

# Creating a Gender Sensitive Institution

## COURSE OVERVIEW

Hello, and welcome to the 'Creating a Gender Sensitive Institution' online course. My name is Professor Eileen Drew and I am the Director of the Trinity Centre for Gender Equality and Leadership, at Trinity College Dublin, Ireland, and also the Coordinator of the EU Project SAGE, (Systemic Action for Gender Equality), funded by the European Commission's Horizon 2020 'Science with and for Society' (SwafS) programme.

Gender equality is an essential component of a fair and democratic society. Gender equality also enhances the relevance and validity of research so that it can better respond to global challenges and meet the diverse needs of society at large.

Promoting gender equality in academia and research can be challenging for those whose core focus is teaching and researching, or for those working in an administrative role in higher education, and yet it is a vital issue that transcends all sectors of educational institutions. Universities, with their focus on high quality research and teaching, are particularly well placed to be at the forefront of progress relating to gender equality. This course provides valuable knowledge that you can transfer into your daily practice on how to address gender equality within the organisation you work for, in academic and administrative work and in the research process.

This online resource is one of the tools developed during the SAGE project. It is aimed at individuals, and institutions, in higher education who wish to advance gender equality in their workplace and to address gender imbalances in academia and research.

Drawing upon the experiences of academics and researchers here in Trinity College and from six other higher education institutions in Bosnia and Herzegovina, France, Italy, Portugal, Turkey and the UK, this course presents some of the methods and strategies for promoting gender equality that have been developed and employed during the SAGE project.

The course contains three online sessions that can be worked through individually:

- Change Management for Gender Equality
- Unconscious Bias
- The Gender Dimension in Research

'Change Management for Gender Equality' explores the processes involved in change relating to gender equality and some of the barriers that impede it. By identifying the gender equality actions that your institution could take, this session should equip you to act as a champion for gender equality initiatives.

'Unconscious Bias' provides you with an understanding of the relevance and impact of unconscious bias, along with strategies to manage and mitigate this bias.

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'The Gender Dimension in Research' module guides you through the gender components in research activities and illustrates how to address gender in the research process.

Each session consists of an interactive presentation, with activities and tasks for you to complete and further resources if you wish to explore the topics in more detail. You can start or stop at any point during the sessions.

The sessions complement other resources created by the SAGE project, collected in the SAGE Toolkit, the link to which can be found on the course's module homepage.

We hope that you enjoy the SAGE online course, and that by bringing your own personal and professional experience to the material, you not only successfully complete all modules, but will gain a solid understanding of how to create an increasingly gender sensitive organisation in your place of work.