

GEARING ROLES

**Gender Equality Actions in Research
Institutions to transform Gender Roles**

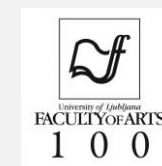
**Presentation Title: Implementing Gender Equality
Plans in Research Organisations:
Main Achievements and Resistances Faced**

**Oxford Brookes University
Presentation Date: 30.03.2022**

Presentation Location: ETAG, Estonia



This project has received funding from the
European Union's Horizon 2020 programme,
under grant agreement no. 824536





Implementing Gender Equality Plans in Research Organisations: Main Achievements and Resistances Faced

Oxford Brookes University

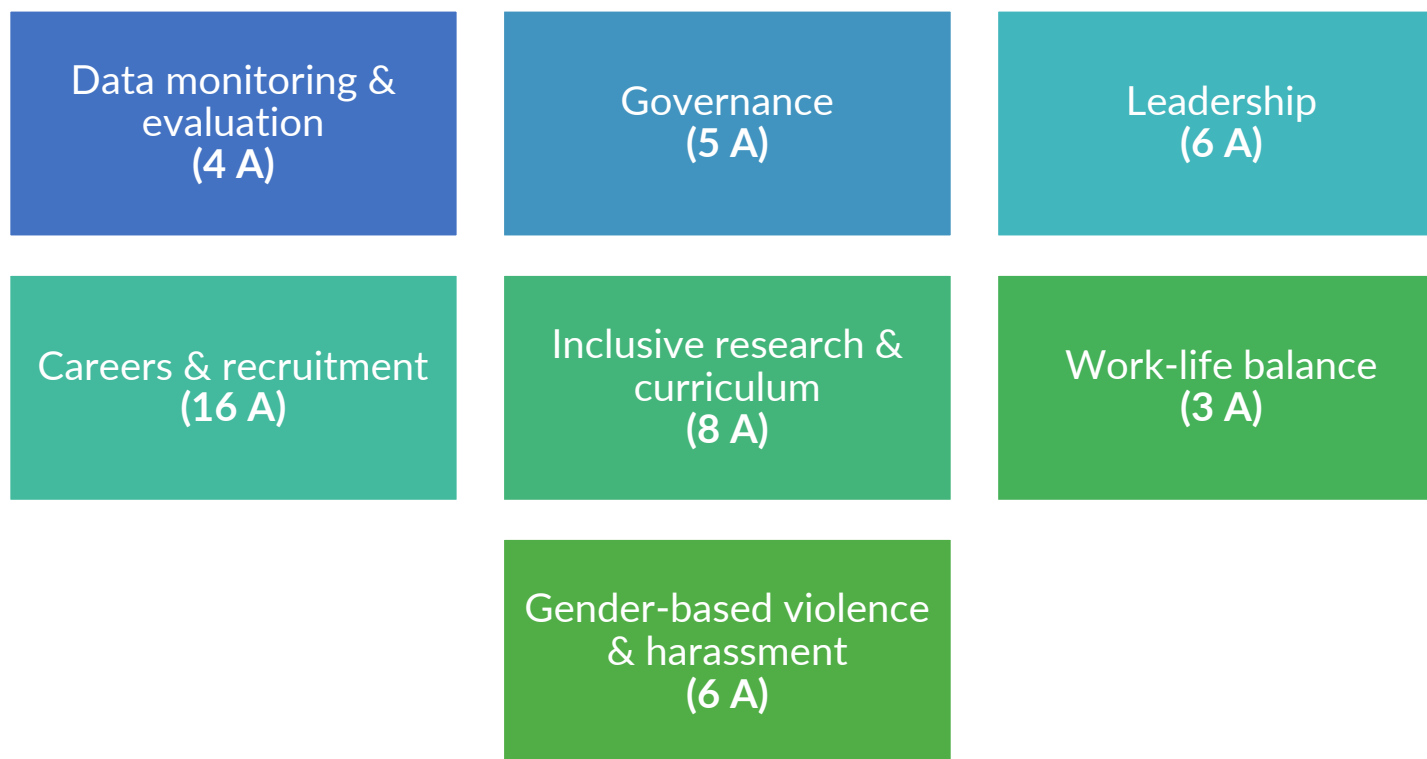


- Involvement with the Athena Swan charter means regular meetings with senior leaders where on-going work associated with GEARING-Roles is presented
- The GEARING-Roles and Athena Swan Action Plans need to complement and reinforce each other
- Final version of GEP presented 3 November 2020 and circulated for adoption by senior leadership
- GEP sent to chair of the Athena Swan Steering Group (ASSG) for approval on 11 December 2020, with confirmation received on 23 December 2020



