

Maynooth University Gender Equality Strategy & Action Plan 2014-2016

Equality through Structure, Culture, Behaviour



Identifying the issues

On IWD 2014 the University launched an Equality Initiative incorporating recommendations by an internal Gender Equality Working Group which committed to the following;

- Form an Equality Committee to develop a strategy, implement a plan and provide ongoing monitoring and reporting on equality to the President and Governing Authority
- Ensure the Equality Agenda will be governed by the University Executive under the guidance of the Director of HR
- Recruit an Equality Officer to support the Equality Committee to develop a revised Equality Strategy and specific Gender Equality initiatives to be implemented in the academic year 2014/15
- Apply to obtain the Athena SWAN bronze award for STEM academic researchers
- Equality training for all staff, in particular, develop a cadre of senior women, equitable family friendly policies, review the allocation of academic workload to ensure the equitable and fair distribution of work that is valued for promotion.

Gender Equality Actions to date

- Equality Officer Appointed (June 2014)
- Equality Strategy and Action Plan approved by University Executive (OCT 2014)
- Equality Working Group comprised of faculty and academic support (OCT 2014)
- **LEAD** Equality and Diversity Awareness Training for all staff (NOV 2014)
- **LEAD** Training recommended for all members of recruitment and selection panels (JAN 2015)
- Pilot Leadership Development Programme for Women (JAN 2015)
- University support to host an event to mark International Women's Day (MAR 2015)
- Maynooth University Equality Website (APR 2015)
- Unconscious Bias Awareness Training for senior university staff (APR 2015)
- Pilot Mentoring Programme (SEP 2015)

Proposed Actions

- Networking Forum for Women (NOV 2015)
- Equality Policy Review & Update (OCT 2015)
- Leadership Development and Mentoring Programme for Women (JAN 2016)
- **LEAD** Training mandatory for all members of recruitment and selection panels (NOV 2015)
- Prepare an application for the extended Athena SWAN Bronze Award in Arts, Humanities, Social Sciences