



GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

Deliverable 8.2

Dissemination and Publication Strategy

Work Package 8





GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

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Website: www.genovate.eu
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Background

GENOVATE is an action-research project which aims to ensure equal opportunities for women and men by encouraging a more gender-competent management in research, innovation and scientific decision-making bodies, with a particular focus on universities. The project is based on the implementation of Gender Equality Action Plans (GEAPs) in six European universities and brings together a consortium with diverse experience in gender mainstreaming approaches. All consortium partners come from different disciplinary backgrounds and have different national context. However, each of the institutions shares common challenges for gender equality in research and innovation, and all have identified three common areas for intervention:

- Recruitment, progression and research support
- Working environment, work-life balance and institutional culture
- Gender and diversity dimensions of research excellence and innovation

The approaches and target audiences highlighted in this strategy will be tailored to meet the specific contextual requirements within each of the partner institutions and countries. Activities will be carried out at local, national and international levels.

Gender Equality is an overarching term that is used to address all areas of gender related issues in different settings and promote equal opportunity for both men and women. It means different things to different actors dependent upon the area of expertise it is being applied to; hence, the need for a contextual approach to be adopted when implementing this strategy.

Scope

The GENOVATE partnership is committed to disseminating the methodological and scientific developments and substantive results of this project to a wider audience. The principles of dissemination and engaging will be to ensure an active dialogue, and to provide opportunities for exchange of expertise and experience, and transfer of knowledge. To ensure an effective dissemination, this strategy is targeted at, and customised to, specific groups.

This document is developed to raise awareness of the project and its results among stakeholders and to maximise the impact of communication efforts. It will be modified over the duration of the project and will be presented to the General Assembly at each meeting for update and approval.

This document contains sections on target audiences, dissemination tools, publication tools, key and supplementary messages, dissemination tools and approaches timeline, publications schedule, publication tools and approaches.

Objectives of the Dissemination and Publication Strategy

All dissemination and publication work outlined in this strategy will contribute to maximising the impact of GENOVATE as a forward-thinking gender project focusing on gender equality in research and innovation.

The GENOVATE dissemination strategy covers both internal and external communication and dissemination, each of which are discussed in turn below.

For **internal** purposes, this dissemination strategy provides members of the GENOVATE consortium with an effective, flexible and efficient blueprint to support the dissemination of the work and results of GENOVATE. Inter-institutional level internal communication will be conducted via a dedicated on line platform [GENOVATE Community] <http://www.genovate.unina.it/community/> , regular on-line meetings using Collaborate and Skype, management surgeries, periodic face-to-face meetings (during conventions). The convention, in addition to other institutional activities, is also used as an opportunity at intra-institutional level to communicate key elements of GENOVATE such as the Change Academy Model. Shared documents (including administrative project documents, case study data and reports and publications) are stored in Dropbox, giving all partners access at all times. The project website has both internal and external audiences in mind

The **external** objectives of the GENOVATE dissemination and publication strategy are to:

- **Disseminate the findings of GENOVATE and what they mean at a local, national and international level.**

This strategy aims to provide a map of relevant activities for involving stakeholders in communicating the processes and outcomes of GENOVATE project. It will be reviewed throughout the project in order to assess the effectiveness of different dissemination activities. The dissemination strategy will provide the means and platforms for stakeholders to interact with one another and discuss the project's findings and recommendations. To this end, it will suggest and explore a variety of means to improve GENOVATE products.

- **Ensure that target audiences are aware of the work as it progresses and its relevance for them and others.**

The GENOVATE dissemination and publication strategy provides the basis for engaging with different audiences through a stakeholder identification, analysis and interaction process. The goal here is to generate an impact that will last beyond the end of the project by making GENOVATE results known to those who

could benefit from them across different disciplines. This will enable GENOVATE to strengthen the research and knowledge base of stakeholders by facilitating the presentation of the work and results of GENOVATE precisely and effectively to as wide a stakeholder audience as possible.

