

# GENOVATE UCC

OCTOBER 2015

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## *'Transforming Commitment into Action'*

GENOVATE Convention and Symposium UCC,  
March 11th-13th 2015

Cork was the venue for the GENOVATE consortium's Annual Convention in 2015. The GENOVATE consortium partners converged on UCC from March 11<sup>th</sup> to 13<sup>th</sup> for three days of intensive knowledge exchange and project planning.

We were delighted to welcome our partners from University of Bradford, Lulea Technological University, Ankara University, University of Naples Federico III, Trnava University and Universidad Complutense de Madrid to UCC. In addition, we were joined on Day 1 by the GENOVATE Advisory Panel members from across Europe.



## GENOVATE Convention and Symposium

On Day 1 of the three day *GENOVATE Convention and Symposium*, a public symposium was held on the theme of **Transforming Commitment into Action: Towards Gender Equality for Academic and Research Excellence**. Guest speakers were Professor Inés Sánchez de Madariaga (Advisor to the European Commission on gender and research), Mr. Muiris O'Connor (Head of Policy, Higher Education Authority Ireland) and Professor Udy Archibong (GENOVATE International Director).



# GENOVATE Convention and Symposium

Many thanks to the guest speakers and to those who attended; to view a recording of the GENOVATE Symposium please click [here](#)



The symposium was followed by a Learning Market, which was an excellent opportunity for all GENOVATE partner universities to share and present material on their work to date. GENOVATE @ UCC shared our [Action Research Infographic](#). Many thanks to all involved.\*



By the end of the three days of shared learning on progress to date in all partner universities in progressing gender equality, and on the related challenges and opportunities, we left feeling energised and inspired for the activities of the coming year!

*\*A special word of thanks to all our UCC colleagues in Audio Visual, General Services and Kylemore who as always ensured our event took place with optimal impact and upmost professionalism.*



## Athena Swan at UCC

UCC has recently submitted an application for an Athena Swan institutional bronze award (September 30th). The Athena SWAN programme will allow UCC to identify areas for positive action, and to recognise and share good practice. It will provide focus and impetus for equality initiatives already underway within UCC, such as the [Aurora Leadership Development Programme](#) and the GENOVATE EUPF7 Project, and will draw upon proposals developed in GENOVATE's [Gender Equality Action Plan](#) for UCC, and upon the learning of the GENOVATE consortium project.

In the UK, Athena SWAN has had a [proven impact](#) as a catalyst for change, leading to organisational and cultural transformation that makes a real difference for women and enables all staff to achieve their maximum potential.

The HEA describes gender inequality as "a systemic issue for Irish higher education", and research funders - from [SFI](#) to the IRC to the [European Commission](#) - are increasingly focussing on gender as a consideration in their funding programmes. Our wholehearted commitment to an internationally-recognised gender equality initiative will demonstrate UCC's commitment to equality in specific, measurable ways.

As part of our Athena SWAN application, UCC has undertaken a self-assessment of gender equality in UCC, based on quantitative data and survey feedback from staff. Using this data, we are preparing an action plan, comprised of specific, measurable changes to be implemented in the next three years, across a range of areas, to improve the working environment for all staff.

For further information on Athena Swan @ UCC please contact;

Ann King, Athena Swan Project Officer at [Athenaswan@ucc.ie](mailto:Athenaswan@ucc.ie) or telephone 021 490 3091

Web link: [www.ucc.ie/en/support/president/athenaswan/](http://www.ucc.ie/en/support/president/athenaswan/)



## GENOVATE Work Package Deliverables Update

As an FP-7 funded project, The UCC GENOVATE project and its Consortium partners is committed to producing deliverables for evaluation by the European Commission under each of its eight work packages.

In October 2014, the Consortium submitted Deliverable [5.1 Guiding Principles on Gender Equality and Diversity Competence in Research Excellence Standards](#) which synthesises contributing partners' institutional codes into a set of Guiding Principles to enhance research excellence through gender equality and diversity. The GENOVATE project UCC plans to disseminate its draft *Code of Practice on Gender Equality and Research Excellence* for consultation in UCC in late autumn 2015.

