

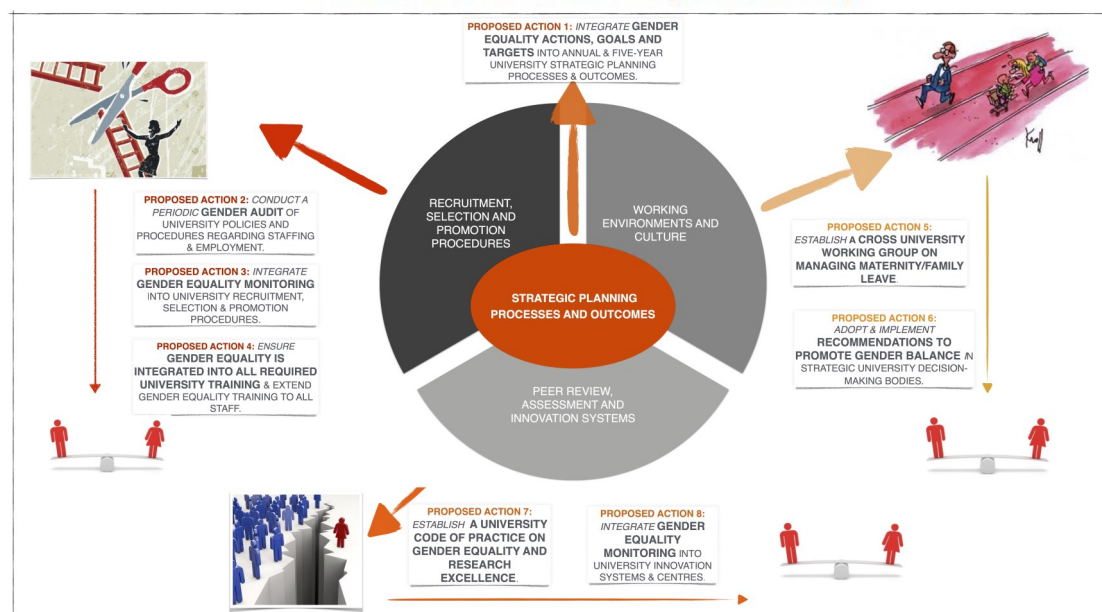
GENOVATE UCC

SPECIAL EDITION SPRING 2016

Recent Highlights:

The GENOVATE @UCC Project has two interconnected strands: **investigative and engagement**. From the perspective of engagement, the autumn semester has had a number of significant highlights. First, early in September the GENOVATE project team welcomed colleagues from across the university to our Open Day to (a) reflect upon our eight proposed gender equality actions, (b) consider word clouds of their colleagues' views (gleaned from the GENOVATE Cafés) (c) share their own views with the GENOVATE team.

Learn-how-you-can-contribute
Stop-and-share-your-views
Collect-a-fact-sheet
Stop-and-learn
Learn-from-our-infographics
Gender-Equality-Actions
Learn-about-your-colleagues'-views
Quiz-our-project-team
GENOVATE-Open-Day



Recent highlights cont...

Second one of our proposed strategic planning actions (as expressed in Proposed Action 1) was submitted to the University Management Team and included in a modified form in the University's Annual Operational Plan 2015/16. Thus one of the goals is to establish periodic reporting 'to review the implementation of gender equality actions'.

Third, on the 17th September GENOVATE's Principal Investigator, Dr. Caitríona Ni Laoire, presented GENOVATE's eight proposed gender equality actions to the University Management Team—and a commitment was made to implement each action. The GENOVATE Project therefore has moved to a new phase in the engagement process—transforming the university's commitment to our eight proposed actions into results.



FIVE REASONS* TO INTEGRATE GENDER EQUALITY ACTIONS, GOALS & TARGETS INTO UNIVERSITY STRATEGIC PLANNING PROCESSES AND OUTCOMES.

1. It's the right thing to do.

Fairness

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.

