



INSPIRE

Support Package 5

**Inclusive Gendered Innovation -
Improving Quality and Equality
in Research and Innovation**

FOR APPLICANTS

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31 July 2025



Funded by
the European Union

Project no.	101058537
Project acronym:	INSPIRE
Project title:	INSPIRE: Centre of Excellence on Inclusive Gender Equality in Research & Innovation: Creating Knowledge & Engaging in Collaborative Action
Call:	HORIZON-WIDERA-2021-ERA-01
Start date of project:	01.10.2022
Duration:	48 months
Deliverable title:	SPkg 5: Inclusive Gendered Innovation - Improving Quality and Equality in Research and Innovation – For Applicants
Due date of deliverable:	NA
Actual date of submission:	31.07.2025
Deliverable Lead Partner:	Joanneum Research
Dissemination level:	Public

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Parts of this support package were refined with the assistance of AI tools (such as ChatGPT) to improve clarity, readability, and user-friendliness. All substantive content, instructions, and decisions remain the responsibility of our team.

This project has received funding from the European Union's Horizon Europe research and innovation programme under grant agreement No 101058537. Please visit: <https://www.inspirequality.eu>

Consortium

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Document History

Version	Date	Summary of changes	Revised by
01	15.05.2025	First draft	Sybille Reidl
02	13.06.2025	Changes of Quality Assurance Editors integrated	Sybille Reidl
03	07.05.2026	Changes based on CoP Evaluation integrated	Sybille Reidl

Table of Content

- 1. Introduction: Better Research. Smarter Innovation. Greater Impact 6
- 1.1 How to use this Support Package: A quick orientation for applicants and innovators 7
- 1.2 Glossary of Key Terms..... 8
- 1.3 WHAT is Inclusive Gendered Innovation 9
- 1.4 WHY are Inclusive Gendered Innovation relevant for different stakeholder groups? ... 10
- 1.5 Navigating Challenges, Encouraging Change 15
- 2. For Applicants and Innovators: HOW to do Inclusive Gendered Innovation? 18
- 2.1 Step 1: Idea & Initiation – Get Started! 19
- 2.1.1 Identify relevance of gender and inclusion for your project idea 19
- 2.1.2 Start with some Research to gather more information..... 23
- 2.1.3 Create a (Research) Project Design 23
- 2.1.4 Build a Diverse and Skilled Project Team 26
- 2.1.5 Submit the Application or Project Proposal 27
- 2.1.6 Practical Example for Step 1: FairCom - Inclusive Online Meetings 28
- 2.2 Step 2: Analysis – Get to know your target group 29
- 2.2.1 Literature Review 29
- 2.2.2 Methods and Data Collection..... 29
- 2.2.3 Building a diverse Sample 33
- 2.2.4 Data Analysis 33
- 2.2.5 Support on Methods and Data Analysis 35
- 2.2.6 Practical Example of Step 2: FairCom – 36
- 2.3 Step 3: Concept – Generating Ideas for further Development 37
- 2.3.1 Participatory Methods to develop Ideas 37
- 2.3.2 Making Inclusive Design during Development 39
- 2.3.3 Practical Example for Step 3: FairCom – 40
- 2.4 Step 4: Implementation – Execute and Test your Concept..... 41
- 2.4.1 Develop and Prototype 41
- 2.4.2 (Iterative Participatory Methods / Testing / Pilot Application 41
- 2.4.3 Practical Example for Step 4 42
- 2.5 Step 5: Dissemination & Sustainability – 43
- 2.5.1 Inclusive Publications, Reporting & Events..... 43
- 2.5.2 Knowledge-Sharing, Marketing & PR to diffuse findings in your ecosystem 44
- 2.5.3 Plan for Follow-up financing 44
- 2.5.4 Integrate Gender & Inclusion in your 45

2.6 Ongoing: Management, Monitoring & Reflection	46
2.6.1 Team Sensitization: Working Together on Inclusive Gendered Innovation (IGI)46	
2.6.2 Dealing with Resistances.....	47
2.6.3 Continuous reflection of methodological process and findings.....	49
2.6.4 Effective project management	51
3. Glossary for Inclusive Gender Equality - for Research Funders and Practitioners	53
3.1 Why Language matters for Policy and Practice	55
3.2 Frameworks developed in INSPIRE: IGI and IGIP.....	57
3.3 Linking IGI to core Concepts: Equality, Inclusion, Diversity, Intersectionality	59
3.4 The Glossary of key Terms	62
References	68
INSPIRE Research:.....	69

1. Introduction: Better Research. Smarter Innovation. Greater Impact

Researchers, innovators and funders are increasingly expected to **ensure that research and innovation respond to diverse societal needs**. Yet many projects still overlook differences in user experience, access, and impact. This can limit the relevance, reach, and quality of outcomes.

Support Package 5 (SPKg 5) aims to help **researchers, innovators, and research funding organisations (RFOs)** to integrate gender and diversity into their research and innovation content. Its focus lies on Inclusive Gendered Innovation (IGI) - the integration of sex, gender, and diversity dimensions into research questions, methods, design and impact.

It offers a practical roadmap for **making research and innovation more inclusive, responsible, and effective** at every stage of the research and innovation process as well as in funding procedures.

Whether you're writing a proposal, designing a project, or shaping funding policy, SPK 5 equips you with the tools, methods, and real-world examples you need to do it inclusively.

Developed within the [INSPIRE](#) project, this package brings together practical insights from research, case studies, and peer exchange.

Who is it for?

- **Researchers and innovators** aiming to integrate gender and inclusion
- **Proposal writers** preparing applications for funding
- **Research funding organisations**, aiming to develop and implement inclusive policies and indirectly also
- **Evaluators** assessing research and innovation projects
- **Policy-makers** promoting inclusive research and innovations
- **Institutions** working to strengthen equality across research and innovation systems

What's inside?

- **Step-by-step guidance for researchers and innovators** along the research and innovation cycle
- **Modular guidance for funding organisations and their staff**, structured around the funding cycle
- **Lessons learned** from research within INSPIRE and INSPIRE's Community of Practice
- A **glossary of key terms** to clarify concepts like sex, gender, diversity, and Inclusive Gendered Innovation (IGI)

- **Carefully curated resources**, including tools, templates, and examples to support hands-on implementation
- **Strategies to support long-term change in the research ecosystem**, such as inclusive policy design and capacity-building approaches
- **The package is flexible and can be adapted to your needs**. You can select the parts most relevant to your organisation.

1.1 How to use this Support Package: A quick orientation for applicants and innovators

This Support Package is designed as a flexible guide. You do not need to read it from beginning to end. Use the table below to find the sections that are most relevant to your current task.

If you want to...	Start here
understand what Inclusive Gendered Innovation means and why it matters	Chapter 1: Introduction, key terms, relevance, and challenges
check whether gender, sex, or other diversity dimensions are relevant to your project idea	Chapter 2, Step 1: Idea & Initiation
design a funding proposal that integrates inclusion from the beginning	Chapter 2, Step 1: Project design, team composition, and proposal preparation
understand your target groups, users, samples, or data more inclusively	Chapter 2, Step 2: Analysis
develop concepts, solutions, products, services, or guidelines with diverse stakeholder input	Chapter 2, Step 3: Concept
prototype, test, implement, or refine your solution inclusively	Chapter 2, Step 4: Implementation
communicate results, support uptake inclusively, and plan sustainability	Chapter 2, Step 5: Dissemination & Sustainability
keep inclusion visible throughout the project	Chapter 2, Ongoing: Management, Monitoring & Reflection
clarify concepts such as sex, gender, diversity, intersectionality, SG&DA, IGI, or IGIP	Chapter 3, Glossary

A simple way to start

When planning your project, ask four questions:

1. Who is affected by the problem, research, technology, service, or innovation?
2. Who might benefit less, be excluded, or be affected differently?

3. Which sex, gender, or diversity dimensions could shape needs, access, use, risks, or impacts?
4. How will your project design, methods, team, analysis, implementation, and dissemination respond to this?

You do not need to address every possible dimension. The aim is to identify what is relevant for your specific project and to integrate it systematically, transparently, and proportionately.

1.2 Glossary of Key Terms

Not sure about the difference between gender and sex? Wondering what terms like intersectionality or SG&DA really mean? The glossary in **chapter 4** provides a **shared vocabulary** to help users of this Support Package navigate the concepts and practices of Inclusive Gendered Innovation. This glossary draws on academic literature and was developed with input from INSPIRE's RFO Community of Practice.

You will find:

- **Clear definitions** of core concepts used throughout this package (e.g. sex, gender, diversity, innovation)
- **Frameworks and tools** such as SG&DA, Inclusive Gendered Innovation (IGI), and Inclusive Gendered Innovation Policies (IGIPs)
- A **brief guide to terms** often confused or misused such as **equality vs equity**, or diversity vs inclusion

The glossary supports:

- **Researchers and innovators**, to understand requirements and best practices
- **Funders and evaluators**, to apply concepts consistently across applications and reviews
- **Policy makers and institutions**, to promote a shared understanding of inclusive research quality

You can access the full glossary:

- **In the Annex of this PDF**
- Or as a **downloadable resource** at www.inspirequality.eu

1.3 WHAT is Inclusive Gendered Innovation

Inclusive Gendered Innovation

Means integrating **sex, gender, and diversity considerations** into research and innovation processes. It aims to produce results that are more **inclusive, relevant, and effective** by recognising how different people experience problems, use technologies, and benefit from new knowledge.

Adapted from the INSPIRE Glossary and D2.1 Report (Karaulova et al., 2023)

Often, innovation is designed for a **“standard” user** - usually male, able-bodied, and from a majority background. This leads to **products that don’t work for everyone, research that misses key questions, and solutions that leave people out.**

The framework of Inclusive Gendered Innovation challenges this by asking:

- **Who is this innovation for?**
- **Who is being left out? Whose voices, needs, or experiences are missing?**
- **How can they best be included?**

The Inclusive Gendered Innovation approach aims to:

- improve the **quality and usability** of outcomes
- avoid **blind spots and costly design failures**
- make innovations **more responsive to real-world conditions**
- strengthen **trust, uptake, and long-term impact of research outcomes**

Inclusive Gendered Innovation can involve **practical steps**, such as:

- **considering sex, gender, and other diversity factors** at each stage of a project, from setting goals to sharing results
- **questioning assumptions** in research questions, methods, data, and decisions
- **using data** that shows how different groups may experience a problem or benefit from a solution
- **involving a variety of people** (e.g. user groups) in identifying needs, shaping and testing ideas
- **designing studies, products, or services** that respond to different user needs
- **being aware of routines or norms** in research and innovation that might exclude certain groups
- **checking whether results work** for different people and making improvements where needed

Not every project will apply all of these steps at once. Even focusing on one or two, such as involving users earlier in the process or checking whether results work equally well for different groups, can make a real difference.

1.4 WHY are Inclusive Gendered Innovation relevant for different stakeholder groups?

Inclusive Gendered Innovation is not just about doing what is fair. It is about **doing what works**. By recognising how people's experiences differ across gender, age, background, and other factors, innovation becomes **more useful, robust, and impactful**. Whether in research, policy, or product design, applying this perspective improves outcomes for users, strengthens institutions, and helps ensure that public and private investments lead to lasting value.

The relevance of Inclusive Gendered Innovation becomes clear when we look at its benefits across different parts of the research and innovation ecosystem from businesses and research teams to funders and society as a whole.

For Companies

Better products. Broader markets. Lower risks. Stronger returns.

Inclusive Gendered Innovation helps businesses create **products and services that actually work for the people who use them**. When innovation is built around a narrow idea of the user, it often leads to **missed market opportunities, reduced performance**, and even **costly failures**.

By considering gender and other aspects of user diversity, companies gain a more accurate view of **real-world needs and behaviours**. This leads to **smarter design choices, higher usability, and stronger market fit** across industries such as health, mobility, consumer goods, and digital technologies.

Inclusive Innovation can

- **open up new markets** by designing for underserved user groups
- **reduce failure rates and redesign costs** by addressing risks early
- **increase customer trust and brand loyalty**
- **improve compliance** with public procurement and Environmental, Social, and Governance (ESG) standards
- **foster more creative and adaptive innovation processes**

Using inclusive methods such as participatory design and norm-critical analysis helps companies challenge hidden assumptions and unlock fresh perspectives. These methods are practical, proven, and increasingly expected by funders, investors, and regulators. To apply them effectively, companies benefit from **multidisciplinary teams** that combine technical know-how with skills in **user research, inclusive design, and social analysis**. These teams

are better equipped to deliver innovation that performs well in real markets and earns lasting credibility.

For companies it is key to understand that Inclusive Gendered Innovation is not a niche concern. It is a **strategic asset** that strengthens product quality, market resilience, and long-term value.

For Researchers

Stronger research. Higher impact. Better funding results.

Inclusive Gendered Innovation supports researchers in producing work that is **more relevant and widely recognised**. It improves how research questions are framed, how data is collected and interpreted, and how findings translate into real-world solutions.

Including sex, gender, and diversity dimensions from the start helps uncover **hidden patterns, overlooked risks, and new opportunities for insight**. It also increases the chances of receiving funding, especially in programmes like **Horizon Europe**, where inclusive approaches are part of the excellence criteria.

Inclusive Innovation can:

- **strengthen research design** by reducing bias and blind spots
- **increase the relevance and uptake** of results across different user groups
- **improve success rates in funding applications** through better alignment with policy goals
- **encourage interdisciplinary thinking and intellectual curiosity**
- **support ethical, responsible, and socially engaged research practices**

Inclusive approaches are especially valuable in areas where user needs vary such as health, digitalisation, climate, and mobility but they are increasingly relevant across all fields. Researchers who use tools like **Sex, Gender, and Diversity Analysis (SG&DA)** not only enhance the quality of their work, they position themselves at the forefront of responsible innovation.

It is important to keep in mind that Inclusive Gendered Innovation is not about adding complexity for its own sake. It is about asking sharper questions, using better methods, and delivering results that matter to broader segments of society.

For Research Funders

Stronger funding outcomes. Greater accountability. Alignment with EU priorities.

Research and Innovation funders are key to shaping the direction, quality, and impact of research and innovation. By integrating Inclusive Gendered Innovation into programme design, funding calls, and evaluation criteria, they strengthen both scientific outcomes and the public value of their activities.

Inclusive Gendered Innovation provides RFOs with practical tools to support research that is more inclusive, relevant, and responsible. It helps ensure that proposals consider real-world diversity and that funding decisions promote a broader concept of excellence in method and impact.

Funders that embed inclusive approaches can:

- **improve the quality of proposals by encouraging more robust and thoughtful research design**
- **promote fairness and responsibility in the funding process**
- **comply with EU policy frameworks, including Horizon Europe's requirements for sex and gender analysis**
- **increase the societal relevance and uptake of funded projects**
- **support internal learning and continuous improvement**

Inclusive Gendered Innovation also helps shift how research quality is assessed: When reviewers are trained to recognise intersectional gender analysis, evaluations become more comprehensive, leading to better-informed funding decisions and stronger outcomes.

