



GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

NO. 1A. INTEGRATING GENDER EQUALITY ACTIONS, GOALS & TARGETS INTO UNIVERSITY STRATEGIC PLANNING PROCESSES & OUTCOMES.

1/9 OF GENOVATE'S GENDER EQUALITY ACTIONS FOR UNIVERSITY COLLEGE CORK, IRELAND

RATIONALE IN FIVE REASONS

First, it is the right thing to do. Second, it contributes towards fulfilling the statutory obligation under section 42 of the Irish Human Rights and Equality Commission (IHREC) Act. Third, it creates an imperative for periodic gender equality assessments and the development and monitoring of targeted gender equality actions. Fourth, it is a key step on the impact pathway towards effecting change for gender equality throughout the University. Fifth, impact — gender diversity is a renowned performance multiplier: (i) propeller of research and innovation as recognised by the EU, among others; (ii) increasingly a pre-requisite for funding, for example, tapping into the €80 billion of funding available through Horizon 2020; and (iii) creates a competitive advantage — key to attracting and retaining the best thinkers, researchers and innovators and therefore sustaining the University's position as a leading university within Ireland and globally (*see Action 7*).

CONTENT OF THE ACTION

1. Integrate gender equality into **strategic planning processes** — annual and five year.

- Integrate gender equality into the University's human rights and equality assessment and identify actions for redressing gender inequalities (as required by s.42 of IHREC Act).
- Create a structural mechanism within strategic planning decision-making processes (for example, appoint a gender equality advisor/equality officer to the process) to ensure the subject of gender equality is raised (where appropriate) and advise (from a gender equality perspective) on the implications of proposed decisions.

2. Integrate gender equality into **strategic planning outcomes**: incorporate identified actions into the strategic plan — with connected targets, designated implementers and a monitoring and reporting mechanism.

- Annual 2015/16: Establish a periodic reporting mechanism to review the implementation of gender equality actions, specifically (a) the recommendations adopted by Academic Council on 1st May 2015, (b) gender equality monitoring in recruitment, selection and promotion processes and (c) the formation and implementation of Cross-University Working Group on Managing

Maternity/Family Leave, and respond to its outcomes.

- Five-year 2018-2023: Incorporate gender equality goals and actions into the strategic plan with connected targets, designated implementers and a monitoring and reporting mechanism.

3. Lead higher education in Ireland and globally by establishing gender equality as a **key performance indicator**.

WHAT YOU CAN DO...

LEARN more about effecting change for gender equality via The GENOVATE HUB.

SHARE this (and other briefing notes) with your colleagues.

INFLUENCE: raise the actions in decision-making and mobilise support for their implementation.

CONTACT Dr. C. Ní Laoire, Lead Technical Expert, for more information.



The GENOVATE HUB



GENOVATE Tools