- **Encourage target audience involvement where appropriate and inform target audience of ways they can be involved.**

This objective implies identification of a wide stakeholder audience, compilation of a contact list to whom we can send information about GENOVATE and its findings, and development of differentiated and targeted communication approaches for different categories of stakeholders. During the proposal stage we had started to compile a database of our strategic collaborators. Starting out as a list of contacts in the networks of each of the project partners, it will be expanded throughout the project and will be used for maintaining contact with stakeholders.

- **Position GENOVATE as a progressive project for advancing gender equality in research and innovation and society as a whole.**

The dissemination strategy enables GENOVATE to engage with a wide range of stakeholders who can provide feedback on GENOVATE project's deliverables. This can inform the consortium's deliverables, case studies, research and analyses which will act as a focus for discussion with stakeholders.

- **Reach key stakeholders and achieve buy-in where required.**

A key legacy of any successful project is its ability to establish contacts and interconnections of networks. The GENOVATE dissemination strategy therefore seeks to establish partnerships with other relevant projects, to enhance awareness of the consortium's work and results, and appraise them of GENOVATE. In addition, the strategy aims to facilitate collaboration among a range of stakeholders to increase uptake of the project's results and integration of wide ranging end-user knowledge. The consortium puts particular emphasis on facilitating this collaboration, establishing important links and closely integrating with other organisations carrying out similar or related project. This integration and collaboration effort will not only strengthen GENOVATE project activities, but also provide opportunity for future partnerships.

- **Prepare and publish journal articles and conference presentations.**

Members of the consortium will prepare articles and presentations for academic and professional audiences which have an institutional, work package and consortia level focus, across a range of disciplines. Conference presentations will provide an avenue for academic interactions with academic stakeholders, and will offer an opportunity to receive feedback on results of the GENOVATE project.

Target Audience

The different stages and levels of GENOVATE dissemination will be targeted at different stakeholders as set out below.

- Policy makers at the European and national level
- Academics and graduate students
- Professional bodies
- Member states and other international audience
- Decision makers in higher education
- Research and equality institutions and other end users
- Trade Unions and Non-Governmental Organisations
- Journalists – media professionals

Strategy

To use a variety of different channels to disseminate the progress, benefits and outcomes of adopting Gender Equality Action Plans within each partner institution.

Different mediums will also be used to generate organisational and stakeholder buy-in to the development of the Social Model of Gender Equality Implementation, and to promote wider application of the model.

The dissemination and publication tools have been devised from the three levels of communication outlined below required for GENOVATE:

- Web Media Strategy
- Dissemination
- Public Media for each partner country

Dissemination Tools

Informed staff who have been given the opportunity to both learn about the GENOVATE project as part of the core GENOVATE team within each of the institutions and as part of the institutions' GENOVATE Change Academy teams.

Advertising in each of partner country will take place throughout the duration of the project and will be targeted in areas where academics, professional bodies and other key stakeholders are most likely to be able to access it.

A project **logo** [figure 1] communicates the uniqueness of the project and symbolises its aspirations. The GENOVATE logo seeks to convey both lay and subject-specific messages. Graphic designers developed a range of logos which were evaluated for their strength and affinity for the objectives of GENOVATE. The chosen logo conveys vibrancy and dynamism conveyed in the orange shaded flame required for the transformation of organisational culture and institutional structures to promote gender equality. This flame seeks to advance equality and challenge any form of gender inequality. The different shades of the GENOVATE spikes represent the intersectional approach, which underpin GENOVATE work.