Inform: Enhance the efficacy of the actions — share your views about one or more of GENOVATE's eight proposed gender equality actions via genovate@ucc.ie.

Share the briefing notes with your colleagues — contribute to making the proposed gender equality actions widely known; they are available [here](#).

Influence: Raise the actions in decision-making; mobilise support for their adoption and implementation.

Briefing notes of each of the eight proposed actions are available on our website:

<https://www.ucc.ie/en/iss21/genovate/geap/>.

See [here](#) also: the infographics of our eight proposed actions for UCC; the action research informing the actions; and five reasons to integrate gender equality into strategic planning processes and outcomes.

For more information about GENOVATE generally: <https://www.ucc.ie/en/iss21/genovate/>

PROPOSED ACTION NO. 1



NO. 1. INTEGRATING GENDER EQUALITY ACTIONS, GOALS & TARGETS INTO UNIVERSITY STRATEGIC PLANNING PROCESSES & OUTCOMES.*

RATIONALE IN FIVE REASONS

First, it is the right thing to do. Second, it contributes towards fulfilling the statutory obligation under section 42 of the Irish Human Rights and Equality Commission (IHREC) Act. Third, it creates an imperative for periodic gender equality assessments and the development and monitoring of targeted gender equality actions. Fourth, it is a key step on the impact pathway towards effecting change for gender equality throughout the University. Fifth, 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 (see *Proposed Action 7*).

PROPOSED ACTION

1. Integrate gender equality into **strategic planning processes** — annual and five year.

- Integrate gender equality into the University's human rights and equality assessment and identify actions for redressing gender inequalities (as required by s.42 of IHREC Act).
- Create a structural mechanism within strategic planning decision-making processes (for example, appoint a gender equality advisor/equality officer to the process) to ensure the subject of gender equality is raised (where appropriate) and advise (from a gender equality perspective) on the implications of proposed decisions.

2. Integrate gender equality into **strategic planning outcomes**: incorporate identified actions into the strategic plan — with connected targets, designated implementers and a monitoring and reporting mechanism.

- Annual 2015/16: Establish a periodic reporting mechanism to review the implementation of gender equality actions, specifically (a) the recommendations adopted by Academic Council on 1st May 2015, (b) gender equality monitoring in recruitment, selection and promotion processes and (c) the formation and implementation of Cross-

University Working Group on Managing Maternity/Family Leave, and respond to its outcomes.

- Five-year 2018-2023: Incorporate gender equality goals and actions into the strategic plan with connected targets, designated implementers and a monitoring and reporting mechanism.

3. Lead higher education in Ireland and globally by establishing gender equality as a **key performance indicator**.

WHAT YOU CAN DO...

INFORM: enhance the efficacy of the actions — share your views about this action and others.

SHARE this and other briefing notes with your colleagues — contribute to making the proposed gender equality actions widely known.

INFLUENCE: raise the actions in decision-making; mobilise support for their adoption and implementation.



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*1/8 of GENOVATE's proposed

Gender Equality Actions for University College Cork, Ireland (1st Sept. 2015); see others @ <http://www.ucc.ie/en/iss21/genovate/geap/>

justice
or-all-men-women-lgbt-children
truth
ilable-right
no-glass-ceiling
equity
fair-treatment
fairness

What does gender equality mean to you?



Useful Links

Athena Swan Charter: <http://www.ecu.ac.uk/equality-charters/athena-swan/>

Athena Swan Awards Ireland: <http://www.irishtimes.com/news/education/tcd-and-university-of-limerick-win-gender-equality-awards-1.2301366>

Gender Equality EC: <http://ec.europa.eu/justice/gender-equality/>

HEA Ireland Staff Statistics: <http://www.heai.ie/news/gender-and-academic-staff>

Gender and Research H2020: https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet_Gender_2.pdf

Irish Human Rights and Equality Commission: <http://www.ihrec.ie/>

Contact Us



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EUROPEAN COMMISSION