



INSPIRE 2nd Conference

*Inclusive Gender Equality in R&I from an Intersectional Perspective:
Lessons from INSPIRE for the evidence base, practice & policy*

Where do we go from here?

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*We've invested
so much...*

*How do we take
it forward?*



Navigate the pushback...



“Gender is not an easy conversation to have. It makes people uncomfortable, sometimes even irritable. (...) Because **thinking of changing the statu quo** is always uncomfortable”

Chimamanda Ngozi Adichie, We should all be feminists
(2014)



How to be a feminist and
not dying in the attempt?





Move in the direction of a feminist research that “emphasizes connection, caring practices, co-learning and solidarity” (Johansson et al. 2024)

Keep on promoting ‘care thinking’ in which knowledge is seen not as an individual advancement but as a collective effort.
(Lombardo, Naldini & Poggio, 2025)

Nurture positive emotions of joy, friendship and pleasure through practices of recognition, justice and the creation of safe spaces in the knowledge process (Johansson et al. 2024, Lombardo and Verloo 2024, Bustelo and Lombardo, n.p)





“Everyday feminist practices need to give you enough joy to either balance toxic killjoy accusations or to supersede them”

Mieke Verloo, To which subversive everyday practices does feminism **inspire** you? A personal note (2017)



“...*Why are we still doing this?*”

Bourabain, D., Çolak, Z., Essanhaji, Z., Şahin, O., & van Veen, D. (n.d.). *The (im)possibility of joy in academia for racialized scholars: reflections from a podcast project.* *on_education: Journal for Research and Debate.*





What will happen if we fail to sustain the momentum created by INSPIRE?

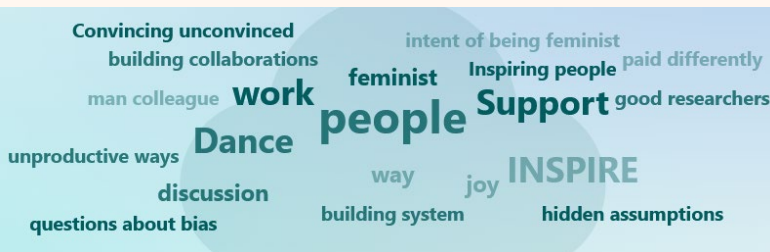


marginalization of minorities
 male narcissists
 Status quo
 joyful way
 Bureauocracy at best
 time
 connection
 days
 connection and the potential
 precious knowledge
 sectorial dialogue
 partnerships and dialogue
 important connection
 work
 Dispersed community
 regression at worst
 new
 Inspire wheel
 policy authorities
 Energy will drop

- black hole
- Dark days for the future.
- We lose joy
- We'll lose our progress
- We would have wasted time, resources, and precious knowledge
- Discouragement, cynicism
- We lose an important connection and the potential to work together in a joyful way
- Heartbreaking
- Dispersed community
- Loss of research quality
- Backlash
- Loneliness
- We will get lost in the darkness
- Will not happen
- I will be sad
- Bureauocracy at best, regression at worst
- we all are going to be orange
- Reinventing the Inspire wheel
- Lack of hope
- Status quo
- Less innovation
- We keep fighting
- There will be other opportunities to create new momentum
- The ecosystem failed us. We're not to blame
- We will need to start all over again
- marginalization of minorities
- We will still be the same :(
- Back to materials produced
- The end of humanity
- Someone will pick it up again and sell it for something new in a few years
- We will go back to not very nice times...
- Energy will drop
- Backslide
- We will try to create more events 'inspired' by this
- Old male narcissists will rule
- Loneliness
- Much of the work will be lost and many of the connections will weaken
- one step back
- Impact on embedded partnerships and dialogue with policy authorities, and cross sectorial dialogue based on evidence
- Let's lament for a day and try again



What will be your next subversive everyday practice?



- laughter
- Breathe in - INSPIRE when I'm faced with challenge
- Not dying in the intent of being feminist?
- Sparking joy for equality
- Keep going
- Ask difficult questions
- Dance every day
- Study
- Leave work at 4
- Joy
- Dance at every conference
- To be joyful
- Keep inspiring
- Darling with Geam for my students
- Dancing more
- Paying attention to the words I use in a way are sharp as a knife pointing to the powerful
- Support collaboration not competition,
- Bringing gender discussion slowly into work
- Be more intersectional
- Prioritise building collaborations with good researchers, not top cited ones
- Hang up inclusive Info material in random places
- I'm not moving aside for men on the sidewalk anymore
- Force myself into hope.
- Be more gentle to people and make positive assumptions
- Feminist metathinking
- Take more time to connect with people in unproductive ways
- Encouraging people
- Support my younger colleagues
- salsa
- I will normalise asking uncomfortable questions about bias, inclusion, and hidden assumptions in everyday discussions.
- Convincing unconvinced
- Mentor
- Not accepting a job paid differently from a man colleague and fixing the situation
- Educating
- Leave work at 4
- Solidarity
- Wearing a resistance t-shirt
- Collaboration
- Take into account in ongoing discourse on building system of support by synchronising policy, research and
- Inspiring people



How do we make this relevant beyond the sphere of the people who cares?



- nevertheless, she persisted
- We need more people with normative power and influence
- Change the language! Get into the conversation!
- Put our ideas in a context that advances other's Goals - eg pharma - do research that helps Women and you'll sell a lot of drugs!
- Communicate about it better
- Engaging men, talking about privilege more
- We show that equality and inclusion is fun and the rest is boring and sad
- Fighting
- Talk
- We talk about it as if it was the "normal" way to think about things, not to protest, but to make people wonder.
- PR, explaining benefits for everybody
- Show the risk of homogeneity
- Keep pushing!
- Sharing and showing the benefits
- Be authentic and show as example
- Tell them what happens if they fail to care
- being empathetic
- They have to care, is better for all
- We show them that everybody is affected
- Talking and discussing again and again
- That's the big question.
- Continue engaging with them no matter how unpleasant
- Broadening the "people who cares"
- Caring about more people
- Revolutionary Patience
- Showing what we all have in common: the desire of joy!
- Confront them
- We talk to people within our organisation and share the resources.
- networking
- Teach and raising awareness
- Showing benefits for them
- Simplify
- Teaching gender equality before university
- Show what's in it for them
- next conferences
- Talk, talk, talk
- We teach them to dance
- Equality strengthens all of us and
- Communication
- Build on values
- Share this in each space where I am

normative power Revolutionary Patience Communicate about it better
 people within our organisation equality and inclusion
 risk of homogeneity better **talking people** commun
 eg pharma equality gender equality big question
 Caring about more people benefits Build on values
 rest is boring desire of joy equality before university



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