A **main website** [www.genovate.eu] that tells key stakeholders and the general public what GENOVATE is about. The GENOVATE website [figure 2] provides information on the project, updates on progress and results; it also acts as a gateway to other relevant projects. The website will be linked to partner GENOVATE websites in English and partner languages. The GENOVATE website [figure 3] is structured in seven sections: Home, About Us, Consortium (with information about individual partners), Project (management structure, work plan and deliverables), Dissemination (GENOVATE news, events/conferences and reports), Links (to other initiatives or projects), and Contact. It is designed to be informative with plain language to ensure wide communication with diverse categories of stakeholders and external audience. The website is constantly promoted to stakeholders and the public through the channels of dissemination contained in this document.

To assess how effective the website is in reaching stakeholders, it will use standard web traffic analysis tool [Google Analytics] to track the number of visitors and similar metrics over the life of the project. The website will be continually reviewed and updated throughout the duration of the project.

GENOVATE Community - Parallel to the website is a virtual platform for intra-consortium shared learning. The GENOVATE Community is a platform which enables GENOVATE partners to share institutional information and case studies, and facilitates the coordination of a buddy system for bench learning. Additionally, the GENOVATE Community provides an opportunity for dissemination to the GENOVATE International Advisory Board, key strategic collaborators and stakeholders, and the general public.

GENOVATE flyer, brochure post card [figure 4] and poster containing a brief description of GENOVATE and its objectives and partners have been developed. They are distributed at events attended by GENOVATE partners in order to increase

visibility of the project, and expand network of contacts. Appendix A contains current versions of the flyer, poster and post card.

Social media sites such as YouTube, Facebook, LinkedIn and Twitter will be used as alternative formats to engage with key stakeholders and the public in effectively spreading the word about GENOVATE. **Blogs** will help to publicise project effort and results. As part of its media engagement, the consortium will target relevant research blogs to disseminate project knowledge. Blogs targeted at particular disciplines, as well as partner blogs will be used to promote and facilitate a dialogue around the project activities.

National Learning Circles and reports will be key dissemination tools at country and regional levels.

Academic networks will be used to report the progress, outcomes and overall findings of GENOVATE.

Professional bodies and learned societies will be used to report the progress, outcomes and overall findings of GENOVATE.

Outputs – the full range of GENOVATE case studies, reports and policy briefs will be published according to Open Access rules and will be available from the GENOVATE community: <http://www.genovate.unina.it/community/> and the project website: www.genovate.eu. **The GENOVATE Final Report**, due in month 48, will include a synthesis of all project activities, processes and outcomes.

Gender Equality and Diversity Guides targeted at Human Resource Managers, Higher Education Institutions and Research Organisations will act as a quick reference to contribute to the embedding of gender equality in organisations.

GENOVATE Conventions - There will be four annual [months 3, 15, 27, 39] three day residential blocks to be held at different partner sites throughout the course of the project. The convention will provide a forum for strategic management and operational meetings, team development including the sharing of methodological and technical skills among consortium members, knowledge exchange between consortium partners, data collection for evaluation. The convention will also provide a unique opportunity for strategic involvement of key stakeholders, thereby promoting dissemination of GENOVATE work throughout the duration of the project.

Themed conferences will be targeted for members of the GENOVATE core teams to talk about GENOVATE offering the opportunity of promotional material such as posters and leaflets to be seen by a wide audience. The consortium partners will prepare and deliver papers, lectures and other forms of presentation at seminars,

relevant events and selected international conferences related to the objectives of GENOVATE project. A list of conferences [such as the European Gender Summit] to be targeted will be developed, ensuring disciplinary and national spread, throughout the course of the project.

Final International Conference will be held in Brussels at the end of the project to provide an occasion to share the experiences of adopting the social model for implementing gender equality in transforming organisational culture for excellence in research and innovation. The conference will be targeted at and opened to different target groups including academics, policy makers, media and other stakeholders. The conference will be advertised to relevant communities beyond the stakeholders already involved in the project.

Publication Tools

Academic and Research Journals¹ that are peer reviewed will be used to disseminate key information about GENOVATE to the scientific community and to ensure that GENOVATE remains current. They will also contribute to any new or on-going debate within the areas of research and innovation, and gender equality. A publication working group has been established and will draw up an initial list of journals relevant to project topics.

