

# **Gender Mainstreaming in Universities**

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# Cardiff University

- Cardiff - capital city of Wales
- Research-intensive 'Russell Group' university
- 26,500 students
- 2 Nobel Prize winners
- Vice Chancellor committed to equality
- 2 out of 5 Pro Vice Chancellors are women

# **Gender mainstreaming**

‘Promotion of gender equality in policies, processes and practices’.

Undoing the ‘male bonus’

# Based on three principles:

- dignity of the individual
- democracy
- social justice

# Dignity of the Individual

- Dignity at work and study (anti-bullying policies)
- Worklife balance, flexible working policies
- Childcare and eldercare policies
- Easing the return to the academy

# Promoting democracy

- Gender audits of committees
- Gender balance on committees
- Staff networks
- Mentors
- Role models

# **Social Justice**

- Gender disaggregated statistics
- Equality indicators
- Gender impact assessments
- Monitoring and benchmarking
- Equal pay
- Gender budgeting
- Gender audit of curriculum

# Promoting excellence

- Transparent processes for recruitment and promotion
- Evidence-based criteria for pay awards
- Open competition for resource

# Highlights of Gender Mainstreaming at Cardiff University

- Integrating into strategic plans
- Equal pay
- Promotion criteria
- Gender audit of committees
- Women professors' network

# Making women professors visible!

