



## GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

NO. 4. ENSURE GENDER EQUALITY IS INTEGRATED INTO ALL REQUIRED UNIVERSITY TRAINING & EXTEND GENDER EQUALITY TRAINING TO ALL STAFF.

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

### RATIONALE IN FIVE REASONS

First, unconscious bias in the form of implicit gender bias may have profoundly negative effects, for example, within selection and recruitment processes. Second, gender stereotyping may contribute to gendered evaluations of the work of men and women: conventional characteristics associated with masculinity and femininity may play a role in consideration of men and women's capabilities and capacities. Third, meritocratic procedures and principles, utilised to filter and select candidates, may not be able to counter institutional and cultural biases which influence decisions regarding, for example, recruitment, promotion and leadership positions. Fourth, gender equality training for all, specifically representatives of decision-making bodies and managers, is a recognised tool for limiting unconscious bias within decision-making. Fifth, it limits risk for individual staff and the University more broadly.

### CONTENT OF ACTION

1. Require all staff to undertake periodic gender equality training (as recommended by participants of GENOVATE Cafés).
  - Ensure all members of decision-making bodies and managers undertake periodic gender equality training.
  - Integrate gender equality (for example, training on unconscious bias) into existing mandatory training programmes (for example, for members of selection panels and managers, among others).
2. Ensure gender equality training is subject to periodic monitoring from the perspective of quality, accessibility and participation. (See also Action 1).

### 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.

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The GENOVATE HUB



GENOVATE Tools