

Informing GENOVATE

Feedback Report V

Thank you for joining us at the fifth in the series of GENOVATE@UCC World Cafés.

Your responses to each of the four questions have been collated into word clouds. These are presented above – and by question on pages 2 and 3.

For clarity and impact, selected responses have been re-framed and/or consolidated. Thus your views on the word clouds are welcome, most particularly suggestions for reframings and/or additions.

Your responses will be used – individually and collectively – to (i) develop <u>GENOVATE's</u>

<u>Gender Equality Action Plan</u> (GEAP) (<u>see</u>

<u>responses in progress</u>) and (ii) promote the GEAP within forthcoming meetings with UCC decision-making bodies (and through <u>social</u> media).

GENOVATE@UCC Project Team

Responses by Question

Question I: What does gender equality mean to you?



Question II: What, in your view, are the challenges to creating a more gender sensitive UCC?



Question III: What actions might you propose to create a more gender-sensitive UCC?

stop-moving-goal-posts-re-progression-across-the-academic-bar ucc-to-become-a-leader-in-gender-equality gender-awards-annually generating-analysing-and-disseminating-data-on-gender-equality gender-quotas-for-promotion-to-senior-lecturer-associate-professor support-sessions-to-empower-and-enable-all-staff creation-of-organisational-champions cpd-for-women senior-staff-invite-discussions-with-staff support-sessions-to-to-enable-all-staff creation-of-organisational-champions support-sessions-to-empower-and-enable-all-staff creation-of-organisational-champions support-sessions-to-to-senior-staff-invite-discussions-with-staff support-sessions-to-those-who-experience-discrimination integrate-gender-equality-into-strategic-plan

Question IV: What is your vision of a gender-sensitive UCC? 1/3

hard-work-is-rewarded individual-contributions-are-valued work-hours-are-realistic-and-achievable creativity-nurtured collegiality money-is-not-the-only-metric-of-success full-potential-of-all-is-realised values-people-and-education the-holistic-valued collaboration

Question IV: What is your vision of a gender-sensitive UCC? 2/3

a-green-environment-in-every-sense-of-the-word

where-UCC-is-a-fertile-ground-for-all
where-all-can-bloom-and-reach-the-sunlight-and-realise-their-full-potential

Question IV: What is your vision of a gender-sensitive UCC? 3/3

an-organisation-we-can-be-proud-of because-it-values-people-and-education-research