



NO. 1B. ESTABLISH A STRUCTURAL FOCAL POINT FOR EQUALITY IN THE UNIVERSITY.

1/9 OF GENOVATE'S GENDER EQUALITY ACTIONS FOR UNIVERSITY COLLEGE CORK, IRELAND; THIS IS A PROPOSED ACTION DEVELOPED IN MAY 2016, REVISED IN FEB 2017.

RATIONALE IN FOUR REASONS

First, it is concrete expression of the University's commitment to equality and diversity. Second, it is a renowned general measure for envisioning and effecting change for equality: *inter alia*, advising on the development and implementation of equality actions (see positive duty under section 42 the Irish Human Rights and Equality Commission Act); connecting existing structural foci on equality within the University; and pooling the University's knowledge and expertise on equality to seek new ways of acting for equality. Third, in doing so, the University would join the elite: each of the seven highest ranking universities in the world has some form of structural focal point for equality, for example, the Office of the Assistant to the President for Institutional Diversity and Equity of the University of Harvard (2nd) and the Equality and Diversity Unit of the University of Oxford (6th). Fourth it is key as recognised by these universities, to becoming both a fairer and more prestigious university; see the performance multiplying effects of gender diversity, as detailed in the briefing note of Action 1.

STRATEGIC FOCI

1. Envisioning the pathway to effective change for equality including gender equality within the university.
2. Overseeing the promotion of equality across the university, and reporting on the implementation of equality actions.
3. Providing expert technical direction and guidance to senior and middle university management on the development and implementation of equality actions.
4. Making the university's commitments to, and actions for, equality known within the university and beyond.
5. Sustaining engagement with equality across the university by *inter alia* opening space for colleagues to influence the development and implementation of equality actions.
6. Convening and connecting existing and developing structural foci on equality within the university.
7. Interrogating institutional, domestic and international practice (including data

collected from institutional equality monitoring) to seek new and deepen existing ways of acting for equality.

STRUCTURE

The structural focal point will be led by vice-president for equality who will be an academic member of the university management team, reporting directly to the president. S/he will lead a team of technical & administrative officers, supported by research fellows drawn from equality experts across the university.

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 & Tools