Professional journals with a focus on learned and professional societies will be used to disseminate information about GENOVATE with a focus on particular sectors and or professions.

Policy papers: The consortium will publish policy papers presenting GENOVATE results in a format tailored towards relevant European policy makers and open access practitioners. Key results and policy recommendations will also be targeted at the scholarly and professional associations related to particular case studies, as well as funding agencies. The policy papers will be distributed in hard copy at various events and published in electronic format on the project website.

Media Communication

Press releases will be produced to attract media attention to significant events and publications both at consortia and institutional levels. Arising from these press releases, we will seek opportunities to present our findings in other media outlets, including:

¹ [Please see appendix 2 for a more detailed publication protocol and the levels at which publications will be produced.](#)

- a. **Television** programmes that have a societal and/or higher education focus in the areas of research and innovation and current affairs will be used to disseminate information about GENOVATE. These programmes will also be used to contextualise GENOVATE within each of the consortia countries.
- b. **Online magazines** and **new media** channels with a specific focus on the areas of gender equality, research and innovation and sector specific features will be used to ensure that GENOVATE is current in its dissemination delivery approach.
- c. **Radio** programmes that have a societal, higher education and/or current affairs focus will be used to disseminate information about GENOVATE and to contribute to on-going debate in the areas of gender equality, and research and innovation.
- d. **Newspapers** and **periodicals** with a specific focus on the areas of gender equality, research and innovation and sector specific features will be used to disseminate information about GENOVATE.

Key and Supplementary Messages

Messages will be tailored to take into consideration the target audience and context of the institution or country in question.

Policy makers at the European and national level

- How GENOVATE is linked or can be linked to the current government or relevant sector objectives at European and national levels
- Linkages between GENOVATE and the Horizon 2020 agenda
- The benefits and need for a contextualised social model of gender equality implementation in research and innovation
- To debate policy issues addressed by the consortium
- To consider recommendations made by the consortium, notably with regard to options for transforming organisation culture for gender equality in research and innovation
- To encourage academic organisations and researchers to conduct further research in regard to the issues of concern raised by the project, especially in relation to their own research practices

Academics and graduate students

- Wider impact of GENOVATE
- Benefits of the GENOVATE approach
- USP (Unique Selling Point) of GENOVATE; social model of gender equality implementation underpinned by the change academy approach
- How GENOVATE contributes to and ties in with decision makers' objectives

Professional and funding organisations

- Linkages between GENOVATE and the work of professional bodies
- How GENOVATE can enhance the work of professional bodies
- USP (Unique Selling Point) of GENOVATE Code of Practice and impact of this on ways of working in professional environments

Member states and other international audience

- Linkages between gender equality, research and innovation and the ability to compete at an international level
- Benefits of the contextualised social model of gender equality application within Pan-European context

Decision makers in higher education

- Wider impact of GENOVATE
- Benefits of the Gender Equality Change Academy and Social Model of Gender Equality Implementation
- The role of GENOVATE in promoting the sustainability of the culture change to support gender equality and needs of academics in the higher education organisations
- USP (Unique Selling Point) of the GENOVATE Code of Practice and its contribution to the European Research Integrity activity
- How GENOVATE contributes to and ties in with decision makers' objectives
- Develop and implement guidelines developed by GENOVATE

Research and equality institutions and other end users

- USP (Unique Selling Point) of GENOVATE Code of Practice – contribute to debate on ways of strengthening research excellence frameworks and policies in the context of gender equality
- How GENOVATE contributes to gender equality awareness in academic research and scientific structures
- Engage in dialogue about how research funding policies can be adapted in line with GENOVATE findings

Trade Unions and Non-Governmental Organisations

- Positive impact on employee relations/impact of GENOVATE on organisational culture
- GENOVATE contribution to existing gender networks/observatories
- Encourage civil society to lobby policy-makers to consider the recommendations made by the consortium.
- Encourage the public to lobby their political leaders in support of the consortium's recommendations

Journalists and media professionals

- Why and how GENOVATE links to particular areas of media and journalistic interest. The journalistic categories that will be focused on are the following areas:
 - Business and Economy
 - Science and Technology
 - Politics and Society
- Prompt policy-makers to support the consortium's recommendations.