Approved in December 2020 (4-years plan)

7 AREAS OF INTERVENTION, 48 ACTIONS



STAKEHOLDERS

- GEP implementing team/core group
- Extended group
- Athena Swan's Committees and self-assessment teams
- Management



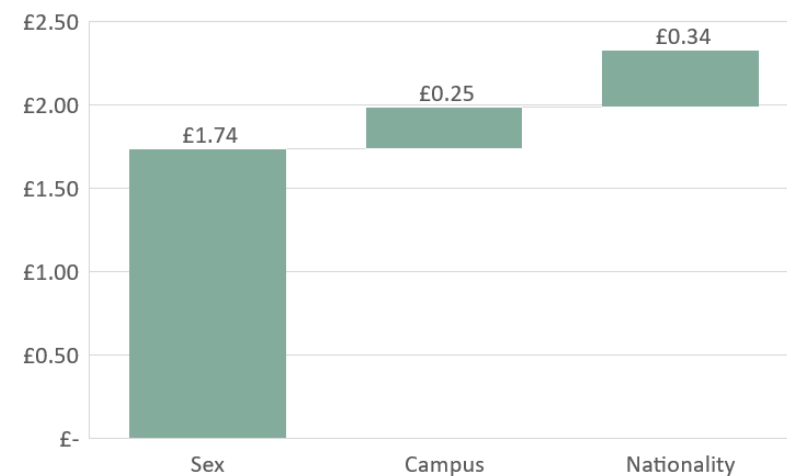
Gender statistics, on-going analysis and capacity building

Development of institutional AS action plan

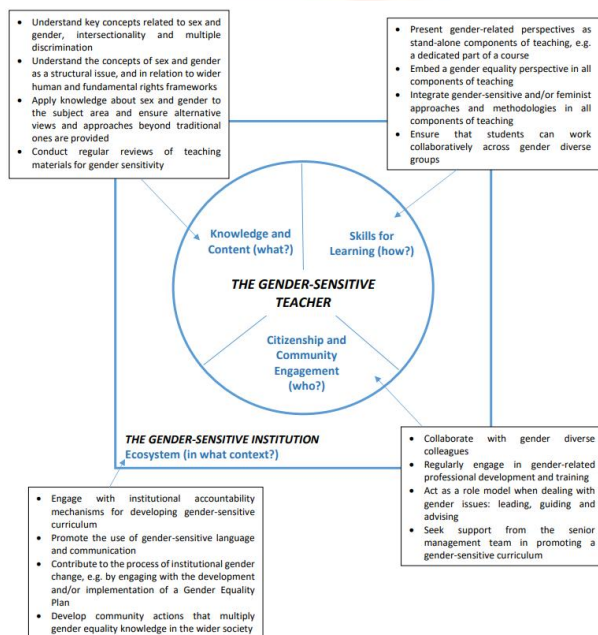
Extends to Race Equality Charter work

Bridges with other institutions

Decomposing a €2.33 GPG



Workshops and trainings on the gender dimension in the curriculum + launch of Handbook

