

# INTEGER IMPACT REPORT TEMPLATE

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## ***Explanation***

The assessment of impacts sheds light on the success of the Gender Action Plan as a whole. The Gender Action Plan as well as individual measures can be considered successful if they have reached their objective(s). The task of the self-assessment in this regard is to assess to what extent the Gender Action Plan has reached its objective(s), and to analyse which effects on the target group(s) can be causally attributed to measures introduced through the action plan.

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## **1. Assessment of Achievement of Objectives**

### ***Explanation***

A Gender Action Plan can be considered successful if it reaches its objectives; the same holds for individual measures within the action plan. Thus, first of all, the overall objective(s) of the Gender Action Plan as well as of (bundles of) measures are to be defined. If the Gender Action Plan does not explicitly state its objective(s), they may be concluded from complementary documents and/or interviews with owners of the action plan.

The Gender Action Plan may target different groups and may pursue specific objectives at different levels within the organisation. Furthermore, objectives may be, explicitly or not, set out as short-term, medium-term and/or long-term objectives.

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### **1.1 Description of the objective(s) of the initiative**

- Overall objectives of the Gender Action Plan
- Specific objectives of (bundles of) measures
- Targeted levels within the organisation
- Expected timeframe of the objective(s) (short-term, medium-term or long-term)

### **1.2 Assessment of the status quo in view of the overall objective(s) of the initiative**

- To what extent have these objective(s) been reached?
- In which areas is (further) progress needed before achieving the objective(s)?
- If possible: Which steps are recommended to be considered in order to accomplish objectives that have not yet been reached?



**2. Assessment of Causal Relations between Outputs, Outcomes and Impacts**

**Explanation**

In order to assess to what extent the observed effect(s) can be correlated with the Gender Action Plan it is recommended to depart from individual measures (or bundles of similar measures) of the Gender Action Plan and to analyse which changes can – directly as well as in broader terms – be attributed to these (bundles of) measures.

The logic chart model (cf. e.g. Balthasar 2011; Wyatt Knowlton und Phillips 2009; and the respective section in the INTEGR Guidelines for the Self-Assessment of Transformational Gender Action Plans set up in Higher Education and Research Institutions) links inputs and outputs to outcomes and impacts.

Gender equality measures implemented, such as products delivered, constitute the output. Outcome, in turn, refers to specific changes directly resulting from the output, for example, increased awareness of gender inequalities among participants in a certain training. Impact is defined as the wider effects on the target group(s) of the measures that can be causally attributed to the implementation of the Gender Action Plan, for example the removal of barriers to the career progression of female scientists. To the extent that this is possible, the analysis should differentiate between outcome and impact at different levels within the institution, especially if the Gender Action Plan targets different levels specifically.

Yet, whereas outcomes can usually be observed in the short term, impacts may only manifest themselves in the medium or long term. Thus, the fact that a certain desired impact cannot yet be observed does not always imply that it is not to come.

**For each (bundle of) gender equality measures rooted in the Gender Action Plan that pursue the same objective, please point out the correlation between the following elements:**

<b>Objective</b>	<b>Inputs</b>	<b>Outputs</b> (= measures)	<b>Outcomes</b> (resulting from outputs)	<b>Impacts</b> (resulting from outputs)
Objective no. 1	E.g. knowledge, financial resources, labour	Gender equality measures pursuing objective no. 1, e.g. trainings on unconscious bias	Specific change(s) directly resulting from the output, e.g. increased awareness of unconscious bias among decision-makers	Benefit to target group(s), e.g. higher share of female researchers considered for promotion
Objective no. 2	...	...	...	...

