



## GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

### NO. 7. ADOPT A CODE OF PRACTICE ON GENDER EQUALITY AND RESEARCH EXCELLENCE ASSESSMENTS.

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

The University is positioned high in global University rankings. Key to sustaining this position is developing the University's potential for research excellence. Gender diversity is recognised as a propeller of research and innovation by the European Union, among others. However, international research suggests the most commonly used indicators of research excellence favour men more than women. Or in other words, unconscious bias in the assessment of research excellence may be limiting the creative potential of Universities across the globe. Thus ensuring gender equality 'in' and 'through' the University's processes of assessing research excellence is (i) the right thing to do and (ii) key to creating a competitive advantage. (See related Research Note and Working Paper by N. Maxwell).

#### CONTENT OF ACTION

1. Develop, agree and adopt a *Code of Practice on Gender Equality & Research Excellence* Assessments, using GENOVATE's *Guiding Principles* as a benchmark.

The objective of such a Code is to provide guidance on how to optimise the University's research excellence assessment processes for gender equality.

Its content should be informed by the principles of inclusivity (including respect for diversity), transparency, consistency, and accountability. The Code should provide guidance on the following:

- integrating gender equality into applicable decision-making processes (for example, guidance on ensuring decision-making processes are representative, informed, transparent and accountable);
- promoting gender equality through periodic reviews of research excellence assessments and standards (for example, guidance in determining how to accommodate disadvantage as a result of statutory leave); and

- integrating rights protections into research excellence assessments (for example, guidance in ensuring research excellence assessment processes are transparent and accessible to all research active staff).
- 2. Establish a cross University working group to develop and agree a *Code of Practice on Gender Equality & Research Excellence Assessments* for review and adoption by the designated decision-maker.

#### 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.



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