Inclusive Gendered Innovation Policies make this change actionable. By implementing them, funders can offer clear expectations, ready-to-use tools, and structured processes to embed inclusion into funding systems in a consistent and effective way.

By taking this approach, funders raise the bar for excellence, increase the impact of their investments, and contributing to building a more inclusive research ecosystem.

For Society

More just innovation. Greater public trust. Stronger societal impact.

Inclusive Gendered Innovation helps ensure that science and technology benefit the full diversity of people they are meant to serve. By addressing real-life experiences and inequalities from the start, it contributes to solutions that are **more ethical, accessible, and effective**.

When innovation overlooks certain groups, it can lead to harmful consequences. This includes medical tools that fail to detect conditions in women, transportation systems that ignore the needs of caregivers, or algorithms that reproduce social bias. Inclusive approaches prevent these outcomes by recognising that different people experience problems and solutions in different ways.

At a societal level, Inclusive Gendered Innovation can:

- **reduce inequality between social groups by designing for more equitable access and use**
- **contribute to sustainability by creating solutions that work for more people over time**

- **increase public trust in research and innovation by making it more transparent and inclusive**
- **support democratic accountability through participation and responsiveness**

In critical areas such as health, climate, mobility, and digitalisation, integrating gender and diversity dimensions supports innovation that is safer, more relevant, and more widely accepted. It helps build institutions that are not only more responsible, but also more resilient in the face of future challenges.

As societies grow more diverse and interconnected, Inclusive Gendered Innovation provides a clear path to doing research and innovation that truly serve the public interest.

A shared opportunity for better innovation

Across all parts of the research and innovation ecosystem, Inclusive Gendered Innovation offers more than a corrective to exclusion. It is a powerful enabler of **quality, relevance, and long-term value**. Whether improving product design, strengthening research impact, enhancing funding outcomes, or building public trust, IGI provides tools and strategies that work in practice. Embracing these approaches is not just about doing what is right: **It is about creating innovation that truly performs in a changing world.**

Want to explore further?

Now that we introduced the core arguments for why **Inclusive Gendered Innovation** matters to researchers, companies, funders and society, you may want to dig deeper. The resources below offer real-world examples, research insights, and policy frameworks that inform this Support Package.

They draw on international expertise, EU-funded initiatives, and leading academic work and are grouped thematically for easy navigation.

Policy & Programme Design

- [GENDERACTIONplus \(2025\)](#): Driving Forward Inclusive Gender Analysis in R&I Policies: Recommendations for Framework Programme 10. Position Paper No. 8: *Outlines policy recommendations for embedding inclusive gender analysis in EU research funding, based on international expert consultations.*
- [Canadian Institutes of Health Research \(2023\)](#): A New Era of Sex and Gender Science: Impact Report 2015–2022: *Reports progress on integrating sex and gender in Canadian health research through training, policy, and evaluation.*

Research Practices & Methodologies

- [Hunt, L. et al. \(2022\)](#): A Framework for Sex, Gender, and Diversity Analysis in Research. *Science*, 377(6614), 1492–1495: *Proposes a framework to help researchers include sex, gender, and diversity analysis in scientific research.*

- [Schiebinger, L. et al. \(Eds.\)](#) (2011–2024): Gendered Innovations in Science, Health & Medicine, Engineering and Environment: *Presents case studies showing how gender analysis enhances research excellence and innovation across disciplines.*

Conceptual & Theoretical Foundations

- [Hankivsky, O.](#) (2014): Intersectionality 101. Institute for Intersectionality Research and Policy, Simon Fraser University: *Introduces intersectionality as a lens for understanding overlapping social inequalities in policy and research.*
- [Eigenmann, L., et al.](#) (2024): Intersectional Transformation or ‘Gender Equality+’? Intersectionality in EU Research Policies. *European Journal of Politics and Gender: Analyses how intersectionality is addressed in EU research policy and where gaps remain.*
- [Johanson, E.](#) (2024): Sex and Gender Perspectives as Quality? On the Controversy About Gender and Science in Sweden. *NORA – Nordic Journal of Feminist and Gender Research: Explores debates in Sweden over whether gender perspectives in research threaten scientific autonomy.*

1.5 Navigating Challenges, Encouraging Change

Integrating gender and diversity into research and innovation content is not always straightforward. While the benefits are well established, many **researchers, evaluators, and funders encounter resistance** from individuals, institutions, or disciplinary norms.

This section addresses common concerns and offers constructive strategies for moving forward. Based on academic research and insights from the INSPIRE Community of Practice, the aim is to support change by building confidence, not pressure.

For additional guidance on managing resistance at the institutional or project level, see section 2.6.2. Researchers seeking to reflect critically on their own methods and assumptions will find specific strategies in section 2.6.3.

Common forms of resistance

Resistance can take many forms, often linked to uncertainty, lack of time, or fear of change. Examples include:

- **“This doesn’t apply to my field”**: Gender or inclusion may be seen as irrelevant, especially in STEM fields
- **Institutional hesitation**: Organisations may fear extra workload, lack expertise, or worry about political sensitivity
- **Concerns about quality**: Some assume inclusion will lower scientific standards
- **Fear of failure**: Practitioners may worry they do not have the right expertise or might get it wrong
- **Cultural discomfort**: In some settings, talking about gender remains sensitive or contested

Why resistance happens

Resistance is often not rooted in direct opposition, but in structural and cultural challenges:

- **Lack of clear guidance** or tools to act on inclusion
- **Absence of mandates or incentives** from funders and institutions
- **Power imbalances and masculine norms** in research cultures
- **Disciplinary traditions** that see inclusion as secondary or unrelated to excellence
- **Uncertainty about terminology or expectations**

How to respond constructively

Here are some ways to address resistance and support progress:

- **Link inclusion to excellence:** Show how gender and diversity analysis leads to better science. Argue that it improves relevance, reduces design flaws, and enhances impact. Frame inclusion is part of quality, not a challenge to it.
- **Use real-world examples:** Point to practical cases from this Support Package and EU projects such as Gendered Innovations, SUPERA or INSPIRE Case Studies. These help shift perceptions from theory to practice.
- **Shift the entry point:** Start with terms like user needs, human-centred or context-aware design, or stakeholder engagement. These often create less resistance and lead naturally to issues of gender and diversity
- **Start small:** Not every project can do everything. Small actions such as checking whether a method works for different users help build momentum.
- **Support learning and capacity building:** Provide training, peer exchange, and space to ask questions. Change is easier when people feel supported rather than judged.
- **Build internal networks:** Change often starts with a few motivated actors. Allies across departments, funding bodies, or research institutions can drive momentum and help shift organisational culture.
- **Supporting long-term change:** Inclusion takes time, but it also builds over time. Institutions that invest in IGIPs and capacity-building are better positioned to adapt to policy shifts, societal expectations, and research challenges.

As INSPIRE and other EU-funded projects show, **resistance is not a stopping point**. It is a starting point for building stronger, more inclusive systems with practical tools, peer learning, and institutional support, research teams can amplify good practices and shift norms. Throughout the Support Package you will find actionable advice that is targeted to overcoming resistances throughout every part of the research and innovation and funding cycle.

Want to explore further?

Now that we've outlined the main challenges and strategies for integrating Inclusive Gendered Innovation into research and innovation, you may want to dig deeper.

The resources below offer conceptual frameworks, policy guidance, and empirical studies grouped by theme to help you explore the aspects most relevant to your work:

Enabling Change through Policy and Programme Design

- [Dvořáčková, J. \(2025\)](#). Addressing resistances to policies promoting sex/gender analysis in research and innovation content (GENDERACTIONplus Position Paper No. 14, forthcoming). *Provides a typology of resistances and targeted strategies for research funders to overcome pushback against the integration of sex/gender analysis in funding calls and evaluations.*
- [Schiffbänker, H., Reidl, S., Beranek, S., Holzinger, F., Wienand, C., Bühner, S., Walker, D., Anders, G., Araki, M., & Greithanner, J. \(2025\)](#). D3.10 Report on an

inclusive innovation system for the private sector: research funder perspective. Zenodo. *Explores how funders can shape inclusive innovation by integrating gender and diversity into funding instruments, with lessons from RFO practice in the private sector.*

- [European Institute for Gender Equality \(EIGE\)](#). (n.d.). *Institutional transformation – Dealing with resistance. Outlines key forms of resistance and strategies for addressing them within the broader framework of institutional transformation and gender mainstreaming.*
- [Ginès i Fabrellas, A., & Avogaro, M.](#) (2021). *Engaging stakeholders and tackling resistances to mainstream gender equality in AHMSSBL research institutions* (Toolkit, WP8.4, Version 1.0). EQUAL4EUROPE Consortium.
- [Sağlamer, G., Tan, M. G., Çağlayan, H., Almgren, N., Salminen - Karlsson, M., Baisner, L., Myers, E. S., Jørgensen, G. T., Aye, M., Bausch, S., O'Connor, P., O'Hagan, C., Richardson, I., Conci, M., Apostolov, G., & Topuzova, I.](#) (2016). *Handbook on resistance to gender equality in academia* (Expert Report No. FESTA-2016-010). FESTA Project. <http://www.resge.eu/>. *Provides conceptual and empirical insights into how resistance manifests in academic institutions and suggests approaches to counter it through cultural and structural change.*
- [Ferguson, L., & Mergaert, L.](#) (2021). *Resistances to structural change in gender equality in higher education. SUPERA project, Yellow Window. Synthesises experiences from Horizon 2020 structural change projects, identifying common resistance patterns and offering practical tools to support implementation.*

Improving Research through Inclusive Methods

- [Hunt, L., Nielsen, M. W., & Schiebinger, L.](#) (2022). *A framework for sex, gender, and diversity analysis in research. Science, 377(6614), 1492–1495. Proposes a framework for integrating sex, gender, and diversity analysis into research funding policy and practice, based on a global review of agency approaches.*
- [Schiebinger, L., & Hunt, L.](#) (2021). *Integrating sex, gender and intersectional analysis into research: Lessons from international practice. Stanford University & CIHR. Draws on international examples to demonstrate how intersectional analysis can improve research quality and impact across disciplines.*
- [Nielsen, M. W., Alegria, S., Börjeson, L., Etzkowitz, H., Falk-Krzesinski, H. J., Joshi, A., ... & Schiebinger, L.](#) (2017). *Gender diversity leads to better science. Proceedings of the National Academy of Sciences, 114(8), 1740–1742. Presents empirical evidence showing that greater gender diversity in research teams leads to higher quality and more innovative scientific outcomes.*
- [Powell, S., Ah-King, M., & Hussénus, A.](#) (2017). *“Are we to become a gender university?”: Facets of resistance to a gender equality project. Gender, Work & Organization, 24(1), 56–70. Analyses internal resistance within universities to a gender equality initiative, highlighting emotional, symbolic, and discursive dimensions of pushback.*

2. For Applicants and Innovators: HOW to do Inclusive Gendered Innovation?

Are you planning to apply for a funding program that requires you to consider gender and inclusion? Do you want to make your research more gender-sensitive and inclusive? Then you have come to the right place!

This section of our support package will guide you **step by step** through the entire (research) project cycle. We highlight common **challenges**, offer **practical advice**, and explain what to keep in mind when integrating gender and inclusion throughout your innovation process.

The most important thing to understand is: **inclusion** isn't an add-on – it **needs to be embedded at every stage of the innovation process**:



This part of the Support Package is based on the case studies we conducted within the INSPIRE project for [Vinnova](#) (Reidl and Beranek, 2025) [FFG](#) (Schiffbänker and Walker 2025), [The European Commission](#) (Holzinger et. al 2025) and [FONRID](#) (Wienand et. al 2025) and on

the [comparative perspective of the ecosystem perspective](#) (Karaulova et al. 2025). Moreover, we included our own experience with inclusive gendered innovation projects.

2.1 Step 1: Idea & Initiation – Get Started!

You have an idea for an innovation project and want to come to inclusive solutions?

It is crucial to find out if gender and other diversity dimensions are relevant in your context, and if so, how.

2.1.1 Identify relevance of gender and inclusion for your project idea

In general, gender and other diversity dimensions should be considered in all research and development projects - especially if (see [here](#)):

- Your work targets specific user groups
- People are directly involved in your research (e.g. as test persons)
- Your results will impact people's daily lives or work

How to reflect on Gender and Diversity in your project:

To understand how gender, diversity, or inequality matter in your work, ask yourself a few simple questions ([source](#)):

- **Biology and the Body:** Do physical differences like height, weight, strength, voice, or how people feel pain or temperature play a role? People vary more than you might think – not just based on reproductive organs.
- **Who Is Affected?:** Where will your findings or product be used, and who will use it? For example, speech recognition systems often struggle with voices that don't match the "standard" – like those of women, non-binary people, or people with accents – leading to frustration and exclusion.
- **Who Benefits?:** For whom are the outcomes relevant? For instance, much more research is done on erectile dysfunction (affecting 19% of men) than on premenstrual syndrome (affecting 90% of women) ([source](#)).
- **Different Needs:** Do different user groups have different needs or preferences? Older users might prefer larger buttons and more guidance in apps, for example.
- **Required Skills:** What skills do people need to use your product or service? Think about how their life situations impact use – like parents with strollers or people with hearing impairments using public transport.

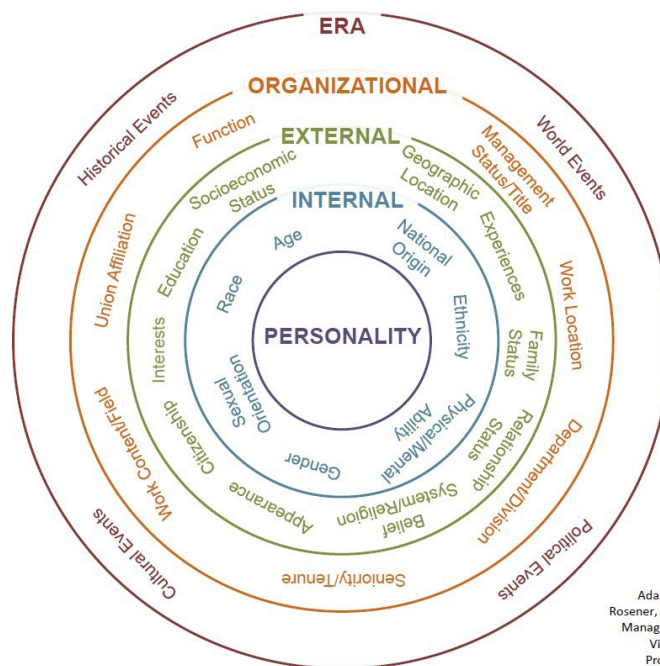
- **Who Is Left Out?:** Could your research or product exclude certain groups? For example, heart attack research focused mainly on men, which led to poorer care for women.
- **Stereotypes and Norms:** Does your design reinforce stereotypes? For instance, social robots with gendered voices or looks can reflect outdated gender roles.

Think About Different User Groups by using the Diversity-Wheel:

Consider how your research or product might affect different people. Ask yourself:

- Could any group be impacted differently?
- Do some groups have different needs or expectations?
- Do they relate to the topic in a unique way?

