Creating a Gender Sensitive Institution
Change Management for Gender Equality

SESSION INTRODUCTION

Hello, my name is Dr. Jemimah Bailey, and I am a Visiting Research Fellow in the Trinity Centre for Gender Equality and Leadership. Welcome to this session entitled ‘Change Management for Gender Equality’.

In this session we examine the experiences of the SAGE partner institutions in putting the ‘SAGE Model for Institutional Change’ into action and explore the process of developing and implementing Gender Equality Plans.

We also look at how other research institutions can use or adapt the model to identify the actions required to create their own Gender Equality Plan.

Alongside this, we explore some of the potential challenges or barriers that may face individuals and institutions in the process of developing and implementing Gender Equality Plans, and we look at strategies for anticipating and reducing such stumbling blocks, so that you are better equipped to overcome them.

So, on completion of this session, you should be able to:
- Discuss the processes that are involved in change in relation to gender equality
- Identify potential Gender Equality Plan actions for your institution
- Describe barriers to change in higher education institutions
- Advocate for change and gender equality initiatives

There are a several tasks for you to undertake in line with this topic. Completing these tasks will help you achieve the learning outcomes I just listed in addition to developing an in-depth appreciation for the topic of ‘Change Management for Gender Equality’.