



**GENOVATE**

Transforming Organisational Culture for Gender Equality in Research and Innovation

## MEASURES FOR STRENGTHENING GENDER BALANCE IN DECISION MAKING\*

<p><b>1. GENDER BALANCE IS CONSIDERED AS A MINIMUM OF 40% OF EITHER GENDER.</b></p>	<p><b>2. DECISION-MAKING BODIES SHOULD HAVE A DIVERSE MEMBERSHIP AND SHOULD SUPPORT PARTICIPATION ON A SUBSTANTIVELY EQUAL BASIS.</b></p>	<p><b>3. NOMINATION PROCESSES TO SUPPORT GENDER BALANCE SHOULD BE IMPLEMENTED AT LOCAL AND INSTITUTIONAL LEVELS.</b></p>	<p><b>4. DECISION-MAKING BODIES SHOULD BE PERIODICALLY REVIEWED AND REPORTED ON WITH REGARD TO GENDER BALANCE.</b></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"> <li>a) gender balance in positions of influence within committees and;</li> <li>b) gender balance with regard to grades and levels of members.</li> </ul> <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"> <li>a) local and;</li> <li>b) institutional levels.</li> </ul> <p>4.2. Review, periodically, measures or promoting gender balance with regard to:</p> <ul style="list-style-type: none"> <li>a) effectiveness; and</li> <li>b) alignment with contemporaneous strategic gender equality objectives.</li> </ul>

CONTACT Professor I. Lynch Fannon, Lead Technical Expert, for more information. Created by N. Maxwell, I. Lynch Fannon, C. Ní Laoire and S. M. Field in conjunction with the broader GENOVATE team.

\*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.