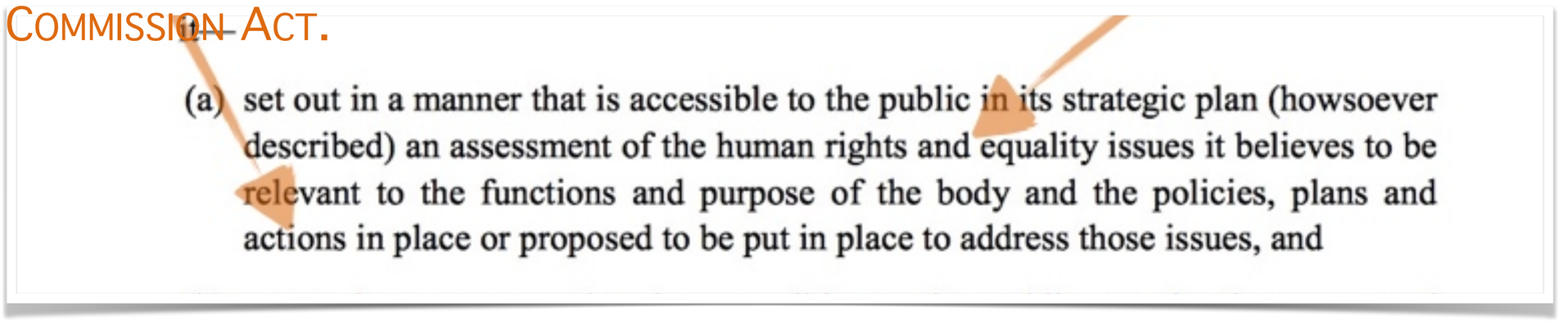
GENOVATE
Transforming Organisational Culture for Gender Equality in Research and Innovation

Five reasons* to integrate gender equality actions, goals & targets into university strategic planning processes and outcomes.

1. It's the right thing to do.

Café III, Q1: What does gender equality mean to you?

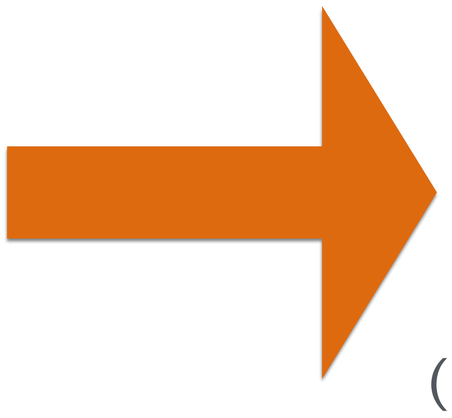
2. Contributes towards fulfilling s. 42 of Irish Human Rights and Equality Commission Act.



(a) set out in a manner that is accessible to the public in its strategic plan (howsoever described) an assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the body and the policies, plans and actions in place or proposed to be put in place to address those issues, and

3. Creates an imperative for periodic gender equality assessments & the associated development and monitoring of targeted gender equality actions.

4. Key step on the impact pathway towards effecting change for gender equality throughout the University.

5. 

And 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.

* These are both opportunities for the university, and if, inverted — risks.

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The GENOVATE HUB

GENOVATE Tools