The UCC GENOVATE project is coordinating Deliverable 3.1: *Contextualised Guidelines for implementing measures for Gender Equality in Recruitment, Promotion and Progression for Academics and Researchers* for submission in April 2016.

The deliverable is aimed at universities and similar institutions aiming to develop and deliver measures for gender equality in all areas relevant to recruitment, promotion and progression including selection procedures, addressing gender imbalances at senior levels and promoting measures to support career progression for women. The Guidelines will be contextualised, recognising local specificity and will focus on implementation to promote gender equality.

## 'I Wish' Cork City Hall February 2015



On February 11<sup>th</sup> 2015, Cork's City Hall was a hive of activity and possibility with 1000 female secondary school students from around Cork city and county taking part in the inaugural ['I Wish'](#) festival. A special word of thanks the European Commission's ['Science: it's a girl thing!'](#) campaign for such wonderful support before and on the day and the College of SEFS, UCC in highlighting the necessity and importance of role models in STEM careers.

***'I Wish' is an initiative for schools throughout the Cork region, which aims to inspire young women to consider careers in Science, Technology, Engineering and Maths (STEM)***

***The European Commission "Science: it's a girl thing!" campaign is all about boosting the interest of young girls for science. [Explore the website: Take our quiz to discover your dream job, watch some of the many wonderful videos of women in science](#) and [learn the reasons why science needs you!](#)***

# GENOVATE @ UCC Café Series

From mid-February to late May, GENOVATE@UCC hosted a series of GENOVATE World Cafés in different locations across the campus. The aim of the series was to open space for UCC colleagues to learn about — and contribute to — the project.

Staff from right across the university came along to find out more and to share their views and thoughts on the challenges and opportunities for gender equality in the university. Participants were asked to imagine what their vision of a more gender-sensitive UCC might look like and what actions might contribute to achieving this vision. Each Café began with a brief introduction to GENOVATE (see 'GENOVATE in six facts' below)



Funded by the European Union's 7th Framework

Fact 1. GENOVATE is an action research project funded by the



European Commission under the theme: ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies.



Fact 2. GENOVATE@UCC is one of seven partner Universities across the EU; together they form the GENOVATE Consortium.

Fact 3. The GENOVATE Consortium has a dual objective: (i) developing and promoting the implementation of Gender Equality Action Plans (in six



of the seven partner Universities) and (ii) informing rights-based change for gender equality within higher education across the European Union more broadly.



Fact 4. The Gender Equality Action Plan (GEAP) for UCC has three focuses: recruitment, selection and promotion; decision-making and leave; research excellence and innovation.



Fact 5. For each focus there are multiple actions with concomitant expected results. And for each action there is an investigative and engagement phase, see infographic



Fact 6. The GENOVATE@UCC Project has ten proposed actions for UCC (see infographic of proposed actions)

  
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# What does gender equality mean to you?

## Responses from UCC Staff

Following this, colleagues were invited to deliberate Café style — in small groups over coffee and light refreshments — four questions in four eight minute sessions. Here is a selection of responses collated into word clouds.

The responses continue to inform the development and promotion of GENOVATE's Gender Equality Action Plan. We would like to thank all colleagues who participated — thank you.

linked to other forms of equality discrimination  
enhanced equality  
**equality of outcomes as well as opportunity**  
equality of pay and conditions  
improved culture in the workplace  
no sex based bias in the selection process  
better team equal access  
equal treatment  
**acknowledge issues for women and men with caring responsibilities**  
equality in terms of economics cultural social etc

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

**justice**  
equality-for-all-men-women-lgbt-children  
humanity truth  
an-unassailable-right  
no-glass-ceiling  
fair-treatment  
equity  
**fairness**

Café V, Q1: 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.hea.ie/news/gender-and-academic-staff>

Gender and Research H2020: [https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet\\_Gender\\_2.pdf](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:



For further information on the GENOVATE project in UCC or any items in this newsletter please do not hesitate to contact:

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**ucc**

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