GENTOOLS – How to integrate a gender and diversity perspective in innovation systems?

GENOVATE Learning Circle


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www.genovate.eu
Project period: 2013-2016
Duration: 48 months
Consortium:
• Bradford University, UK (coordinator)
• University College of Cork, Ireland
• Luleå University of Technology, Sweden
• Ankara University, Turkey
• University of Naples Federico II, Italy
• Trnava University, Slovakia
• Complutense University of Madrid, Spain (evaluator)

Coordinator in Sweden/WP5 Leader:
Paula Wennberg, LTU

LTU Scientific Leader: Ylva Fältholm, LTU

Funding: EU FP7 Science in Society 70%
Budget: 3,2 miljoner EUR

LTU Internal Stakeholders:
• Deputy vice-chancellor, deans, heads of departments, faculty boards
• Appointment committees, recruitment teams
• Human Resources
• Enabling ICT
• LTU Career Center

External Stakeholders:
• CDT Gender and Diversity Ambassadors
• Sogeti, Luleå
• Luleå ICT Business Council
• Luleå Municipality
• EARMA
GENOVATE Objectives

• To ensure equal opportunities for women and men in research, innovation and scientific decision-making bodies

• Three focus areas:
  • Recruitment, progression and research support
  • Working environment and culture change
  • Excellence in research and innovation

• Tailored Gender Equality Actions Plans (GEAPs)
LTU GEAP

- Gender equality implementation
- Promotion of gender mainstreaming benefits in ICT, **ICT innovation systems** and decision-making bodies
- Support of and collaboration with other ongoing gender initiatives
- Further development of tools and methods
- Close collaboration with stakeholders
Why gender and diversity?

- Essential to further development of ICT sector
  - 20% women in ICT
- Both women and men should have equal opportunities to participate in the ICT development of the future
- Diversity in teams
  - Boosts creativity and innovation
  - Increases financial returns
- Competitive edge
  - Can contribute to more relevant and sustainable results
  - Products and services more respondent to a consumer’s needs
- Gender equality in working life
  - Broadens the labor market for both men and women
  - Reduces gender-segregation of labour market
- Enhances the quality of company and university management
- Sustainability
  - Creates effective and sustainable organisations and regions
GENOVATE Gender and Diversity Toolkit

• GENOVATE Toolkit
  https://issuu.com/asawikbergnilsson/docs/genovate_toolkit

• Target group
  – Gender equality facilitators, process leaders
  – Educators, trainers
  – Experienced as well as new innovators
  – University and company staff

• Toolkit: Promoting Sustainable Change
  – Organised in three main chapters: Process, Methods and Tools, Stories
  – Three phases: IDENTIFY, SHARE, GENOVATE

• Stakeholder participation
  – An important feature when developing the toolkit

• Stories
  – Creating value to generate gender-awareness
  – Implementing a gender-aware recruitment and promotion process
  – Designing sustainable change through participation of underrepresented groups
OPTi as an example

H2020 project
OPTi mization of District Heating and Cooling Systems

The project has received funding from the European Union’s Horizon 2020 Programme under grant agreement n° 649796
“Rethinking and innovating the design and operation of district heating & cooling systems with a user centric and user friendly approach”
Measurable targets

- at least 30% less energy consumed.
- at least 40% peak load reduction.
- 95% accuracy in representing real life events in the virtualized DHC system.
- User-accepted temperature comfort zone widened by at least 2°Celsius.
- Increased economic benefit for consumers and utility companies by at least 15%.

A glimpse on the complexity:
- approx. 23000 double pipes
- more than 400km total pipe length
- more than 9000 buildings
Some facts

• Projekt details:
  • Start date: 2015-03-01
  • Duration: 32 months
  • Grant total: 2.1M€

• Coordinator:
  • Wolfgang Birk
  • Arne Gylling

• Contact:
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  • Facebook: https://www.facebook.com/opti2020project/
Gender and diversity in OPTi?????

• Included in the proposal writing
  • Decision making
  • Communication
  • User participation
  • Dissemination

• OPTi approved Nov 2014 and started March 2015.
  • Passed Milestone 2.
  • Halfway...
Gender and diversity in OPTi – Execution phase

• How we work in the project
  • An appointed facilitator for gender
  • Gender on the agenda for all project meetings
  • Gender training
  • Gender dimension integrated and implemented in the research and innovation content
  • Deliverables reviewed from a gender perspective

• User perspective
  • Think of the users, both at design and usage
  • Comfort zones-temperature etc.

• Design of tools and solutions
  • Who will use it?
  • Are all represented?

• Awareness!
  • We have started thinking...and discussing
  • We improve!
• How can gender equality and diversity benefit excellence in research and innovation?
  – Examples of working with proposals and in projects that you would like to share?
  – What kind of attitudes towards gender issues have you encountered?
  – How can resistance be met?

• What are the opportunities and challenges when integrating gender and diversity perspectives in proposals and projects?
  – What kind of expertise is needed?
  – Who can provide such expertise?

• What can be learnt from the OPTi experience of how gender and diversity perspectives can be integrated in research and innovation systems?
  – A working model for mainstreaming gender in H2020 proposals and projects
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