Dissemination Tool and Approaches

This section sets out the tools that will be used to reach the specific audiences and associated key performance indicators. The table demonstrates that different dissemination tools are best suited to different audiences. Therefore, as project deliverables become available or as events are undertaken, the consortium will consider which stakeholder groups the deliverable is most applicable to and will publicise the activity using those means. Towards the end of the project, we will pay particular attention to preparing guidelines for different stakeholder groups, and disseminating them accordingly. At the end of the project, we will reflect on the success of our dissemination activities by looking at the key performance indicators for each of the tools.

Audience	Channel	Key Performance Indicator	Evaluation
General public and stakeholders	GENOVATE Website	Increase in hits	Analysis of traffic to website
	Social Media (e.g. Blogs)	Minimum monthly entry	Reports
	Press releases	Number of press and other media communications	Reports on media coverage
Policy makers – European and national level	Written and oral briefings	Number of conference papers and presentations, number of conference workshops, type and size of conference, conference attendance	WP progress review
	Website	Increase in hits	Analysis of traffic to website
	Social media	Minimum monthly entry	Reports

	Presentations for targeted audiences	Number of conference papers and presentations, number of conference workshops, type and size of conference, conference attendance	Periodic reports
	National Learning Circles	High attendance level at the events	Reports
	Final International conference	High attendance level at the event	Reports
Academics and graduate students	Project website	Increase in hits	Analysis of traffic to website
	Internal communication	Satisfaction evaluated through feedback.	WP outputs
	GENOVATE Conventions	Satisfaction evaluated through feedback.	Reports
	Publications in academic and research journals	Number of journal reports and scientific articles submitted and published, type of journal (industry, academic), journal impact factor (although these vary considerably by field) and circulation	Reports
	Conference presentations		Reports
European Union member states and other international audience	Policy brief		WP output review
	Publications in academic and research journals	Number of journal reports and scientific articles submitted and published, type of journal (industry, academic), journal impact factor (although these vary considerably by field) and circulation	Reports
	Project website	Increase in hits	Analysis of traffic to website

	The final conference	High attendance level at the event	Reports
Decision makers in higher education	GENOVATE website	Increase in hits	Analysis of traffic to website
	Social media	Minimum monthly entry	Reports
	Participation in key higher education events and conferences:	Number of conference papers and presentations, number of conference workshops, type and size of conference, conference attendance	Reports
	Publication of articles in targeted academic, research and professional journals	Number of journal reports and scientific articles submitted and published, type of journal (industry, academic), journal impact factor (although these vary considerably by field) and circulation	Reports
Research and equality institutions	Research briefings		WP Outputs on website (e.g. embedded videos)
	Project website	Increase in hits	Analysis of traffic to website
	Conference presentations	Number of conference papers and presentations, number of conference workshops, type and size of conference, conference attendance	Reports
	Journal articles	Number of journal reports and scientific articles submitted and published, type of journal (industry, academic), journal impact factor (although these vary considerably by field) and circulation	Reports
	Guidelines based on translation of scientific publications into useable resources	At least one guideline compiled by the end of the project	Final report
Trade Unions Non-Governmental Organisations	GENOVATE website	Increase in hits	Analysis of traffic to website
	Press releases	Number of press and other media communications	Reports on media coverage
	Social Media incl. blogs	Minimum monthly entry	Reports

