

Professor Surya Monro (with Clare Desplats)  
s.c.monro@lboro.ac.uk

# Intersex: New Disciplinary Approaches (INIA) – a brief introduction

European Commission, 2.7M €, 2020-2024  
MARIE SKŁODOWSKA-CURIE ACTIONS PROGRAM (GRANT NUMBER 859869)



# Brief Introductions

- Professor Surya Monro
  - Sociologist/Social Policy academic, expertise regarding sex/gender, citizenship and EDI
- Clare Desplats
  - MC project management since 2006 (FP6, FP7 and H2020)
  - Majority of projects in biological and geochemical sciences. INIA is first social science project.

INIA website: [www.intersex.co.uk](http://www.intersex.co.uk)

*This project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No. 859869 "Intersex – New Interdisciplinary Approaches" (INIA)*



# H02020 ITN (Innovative Training Network)

- Duration 01/03/2020 - 31/08/2024 (6 month extension requested)
- Total funding: EUR 2.7 million
- 10 Early Career Researchers, 6 Hosts, 21 partner organisations
- Topic: Research to support the wellbeing and human rights of intersex people (those whose physical sex characteristics differ from the typical traits)
- Participatory Action research with strong stakeholder involvement

# 10 individual INIA projects, e.g.

- ESR 1 (University of Huddersfield, UK) Older intersex people: A pan-European intersectional approach.
- ESR3 (Université libre de Bruxelles, Belgium) Unpacking the conditions of emergence of intersex activism in Europe.
- ESR4 (Dublin City University, Ireland) Framing legislative and policy reform to improve the lived experience of intersex in Ireland and Malta.
- ESR7 (University of Zurich) Role, dissemination and impact of clinical ethics in multidisciplinary teams on intersex in Europe.



# Early stages

- Previous Individual MCF project (EUCIT) highlighted research gaps
- Need identified for research and capacity-building
- Reaching out to potential partners
- Work with MODUS – a broker organisation



# Top tips for application

- Start early (January) - will hear around July the following year
- Use any existing contacts but be prepared to energetically search
- Knowledge of process is crucial
- Sort out your Consortium Agreement before you finalise the bid
- At least one in-person meeting is recommended
- Use a staged approach to bid-writing
- Be prepared for a lot of work
- Be prepared to respond fast to requests for amendments

# Collaboration is essential

## Synergies for scientific research on intersex issues

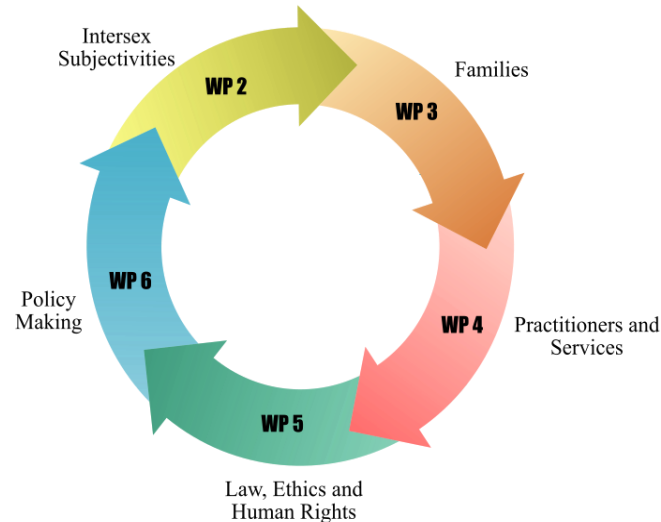


Figure 1

# Project implementation

- Important to work with experienced PM
- Have clear calendar of milestones, deliverables, reports
- Document all deviations

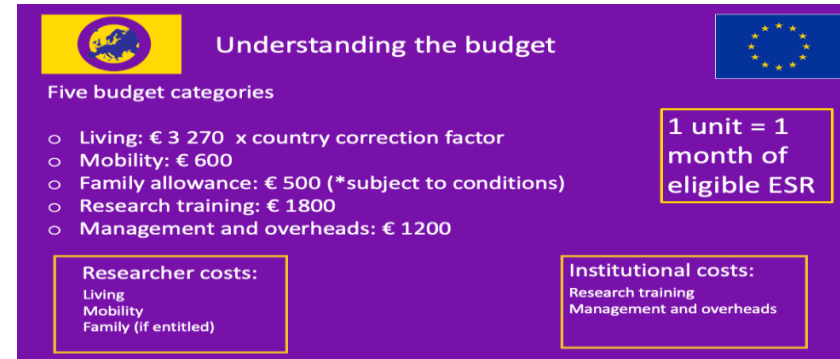




*The INIA group at the University of Malta, September 2022*



# Project implementation cont.

- Begin recruitment VERY early & document process
- Hold 1<sup>st</sup> mgmt. meeting early on with all beneficiaries
- Ensure all teams understand project finances
- Careful assessment of progress
- Monthly/weekly meetings