If you're unsure, it's worth looking into. **Don't rely on assumptions or stereotypes.** For example, don't assume older people aren't interested in technology – instead, ask what can be done to make it work well for everyone. Please also remember that gender is not just binary, there are other categories such as inter* or non-binary.



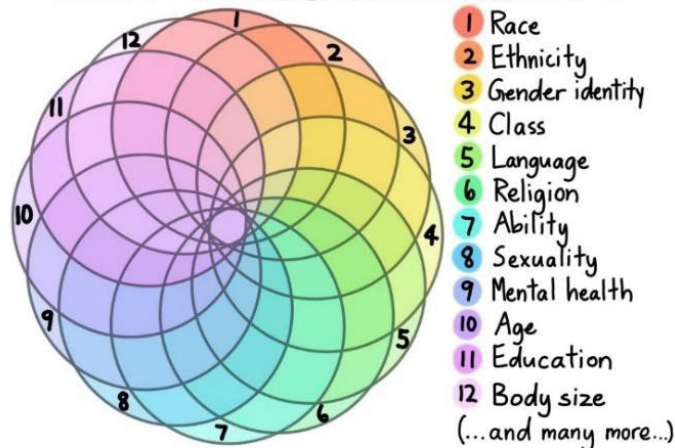
Adapted from: Loden, Marily & Rosener, Judy, "Workforce America! Managing Employee Diversity as a Vital Resource," McGraw-Hill Professional Publishing, 1990.

Source: <https://ccliexperience.org/tools/diversity-wheel/>

Keep in Mind: People Have Many Overlapping Identities

Different aspects of diversity often combine. For example, the needs of an older woman using technology or healthcare may be very different from those of a younger woman. It's important to think about these differences in your project too.

INTERSECTIONALITY



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.
- Kimberlé Crenshaw -

Source: <https://asaging.org/identity-intersectionality>

What if Gender and Diversity Don't Seem Relevant to My Project?

In some projects, gender and other aspects of diversity may not play a major role – for example, in satellite technology. But it's still important to check carefully using the checklist and do a bit of research.

If you're confident that these issues are not relevant, explain why in your funding application. That way, your reasoning can be reviewed.

However, step 5 and the continuous block of management, monitoring and reflection are still important for you, as there are in all projects:

- Phenomena, products or contexts that need to be named, and
- Reports or publications, and the language is often gendered.

This also affects areas of research, in which you would think that gender and inclusion does not play a role, e.g. astrophysics. For example, in meteorology, in the past, low-pressure systems were given female names and high-pressure systems male names. The system has been changed so that "bad" weather is not exclusively associated with female names ([source](#)).

Here you find tools, resources and field specific information for your support

Tools & resources:

- The [GERD model](#) helps you to introduce aspects of gender & diversity into the practical development of technology. However, it can also be helpful in other areas beyond technology development.

- The [GILL Hub](#) is a collaborative platform and community that provides tools, methods, services, and resources to support gender-responsive smart innovation and entrepreneurship.
- On the [Gender.ED website](#), they help you conduct a Gender Sensitive Research project. There are examples from ICT, Economics and Agriculture.
- On the [TU Graz website](#), there are 18 examples from various scientific fields to illustrate how diversity aspects can be identified and integrated into the research cycle. For example, by introducing new variables, methods, or publication practices.

Webinars & Videos

- Watch the [video](#) on integrating gender analysis into research (IGAR) by Londa Schiebinger to learn why it's important to include gender analysis in research.
- The EU-funded project ACT produced short explanatory videos, amongst others on [sex and gender analysis](#).
- The Gender Equality Academy offers a [webinar](#) on the gender dimension in research.
- The GILL project provides a [video](#) on the topic of “Gender Equality by Design: Gender Responsive Methods”.
- Get inspiration from the [various self paced gender trainings](#) by UN Women.

Field specific Information For health & medicine

- The Gender Equality Academy conducted [several training sessions](#) on the integration of the sex/gender dimension into specific research topics, amongst others also into health & medicine. It provides training materials and, for most of the sessions, seminar videos are available.
- In the [Gendered Innovations 2 report](#), there is a full case study on Inclusive Analysis in Health.
- This [course](#) by the Canadian Institute of Health Research gives information on “Sex and Gender in Biomedical Research”.
- On the [website](#) of Canadian Institute of Health Research, you can find quite detailed information on Sex and Gender in Health Research: How to integrate sex/gender in various health research sub-disciplines and about its impact.
- In [this report](#) by Kilden genderresearch.no, there is a case study on health and well-being.

For Information, Communication and Technology (ICT)

- On the Gendered Innovations website, you can find a case study on sex/gender in [machine learning](#) and regarding [social robots](#) with helpful information on the relevance and research design. Also, there are short [explanatory videos](#) on sex/gender in Energy, Humans & Computers, and Robots in our Society from the GEECCO project.
- The Diversifair Project has produced a [toolkit on AI & intersectionality](#) for the industry sector.

- Watch the [webinar](#) from the ‘Gender equality in information science and technology’ (EQUAL-IST) project to learn why you should include a gender (and intersectional) approach in your research project, and how to do so.
- The Gender Equality Academy conducted [several training sessions](#) on the integration of the sex/gender dimension into specific research topics, amongst others also into ICT. It provides training materials and, for most of the sessions, seminar videos are available.
- In the [Gendered Innovations 2 report](#), there is a full case study on Inclusive Analysis in ICT (AI, machine learning, robotics).
- The [workshop](#) by the GILL project gives insight into the Gendered design of ICT Tools.

For Engineering, Architecture and City-Planning

- On the Gendered Innovations website, you can find short [explanatory videos](#) on sex/gender in Mobility and Engineering e.g. Design.
- In the [Gendered Innovations 2 report](#), there are full case studies on Climate change, energy and agriculture, as well as Urban planning and transport.
- In [this report](#) by Kilden genderresearch.no, there are case studies on energy, transport, environment and climate, and safe societies.

2.1.2 Start with some Research to gather more information

Great – you’ve found that gender or other diversity aspects matter for your project. Now it’s time to dig a little deeper.

Start by learning more about the people who will use or be affected by your product or research. What are their needs, challenges, or life situations? **Look for existing research** on how diversity or inequality plays a role in your field. If you’re applying for funding, this information can strengthen your proposal.

And remember: just because there might be little data doesn’t mean the issue isn’t important. If there are signs that some groups might be affected differently, it’s worth looking into.

2.1.3 Create a (Research) Project Design

Inclusion works best when it’s part of the project from the very beginning throughout the whole project. We recommend reading through this full support package to help you plan each step. Even if you think a step doesn’t relate to gender or inclusion, it’s worth checking — you might be surprised. Avoid assumptions. Inclusion starts with awareness.

How to create a Project Plan – for your Funding Proposal

- **Step 1: Idea & Initiation – Get Started!**

Think about the relevance of gender and inclusion in your project. Do some research to identify relevant knowledge about gender and other diversity dimensions in your project field (see

above) and describe the status quo in your project proposal. Integrate relevant aspects of inclusion in your project aims (and research questions).

- **Step 2: Analysis – Get to know your target group**

Describe in your plan, which methods you use to identify user needs. Also explain what you need to consider in terms of inclusiveness when designing data collection instruments. Describe how you reach and involve your target groups and how you are going to carry out inclusive data analysis. Look for support in Step 2.

- **Step 3: Concept – Generating ideas for Further Development**

Plan how to develop potential solutions and how to involve diverse users in the process to do it inclusively. Also describe how you decide which solution to implement. Look for support in Step 3.

- **Step 4: Implementation – Execute and Test your Concept**

Describe how you are going to develop a prototype/product/technology/project outcome and what to consider to do it inclusively. Also plan how to test and further develop developed solutions with diverse users. Look for support in Step 4.

- **Step 5: Dissemination & Sustainability - Sharing and Sustaining Results**

Describe how you will disseminate your findings and results in an inclusive way and which target groups you want to reach. Also think about how you can ensure that your findings are used in other projects and other parts of your organisation. Look for support in Step 5.

- **Continuous: Management, Monitoring, Evaluation & Reflection**

Describe what needs to be considered throughout the project cycle. Plan to monitor and reflect on a gender and inclusion throughout the whole project. Look for support in Step 6.

Rethinking Research Design through Gender and Inclusion

When developing your (research) project design, please also look at the **detailed tasks in your plan**, e.g. choice of models/standards, formulation of research questions to enhance proper gender/inclusion integration:

- [Analyzing Sex](#) throughout the whole research process
- [Analysing Gender](#) throughout the whole research process
- [Analyzing how Sex and Gender Interact](#) throughout the whole research process
- [Rethinking Research Priorities and Outcomes](#): This might be a bit biased, so it's worth thinking about.
- For Research Projects: [Rethinking Concepts and Theories](#): You should think about the concepts, theories you use, and if these are inclusive or exclusive of certain societal groups.
- For Research Projects: Formulating [Research Questions](#): Research questions should reflect inclusive gendered dimensions, considering how differences in needs, access,

and experiences shape the topic under investigation. For example, in climate change adaptation, studies show that gender influences vulnerability and resilience, requiring policies that respond to different social roles and risks (INSPIRE D2.1, 2023).

- [Rethinking Standards and Reference Models](#): When using standards and reference models, it is necessary to think about how to avoid being exclusive in your research.

While the detailed planning of the above tasks is important, don't lose sight of the **bigger picture**. Ask yourself too:

- Responsibilities: What knowledge and skills are needed for this step - who will be responsible? Do I have someone like that in my team? What is the general distribution of responsibilities? Please define responsibilities in your plan and read the text below about the research team/consortium.
- Links: How are the steps linked to each other?
 - For example, how will the results of a survey feed into user testing?
 - What needs to happen before you can start e.g. the design process? What information do you need? Where does it come from?

When you have a draft of your (research) project design, we recommend to conduct a gender impact assessment. This assessment helps you to evaluate the potential impacts of research before research decisions are finalized. You can find assistance on this process [here](#) on the gendered innovation website and a checklist [here](#) on the RESET project website. If you are interested in an intersectional project design, have a look at the [gendered innovation website](#) or for quantitative intersectional study design on the [CIHR website](#).

Here you find tools, resources and field specific information for your support

Tools & resources:

- There is a [toolkit](#) from the Warwick Research Centre that uses reflective questions to guide you through the steps of a research project.
- The EQUAL4EUROPE project provides a [checklist for gender-sensitive research](#), which can help you assess your (research) project design.
- This [toolkit](#) by the CGIAR provide guidance, recommendations and resources on gender-relevant ethical considerations for research involving human subjects.
- The [GERD model](#) helps you to introduce aspects of gender & diversity into the practical development of technology. However, it can also be helpful in other areas beyond technology development.
- On the [Gender.ED website](#), they help you conduct a Gender Sensitive Research project. There are examples from ICT, Economics and Agriculture.

Webinars & Videos:

- You can learn about the gender dimension in research and its practical application in this [webinar](#) by the Gender Equality Academy.

Field specific Information:

For health & medicine

- On the gendered innovation website, there is an article on [Analyzing Gender in Health and Biomedicine](#). There are also separate articles on [Analyzing Sex in Tissues and Cells](#), [Analyzing Sex in Lab Animal Research](#) and [Analyzing Sex in Biomedicine](#). All of them can be helpful for your (research) project design.
- On the [website](#) of Canadian Institute of Health Research, you can find quite detailed information on Sex and Gender in Health Research: How to integrate sex/gender in various health research sub-disciplines and about its impact.
- During an event of the Gender-Net Plus project, various projects presented their experiences and challenges of Integrating Gender Analysis in various thematic areas: [tinnitus](#), [Health Care for women with FGC/M](#), [drug safety for elderly](#), [health risks and recovery in context of social precarity](#), [immunotherapy in the context of cancer treatment](#), [gender differences in health & care](#), [Gender and Health Inequalities](#).

For Information, Communication and Technology (ICT)

- On the gendered innovation website, there are separate articles on [Analyzing Gender and Intersectionality in Machine Learning](#) and [Analyzing Gender and Intersectionality in Social Robots](#). All of them can be helpful for your (research) project design.
- The Diversifair Project has produced a [toolkit on AI & intersectionality](#) for the industry sector.
- The GILL project provides a [video](#) on the topic of “Gender Equality by Design: Gender Responsive Methods”.
- On the [Gender.ED website](#), they help you conduct a Gender Sensitive Research project. There are examples from ICT, Economics and Agriculture.

For Engineering, Architecture and City-Planning

- UN Habitat provides a [guide](#) for Cities to Sustainable and Inclusive Urban Planning; including practical support material.
- There is an article on how to incorporate gender (and potentially other forms of diversity and inequality) into the [engineering innovation process](#).

2.1.4 Build a Diverse and Skilled Project Team

It's always a good idea to have a diverse research team or consortium – including different genders, ages, backgrounds, experiences and **expertise**. More diversity brings more perspectives and helps make your project more inclusive.

If you've already identified which diversity aspects matter for your project, you can plan your team more specifically:

Here's a clear and practical **checklist** to help you plan and build a diverse and effective research team or consortium:

How to build a Diverse and Skilled Project Team

1. Diversity in the Team

- Does your team include a mix of genders, ages, backgrounds, and experiences?
- Have you considered how diversity can strengthen your project?

2. Inclusion Expertise

- Do you have expertise on the diversity dimensions relevant to your project (e.g. gender, disability, age)?
- If not, have you considered involving:
 - a gender/inclusion expert?
 - a partner from social sciences or applied sciences?
 - a consultancy for inclusion, accessibility, or diversity?

3. Methodological Skills

- Does your team have the skills needed to design inclusive research?
- Do you need support with participatory methods, user surveys, or inclusive design?
- Have you identified partners who can fill these gaps?

4. Access to Target Groups

- Have you clearly identified your target group(s)?
- Do you have a plan to reach them?
- Could a partner help with access? (For example: Nursing home or senior centre (for older adults), Factory or trade union (for blue-collar workers), etc.)

5. Roles and Responsibilities

- Have you defined who does what in your team or consortium?
- Does each partner bring clear added value?

2.1.5 Submit the Application or Project Proposal

Congratulations, you have completed the first step and created a project design and team. Take a moment to check carefully that your proposal meets the eligibility criteria if you are applying for funding. And then maybe take a break. Our fingers are crossed!

