

STRUCTURAL, PROCESS & OUTCOME GENDER EQUALITY INDICATORS



GENOVATE
 Transforming Organisational Culture for
 Gender Equality in Research and Innovation

Indicator	General	Specific
Structural	Is gender equality integrated into the Centre's current <i>strategic plan</i> ?	
	Is gender equality integrated into the Centre's <i>strategic planning processes</i> ?	Does this include (I) a gender equality assessment and (II) development of actions for redressing identified gender equalities?
	Does the Centre have a <i>gender equality action plan</i> ?	Does this include a structural mechanism to ensure the subject of gender equality is raised and gender implications of proposed decisions are known?
	Does the Centre inform College and University strategic planning processes from a gender equality perspective?	
Process	Does the Centre <i>promote gender balance</i> on decision-making bodies?	Identify any gender positive measures to promote gender balance.
	Does the Centre periodically conduct <i>gender audit</i> of policies and procedures?	How many actions were developed to redress identified gender equalities at the last review?
	Has the Centre integrated <i>gender equality monitoring and reporting</i> into recruitment, selection and promotion procedures?	How often is the data collected reviewed from a gender equality perspective? How many actions were developed to redress identified gender equalities at the last review?
	Does the Centre periodically review the process for <i>assessing research excellence</i> from a gender equality perspective?	Are the research excellence assessments processes gender balanced, informed, transparent and accountable? Identify any gender positive measures to accommodate disadvantage as a result of statutory leave. Are rights protections integrated into research excellence assessments (for example, protection of privacy)?
	Does the Centre have a policy/guidelines/code for ensuring a standardised approach to <i>managing maternity leave</i> to ensure leave is planned and supported to benefit all parties?	What measures are in place to ensure cover for maternity leave? Does the policy provide direction and guidance on the following — planning for maternity leave, agreeing contract arrangements during leave and provisions for return to work? Does the Centre have a triangulated procedure for managing leave to facilitate coherence between individual staff member, Centre and institution policy and practice?
	Are all staff required to undertake periodic <i>gender equality training</i> ?	What percentage of staff undertook training in the last year?
Outcome	To what extent, is the Centre gender balanced? Identify no of gender equality actions developed in last year.	Who represents the Centre on high-level bodies in the university? What is the gender balance at each staff grade (including within the researcher category)? What is the gender balance among research leaders or principal investigators? What is the gender composition of strategic decision-making bodies in the Centre?

* These indicators are aimed to support gender equality monitoring in innovations centres; they may also be adapted to other contexts e.g, schools and colleges. See [Action 8 Briefing Note](#) via [The GENOVATE HUB](#). The Hub also includes a [selection of other tools](#) to support implementation of GENOVATE's [gender equality actions](#) including, amongst others, two sets of guiding principles, one on the management of [maternity leave](#) and another on the assessment of [research excellence](#). Contact Dr. C. Ní Laoire & Dr S. Cusack, Lead Technical Experts, for more information. Created by S. M. Field, C. Ní Laoire and N. Maxwell in conjunction with the broader GENOVATE Team.