



GENOVATE

Transforming Organisational Culture for
Gender Equality in Research and Innovation

MEASURES FOR STRENGTHENING GENDER BALANCE IN DECISION MAKING*

<p>1. GENDER BALANCE IS CONSIDERED AS A MINIMUM OF 40% OF EITHER GENDER.</p>	<p>2. DECISION-MAKING BODIES SHOULD HAVE A DIVERSE MEMBERSHIP AND SHOULD SUPPORT PARTICIPATION ON A SUBSTANTIVELY EQUAL BASIS.</p>	<p>3. NOMINATION PROCESSES TO SUPPORT GENDER BALANCE SHOULD BE IMPLEMENTED AT LOCAL AND INSTITUTIONAL LEVELS.</p>	<p>4. DECISION-MAKING BODIES SHOULD BE PERIODICALLY REVIEWED AND REPORTED ON WITH REGARD TO GENDER BALANCE.</p>
<p>1.1. Review decision-making bodies on a periodic basis to ensure compliance with the 60:40 criterion.</p> <p>1.2. Ensure nominations to strategic level bodies reflect the 60:40 criterion.</p> <p>1.3. Ensure that committee membership and service is evenly and widely distributed to avoid over-burdening a few staff.</p> <p>1.4. All efforts to achieve gender balance should be documented; reasons that gender balance cannot be achieved should be documented and addressed.</p>	<p>2.1. Strategic decision-making bodies should reflect proportionately, the gender composition of the academic and research community.</p> <p>2.2. Membership of decision-making bodies should be reviewed, on a regular basis for:</p> <ul style="list-style-type: none"> a) gender balance in positions of influence within committees and; b) gender balance with regard to grades and levels of members. <p>2.3. Consideration should be given to the rules which guide discussions in decision-making structures to ensure diverse views are facilitated and integrated into decision-making processes.</p>	<p>3.1. Establish panels of staff who are available to join university decision-making bodies and committees; the Panel should be gender balanced.</p> <p>3.2. To encourage broad and diverse Panels, staff should be encouraged to self-nominate for inclusion on Panels.</p> <p>3.3. Use a broad set of criteria for Panel membership to include more junior male and female members of staff, and staff with relevant extra-institutional experience, regardless of current position, and in particular staff who are not currently serving on strategic decision-making bodies;</p> <p>3.4. Consideration should be given for providing for alternative representatives, other than chair of committees and/or <i>ex-officio</i> members, as nominees for strategic decision-making bodies.</p>	<p>4.1. Establish a reporting mechanism to review implementation of measures to promote gender balance at:</p> <ul style="list-style-type: none"> a) local and; b) institutional levels. <p>4.2. Review, periodically, measures or promoting gender balance with regard to:</p> <ul style="list-style-type: none"> a) effectiveness; and b) alignment with contemporaneous strategic gender equality objectives.

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*These measures complement GENOVATE's sixth gender equality action — ADOPT & IMPLEMENT RECOMMENDATIONS TO PROMOTE GENDER BALANCE IN STRATEGIC UNIVERSITY DECISION-MAKING BODIES, see the respective briefing note on [The GENOVATE HUB](#). Three GENOVATE proposals to promote gender balance were endorsed by Academic Council on May 1st, 2015.