2.1.6 Practical Example for Step 1: FairCom - Inclusive Online Meetings

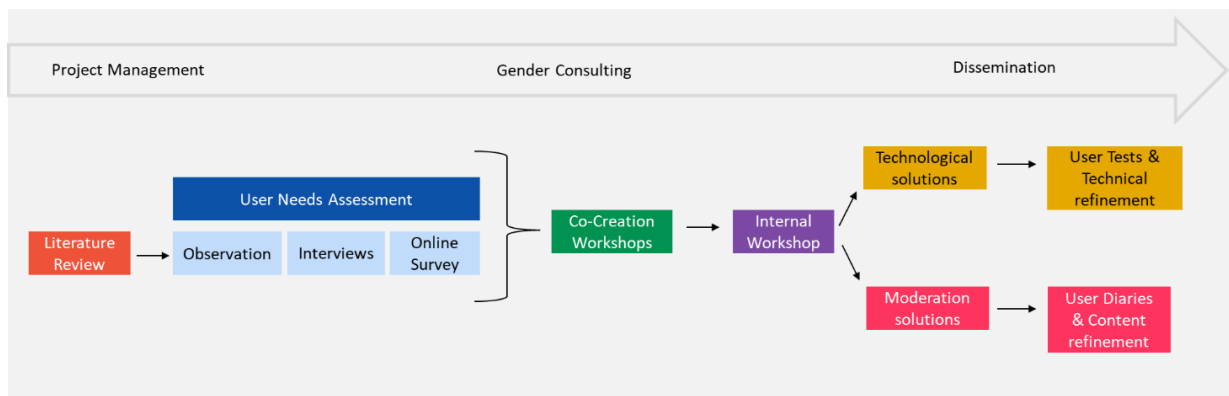
Let's think this first step of this Support Package through with an example:

In the FairCom project (funded in Austria), the team aimed to make online meetings more inclusive. They started by reviewing research and found several important diversity factors – like gender, age, education, language, and tech skills.

To understand user needs, they planned interviews, observations, and a survey. Based on the results, they held co-creation workshops with a diverse group, using personas and scenarios to design ideas for technical plug-ins.

They then built and tested a prototype with users, improved it based on feedback, and repeated the process. They also created guidelines for online moderators, which were tested and adapted.

That was their **project plan**:



Team Setup:

The team included:

- a social sciences lead for research and user testing
- a diversity expert to guide inclusion and reflection
- a tech partner to build the plug-in
- a UX design partner for co-creation
- and a consultancy for online communication

All partners worked together on the funding proposal to bring in their expertise from the start.

2.2 Step 2: Analysis – Get to know your target group

Great job – you’ve made it past the planning stage – now you're ready to start your project!

In this step, you gather the information you need **about and from your target group** before you begin developing your product, service, or other outcome.

If your project focuses mainly on analysis and aims to generate new knowledge, this step is especially important for you.

2.2.1 Literature Review

Since you have already done some research in step 1, you may not always need to do a literature review in step 2. But if you have never worked with your target group(s) before, or if the topic is complex, it is a good idea to do a more detailed review.

Here you can find external resources for support:

- The GEECCO project produced full literature reviews on:
 - [Gender Research in Human Computer Interaction](#)
 - [Gender and Mobility.](#)
 - [Gender and Robotics.](#)
- The Monash University produced a [literature review on sex and gender bias in the health system](#) for the Australian government.

2.2.2 Methods and Data Collection

Even after reading the literature, you may still have questions. Maybe there isn't much research on your topic, or the information is too general. If your project is focused on generating knowledge about a specific group or issue, this section is for you too.

For projects with direct target groups

It's time to reach out to your target group and ask them directly what you need to know for your project or you might also need to analyse existing data:

Checklist for identifying Methods

1. Review What You Already Know

- Have you done a basic or detailed literature review?
- Are there still open questions or gaps in knowledge?

2. Define What You Still Need to Learn

- What exactly do you need to know to move your project forward?
- Is the missing information about user needs, daily experiences, health issues, etc.? For example: What do users need from a new tech product? What everyday challenges do people with diabetes or endometriosis face?

3. Choose How to Get the Information

Ask Your Target Group for

- Interviews – for in-depth insights
- Surveys – to reach more people and collect structured data
- Focus groups – for group discussions and shared views
- Observations – to see real-life use or behaviour
- Samples/Medical data – to gather biological information (e.g. blood, cells, CT scans)

4. Use Existing Data

- Public databases or statistics (e.g. on mobility patterns, energy consumption)
- Past studies or reports
- Internal company/user data (if available)

If you decide **to ask your target group**, you can use methods from the social sciences such as:

(Expert) Interviews (see, for example for an overview [here](#) or [here](#), and for some practical guidance [here](#))

- Focus Groups (see, for example [here](#) or [here](#))
- Surveys (see, [for example](#))
- Observations (see, for example [here](#) or [here](#))
- Experiments (see, for example [here](#) or [here](#))

Please also take a look at the external resources at 2.2.5 **Support on Methods and Data Analysis** and conduct your own research on your chosen method if you are looking for something more specific.

It is important to identify user needs in a professional way. Therefore, take care to have a Social Scientist in your team!

If you decide to **use existing data**, you will probably use:

- Quantitative Secondary Data Analysis
- Content Analysis

If you are looking for more co-creative, participatory methods please have a look at step 3.

Reflect on your choice of method: Make sure that your **method fits your target group**. For example, for marginalised groups, observations might be too sensitive. If you're unsure whether your tool fits the target group, ask someone from the group or someone who knows them well. For example, if you want to interview people in a care home, the staff could help you understand what works best.

Consider the real-life circumstances of your target group. For example, think about how care responsibilities might affect scheduling. Please do some research on how this method can be applied in an inclusive way. If you use existing survey tools—such as question batteries from other questionnaires—make sure to briefly check in the literature whether the method carries any known bias(es).

Checklist for Designing Inclusive Surveys and Interviews

When you collect your data, you need to develop data collection tools/instruments such as interview guides, observation protocols, questionnaires etc. When creating these tools keep these questions in mind:

- Is the language clear and simple?** Avoid technical terms that might confuse people, especially older adults or people with disabilities.
- Do I ask about relevant categories?** Always include your key characteristics (like gender or age) in your questions so you can analyse the results properly. For example, if you're studying gender differences, you need to ask people about their gender.
- Is the language inclusive?** Use gender-sensitive wording and respect how people describe themselves. For example, offer open options for gender and never make sensitive questions mandatory. For example, you can find a guideline [here](#) by Morgan Klaus Scheuerman, [here](#) for survey design and gender by the gendered innovation website or [here](#) a more detailed report here by Suzanne Thornton et al. (2021).
- Am I being clear and specific enough?** When formulating your questions, make sure they are easy to understand and not too general. If your wording is unclear, people might understand the question in different ways and the results might not be reliable.
- Are there accessibility needs?** E.g. make sure tools work with screen readers or allow flexible times for interviews, especially for caregivers.
- Do the questions fit all users?** Check if all parts of your target group can relate to your questions, even those with overlapping identities.
- Am I avoiding stereotypes?** Be mindful of wording and visuals so you don't reinforce social biases.

Different target groups may have different needs, so you might need to create more than one version of your tool – for example, in different languages.

At this stage, please also **consider how you will analyse your data**, as this may affect your design. For example, at what level of the scale do you want to analyse your data? This will influence how you design your questions. Similarly, if you would like to use a specific method of analysing interview data, your guidelines and interviewing style will be different. There are more flexible and more structured methods. For example, there is the narrative interview and Schuler's Multimodal Interview. These are rather contrasting examples.

Intersectional approach

If you're using an intersectional approach (looking at how different factors combine, like gender and disability), check what that means for your methods. We offer some resources, but you may need to explore.

- **Del Toro, J., & Yoshikawa, H.** (2016). Invited Reflection: Intersectionality in Quantitative and Qualitative Research. *Psychology of Women Quarterly*, 40(3), 347-350.
- **Zhang, B., Chang, B., & Du, W.** (2021). Employing Intersectionality as a Data Generation Tool: Suggestions for Qualitative Researchers on Conducting Interviews of Intersectionality Study. *International Journal of Qualitative Methods*, 20.
- **Christensen, A. D., & Jensen, S. Q.** (2012). Doing Intersectional Analysis: Methodological Implications for Qualitative Research. *NORA - Nordic Journal of Feminist and Gender Research*, 20(2), 109–125.

For projects with indirect or no target groups - the example of AI

- **Descriptive Data Analysis:** Check the distribution of demographic variables (e.g., gender, ethnicity) in your data.
 - Are certain groups underrepresented?
- **Fairness Metrics:** Use statistical measures to evaluate your data:
 - Demographic Parity: Positive predictions should be equally distributed across groups.
 - Equal Opportunity: True positive rates should be equal.
 - Equalized Odds: Both true and false positive rates should be balanced.
 - Disparate Impact: The ratio of positive decisions across groups should be close to 1.
- **Test Subgroup Performance:** Evaluate your data separately for key subgroups (e.g., women, minorities).
 - Does the model perform worse for specific groups?
- **Run Counterfactual Fairness Tests:** Change only a sensitive attribute (e.g., gender) and check if the prediction changes.
 - Predictions should remain stable if all other features are the same.
- **Consider External Audits:** Have third parties (e.g., NGOs, researchers) review your model for potential bias.
 - Independent audits can reveal hidden issues.
- **Conduct Manual Error Analysis:** Review misclassifications and edge cases.
 - Look for systematic errors or fairness-related anomalies.

2.2.3 Building a diverse Sample

No matter what method you use, it's important to include a mix of people or samples (e.g. cells, skin) in your sample. What counts as "diverse" depends on your project, but here are some tips:

If you're looking at more than one diversity factor (like gender, age and disability), it can be harder to find the right mix – for example, young non-binary people or women with disabilities. In this case, it helps to contact organisations that work with these groups or ask partners in your project for support. We recommend to make a **table of characteristics** you need to cover in your sample **to monitor** how well you are doing.

For small group methods like interviews or focus groups, you might want to send out a **short questionnaire** first and choose participants based on their answers.

Think early about **how you'll reach the right people**. You may need a partner organisation to help (see step 1 – Building a project team) – for example, a fitness centre or care home if your project involves older people.

2.2.4 Data Analysis

Now that you've collected your data, it's time to analyse it with inclusion in mind.

Remember: data is never fully neutral. How we understand it depends on our own background – including our views on gender. That's why it's important to reflect on your role as a researcher and on power dynamics in your project and innovation field if you want to include gender and other diversity dimensions as an analytical category in a meaningful and different way. Don't treat gender differences as fixed truths. Look at how they are shaped by society and culture. We highly recommend to involve someone with gender or inclusion expertise to help interpret the results as they can help make sense of it and put it into context.

Methods like *critical system thinking* or *group model building* can also help reflect on your findings.

Analysing Quantitative Data with Inclusion in Mind

If you have quantitative data, start by describing your sample: How many women, men, or gender-diverse people took part? What are their ages or other key traits? How many female, male, gender diverse skin samples? Cross tables can help show this clearly.

Next, look at your main questions. For example, if you're studying public transport use by gender, begin with charts or cross tables. You can compare groups (e.g. women, men, gender-diverse), but also look at differences within each group. Gender differences for example might change depending on age, ethnicity, social class, or other factors. In long-term studies, you can observe how gender-related experiences and patterns develop or shift over time. If you are using existing data, think about the social or cultural context it came from – some bias may be built in.

If you're doing statistical testing:

- If gender or diversity is part of your hypothesis, focus your analysis on it.
- If not, use these dimensions as control variables and include them in your interpretation.

If you work with intersectionality, you can find some support here:

- The CIHR provides an [article](#) on quantitative intersectional analysis.
- [Else-Quest, N. M., & Hyde, J. S.](#) (2016). Intersectionality in Quantitative Psychological Research: II. Methods and Techniques. *Psychology of Women Quarterly*, 40(3), 319-336.
- [Dubrow, J.K., Ilinca, C.](#) (2019). Quantitative Approaches to Intersectionality: New Methodological Directions and Implications for Policy Analysis. In: Hankivsky, O., Jordan-Zachery, J.S. (eds) *The Palgrave Handbook of Intersectionality in Public Policy. The Politics of Intersectionality*. Palgrave Macmillan, Cham.
- [Greta R. Bauer, Siobhan M. Churchill, Mayuri Mahendran, Chantel Walwyn, Daniel Lizotte, Alma Angelica Villa-Rueda](#) (2021): Intersectionality in quantitative research: A systematic review of its emergence and applications of theory and methods, *SSM - Population Health*, Volume 14, 100798, ISSN 2352-8273,

Analysing Qualitative Data

As with quantitative data, start by looking at your sample and its key characteristics. Then:

- **Use intersectional coding:** Use codes that capture intersecting social categories (e.g. gender, race, class, disability) rather than treating gender as a stand-alone variable.
 - This avoids oversimplified or stereotypical interpretations.
- **Let the participants' language guide the interpretation:** Respect how respondents describe their identities, experiences and realities.
 - Avoid imposing normative categories or assumptions.
- **Identify power structures in the narratives:** Look for how power relations (e.g. gender hierarchies, discrimination, marginalisation) shape participants' experiences and statements.
 - This brings structural inequalities into focus.
- **Include minority and marginalised voices:** Ensure that underrepresented perspectives are not diluted or sidelined in thematic analysis or reporting.
 - Actively look for patterns in these voices, rather than treating them as outliers.

We advise you to do some research into the method you are using to analyse your data, such as grounded theory, qualitative content analysis, thematic analysis or narrative analysis, and how inclusion comes into play there.

If you're doing interviews with an intersectional focus, you can find support resources here:

- [Cuádriz, G. H., & Uttal, L.](#) (1999). Intersectionality and In-depth Interviews: Methodological Strategies for Analyzing Race, Class, and Gender. *Race, Gender & Class*, 6(3), 156–186.

- [Christensen, A. D., & Jensen, S. Q.](#) (2012). Doing Intersectional Analysis: Methodological Implications for Qualitative Research. *NORA - Nordic Journal of Feminist and Gender Research*, 20(2), 109–125.

2.2.5 Support on Methods and Data Analysis

Tools & resources:

- The [GILL Hub](#) is a collaborative platform and community that provides tools, methods, services, and resources to support gender-responsive smart innovation and entrepreneurship.
- This [toolkit](#) by the CGIAR provide guidance, recommendations and resources on gender-relevant ethical considerations for research involving human subjects (e.g. interviewer selection and training, data analysis).
- The CIHR has a [toolkit](#) on sex and gender research and methods, with methods and science factsheets.

Webinars & Videos:

- You can learn about the gender dimension in research and its practical application in this [webinar](#) by the Gender Equality Academy.

Field specific Information

- The CIHR has courses on:
 - [Sex And Gender In Primary Data Collection With Human Participants](#)
 - [Sex And Gender In The Analysis Of Secondary Data From Human Participants](#)
- On the gendered innovation website, there are articles on
 - [Analyzing Gender in Health and Biomedicine](#)
 - [Analyzing Sex in Tissues and Cells](#)
 - [Analyzing Sex in Lab Animal Research](#)
 - [Analyzing Sex in Biomedicine](#)
- On the gendered innovation website, there are also checklists regarding gender and
 - [Age & Sex in Drug Development](#)
 - [Health & Medicine](#)
 - [SABV in Biomedicine](#)
 - [Tissues & Cells](#)

For Information, Communication and Technology (ICT)

- On the gendered innovation website, there are separate articles on [Analyzing Gender and Intersectionality in Machine Learning](#) and [Analyzing Gender and Intersectionality in Social Robots](#).
- The GILL project provides a [video](#) on the topic of “Gender Equality by Design: Gender Responsive Methods”.

For Engineering, Architecture and City-Planning

- On the gendered innovation website, there are also checklists regarding gender and
 - [Engineering](#)
 - [Urban Planning & Design](#)
- UN Habitat provides a [guide](#) for Cities to Sustainable and Inclusive Urban Planning; including practical support material.