	National Learning Circles	Number of participants, range of stakeholders represented, participant feedback	
Journalist – media professionals	Media briefings / Feature articles	(Increased) Number of publications achieved through press and other communication contacts.	Periodic quantitative and qualitative review
	Press releases	(Increased) Number of press and other media communications	Reports on media coverage
	Project website	Increase in hits	Analysis of traffic to website
	Final international conference	High attendance level at the event	Reports
	Social Media incl. blogs	Minimum monthly entry	Reports

Publication Schedule 2013 - 2016

Publication outlet	Delivery year	Deliverables, working documents and milestones aligned to
Equality, Diversity and Inclusion and International Journal Social Politics: International Studies in Gender, State and Society Advances in Gender Research Higher Education Review	2014	Emerging themes from the gender climate assessment Institutional baseline assessment of research support and recruitment policies
International Journal of Gender, Science and Technology Journal of Research in Gender Studies Journal of Diversity in Higher Education Organisation Studies	2015	D5.2 Toolkit to integrate gender and diversity competent research excellence standards for partner institutions D5.1 Code of practice for gender and diversity competent research excellence standards for partner institutions

<p>Gender, Work and Organization Work, Employment and Society Social Science Research European Journal of Social Sciences,</p>	<p>2016</p>	<p>D3.1 Contextualised Guidelines on Implementation of Measures for Gender Equality in Recruitment, Promotion and Progression for Academics and Researchers</p> <p>D4.2 Gender Culture and Working Climate Assessment Change Report</p> <p>D7.1 Guidelines for evaluating GEAPs, including quality criteria</p> <p>D2.1 Gender Change Academy Model: Contextualised Guidelines on Implementation incorporating step-by-step account (road-map) in project progression to Academics and Researchers</p>
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NB. These are indicative. Journal target dates will be reviewed regularly. Not all publications will be aligned to a deliverable or milestone

Appendix 1 GENOVATE Branding, website, community and dissemination materials

Figure 1 GENOVATE logos





GENOVATE



GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

Figure 2 GENOVATE website

GENOVATE
Transforming Organisational Culture for Gender Equality in Research and Innovation

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Ankara Institutional Launch

Inaugural International Conference

The Inaugural GENOVATE International Conference and [GENOVATE Convention](#) took place at the University of Bradford in March 2013. The conference saw the coming together of the GENOVATE Consortium Partners, International Advisory Board members and other stakeholders.

Following on from the International Launch of GENOVATE launches are being held at an institutional level within each of the partner institution countries.

[Welcome to the GENOVATE Community](#)

Basic Information

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Figure 3 GENOVATE Community

The screenshot displays the GENOVATE Community website interface. At the top, there is a dark header with the GENOVATE logo on the left and the text "GENOVATE COMMUNITY" in the center, with a "HOME" button to the right. Below the header, a section titled "GEAP's implementation:" includes a "show all" button and two tabs: "Partners" and "Topics". Under "Partners", there are buttons for UNIBRAD, UNINA, UCC, Academic careers, Working environment, Work-life balance, Change academy, Diversity in R&I, and UCM. Under "Topics", there are buttons for Gender aware leadership, Sustainability of change, Enhancing excellence, Stakeholders involvement, Equality awareness, Gender networking, LTU, AU, TU, Evaluation of GEAPs, and Innovation and gender.

The main content area features the GENOVATE logo, which consists of three stylized, overlapping leaf-like shapes in shades of orange and red. Below the logo, the text reads "GENOVATE Transforming Organisational Culture for Gender Equality in Research and Innovation".

Two paragraphs of text describe the community's purpose and structure:

The GENOVATE Community is a platform which enables GENOVATE partners to share institutional information and case studies, and facilitates the coordination of a buddy system for bench learning.

The GENOVATE Community consist of seven GENOVATE partner institutions; the GENOVATE International Advisory Board; key strategic collaborators and stakeholders and the general public. It is a mechanism designed to facilitate meaningful knowledge exchange across the community at local, national and international levels within each of the partner institutions' countries, across Europe and globally.

