

Hot Spot
*Gender and Power
in Politics and
Management*



The core of IMR research is formed by the Hot Spots – six collaborative networks of researchers in different disciplines with a joint interest in a specific research topic.

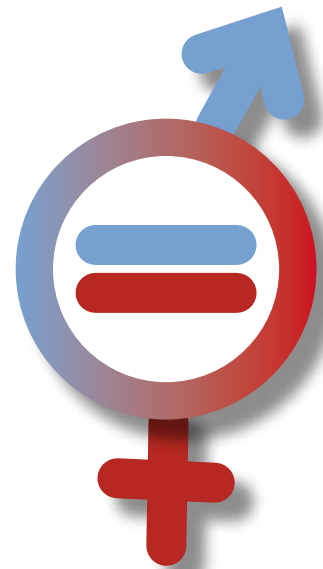
**GENDER AND POWER IN POLITICS
AND MANAGEMENT**

Many organisations struggle with questions of gender equality, diversity and inclusion. Progress towards these goals calls for organisational change. Our vision for change is based on tailor-made conceptualisations of gender equality, diversity and inclusion, grounded in cutting-edge research. The Hotspot Gender and Power in Politics and Management supports organisations in designing successful policies and practices to realise this.

Our researchers are also brainstorming partners for organisations' implementation issues. We have extensive experience in participatory action research and consultancy, and also in evaluations of policy strategies and interventions. Additionally, we develop training curricula and workshops for diversity professionals, administrators and managers.

Academically there is much to be gained from an interdisciplinary and comprehensive approach. This contributes to further theoretical and empirical development. The Hotspot Gender and Power in Politics and Management contributes to the creation of new knowledge for society, by discovering and changing crucial elements of diversity and inequality mechanisms.

www.ru.nl/imr/gender



We invite you to
change perspective

Institute for Management Research
Radboud University



Gender and Power in Politics and Management

WHAT DOES OUR HOT SPOT OFFER?

Our multi-disciplinary approach allows us to shed new light on core questions on gender and power in politics and management. We look at formal and informal processes of organisation that play a crucial role in sustaining or changing inequalities in the workplace. We have expertise on leadership, organisational change and participatory action research.

We use this to advise organisations on strategies and interventions that drive progress toward gender equality, diversity and inclusion. We examine the national and international dispersion of rules and norms on gender and diversity in different contexts, regions and institutions to conduct comprehensive evaluations of organisational and policy strategies. Additionally, we develop training curricula and workshops for diversity professionals, administrators and managers.

We are experienced consultants and change agents who know how to cope with the micro-politics of opposition and resistance against change efforts. We can be brainstorming partners for organisations seeking ways to improve gender equality, diversity and inclusion.



"Gender inequality is widespread and ongoing, despite public and private attempts to abolish it."

Prof. dr. Mieke Verloo and
Prof. dr. Yvonne Benschop
Coordinators

EXTERNALLY FUNDED RESEARCH PROJECTS

Emancipating Marginalised Men
Oranjefonds - Mieke Verloo, Marleen van der Haar and Iris van Huis

Organisational Learning and Change towards Diversity
NWO Veni – Marieke van den Brink

Effective Gender Equality in Research and Academia (EGERA)
European Commission FP7 – Inge Bleijenbergh, Monic Lansu and Pleun van Arensbergen

Gendering the academy and research: combating career instability and asymmetries (GARCIA)
European Commission FP7 – Yvonne Benschop, Marieke van den Brink, Laura Berger and Channah Herschberg

Structural Transformation to Achieve Gender Equality in Science (STAGES)
European Commission FP7 – Inge Bleijenbergh and Joke Leenders

Gender and the economic crisis in Europe
European Commission Marie Curie - Rosalind Cavaghan

Top appointments Police Force
Dutch Police Force - Yvonne Benschop and Marieke van den Brink

Women's networks and diversity networks
Nederlandse Stichting voor Psychotechniek- Ine Gremmen, Marjolein Dennissen and Yvonne Benschop

Gender Identity and non-discrimination
Belgian government – Anna van der Vleuten and Mieke Verloo

Workshops on Diversity and Inclusion for the next generation
Various companies in collaboration with Opportunity Advice – Yvonne Benschop Boston, USA, Örebro University Sweden.

PROJECT EGERA

The EGERA project is a European funded project that aims to effectively support structural change toward gender equality in research institutions. Research institutions in eight European countries work together in developing and exchanging knowledge on the issues. Researchers from the gender hotspot bring Group Model Building (GMB) as an intervention method to support organizational learning on gender and diversity in the EGERA project. GMB is specifically designed to address analytically complex problems, in which differences of opinions and values lead to differing definitions of the problem.

Traveling through Europe, researchers from the gender hotspot facilitate management teams in research institutions in systematically building a model of interacting causes and effects of the “messy” problem of gender inequality. Herewith, they support management teams in reaching a shared problem definition and analysis of gender inequality. On the basis of this analysis, management teams identify policies to tackle gender inequalities and build commitment to implementing them.

VISIT OUR DIGITAL MAGAZINE

NSM magazine is the online magazine of the Nijmegen School of Management. The magazine aims to inform our internal and external contacts of recent developments in our research.
nsm-magazine.net

Nijmegen School
of Management

NSM
magazine

Radboud University Nijmegen 

IMR

It is the mission of the Institute for Management Research (IMR) to carry out state of the art research into complex problems of governance and management, with the aim of explaining the causes of these problems, and using that knowledge to create potential solutions. The complexity of the problems being studied calls for the combination of knowledge and expertise from multiple disciplines, and for collaboration with the societally relevant parties. IMR researchers achieve this mission by combining scientific excellence with societal relevance. This is reflected in the motto of IMR: creating knowledge for society.

CONTACT

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For more information about the IMR please contact Mrs Anneke Verbogt (a.verbogt@fm.ru.nl) or visit our website: www.ru.nl/imr