2.2.6 Practical Example of Step 2: FairCom – Understanding User Needs

In the FairCom project, the team collected information about Online-Meeting-participants through observing online meetings, doing interviews and a survey. To do this, they involved teams that met online from different areas, like facility management, women's groups and research teams. Some of these team members also joined the interviews and survey. The project focused on four diversity dimensions: gender, age, education, and language. They checked how diverse each group was. Since no gender-diverse people were in the teams, they invited others to make sure those voices were included too.

Creating the data collection tools was challenging. Some people were still learning German, so the team had to find a balance between simple, clear and respectful language, as well as certain self-designations of groups that were not familiar to some participants (BIPoC, inter*). A team moderator helped make the survey easier to understand. The data was analysed with a focus on diversity. In some cases, they could also look at how two factors (like age and gender) interacted.

The results showed what challenges different groups face and which different needs they have in online meetings. These insights were used to create guidelines and methods for facilitating inclusive online meetings, and they were the basis for the next step: co-creation workshops to design inclusive solutions (see step 3).

More details on the methodological challenges can be found [here](#).

2.3 Step 3: Concept – Generating Ideas for further Development

This step is for you if your project focuses on **finding ideas and creating solutions** – like a product, service, concept, or guideline (for example: designing an inclusive city plan, developing a new technology, creating a community approach to gender-based violence).

2.3.1 Participatory Methods to develop Ideas

Many approaches use participatory methods:

- Usability / UX design
- Human-centered design (HCD)
- User-centered design (UCD)
- Universal Design
- Participatory Design
- Design-Thinking
- Co-creation / Co-Design
- Participatory (research) design
- Community-Based Participatory Research (CBPR)
- Living Labs
- Open Innovation
- Norm-critical/norm-creative innovation
- And probably many more ...

However, the common idea is that better ideas are found when stakeholders and people affected by problems and solutions are part of the idea generation process and can contribute their perspectives.

This (as well as the identification of user needs in Step 2) helps to counter the "**I-methodology**": The "I-methodology" refers to a design approach in which developers unconsciously use their own experiences, preferences and assumptions as a template for user needs. This often results in products that reflect the perspectives of the creators rather than the diverse realities of actual people. Similarly, in research, the social position and experiences of researchers shape how they design their research, interpret their findings, make recommendations and develop solutions. But you cannot know what people need. You are not in their shoes!

Therefore, we strongly recommend that you involve stakeholders (e.g. users, people affected by your research, policy makers, advocacy organisations, think tanks) in your project, as this increases the likelihood that different perspectives will be included, which in turn increases the likelihood that your project outcome will be more inclusive and effective. By moving beyond traditional disciplinary boundaries, innovation processes are becoming more holistic, adaptive, and aligned with real-world needs.

You can use **many methods** (also in combination) such as:

- [User diaries](#) / [Collective Notebook](#) / [Photovoice](#) / [User Day-Parting](#)
- [Customer / User Journey](#) / [Community Mapping](#)
- [User shadowing in real-world scenarios](#)
- Workshops & other group formats, such as [Co-Creation Workshops](#), [Stakeholder workshops](#), [Design Thinking](#), [Interactive Prototyping](#), [focus groups](#)
- [Personas](#), [Use Cases](#) & [Scenarios](#)
- And many more ...

Just read up on the different methods and choose the one that best suits your project. Some resources are already linked above with the methods, but there are also a number of resources below that can help you and provide more detailed instructions.

Don't forget your inclusion perspective: We would like to stress that it is vital to ensure that your target groups are well represented in these formats, otherwise it will not result in more inclusive solution ideas. Please don't hesitate to take an existing method and add your intersectional thinking to it as needs might vary also with intersections – especially when it comes to analysing and interpreting the results. It is important not to reinforce existing stereotypes in the methods used, for example in personas, use cases and scenarios (e.g. a woman who likes everything pink and is unable to do basic handicrafts). It can help here to base personas on real data or use gender swapping.

It can be helpful to plan an **iterative participative development process**, thus including more than one round of feedback gathering. For example, you start with a co-creation workshop, then you go into development, then you test the prototype with a user diary, then you refine the prototype and do a user test with a thinking aloud methodology. However, you can read more about testing in Step 4.

Make sure to:

- **Plan enough time** to coordinate a number of people (sometimes from different contexts), synchronising their goals and timelines.
- **Plan enough resources**, as implementing an inclusive design process can require significant resources and coordination given the diverse and sometimes conflicting needs of various user groups.
- **Consider personalised versions:** Sometimes, a single outcome might not cover all needs. In this case, you could consider developing different feature scenarios, e.g. adaptable interface elements.

Here you find tools, resources and field specific information for your support

Tools & resources

- There is an article on [Co-Creation & Participatory Research](#) on the Gendered Innovation website.
- The RESET project offers a [Co-Design Starter Kit](#).
- The [Hyper Island Toolbox](#) provides tools for innovation processes and ideation.

- The [GILL Hub](#) is a collaborative platform and community that provides tools, methods, services, and resources to support gender-responsive smart innovation and entrepreneurship.
- There is a useful handbook on [Design Practices and stakeholder involvement: “Nothing about Us without Us”](#).
- The Swedish funding agency Vinnova offers the [NOVA toolkit on Tools and methods for norm-creative innovations](#) with various participatory methods and tools.
- The Gender STI project published a [methodological handbook on their Co-Design Labs](#).
- Gamestorming provides [co-creation tools](#) for innovators.

Field specific Information:

For Information, Communication and Technology (ICT)

- Watch the webinar from the [‘Gender equality in information science and technology’ \(EQUAL-IST\)](#) project to learn why you should include a gender (and intersectional) approach in your research project, and how to do so. There is also a section on inclusive methods for UX design.
- Watch this workshop from the GILL project on the [Gendered design of ICT Tools](#).

For Engineering, Architecture and City-Planning

- UN Habitat provides a [guide](#) for Cities to Sustainable and Inclusive Urban Planning; including practical support material.

2.3.2 Making Inclusive Design during Development

When developing a product, service, or research outcome, you’ll face many big and small decisions – like what ideas to follow, what features to include, and how it should look.

It’s important to keep your main goal in mind: **creating something inclusive**. To do this, always consider the needs and experiences of your target groups.

You can support inclusion by considering the needs and experiences of the target groups, by:

- Using the results from your earlier analysis
- Testing and improving your ideas in cycles
- Making decisions openly and clearly
- Involving your team in shared decisions
- Including target group members in decision-making

Be aware: sometimes the needs expressed by a group may reflect existing gender roles. For example, women often do more care work. Their needs must be taken seriously. But the goal should also be to break the link between gender and care roles – for example, by also supporting men and non-binary people who want to take on caring responsibilities.

Inclusive solutions should reflect both the current reality and the changes we want to see in the future.

Here you can find some external support to facilitate inclusive decision-making: Tools & Resources:

- The University of British Columbia provides a [tool](#) for Intentional Equity, Diversity, and Inclusion Decision-Making
- This is a [publication](#), in which an inclusive research team reflects on shared decision-making
- [Methods and guidelines for inclusive online meetings](#), which could be used for shared decision-making processes within the project team.
- The [Hyper Island Toolbox](#) provides tools for innovation processes and ideation.

2.3.3 Practical Example for Step 3: FairCom – Making inclusive Decisions

In the FairCom project, the team used participatory methods to involve target groups. First, they created personas and scenarios based on interviews, observations, and a survey. These were used in **online co-creation workshops**, where participants shared ideas for more inclusive online meetings.

After the workshops, the team had to choose which ideas to develop. They focused on the project's main goal: inclusion. They scored each idea based on how well it supported that goal. This took time and teamwork.

In later decisions, they used the personas again to ask: *What would each person need? Are we missing anything important?*

In the end, they developed two things:

1. A **plug-in** for online meetings with several features (e.g. tracking speaking time)
2. A **set of methods and guidelines** for moderators to help make meetings more inclusive

2.4 Step 4: Implementation – Execute and Test your Concept

Now it's time to develop your concept – whether it's a product, service, or idea – and start making it real.

To make it truly inclusive, you should test it with the people who will use or be affected by it.

2.4.1 Develop and Prototype

When developing your product/service or concept, **base it on the needs of your target group**. The best way is to use real data and involve users in shaping the idea (see Steps 1–3).

If direct involvement isn't possible, you should still think about inclusion. For example, in AI projects, make sure your data includes people of all genders, ages, and backgrounds. Check your development process for bias. For example, if you are creating synthetic data from real data, biases may occur in the process. If you are not sure about the inclusion factor in your case, please have a look at Step 1, do some research (e.g. on ethical AI) or do some interviews with experts in your field who also have experience in inclusion (see Step 2).

If personalisation seems difficult, look for alternative technologies – like 3D printing, which has helped customise prostheses in past projects.

2.4.2 (Iterative Participatory Methods / Testing / Pilot Application

Don't develop your product all at once. It's better to plan several testing and feedback rounds during development (this is called iterative testing).

You can use the following evaluation methods, either individually or in combination:

- User tests (e.g. with a [thinking-aloud methodology](#), [A/B Tests](#), [usability test](#), [Card Sorting](#), [Walkthrough method](#))
- [User diaries](#) / [pilot testing](#)
- [User shadowing in real-world scenarios](#)
- Workshops & other group formats, such as [Stakeholder workshops](#))
- [Biofeedback](#) (e.g. eye tracking, heart rate, or breathing rate)
- Many of the methods mentioned in Step 2 such as interviews, focus groups, observations, surveys, experiments
- And many more ...

Watch out for these issues:

- **Inclusion:** It is important not to reinforce existing stereotypes in the methods used, for example in personas, use cases and scenarios (e.g. a woman who likes everything pink and is unable to do basic handicrafts). It can help here to base personas on real

data or use gender swapping. Consider the real-life circumstances of your target group. For example, think about how care responsibilities might affect scheduling. Please do some research on how this method can be applied in an inclusive way.

- **Recruiting testers:** Your test group should be as diverse as your survey sample but it can be hard to find a diverse group. See guidance in Step 2 on how to build an inclusive sample. Don't rely only on tech-savvy users.
- **Valuable feedback:** Poor planning can lead to shallow results. Make sure you allow enough time, ask good questions, and design your test well. Analyse test results with an inclusion lens. You can follow the advice in Step 2 under 'Data Analysis' for support and external resources.

Here you find tools and resources for support

Tools & resources:

- The RESET project offers a [Co-Design Starter Kit](#) with a section on “Reflecting on and Evaluating Design”.
- The [GILL Hub](#) is a collaborative platform and community that provides tools, methods (also for testing, e.g. Empathy Map, gender-responsive walkthrough, EEASI Product Evaluation), services, and resources to support gender-responsive smart innovation and entrepreneurship.
- There is a useful handbook on [Design Practices and stakeholder involvement: “Nothing about Us without Us”](#).
- Check out the guide [“Usability Testing: A Practitioner's Guide to Evaluating the User Experience”](#) by Morten Hertzum from the University of Copenhagen.
- If you want to deep dive into evaluation, have a look at the [“Guidelines for Programme and Project Evaluations”](#) by the Austrian Development Agency.

2.4.3 Practical Example for Step 4

To make the test inclusive, they sent a short questionnaire to potential testers and selected a diverse group.

The plug-in was tested in two rounds. In both rounds, users participated in a fictitious online meeting, discussing two topics. Feature A was tested during the first topic and feature B during the second, meaning the user test followed an A/B testing logic. Afterwards, there was a discussion by the users with the team, in which the team collected feedback on:

What did they like? What did they not like? Did they have any suggestions for improvement? Based on this feedback, the tool was improved and tested again.

The guidelines for moderators were tested using **user diaries**. Moderators used the materials in their daily work for a few months, wrote down their experiences and gave feedback on the methods and recommendations. In a reflection workshop they also discussed the guidelines with the team. Their feedback helped improve the final version.

2.5 Step 5: Dissemination & Sustainability – Sharing and Sustaining Results

Well done! You've reached the final step – you've collected data and created results, maybe even innovation.

Now it's time to **share your results in an inclusive way**. Show how gender and inclusion helped improve your project. Being open about this can inspire others to do the same.

2.5.1 Inclusive Publications, Reporting & Events

When it comes to inclusive reporting, publications and events, here are **5 Key Tips**:

1. **Report on inclusion:** If you collected gender or diversity data, include both the composition of the sample and the results in your reports.
2. **Use inclusive language:** Please be sensitive in how you name products/services and concepts. Use gender-sensitive and respectful language when describing your findings and results. If you are referring to specific groups, please familiarise yourself with the terms and use self-designated language. Check guidelines if you're unsure (see also below).
3. **Make it accessible:** Ensure your materials are accessible, e.g. can be read by screen readers and are readable by people who are colour-blind or colour-faulty. Think about if your event is accessible for everyone, e.g. for people with a wheel chair, people without hearing or hearing impairment.
4. **Choose the right format:** Open Access helps more people read your work. Besides journals, consider sharing results through blogs, reports, or media. Offer results to your participants too.
5. **Use fair visuals:** Avoid images that show stereotypes – like only young men using tech. Show diversity.

Here you find tools and resources for support

Tools & Resources:

- You can find an article on "[Rethinking language and visual representation](#)" on the gendered innovations website.
- A number of journals have adopted the [Sex and Gender Equity in Research \(SAGER\) guidelines](#), which aim to provide authors with guidance on how to report sex and gender information in study design, data analysis, results and the interpretation of findings.
- The MINDtheGEPs project developed [guidelines on Gendering Scientific Publications](#).
- Have a look at the [checklists on visual communication](#) by the RESET project.
- EIGE has published two toolkits on the matter: One on [Gender-sensitive communication](#) and one on [Supporting Gender Equality Through Language and Communication](#).
- Amnesty International provides a [guide on inclusive language and events](#).

2.5.2 Knowledge-Sharing, Marketing & PR to diffuse findings in your ecosystem

Don't stop at reports - share your findings in ways that connect your stakeholders and reach and influence your ecosystem. Think about who can benefit and choose the right channels.

Target groups could be:

- **Clients & Users** – if you have product, service or other outcome that can be used.
- **Developers, Researchers & Innovation/Industry (Communities)** – if your findings are relevant for further development/research, collaboration, or application.
- **Policymakers & Public Sector Stakeholders** – if your research supports policy development or strategic decisions or your outcome should be publicly implemented.
- **Civil Society, Advocacy Groups & NGOs** – if your insights can strengthen their initiatives, campaigns, or community-based work.
- **The Public** – if your findings are of general interest and relevant for all.

You can try the following channels:

- **Direct outreach** (e.g. email, personal networks, live demos)
- **Media** (e.g. press releases, newspaper articles, radio interviews, television show)
- **Social Media** (e.g. infographics, explainer content) such as YouTube, LinkedIn, Instagram, TikTok, Bluesky - platform depending on audience
- **Events** (e.g. industry events, networking events, conferences, Hackathons, Meet-Ups)
- **(Exchange) Workshops & Webinars**
- **Newsletter**
- **Blogs**
- **Podcasts**
- **Open-source platforms** (e.g., GitHub, GitLab)
- **Open data portals** with contextual guidance
- **Online communities** (e.g. Discord, Reddit, Stack Overflow)
- Technical documentation, APIs, or datasets shared via **repositories** (e.g., Zenodo, Figshare)
- **Preprint servers** (e.g., arXiv, ResearchGate) etc.