 Understanding the budget 

Five budget categories

- Living: € 3 270 x country correction factor
- Mobility: € 600
- Family allowance: € 500 (\*subject to conditions)
- Research training: € 1800
- Management and overheads: € 1200

1 unit = 1 month of eligible ESR

Researcher costs:  
Living  
Mobility  
Family (if entitled)

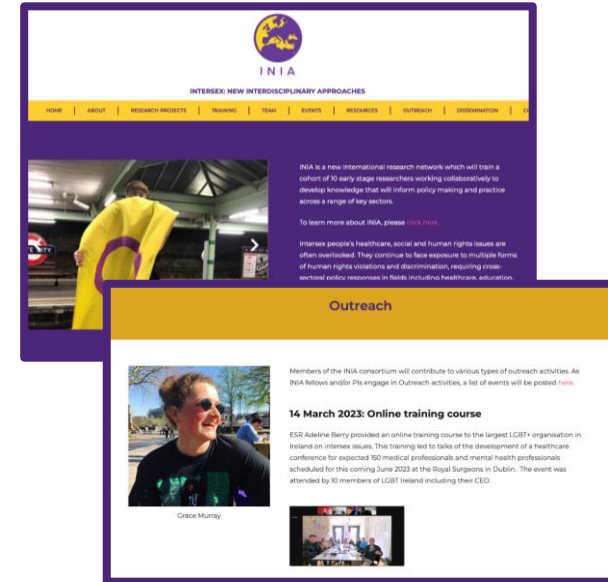
Institutional costs:  
Research training  
Management and overheads



OTM-R  
Open,  
Transparent,  
Merit-based  
Recruitment

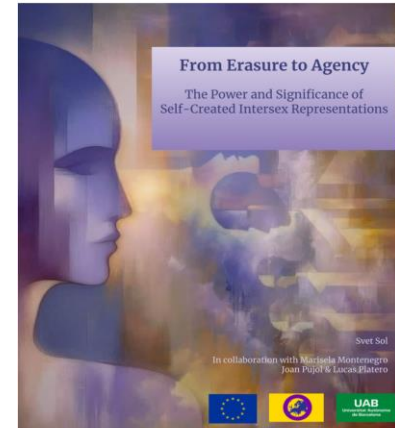
# Management & Implementation

- Establish project website from month 1
- Ensure that ESRs / DCs understand their rights and obligations
- Emphasise importance of public outreach (over 80 INIA outreach events within 1st 3 years)
- Do not underestimate importance of pastoral care of ESRs



# Outputs

- Over 100 dissemination and public engagement events
- 2 world-leading international conferences
- 1 monograph, 2 edited collections (and another monograph in process)
- 12 papers in international peer reviewed journals+
- Several book chapters
- Tranche of reports, policy briefs, and videos



# Added value

- Look for opportunities to create impact
- Examples from INIA:
  - Final conference held at Brussels Town Hall with speakers from UN, Council of Europe, Belgian government, and international NGOs
  - Teaching e.g. healthcare professionals, social policy students
  - Preparation of guidance for British Association of Social Work
  - Contribution to government consultations and working groups
  - Contributions to NGO events
  - Outreach to public e.g. secondary school students



## Synergies for scientific research on intersex issues



# Challenges and resolving them

- Brexit
- Covid
- Ukraine war
- Cultural and national issues
- Getting the deliverables done
- Succession planning

## ESR Training Opportunities

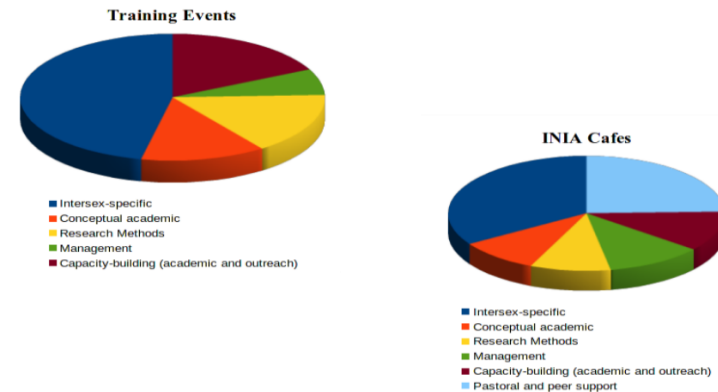


Figure 2



Loughborough  
University