innovates to address how research and innovation is done and who benefits from them. This means moving from representation as the primary target to a substantive engagement with research and innovation design, user diversity, and societal impact, and requires embedding these perspectives in funding design, evaluation criteria, and implementation practices.
P7: Invest in evidence infrastructure	This means two things: 1) developing longitudinal, intersectionally disaggregated data systems with harmonised terminology across the ERA; and 2) ensuring that EDI practitioners have the decision-making authority to act on what the data shows, because data that no one with power can act on merely documents inequality rather than addressing it.
P8: Recognise, resource and protect equality work	Equality work must be recognised as formal institutional labour with career recognition, protected time, and institutional authority. This extends beyond individuals: equality policies must also allocate dedicated resources to bottom-up networks, activist communities, and self-organised initiatives at all levels, because sustainable transformation depends on collective organising, not only on formally appointed individuals.

Thank you!