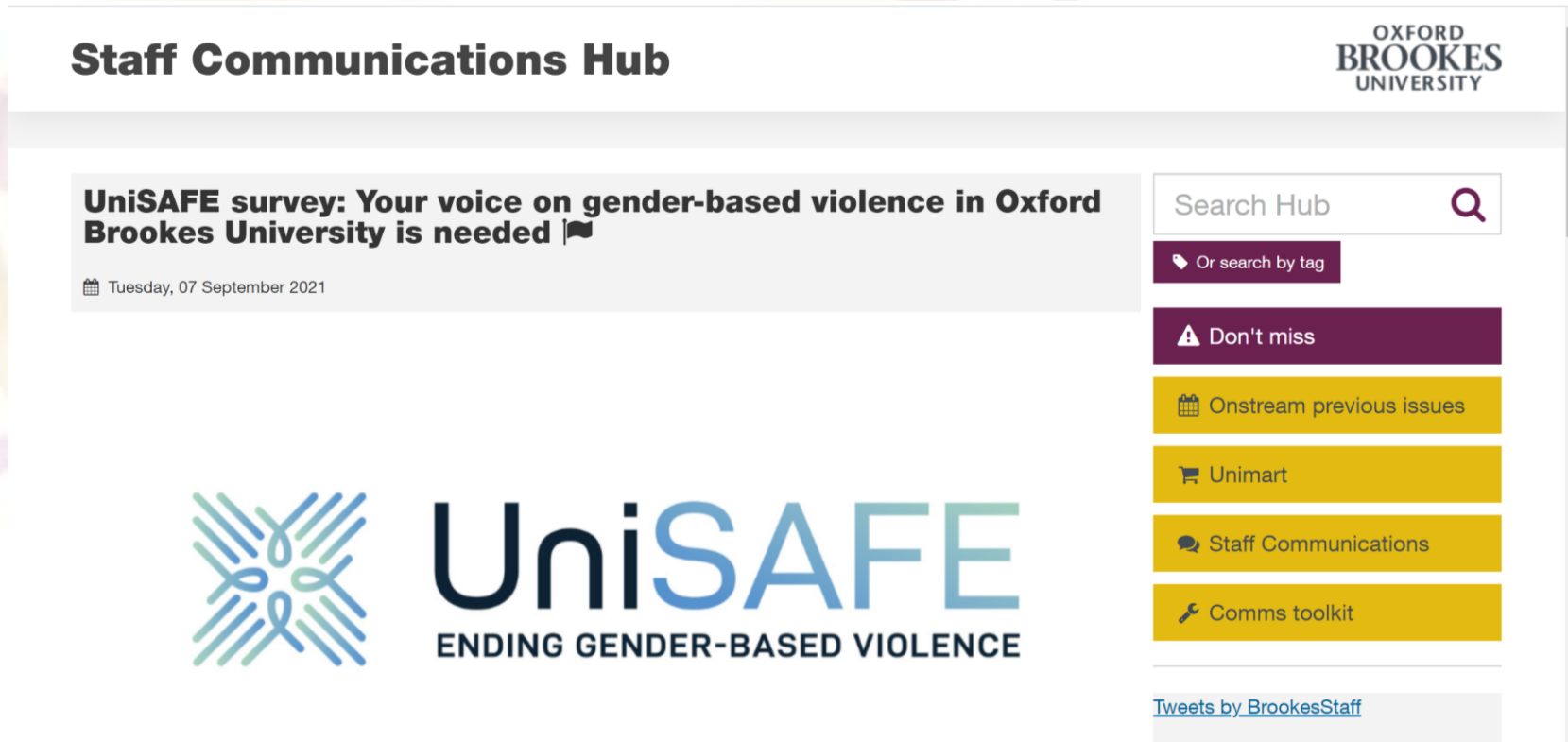


	1	2	3	4	5
Gender as a stand-alone component					
Gender as a compulsory element					
Key concepts on sex and gender					
Key concepts on human rights, fundamental rights, equality legislation					
Regular review of teaching materials for stereotypes					
Provision of alternative views and approaches					
Provision of standpoint and/or feminist approaches					
Opportunities for students to work collaboratively in diverse groups					
Gender balance in the delivery team					
Provision of training for gender-related pedagogical issues					
Assessment mechanism on the inclusion of gender in descriptors					
Regular data collection on gender in the curriculum					
Regular data collection on gender in the student body					
Commitment of senior management team to gender in the curriculum					
Case provided for the importance of gender in the curriculum					
Availability of community actions to multiply gender knowledge					
Measures in place to ensure physical, sexual and psychological integrity					



**Handbook for
Creating a
Gender-
Sensitive
Curriculum:**
*Teaching and Learning
Strategies*

Analysis and development of actions on gender-based violence



Staff Communications Hub

OXFORD
BROOKES
UNIVERSITY

UniSAFE survey: Your voice on gender-based violence in Oxford Brookes University is needed 🗨️

📅 Tuesday, 07 September 2021

UniSAFE
ENDING GENDER-BASED VIOLENCE

Search Hub 🔍

🏷️ Or search by tag

⚠️ Don't miss

📅 Onstream previous issues

🛒 Unimart

💬 Staff Communications

🔧 Comms toolkit

[Tweets by BrookesStaff](#)

Communication and awareness raising through 'feminist walks' and exhibitions



Resistances



- COVID-19
- Inertia vs commitment
- Resourcing



The logo features four interlocking gears in red, orange, blue, and green, each with a small white circle in the center.

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