On the right side of the page, there is a dark sidebar containing a "Blog Latest News" section with a list of recent articles, a "Login" section with input fields for "Username" and "Password", a "Remember me" checkbox, a "LOGIN" button, and a "Forgot login?" link.

Figure 4 GENOVATE Postcard

Cover



Information



Funded by the EC FP7 framework programme, GENOVATE project brings together a consortium of European universities with diverse experience in gender equality main streaming approaches, with varying institutional and disciplinary backgrounds and located in different national contexts. It is an action-research project based on the implementation of Gender Equality Action Plans (GEAPs) in six European universities with independent evaluation by an European University within the consortium.

For further information:

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www.GENOVATE.eu



Appendix 2 Publication Strategy for GENOVATE

This short paper sets out key issues, types of outputs, guiding principles and authorship guidelines (appendix 1) for the GENOVATE project as a basis for discussion. GENOVATE seeks to publish a large number of journal papers and to present a large number of conference papers over its 4 year duration and to have fair and manageable approach to named authorship.

Key issues

1. Establishing a policy on authorship and credits for partners to avoid misunderstanding
2. Drawing a clear distinction between individual authorship or scientific contribution and credits that shared at institutional level
3. Securing agreement on: who writes what and for what journal with which partners – *avoiding any negative implications caused by the absence of shared agreement and procedures.*
4. Determining the appropriate level of each paper: that is, whether papers will be at related to institutional, Work Package, whole consortium or bilateral levels.
5. Appropriate attribution – ensuring any effort by any partner who is not a named author is clearly stated
6. Ensuring engagement of all partners as appropriate
7. Timing of publications

Types of publications

- A. Institutional focus [led by institutional leads or agreed arrangements within institutions and acknowledgement of other contributors as appropriate]
- B. WP-Consortium focus - [led by WP lead with contributions from all partners]
- C. General-Consortium focus - Generic/whole consortia [led by Co-ordinator] - this will include Milestone papers which will be published when several WP have submitted their deliverables
- D. Bilateral/multilateral focus – [written by two or more institutions]

Principles:

The provisions of the Consortium Agreement, in particular Section 8 (Intellectual Property) and Attachment 7 (Authorship Protocol), will be adhered to.

In addition, the following principles are proposed:

- Papers which are focused on presenting generic GENOVATE consortium or WP ideas should be considered as Consortium papers (B or C).
- Papers using data from across the Consortium should be considered as Consortium papers (B or C).
- Papers focused on the application of GENOVATE principles at local institutional level should be considered Institutional papers (A).
- Papers focused on the comparative application of GENOVATE principles at local level between two or more institutions should be considered bilateral/multilateral papers (D) and should be led by the institution that proposed the papers.
- The coordinator will instigate and lead at certain achieved milestones when more than one Work Package has submitted their deliverables. The authorship of these papers will consist of the coordinator, WP leaders of the deliverables the paper is about and selected individuals that had a major contribution to the deliverables [C]
- Papers cannot use data produced by any partner without consent of that partner.
- Consortium-level papers (B or C) should have one author from each partner institution, with the exception of the lead partner for that paper, which can have two authors. Therefore all consortium-level papers will have 7-8 authors. It is a matter for institutions to divide this authorship up in a fair way within their teams.
- Authorship of Institutional-level papers (A) is a matter for institutions to agree fairly within their teams, in agreement with the Authorship Protocol below.
- Significant overlap in content between papers should be avoided.
- Information on all proposed papers, including topic, abstract, authors, proposed publication or other outlet, and proposed completion/presentation date, should be available to all consortium members;
- All papers should be proposed through the system outlined below; proposed papers should not proceed until approval is granted
- Titles and abstracts could also be published on the website once publications have been accepted.

- Where papers describe the GENOVATE project, this description should be true to the shared understanding of GENOVATE as outlined in the proposal and other GENOVATE documentation.
- These principles apply to both conference/seminar papers and publications. An exception is for seminar papers presented internally in one's own institution, where it is not necessary to go through the proposal system below.

