EQUALS EU

GENDER-INCLUSIVE SOCIAL INNOVATION ECOSYSTEMS

POLICY BRIEF AND CASE STUDIES

EQUALS-EU, an initiative funded by the EU Horizon 2020 Framework Programme and implemented as part of the EQUALS Global Partnership, aims to build capacity in gender-inclusive innovation in Europe and partner countries worldwide with an ambitious and value-driven agenda. The project is organised around 4 key actions: Mapping of gender-inclusive innovation ecosystems, hosting innovation camps and hackathons, holding a summer school for future leaders in gender-inclusive innovation and running a six-month incubator program on gender-inclusive entrepreneurship.

In the framework of the first step, EQUALS-EU produced a mapping of key stakeholders in the social innovation eco-systems and a systematic evaluation of gender equity and digital inclusion innovations in ICT products, services, and policies in 20 EU countries and 2 associated countries. This resulted in a Policy Brief outlining the need for gender-inclusive social innovation ecosystems and 22 case studies of country reports.

Recommendations

Recruit – not just filling quotas in education or career opportunities
Retain – enable flexible career paths
Reward – representation and recognition matters

Gender-inclusive innovation standard

- Key groups define the problem
- Ideation and solution design centres around the key group(s)
- **Gender-inclusive language use (nouns, pronouns) throughout innovation performance**
- Gender diverse metrics employed before and during innovation performance to assess gender inclusiveness
- Documenting and archiving the innovation performance

Key areas for urgent action

Language requires close attention to mitigate social biases at bay
Measuring metrics is key to hold policies, standards and reforms accountable
Funding and resources are important in implementing change

Read more on EQUALS-EU research results

Methodology Report
Visual Map of Stakeholders
Compendium of Innovation for Gender Equity and Digital Inclusion
Case Studies of Gender Equity in Social Innovation Ecosystems

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A BRIEF GLOSSARY OF GENDER-ASSOCIATED TERMINOLOGIES

EQUALS-EU research and partners' experiences revealed a problematic use of gender-associated terminologies and highlighted that contextual differences should be always kept in mind in communication and dissemination actions regarding gender equality. As a result, the Policy Brief found it important to clarify the gender-related concepts and the project developed a **lexicon of gender-related words** localised for different regions.

THIS   OR   THAT

EQUITY: It is about positioning individuals according to their circumstances and investing in their opportunities from a perspective of social justice.

EQUALITY: Equality is the provision of equal opportunities in a society that in unequal. Equity is a process that leads to an equal society.

INCLUSION: A process that leads to a state of a fair and just community, where diversity is regarded as a resource.

INCLUSIVITY: The state of being fair and equal where in the context of this policy brief, all ideas matter!

EXCLUSION: Exclusion can carry both negative and positive connotations where a situation or state has been orchestrated to leave out particular groups and invite specific ones.

EXCLUSIVE: The consequence of exclusive processes where some actors are not invited to or allowed to particular spaces. This is often in relation to a person's gender identity.

DIVERSITY: A process that brings about a state or a situation that is multicultural or a variety of social groups.

DIVERSIFICATION: The result of diversity where an innovation ecosystem is seen as embodying a diverse group of people.

MAINSTREAMING: Normalising the presence of gendered minorities in a society. It requires special attention to the minority groups, who receive assistance through programmes and activities aimed to ensure that they have access to the same opportunities in a mainstream society.

INTEGRATION: Process of empowering, capacitating and advocating for women and under-represented communities in mainstream society. Integration requires women to situate themselves in mainstream society.