2.5.3 Plan for Follow-up financing

To keep your work going and increase its impact, it's a good idea to start planning follow-up financing early (e.g. follow-up project proposals, internal development process).

Financial support can come from a number of sources:

- **Internal support:** If your organisation sees value in your work, it might support the next steps. A clear roadmap can help.

- **Public funding:** Government agencies or funding bodies often support innovation. It can take time to find the right program, but many also offer advice or networking support.
- **Private funding:** If you're taking your idea to market, consider building a business case for private investors. To attract them, you may need to focus on efficiency and market potential. If you're scaling up, it might help to involve (inter)cultural experts, especially across regions or countries.

2.5.4 Integrate Gender & Inclusion in your Organisation's Everyday Work

Lasting change happens when the ideas and lessons from your inclusive project are shared and used across your organisation in innovation practices. This isn't always easy, but it's a powerful next step.

There's no one-size-fits-all solution, but here are a few ideas:

1. Raise Awareness: Share your project and results in team meetings or with leadership. Explain how inclusion helped your work and why it matters. You can also share helpful resources with colleagues to integrate Gender & Inclusion in organisational innovation processes.

2. Build Capacities: Create a network or working group on gender and inclusion. Ask for trainings or workshops. It's especially important that project leads understand inclusive innovation. You could also bring in experts internally or as project partners.

3. Make it Part of the System: Encourage your organisation to develop clear inclusion guidelines and make them part of strategy and daily work (Karaulova et al. 2025). This could include setting standards or offering regular training for project teams.

2.6 Ongoing: Management, Monitoring & Reflection

This isn't just a single step - it's something to keep in mind throughout the whole project. So stay aware and check in regularly!

2.6.1 Team Sensitization: Working Together on Inclusive Gendered Innovation (IGI)

A project works best when the whole team shares the same goals. This is especially true when it comes to gender and inclusion.

Some team members may already be familiar with these topics - others may not. That's okay! In this section, you'll find tips on how to:

- Raise awareness in your team
- Build knowledge and skills

This section is most relevant for teams comprising people from different sectors and disciplines and we highly encourage this kind of collaboration. Since this brings together partners with different goals, priorities, work cultures and ways of thinking, it is important for everyone to find a **common understanding** of gender and inclusion before the project begins. Not everyone will see its value right away - so raising awareness and building knowledge is key. However, it is not only necessary to find a common understanding on gender/inclusion, but in general - working together on this helps everyone to understand the project goal and plan better and find a common language for all its parts. For instance, gender experts need to understand the technical or medical terminology, and vice versa (Karaulova et al. 2025).

Here are some practical ideas to raise awareness and build capacity within the team (Karaulova et al. 2025):

Share Why It Matters: Explain how gender and inclusion improve your project. It might help to do some research beforehand to be able to do so. Use real examples and talk about your progress and successes in the project. Look at the **'Why Section'** in chapter 1 for helpful arguments or at support material from your funding agency.

Start with a Workshop: Hold a team workshop at the beginning to discuss key concepts like gender, intersectionality, and inclusion (for more information, see the 'Why Section' in chapter 1). Include case studies and good practices to show that gender/inclusion matters. Plan interactive activities to discuss where and how gender and inclusion is important for your project. Make the workshop part of your official project plan.

Involve the Whole Team: Include team members in co-creation activities (see Step 3 and 4), so they can learn about effects of participation and inclusion. Give your inclusion expert a clear role throughout the project. Let them give feedback on all project tasks and involve them in all processes to fully integrate inclusion. Team check-ins and co-creative sessions where you reflect together work better than sending out info sheets.

Communicate as Equals: Encourage open, respectful communication where everyone learns from each other.

Learn from Others: Talk to other experts or teams who have worked on similar projects about how they did it. Inclusive Gender Innovation is often learned through experience. Think about getting external support (e.g. from a consultant) if you feel you need it.

Use Familiar Concepts: For teams unfamiliar with inclusion, start with related ideas like human-centered design, then link them to inclusive gender innovation.

Inclusion work isn't always easy—but it's worth it. Every team is different, so find the approach that works best for yours.

👉 **See Step 1 for helpful tools and resources.**

2.6.2 Dealing with Resistances

There are supportive factors, which can minimise resistance and create an enabling environment for inclusive gendered innovation:

- A project leader who supports gender and inclusion
- Gender and inclusion knowledge is widespread in the team or
- Team members are open minded and interested in working interdisciplinary
- Clear roles and tasks for the inclusion expert written into the project plan, integrating his or her expertise in all project steps.

This gives the gender/inclusion expert the authority to speak up throughout the project.

However, talking about gender and inclusion in a project can lead to resistance – especially in male-dominated fields. If this happens, please read the next section.

Strategies for Dealing with Resistance in Inclusive Gender Innovation

Resistance to gender and inclusion is, unfortunately, not uncommon. But don't get discouraged. Resistance can be managed, and in some cases, even turned into progress. There is **no single solution**, but the strategies below can help:

First, try to understand the resistance ([source](#)):

- **Why** is there resistance?
- **How** is it being shown?
- **Who** is resisting?

Look After Yourself: Don't take it personally: It's easy to feel discouraged, especially if resistance comes from your own team. Remember: this is about systems and mindsets – not you. Stay calm and focus on the project goals. Inclusion work can be emotionally draining.

Make space to reflect, take breaks, and seek support when needed. You don't have to carry it all alone.

Focus on Project Goals and Outcomes: If people resist the topic of inclusion, refocus the discussion on what the project is trying to achieve. Emphasise how inclusion helps improve:

- Innovation quality
- User satisfaction
- Social impact/justice
- Market reach

Use data, examples, and past project successes where possible.

Demonstrate gender-specific and inclusive knowledge: If project partners from other disciplines are skeptical about the relevance of inclusion and gender in the project, show them gender knowledge from their field of research. This often leads to aha-experiences.

Create Safe Spaces for Dialogue: Organise short workshops or discussions where team members can ask questions and reflect without judgement. Use real-life examples and show how inclusion is already shaping better results.

Use Strategic Entry Points: If “gender” is a trigger word in your team or sector, start with familiar terms like: Human-centered design, User needs or Accessibility. Then show how these naturally connect to inclusion and gender.

Find Allies: who can help carry the message. A small group of committed people can shift dynamics more than lone efforts. Support from the project lead or management makes a huge difference. If possible, brief them early on inclusion benefits so they can back you up in key moments.

Publish your results and experiences: If an innovation project is not so successful due to resistance, don't hide it but publicize what has nevertheless been achieved. Make your experiences with resistance public too - that way we can learn from each other and develop strategies together.

Celebrate Small Wins: Highlight even small examples of progress. Did a new feature get improved thanks to user diversity feedback? Share the story. Visible results can reduce resistance over time.

Long-Term Solutions: Changing mindsets takes time. Encourage your organisation to invest in: Regular training on gender and inclusion and Clear policies and incentives that reward inclusive practices.

Resistance won't disappear overnight – but with the right strategies, you can keep your project on track and make a real impact.

Here you find tools and resources for support

Tools & Resources

- The EQUAL4EUROPE project published a [guide](#), which also offers a section on resistances.
- The FESTA project published a handbook on [resistance to gender equality in academia](#).
- For more help, check out the [SUPERA toolkit](#) on how to deal with resistance to change. It gives useful tips that you can use as inspiration for dealing with resistance in your project. For example, it might be helpful for you to build networks and alliances within your organisation, the project team or with other relevant stakeholders (e.g. with experts, civil society groups or NGOs).
- For resistances in online meetings, you can consult [guidelines for inclusive online meetings by the FairCom project](#).
- For networking: The [GILL Hub](#) is a collaborative platform and community that provides tools, methods, services, and resources to support gender-responsive smart innovation and entrepreneurship. Registered users can get in touch with each other.

Videos & Webinars

- Here is a [video on Overcoming Resistance](#) by the ACT project.

2.6.3 Continuous reflection of methodological process and findings

When you're working on a research and innovation project that considers gender and inclusion, it's important to **regularly reflect** on your methods and results. This helps you:

- **Include more voices:** Stay aware of who is being heard and who might be missing.
- **Avoid stereotypes:** Even with good intentions, bias can sneak in. Reflection helps you spot and fix it.
- **Be responsive to findings:** New insights or feedback from participants or stakeholders may highlight important issues that require you to reconsider your approach.
- **Understand power dynamics:** Reflection helps you see how decisions are made and who holds influence.
- **Improve quality and credibility:** A reflective approach shows responsibility, builds trust and enhances the quality of your outcomes.

Here are some easy ways to build reflection and learning into your project:

- **Team check-ins and feedback:** Regular updates help share different views, stay transparent, and keep each other accountable.
- **Plan reflection points:** Add short reflection sessions after each major task or work

package to review what worked and what could improve.

- **Set clear goals for inclusion:** Include milestones and indicators for gender and inclusion. Check if your funder requires this – or create your own based on your project’s needs. You can also use ideas from MEL (Monitoring, Evaluation & Learning) (see Resources section).
- **Try reflective methods:** You can reflect alone, with a colleague, as a team, or together with stakeholders. Choose what fits your style and team best (see resources below).

Reflective Questions to Ask During Your Project

Use these questions to regularly check your progress and keep your project inclusive:

Impact & Inclusion

- Who benefits from our work?
- Whose needs and experiences are included — and who might be left out?
- Have we included people with lived experience or marginalised voices in a meaningful way?

Bias

- Where in the project might bias (e.g. gender bias) show up — in design, data, or decisions?
- Have we spotted and addressed these risks? How?
- Are we making assumptions about gender roles or norms?

Stereotypes & Language

- Do our tools, materials, or communication include any stereotypes?
- How can we ensure that we do not reinforce harmful norms or clichés?
- Are we using inclusive language in surveys, publications, and user interfaces?

Expertise & Skills

- Do we have the right knowledge to handle gender and inclusion well?
- Would it help to bring in outside experts or do a short training?

Data & Analysis

- Are we including gender and other factors (like age, race, disability) in our data collection and analysis?
- Are we using inclusive categories that reflect lived realities (e.g. not just male/female)?
- How are we making sure different groups are visible in our findings?
- How do the results shape our next steps?

☞ We recommend adding these questions as tasks in your project plan. Assign someone (like the project lead or an inclusion expert) to guide this reflection process — otherwise it may be

forgotten in busy project work.

Being open to Changes

While reflecting on your project, you may find ways to improve or face new challenges. If that happens, it's okay to **adjust your plan** — even if it's mostly fixed.

For example:

- You might decide to include a new target group in your user testing.
- Or you could organise a final workshop to share your findings with others.

Being flexible is often better than strictly following a schedule. Adjusting your work to real needs is a key part of reflection and meaningful innovation.

Here you find tools and resources for support

Tools & Resources:

- [Rethinking Research Priorities and Outcomes](#): Research Priorities and Outcomes might be a bit biased, so it's worth thinking about.
- Gender Impact Assessment: You can find assistance on this process [here](#) on the gendered innovation website and a checklist [here](#) on the RESET project website. If you are interested in an **intersectional project design**, have a look at the [gendered innovation website](#) or for quantitative intersectional study design on the [CIHR website](#).
- There are [intersectional design cards](#), which you can use to navigate assumptions and biases and reflect on your outcome.
- On the [better evaluation website](#), you can find methods and approaches for evaluation, such as the [ORID \(objective, reflective, interpretive, and decisional\) method](#) or a [validation workshop](#).
- For support regarding indicators, please have a look at
 - The [mini-guide on MEL indicators in a gender project](#) by CARE Gender Justice
 - The [MEL \(Monitoring, Evaluation, Learning\) indicator](#) guide by Nidos
 - An article on [SMART Indicators](#) by the EvalCommunity

2.6.4 Effective project management

Good project management is always important — but it's **even more important** in projects that focus on gender and inclusion. Here's why:

- **Inclusion is complex**: Planning ahead helps make sure all groups are considered. For example, when recruiting a diverse test group or preparing for team changes. In order to work inclusively (and intersectionally), it may be necessary to invest a significant amount of time and resources into reflection, research and learning.
- **Inclusion should be present from start to finish**: It's not just one task — it needs to be built into every stage of the project and across all teams. This requires good planning and thinking ahead, as well as working and coordinating with different people

and organisations.

- **Poor management can harm inclusion:** If inclusion isn't a clear priority, it can easily get lost behind other goals like publications or product delivery.
- **Leadership matters:** As a project lead, your role is also about leading people. That means creating a respectful, inclusive team culture where everyone feels heard and valued.

☞ Projects led by people who understand gender and inclusion often do better in this area ([Wroblewski 2016](#)).

Here you find tools and resources for support

Tools & Resources:

- The RESET project published a [project management toolbox](#) for gender equality projects.
- The GiLL project offers support regarding [co-creation and the navigation of online collaboration in diverse remote teams](#).
- There is a [handbook for gender-responsive leadership](#) by the Folke Bernadotte Academy.

3. Glossary for Inclusive Gender Equality - for Research Funders and Practitioners

This glossary has been developed to support users of **INSPIRE's Support Package 5** by providing a **clear and consistent reference** for key terms related to **gender equality in research and innovation**. It is intended for a **broad range of stakeholders**, including staff in research funding organisations, programme designers, policy officers, evaluators, and other professionals working to strengthen inclusive approaches within research systems.

Across institutions and countries, many concepts associated with **equality, diversity, and inclusion** are used in **different ways**. While some terms are embedded in legislation or institutional strategies, others have emerged more recently through academic work or policy initiatives. These differences can lead to confusion, especially when implementing funding programmes and evaluation criteria, or when designing gender equality plans.

The glossary responds to this challenge by offering a **shared language** that supports the **practical application** of relevant terms. It has been developed through an **iterative process** involving literature review, policy analysis, and contributions from members of the **INSPIRE Community of Practice**. As a result, it reflects both **conceptual foundations** and the **practical realities** faced by organisations aiming to promote gender equality in research.

This is a **living document**: The terminology, its usage, and the surrounding policy environment are continuously evolving. Discussions within the Community of Practice contributed to updates and refinements, helping ensure that the glossary remains **current, practical, and responsive to new policy developments**.

In addition to clarifying terminology, the glossary contributes to a shared understanding of **approaches which integrate gender and inclusion** in research and innovation content. It supports the application of frameworks developed within INSPIRE such as **Inclusive Gendered Innovation (IGI)** and **Inclusive Gendered Innovation Policies (IGIP)**, which promote the integration of **sex, gender, and intersectional analysis** into research content and funding procedures.

The selected terms capture **structural aspects of inequality** as well as **practical tools for implementation**. For example, entries such as **Bias, Diversity, and Intersectionality** address underlying societal and institutional dynamics. Other terms, such as **Sex, Gender and Diversity Analysis (SG&DA)**, offer guidance for implementation.

