



GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

GENDER EQUALITY IN ACADEMIA—A NATIONAL LEARNING CIRCLE FEEDBACK REPORT

TUESDAY DECEMBER 1, 2015, UNIVERSITY COLLEGE CORK, IRELAND

Thank you to all who participated at GENOVATE @UCC's National Learning Circle* on the 1st December 2015.

Your responses to the questions posed in the four mini thematic learning circles have been collated into word clouds. These are presented by question on pages 2-5.

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 re-framings and/or additions.

The responses will be used to deepen GENOVATE @UCC's gender equality actions and strengthen strategies for engaging to

transform commitments into results for gender equality.

Please note this is complemented by a more comprehensive report detailing the aims, methods and outcomes of the learning circle. This will form part of a broader cross-European report; it will collate the learnings from each of the six learning circles held by European partners in late 2015.

GENOVATE @ UCC Project Team

*1/6 national learning circles held by partners in the cross-European GENOVATE Consortium in late 2015.



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LEARNING CIRCLE I

ACHIEVEMENTS IN PROMOTING GENDER EQUALITY IN HIGHER EDUCATION

A. Identify two key achievements and share intra-group.

HEA→Initiated gender disaggregated data collection
 DCU→Women in leadership initiative
 UCC→Adoption of actions by Academic Council
 SFI→Reintroduction of maternity supplement
 IRC→Gender blind research assessments
 TCD→Cultural shift towards gender equality
 TCD→Athena SWAN award
 IRC→Gender equality strategy & action plan
 SFI→Positive impact of incentivised quota system
 UCC→Endorsement of eight actions by UMTS
 DCU→Core meetings hours established
 HEA→Setting up gender equality review
 IFUT→Key cases to Equality Tribunal & Labour Court

B. Collectively reflect on the process of realising those achievements.

Equality Officers Units
 Senior management support buy-in & leadership
 Gender equality action plans
 Domestic legal & policy frameworks
 External drivers EU & Athena SWAN
 Data collection & evidenced based research
 Broad based engagement of all bottom up & top down

LEARNING CIRCLE II

CHALLENGES IN PROMOTING GENDER EQUALITY IN HIGHER EDUCATION

A. Identify two challenges and share intra-group.

Economic & cultural constraints
 Translating commitments into practice
 Resistance to collecting gender equality data
 Lack of deep understanding
 Resistance & defensiveness
 Gender pay gap Power→diffuse & opaque
 Bias against gender equality
 Preconceived ideas→re gender equality agenda
 Lack of awareness of the benefits for everyone
 Slow pace of cultural change
 Limited by corporatism & diffuse departmental structures

B. Collectively reflect on how the challenges might be inverted into possibilities for gender equality.

Inform & influence HEA Gender Equality Review
 Harness domestic legal frameworks incl. IHREC Act
 Prioritise increasing transparency of decision-making
 Use all organisations e.g. IFUT
 Incentivise research funding for women

LEARNING CIRCLE III

KEY LEARNINGS FOR PROMOTING GENDER EQUALITY IN HIGHER EDUCATION

A. Identify two key learnings gleaned from the learning circles.

Selling the message→fairness for all women & men
 Cite domestic legislative & policy imperatives
 Current stats unacceptable→stats are a mandate for change
 Import of top down commitment
 Effect change→ awareness raising
 Different HEIs→similarities in challenges faced
 Promoting gender equality→fairness for all
 Ensure gender on agenda of strategic bodies
 Key→visible & relentless commitment from top
 Reinforce imperative for gender equality actions
 Keep making the case for gender equality

B. Collectively reflect on how the learnings might be used to deepen existing actions for gender equality.

Consider blunt instruments disruptive steps
 HEI structures→transform transparency & accountability
 Frame gender equality as everyone s responsibility
 Integrate gender equality into strategic planning processes
 Leadership for gender equality
 Senior management top down commitment
 Designate gender equality champions
 Sell the message again & again
 Ensure the gender question is asked at all levels

LEARNING CIRCLE IV

ACTING FOR GENDER EQUALITY IN HIGHER EDUCATION

A. Individually and collectively reflect on the key learnings and propose two actions to deepen or develop existing actions.

Design & deliver gender equality module
Highlight evidence informing actions
Vocalise→imperative of involvement by management
 Provide guidance on public sector duty (IHREC Act)
 HEA Performance Compact→Integrate tailored gender targets
 Review existing data→deepen/develop actions
Make gender equality action plans widely known