Paper Proposal System

Proposals Bank:

All partner institutions submit a list of proposed paper topics, which are compiled into one document containing each institution's list, to be considered a 'bank' of potential paper topics. [Already done.]

Priority Papers:

Partner institutions are invited to propose up to TWO priority papers for publication from their suggested submission,, indicating whether they are Institutional (A) or Consortium (B or C) papers, and indicating the proposed authorship and lead author (according to principles outlined above), target publication and proposed completion/submission date (even if these dates are not immediate).

The Co-ordinator will work with institutional leads to propose 2 papers per partner against the themes of the work packages and to itemize target journals or target rankings/impact.

The final list of Priority papers will be presented at a GA/VA meeting and agreed in principle.

Additional papers:

Any partner can propose additional papers for publication or for presentation at conferences/seminars or modify the topics already submitted at any stage during the project. These may be drawn from a partner's own list in the Proposals Bank.

Bilateral or consortium papers should be considered where more than one partner has proposed a similar topic in the Proposals Bank.

To propose an additional **Consortium-level or Bilateral paper** (B, C or D), the partner (or partners) submits the relevant information (*topic and abstract; whether it is Consortium (B or C) or bilateral (D); the proposed authorship and lead author, according to agreed principles; target publication/conference and proposed completion/submission date*) to the Project Coordinator, who will:

- i. consult firstly with the Publications Subgroup;
- ii. discuss the proposal with the proposer where necessary; and
- iii. bring proposals to the next GA/VA for final approval.

To propose an **Institution-level paper (A)**, the partner sends the relevant information (*topic and abstract; the proposed authorship and lead author; target publication/conference and proposed completion/submission date*) to the Project Coordinator who will make this information available in a systematic way to all Assembly members. Unless there are objections within a specified time-period, the proposed paper should be considered to be going ahead and the proposer will be notified as such by email. *[We could have a regular submission date for these to make it more manageable?]*

All paper proposals will be listed in the 'Expressions of Interest Spreadsheet' which will be available in Dropbox. Assembly members will be notified of any new additions to the spreadsheet.

Dates for preparing papers will be established and progress will be monitored. If any proposed author is unable to meet these deadlines, the option of transferring authorship to an alternative member can be considered. This will ensure that the consortium achieves its publication targets.

14 to 16 high quality publications over 4 years would be a major achievement.

The coordinator will provide a statement related to the usage of references that are related to deliverables already submitted and on the GENOVATE website, hence in the public domain if required by publishers

Attachment 7 to Consortium Agreement

AUTHORSHIP PROTOCOL

AUTHORSHIP

The Collaborating Parties will comply with the following provisions in respect of the authorship any Publication:

1. If several individuals have contributed equally to a publication, then their names will be listed in alphabetical order.
2. If one individual has made a more significant contribution than the co-authors, then the major contributor will be named first, and the rest in alphabetical order.
3. If one individual has coordinated the publication and edited the other individuals' contributions, that individual should be 'editor', and the others 'contributors'.

ATTRIBUTION

The Collaborating Parties will comply with the following provisions in respect of attribution of the support for the Project:

1. A footnote on the first page or an 'Acknowledgement' section at the end, saying that the author's involvement in GENOVATE has contributed to this Publication, and mentioning any individuals engaged in GENOVATE who have made any special contribution (e.g. an important influence on particular ideas or useful comments on a draft).
2. If an author uses an idea that came out of a presentation or a discussion (however informal) with another GENOVATE participant e.g. at a workshop or in an email exchange, then a footnote at that point in the paper should acknowledge that contribution.
3. The European Union support for the Project will be referenced in all publications, conference papers, presentations and posters in connection with this project. This will include the sentence **“This research was supported by the European Commission as part of the Seventh Framework Programme funding scheme”**, as well as, if relevant, the Commission and FP7 logos.