The definitions are based on **established academic and policy sources**, including those from the **European Commission, the European Institute for Gender Equality (EIGE)**, and research carried out within the **INSPIRE project**. This ensures that the glossary offers both **conceptual clarity** and **practical relevance**.

Each entry in the glossary includes **(1)** a short definition of the term, **(2)** references to related concepts, **(3)** an explanation of how the term connects to broader approaches that promote inclusion and gender equality in research and innovation content.

Relevance to INSPIRE project

INSPIRE aims to advance inclusive gender equality in R&I systems by supporting institutional change through co-creation, knowledge sharing, and practical implementation tools. One of INSPIRE's aims is to strengthen the uptake of inclusive approaches throughout the R&I landscape. To this end, the project offers a series of support packages, each addressing specific aspects of transformation.

Support Package 5 focuses on how inclusive gendered perspectives can be integrated into the research and the funding cycle. These two cycles are central organising principles of SPK5:

- The **research and innovation cycle**—from idea development, analysis, and co-design to implementation and dissemination—is addressed in **Chapter 2** ("For Applicants and Innovators: HOW to do Inclusive Gendered Innovation?").
- The **funding cycle**—from programming, call design, and applicant support to review, decision-making, and monitoring—is covered in **Chapter 3** ("For Research Funders: HOW to design, implement and embed Inclusive Gendered Innovation Policies").

The glossary complements this package by helping users engage with its content through a shared vocabulary that underpins the key concepts, tools, and approaches introduced in these chapters.

By clarifying concepts that are central to equity, diversity, and inclusion, the glossary fosters more consistent communication between different actors involved in programme development, policy formulation, and evaluation. It supports shared understanding across disciplines, institutions, and national contexts, contributing to INSPIRE's broader goal of embedding intersectional and inclusive approaches in research and innovation systems.

Target Audience

This glossary aims to support a wide range of users engaging with Support Package 5. While its initial focus lies with research funding organisations, it is equally relevant for researchers, policymakers, evaluators, and practitioners aiming to apply inclusive and gender-sensitive approaches in the R&I ecosystem.

How to use this Glossary

This glossary serves as a practical reference for users of Support Package 5 and can be consulted at different stages of the **research** and **funding cycles**.

Each entry includes...

- **a brief definition** written in clear, accessible language
- **connections to related terms** that highlight overlaps or distinctions
- **relevance to gender-inclusive research and funding practices**

3.1 Why Language matters for Policy and Practice

The words used in research and innovation are never neutral. **Terminology shapes how institutions define problems, identify priorities, and make decisions.** It plays a central role in shaping who is included in conversations, which perspectives are heard, and how change is pursued. This is particularly important in the context of gender equality, where language can either reinforce exclusion or promote visibility and fairness.

For the **INSPIRE** project, which aims to strengthen inclusive gender equality in research and innovation systems, language plays a strategic role. As part of a broader effort to support institutional transformation, **INSPIRE promotes the use of inclusive and gender-sensitive language as a tool for change.** When the language used in guidelines, evaluations, and calls reflects inclusive values, it sends a message about what matters and who belongs.

Based on research, this glossary reflects the following points:

- 1) Terms related to gender, diversity, and inclusion carry both political and normative weight.** They are never just descriptive; they reflect values and influence action. Using precise and inclusive language contributes to a shared understanding of what equity means in practice, and helps create a common ground across diverse institutional and national contexts.
- 2) Inclusive language also supports clarity, accessibility, and fairness.** When terminology is consistent and culturally sensitive, it improves communication for everyone. This contributes to institutional transparency and helps align policy messages with the values they are intended to promote.
- 3) Gender-sensitive language supports inclusion by avoiding bias and by recognising all gender identities.** This includes moving away from generic masculine forms such as “he” or “chairman,” which studies have shown reinforce male-centered assumptions and make other identities less visible (Stahlberg et al., 2007; Stout & Dasgupta, 2011). When institutions adopt gender-fair language, they help foster environments where more people feel acknowledged, respected, and invited to participate.
- 4) Language shapes perceptions of roles, expertise, and opportunity.** Research shows that even subtle wording can activate gender stereotypes or discourage engagement. For instance, statements like “*girls are as good as boys at science*” still frame boys as the benchmark, implicitly reinforcing unequal norms (Chestnut & Markman, 2018). Similarly, funding calls or job advertisements using masculine-coded language (e.g. “competitive,” “dominant,” “driven”) tend to dissuade women from applying (Gaucher et al., 2011). These effects show how wording influences not only how inclusive a process appears, but also impacts who participates and how decisions are made.

Language is not only a mirror of institutional culture; it is a driver of it. It shapes how policies are received, how credible they appear, and how effectively they can be implemented. By choosing inclusive terms, institutions enhance both legitimacy and impact.

Understanding Core Concepts for Inclusive Change in Research and Innovation

Clear and shared language is essential for advancing change in research and innovation. Terms like **equality, inclusion, diversity, and intersectionality** are often used together, but they have different meanings and are applied in different ways. This can lead to confusion or weaken their impact in practice.

This glossary builds on two frameworks developed in the project, **Inclusive Gendered Innovation (IGI)** and **Inclusive Gendered Innovation Policy (IGIP)**.

We also explore **four concepts commonly used** by policy-makers, researchers, and practitioners working for more inclusive research systems. Drawing on insights from the Community of Practice and ongoing policy debates, we highlight how these concepts relate to one another in terms of their goals, methods, and practical application.

Reflections from the Community of Practice

Throughout the INSPIRE Community of Practice (CoP), the use of terminology has been a recurring topic of discussion. The following reflections highlight how language both enables and complicates efforts to foster more inclusive research and innovation systems from the perspective of our CoP members:

Language shapes access and legitimacy: CoP members observed that terms like diversity, inclusion, or intersectionality carry different meanings across national, cultural, and institutional contexts. In some settings, diversity is strongly linked to gender or disability. In others, it includes a broader set of dimensions such as socioeconomic background or disciplinary variety.

Balancing complexity and accessibility: A recurring challenge identified in the CoP was the balance between conceptual precision and practical usability:

- **Intersectionality** was valued for its analytical strength, especially in revealing how overlapping factors like gender, race, and class shape innovation outcomes. However, funders often found it difficult to operationalise e.g., struggling to translate intersectional insights into clear application criteria or evaluation rubrics.
- **Inclusion** was considered more intuitive and broadly appealing, used as a guiding principle in programme design and stakeholder engagement. *Yet some criticised it for being too vague — prompting questions like “who exactly should be included?” and “how do we measure inclusive practice?”*

Context matters: CoP members observed that the relevance of terminology depends on who is using it and for what purpose. Academic and advocacy communities may draw on critical or theoretical language, while research funding organisations or policymakers may favour terms that align with institutional routines and expectations;

- For example, diversity is often used in formal strategy documents, whereas equity or intersectionality may be more prominent in scholarly or activist spaces.

Terminology can trigger resistance: Some CoP members noted that certain terms evoke discomfort or resistance, especially when they are perceived as politically charged or imposed. This can create barriers to engagement or collaboration, particularly when stakeholders feel unfamiliar with the language or uncertain about its implications. In these cases, clarity, context, and inclusive communication were seen as essential for building shared understandings.

Language is dynamic: There was broad agreement that terminology evolves as institutions and communities learn from practice. New terms emerge, meanings shift, and usage adapts to changing contexts. CoP members welcomed the glossary as a space where this evolution can be documented, discussed, and made more accessible to those working across disciplines and roles.

3.2 Frameworks developed in INSPIRE: IGI and IGIP

The reflections above underscore how language plays a pivotal role in enabling (or constraining) inclusive change across research and innovation systems. Yet as discussions within the Community of Practice have shown, shared terminology alone is not enough. Institutions also need clear frameworks that help translate inclusive values into concrete practices.

This is where the concepts of **Inclusive Gendered Innovation (IGI)** and **Inclusive Gendered Innovation Policies (IGIP)** come in. Developed within the INSPIRE project, these frameworks aim to strengthen gender equality through deeper integration of intersectional perspectives in both research and innovation content and the systems that fund and govern them (Karaulova et al, 2023).

These concepts build upon, but also go beyond, existing EU frameworks by addressing structural power dynamics, promoting co-creation with diverse stakeholders, and supporting a systemic transformation approach. Together, they offer a practical roadmap for embedding inclusion and gender equality not only in what research is done - but in how it is shaped, supported, and assessed.

Inclusive Gendered Innovation

Inclusive Gendered Innovation (IGI) refers to the *integration of sex, gender, and intersectional analysis throughout the entire research and innovation process*. It moves beyond traditional equality measures by embedding gender perspectives in reflections on how knowledge is produced, technologies are developed, and innovations are delivered. IGI acknowledges that **innovation does not occur in a vacuum** but is shaped by broader social structures, power relations, and institutional norms (Karaulova et al., 2023).

The IGI approach aims to ensure that innovation processes consider how gender and intersecting inequalities influence access, participation, and impact of research agendas,

knowledge production, innovation outcomes, and the institutional systems that support them. It includes a focus on involving a diverse range of stakeholders in research and design. IGI *"mainstreams sex, gender and intersectional analysis in the R&D and innovation development processes aiming at promoting inclusive gender equality"* (Karaulova et al., 2023, p. 12).

What distinguishes IGI from more traditional gender mainstreaming or diversity initiatives is its commitment to **structural transformation**. It does not treat gender and diversity dimensions as add-on or isolated variables, but as a constitutive element of quality research and responsible innovation. This perspective resonates with work by Schiebinger and Schraudner (2011), who have long emphasised the need to incorporate gender analysis as a driver of excellence in science and technology.

Inclusive Gendered Innovation Policy

Inclusive Gendered Innovation Policy (IGIP) provides the strategic and institutional scaffolding necessary to implement IGI. IGIPs encourage the integration of intersectional sex, gender, and diversity analysis (SG&DA) through formal mechanisms such as legislation, policy strategies, targeted funding calls, and evaluation criteria. In this way, they enable and normalise inclusive practices across the entire research and innovation funding cycle.

An important contribution of IGIP is its role in translating RFOs' abstract commitments to gender equality into **concrete institutional practice**. By embedding gender considerations into calls, funding criteria and assessments, IGIPs promote a shift from compliance-based approaches toward more systemic and reflexive models of change. IGIPs are therefore not static policies but part of dynamic and ongoing transformation processes, evolving alongside emerging knowledge and institutional needs.

At the level of Research Funding Organisations (RFOs), **IGIPs may involve...**

- defining, standardising and using SG&DA-related terms
- including gender criteria in application and assessment templates
- offering training for applicants and evaluators for SG&DA
- conducting regular monitoring and evaluation activities (Karaulova et al., 2023)

Relation to other Concepts and Frameworks

While IGI and IGIP were developed within INSPIRE, they relate to and expand upon other established frameworks in the European research policy landscape.

- **Sex, Gender and Diversity Analysis (SG&DA)** is a central concept within Horizon Europe. It supports the systematic integration of sex, gender, and other diversity dimensions in policy design (Hunt et al., 2022).
 - IGI is consistent with SG&DA (Sex, Gender, and Diversity Analysis) but goes further by addressing structural conditions like institutional power dynamics,

systemic biases in funding and evaluation processes, and the norms that shape knowledge production. It also puts a stronger focus on stakeholder engagement throughout the research process and aims explicitly at transformative change within research and innovation systems.

- **Inclusive Gender Analysis (IGA)**, as introduced by the ERA Forum Subgroup on Gender Equality, aims to ensure that gender analysis includes intersectionality and contextual sensitivity (European Commission, 2025).
 - The **IGI** framework **shares these goals and complements them** by placing stronger emphasis on **embedding inclusive analysis across entire innovation systems**, including governance, funding structures, and decision-making processes.
- **Responsible Research and Innovation (RRI)** also contributes to the conceptual foundation of IGI. Both frameworks share an emphasis on anticipation, inclusion, and responsiveness.
 - However, IGI places a sharper focus on the **integration of intersectional gender analysis as a quality criterion** — not only within research content but also in the design of innovation processes, including funding practices and stakeholder engagement mechanisms.
- **Intersectionality-Based Policy Analysis (IBPA)**, although more commonly applied in public policy contexts, shares a concern with the ways policies affect different social groups differently.
 - IGIP resonates with this approach by recognising institutional contexts and promoting policy tools that enable equality-oriented change

3.3 Linking IGI to core Concepts: Equality, Inclusion, Diversity, Intersectionality

The core concepts of **equality**, **inclusion**, **diversity**, and **intersectionality** are foundational to Inclusive Gendered Innovation (IGI) and Inclusive Gendered Innovation Policies (IGIP). While often used together in policy and practice, each concept carries a specific analytical and normative meaning.

Equality

Equality refers to the principle that *all individuals should have the same rights, responsibilities, and opportunities*. In the context of research and innovation, this means eliminating systemic and institutional barriers that prevent specific groups from participating equally in funding, decision-making, or knowledge production processes (European Commission, 2021).

Importantly, equality is more than equal treatment. It also encompasses **substantive equality**, which calls for proactive and corrective measures to address structural disadvantages and

unequal starting conditions. This understanding is central to the **EU's Gender Equality Strategy**, which emphasises not only fair treatment but also tackling the root causes of inequality such as biased institutional norms, uneven access to resources, and unequal decision-making power. It also underpins **IGI's transformative approach to structural change**, which focuses on changing the rules, processes, and cultures of research and innovation systems - for example, by revising funding procedures, integrating intersectional gender analysis into evaluation criteria, or promoting inclusive governance structures.

Inclusion

Inclusion involves creating conditions in which all individuals and groups, particularly those historically marginalised, can actively participate, contribute, and influence outcomes. Inclusion requires more than simply ensuring that different people are present. It also means that institutional cultures, procedures, and norms support full engagement and respect for diverse knowledge and perspectives (European Commission, 2020).

In the context of IGI, inclusion focuses on embedding the voices and needs of underrepresented groups into the research and innovation process itself. It supports collaborative models of knowledge production that enable co-design and co-ownership of both problems and solutions.

Diversity

Diversity refers to the presence and representation of different identities, backgrounds, and experiences within a particular setting. This includes characteristics such as gender, age, ethnicity, disability, sexual orientation, nationality, and socio-economic status (EIGE, 2024). Diversity is a visible marker of institutional openness and responsiveness.

However, representation alone does not ensure transformation. When diversity is not accompanied by inclusive cultures and equality measures, structural inequalities may persist. IGI responds to this by framing diversity as an active resource for innovation rather than a passive demographic outcome. Diversity in knowledge production, when it comes to research content, means taking into account diverse perspectives and user needs so that innovation outcomes benefit broader segments of society.

Intersectionality

Intersectionality provides a framework for understanding how various forms of inequality, such as racism, sexism, ableism, and classism, intersect and compound each other. Coined by Crenshaw (1989), the concept has since become a central analytical tool in both academic and policy contexts for examining how overlapping identities affect people's access to opportunities and resources.

