



GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

NO. 6 ADOPT & IMPLEMENT RECOMMENDATIONS TO PROMOTE GENDER BALANCE IN STRATEGIC UNIVERSITY DECISION-MAKING BODIES.

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

RATIONALE IN FIVE REASONS

First, parity of academic achievement between men and women at third-level and gender parity at academic entry grades has not translated into proportional representation in strategic decision-making bodies in academic institutions. Second, criteria for membership of strategic bodies in academic and research institutions are frequently based on seniority and profile; women's poor representation in senior academic and research positions thus restricts their presence on strategic decision-making bodies. Third, gender stereotyping plays a role in the allocation of committee membership and committee roles: women are more commonly represented on 'pastoral' committees associated with student issues; men are more represented on strategic committees and are more commonly found in decisional roles within committees. Fourth, gender balance (minimum 40% of each gender) is more effective than gender 'representation' (minimum one representative of each gender). Fifth, in promoting gender balance, it is important to find ways of avoiding 'committee overload' among senior women; broadening committee membership criteria can help.

CONTENT OF ACTION

1. Implement the following recommendations* to promote gender balance on strategic university decision-making bodies:

- Encourage gender balance (60:40); reflecting the academic population, of all strategic decision-making committees;
- Aim to capture the institutional knowledge and skills of experienced staff at all levels and grades: develop and maintain a list of women and men, irrespective of grade, with relevant qualifications and experience, who are available to join strategic decision-making bodies; and
- Consider providing for alternative representatives, other than chair of committees and/or ex-officio members, on strategic decision-making bodies.

2. Establish a reporting mechanism to review the implementation of these recommendations (*see Action 1*).

*These were endorsed by Academic Council on 1, May 2015.

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 Prof. I. Lynch Fannon, Lead Technical Expert, for more information.



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