In the current European Research Area (ERA) policy context, intersectionality is gaining visibility as a guiding principle for responsible and inclusive research. It is explicitly cited in EU gender equality and research agendas as a requirement for effective and just innovation systems (European Commission, 2023). IGI integrates this perspective by encouraging

institutions to move beyond single-axis approaches and to design policies and practices that recognise complexity and address structural disadvantage at multiple levels.

Interlinking Concepts: From Analysis to Action

The concepts of **equality**, **diversity**, **inclusion**, and **intersectionality** we just outlined are often discussed together, yet they capture distinct aspects of systemic change.

- **Equality** refers to fairness in outcomes, often requiring differentiated treatment to overcome structural disadvantage.
- **Diversity** highlights the presence of varied identities and experiences, while
- **Inclusion** speaks to the quality of participation and the conditions that enable it.
- **Intersectionality** offers a lens for understanding how multiple social categories such as gender, race, class, and ability interact to shape individual and group experiences of discrimination or privilege.

These concepts are **interdependent but not interchangeable**.

- **Diversity** without **inclusion** can result in symbolic representation without influence.
- **Equality** without **intersectionality** may flatten experiences and reinforce existing hierarchies.

Together, these terms support a more comprehensive understanding of how to build equitable and responsive research and innovation ecosystems. They underpin the conceptual foundation of **Inclusive Gendered Innovation (IGI)** and **Inclusive Gendered Innovation Policies (IGIP)**, which require not just attention to representation, but a structural rethinking of how systems include, value, and respond to difference.

Reflections from our Community of Practice

Members of the INSPIRE CoP emphasised the importance of **clarity and usability** when working with these concepts. While CoP members widely supported the ambition to embed intersectionality and inclusion, they also noted that these terms are often used inconsistently across institutional contexts and national settings. In some organisations, “**diversity**” has become an umbrella term, while others use “**equality**” primarily in the legal or procedural sense, with limited attention to lived experience or systemic barriers.

Several CoP members raised the need to **balance conceptual precision with accessibility**. For example, the term **intersectionality** was seen as crucial but at times challenging to translate into operational guidance without oversimplifying. Others pointed out that inclusion efforts must go beyond participation metrics and address whether institutional cultures are enabling or marginalising.

The discussions revealed a shared understanding that these terms, while analytically distinct, **must be used in a mutually reinforcing way** to avoid fragmented efforts.

With this shared conceptual foundation in place, the following section offers the glossary of key terms. These entries aim to clarify usage, support implementation, and promote shared understanding across roles and institutions.

3.4 The Glossary of key Terms

The following glossary builds on the shared conceptual foundation introduced in Chapter 2 and brings together the terms most relevant for promoting **inclusive and intersectional approaches** in research and innovation (R&I). It serves as a practical companion to the frameworks of **Inclusive Gendered Innovation (IGI)** and **Inclusive Gendered Innovation Policy (IGIP)** developed within the INSPIRE project and supports their implementation through clearly defined and consistently used terminology.

Each entry provides:

- a concise and accessible **definition**,
- links to **related concepts** that help position the term within broader debates, and
- an explanation of its **relevance for inclusive practice** in R&I systems.

All terms are accompanied by reliable **policy or academic sources** to facilitate further exploration or alignment with existing institutional practices.

The following table presents the glossary in a structured, easy accessible format:

Term	Definition	Relation to Other Concepts	Relevance for IGI(P)
Gendered Innovation (European Commission 2020)	The application of sex and gender analysis to improve research design, technological development, and innovation outcomes.	Closely related to SG&DA, as it translates analytical insights into research and innovation practices. While it primarily focuses on improving research content through sex and gender analysis, it complements IGI by providing a strong foundation. IGI builds on this work and extends it toward broader systemic transformation.	Serves as a conceptual and methodological basis for IGI by demonstrating the added value of integrating sex and gender in innovation content. Supports the rationale for IGIP by showing policy relevance of inclusive research results.

Sex, Gender and Diversity Analysis	A methodological framework used to assess how sex, gender, and diversity shape research	Builds upon intersectionality and underpins Gendered Innovation by providing concrete analytical tools. It supports IGI by offering	Forms the analytical core of IGI.
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(Hunt et al., 2022)	processes and outcomes, and how to integrate these insights meaningfully.	a structured approach to analysis and aligns with IGI as a criterion for responsible funding.	IGIP relies on SG&DA to embed inclusive evaluation practices, funding requirements, and policy standards.
Gender Dimension in R&I (European Commission, 2020)	The integration of sex and gender analysis in the design, implementation, and evaluation of research and innovation.	Closely tied to SG&DA and Gendered Innovation; whereas SG&DA is a broader analytical framework and includes diversity dimensions, the gender dimension refers specifically to how gender considerations are analysed and integrated into R&I practices. Often operationalised via gender criteria in funding programs.	IGI embeds the gender dimension across all stages of the innovation process. IGIP promotes its integration through formal requirements in funding calls, evaluator training, and project assessments.
Inclusive Gendered Innovation (Karaulova et al., 2023)	A systemic approach that embeds sex, gender, and intersectional analysis into research and innovation content and processes, including stakeholder participation and structural change.	Integrates SG&DA and expands upon Gendered Innovation by combining analytical depth with institutional change. Serves as the foundation for IGIP and is grounded in intersectionality and inclusion.	A concept guiding transformative research practice. It informs the design, evaluation, and delivery of inclusive and reflective innovation systems.
Inclusive Gendered Innovation Policy (Karaulova et al., 2023)	Institutional policy approach aimed at supporting IGI by embedding inclusive practices through funding structures, application design, assessment criteria, and organisational capacity.	Provides the governance backbone for IGI. Builds on gender mainstreaming and formalises the role of SG&DA. Translates conceptual commitments into actionable structures.	Establishes enabling conditions for IGI by making inclusive innovation a requirement, not an option, within research funding and policy environments.
Equality (EIGE, 2024)	The state in which all individuals have the same status, rights, and opportunities regardless of gender, race, or other characteristics.	Anchored in legal and policy frameworks; conceptually distinct from equity, which addresses structural conditions needed to realize equality.	Equality is a long-term goal of IGIP; IGI contributes to it by ensuring equal access to knowledge, participation, and innovation benefits.

Gender Equality (EIGE, 2024)	The state in which individuals of all genders have equal rights, responsibilities, and opportunities in all spheres	A specific form of equality focused on gender; closely linked to equity, gender mainstreaming, and gender balance. Gender equality is both	Gender equality is a foundational objective of IGIP. IGI contributes by embedding gender considerations in the design
	of life. It implies that the interests, needs, and priorities of all genders are equally valued and considered.	a goal and a benchmark that other concepts such as inclusion and intersectionality help to achieve.	and outcomes of R&I, ensuring that innovations reflect and serve all genders fairly.
Equity (McMaster University, 2024)	Acknowledges existing structural inequalities and seeks to address them by allocating resources and support based on individual or group needs.	Closely related to equality but emphasises outcomes and structural redress; complements diversity and inclusion by focusing on fairness of process and access.	Equity underpins IGIP implementation by informing policy design that targets systemic imbalances in research and innovation environments.
Diversity (McMaster University, 2024)	The representation of different identities, experiences, and perspectives within a group or institution, including gender, race, ability, etc.	Often treated descriptively (e.g. team composition); requires inclusion and equity measures to be meaningful; intersects with intersectionality when examining compounded status.	IGI ensures that diversity shapes not only team makeup but also research content and outcomes; IGIP fosters structural inclusion of underrepresented voices.
Inclusion (McMaster University, 2024)	An active process of creating environments in which all individuals feel respected, valued, and able to contribute meaningfully.	Dependent on both diversity and equity to be effective; inclusion without structural change can lead to tokenism; links to co-creation and participation.	IGI places inclusion at the centre of innovation design; IGIPs support inclusion through evaluation criteria, participation formats, and funding mechanisms.
Intersectionality (Crenshaw, 1989)	An analytical framework examining how multiple social identities (e.g., gender, race, class) intersect to produce unique experiences of inequality.	Cross-cuts all other concepts; sharpens analysis of discrimination, exclusion and power structures; underused operationally but central for understanding systemic inequalities.	IGI and IGIP are grounded in intersectionality as a critical lens for analysing how systems of privilege and disadvantage affect innovation processes and access.
Bias (Greenwald & Krieger, 2006)	Implicit or explicit prejudices that shape attitudes and decisions, often unconsciously. Bias can lead to systemic exclusion in professional settings.	Underpins discrimination and stereotypes; rarely acknowledged in institutional practice; reinforces unequal opportunities.	IGIP addresses bias by implementing fair processes, guidance, and training to mitigate its effects in research design and evaluation.

Discrimination (EIGE, 2024)	Unjust treatment of individuals based on characteristics such as gender, race, or age. Can occur across institutional structures and interactions.	Rooted in structural bias and exacerbated by intersecting identities; closely linked with inequality and exclusion.	IGIP counteracts discrimination through inclusive policy design, anti-bias procedures, and criteria that support equitable access.
Equal Opportunities (EIGE, 2024)	Principle that everyone should have the same chance to access resources, roles, and rights, regardless of identity or background.	Closely linked to equity and equality; focuses on access, while equity addresses structural conditions and support needed to reach it.	IGIP advances equal opportunities through inclusive funding frameworks, fair evaluation, and targeted support for marginalized applicants.
Equal Representation (Council of Europe, 2021)	Fair presence of different social groups, especially across gender, in institutions, processes, and decision-making bodies.	Intersects with gender balance and diversity; differs from inclusion in that it is quantitative rather than experiential.	IGIP calls for equal representation to make innovation governance reflective of wider society, ensuring decisions are informed by diverse lived experiences.
Gender Stereotypes (EIGE, 2024)	Preconceived ideas about gender roles and behaviors that limit individuals' choices, contributions, or recognition.	Supports bias and discrimination; reinforces exclusion; linked to lack of representation and tokenism.	IGIP challenges gender stereotypes through training, unbiased evaluation, and inclusive communication in research and innovation environments.
Gender Balance (EIGE, 2024)	Proportional representation of all genders in a given setting, especially in leadership and decision-making roles.	Related to equal representation and equality; supports inclusion by ensuring gender diversity is reflected structurally, not just symbolically.	IGIP promotes gender balance to ensure that innovation systems benefit from varied perspectives and avoid male-dominated structures in decision-making.
Gender Mainstreaming (Council of Europe, 2021)	Strategy for systematically integrating gender perspectives into all stages of policy, program, or project development.	Linked to gender equality, inclusive policies, and intersectionality; focuses on institutional transformation rather than isolated measures.	IGIP uses gender mainstreaming to embed gender considerations in all phases of research funding and innovation processes, making inclusion structural.

<p>Gender Equality Plan / GEP (European Commission, 2021)</p>	<p>A strategic document adopted by research-performing or funding organisations outlining institutional objectives, actions, and measures to advance gender equality.</p>	<p>Closely connected to gender mainstreaming and inclusive policies; GEPs serve as a vehicle to operationalise gender equality and integrate SG&DA into institutions. Their scope is broader than IGI, but they enable its adoption.</p>	<p>GEPs create the enabling conditions for IGIP by establishing organisational responsibility for integrating gender and fostering inclusive innovation environments.</p>
<p>Gender Pay Gap (EIGE, 2024)</p>	<p>The difference in average gross hourly earnings between women and men across the economy. It reflects inequalities in the labour market, including occupational segregation, part-time work, and unpaid care responsibilities.</p>	<p>Closely tied to precarity, work-life balance, and gender equality. It serves as an indicator of structural discrimination and unequal valuation of work.</p>	<p>IGIP frameworks acknowledge the gender pay gap as a structural barrier in R&I careers. Addressing it supports inclusive research careers and equitable participation in innovation.</p>
<p>GEP Requirement (European Commission, 2021)</p>	<p>A mandatory condition under Horizon Europe for public bodies, research organisations, and higher education institutions in EU Member States and associated countries to have a Gender Equality Plan (GEP) in place to be eligible for funding.</p>	<p>Connected to gender mainstreaming, inclusive policies, and institutional transformation. Operationalises gender equality at the organisational level.</p>	<p>The GEP requirement embeds IGIP principles in practice, pushing institutions to implement gender-related policies and structures. It sets a baseline for systemic change in research governance.</p>
<p>Work-Life Balance (EIGE, 2024)</p>	<p>The equilibrium between professional responsibilities and personal life, enabling individuals to fulfil both without compromising well-being or career progression.</p>	<p>Intersects with gender equality, inclusion, and precarity. Work-life balance is especially relevant for addressing gendered career gaps and unequal caregiving burdens.</p>	<p>IGIP addresses structural conditions affecting participation in R&I; promoting work-life balance enables more inclusive innovation careers and reduces gendered attrition.</p>
<p>Positive Action Measures (Council of Europe, 2021)</p>	<p>Targeted strategies and policies that aim to overcome historical or structural disadvantages experienced by underrepresented groups, including temporary preferential treatment.</p>	<p>Linked to equity and anti-discrimination approaches; complements equality by recognising that equal treatment may not be enough to correct inequalities.</p>	<p>IGIP may employ positive action to redress systemic exclusion in R&I funding or leadership roles, thus accelerating structural change.</p>

<p>Precarity (OECD, 2021)</p>	<p>A condition of unstable or insecure employment and income, often affecting early-career researchers and disproportionately impacting women and marginalised groups.</p>	<p>Tied to intersectionality, inclusion, and work-life balance; precarious conditions undermine equality and innovation potential.</p>	<p>IGIP must consider how funding structures may perpetuate precarity, and take steps to support sustainable, inclusive research careers.</p>
<p>Inclusive Research Careers (GENDER-ACTIONplus, 2023)</p>	<p>Research career pathways that are accessible, equitable, and supportive of all individuals, regardless of gender, ethnicity, ability, or family status. They are designed to eliminate structural obstacles to entry, progression, and leadership.</p>	<p>Intersects with work-life balance, gender equality, and intersectionality. Builds on concepts such as fair recruitment, mobility, and career flexibility.</p>	<p>IGI aims to transform R&I ecosystems by promoting inclusive career conditions. IGIP enables this through funding criteria, mentoring, and policy incentives.</p>
<p>Nonlinear research careers (GENDER-ACTIONplus, 2023)</p>	<p>Career paths in research that do not follow a traditional, uninterrupted trajectory. They may include career breaks, sectoral transitions, or changes in pace due to caregiving, health, or personal choices.</p>	<p>Related to inclusion, gender stereotypes, and intersectionality. Challenges traditional meritocracy and productivity metrics.</p>	<p>IGIP recognises the need for flexible funding structures that account for diverse career trajectories. IGI values nonlinear paths as enriching to innovation and representation.</p>
<p>Research assessment (CoARA, 2022)</p>	<p>The processes and criteria used to evaluate research quality, impact, and merit. Traditional models focus on outputs like publications, while reform efforts stress openness, societal relevance, and inclusivity.</p>	<p>Tied to inclusive research careers, equity, and gender equality. Can perpetuate biases if narrowly defined; needs alignment with diversity and inclusion values.</p>	<p>IGIP supports research assessment reform by integrating gender and diversity indicators. IGI benefits when assessment frameworks value collaborative, transdisciplinary, and inclusive work.</p>

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