

GEP Summary: OBU

GEP Quick Facts

- A Gender Equality Plan put in place to set out activities and initiatives working towards sustained structural change.
- OBU's Initial participatory gender audit work was carried out in October 2019, with discussions around the content of the GEP commencing within the relevant steering group in January 2020,
- The GEP was approved in December 2020

GEP Summary

The Gender Equality Plan comprises seven dimensions of action, which are: 1. Data monitoring & evaluation; 2. Governance; 3. Leadership; 4. Careers and recruitment; 5. Gender in research; 6. Inclusive research and curriculum; 7. Work-life balance; 8. Gender-based violence and harassment. These contain 19 specific objectives: Systematic data collection and analysis to monitor gender and intersectional equality; diagnostic of current position relating to governance and greater recognition of staff activities; analysis of leadership development provision; monitoring promotion rates; supporting middle management in effecting gender change; analysis of career structures for all staff; increasing career support for Associate Lecturers; increasing opportunities for early career researcher development; supporting opportunities and transitions between professional services and academia; reviewing recruitment processes; analysing pay; diagnostic, raising awareness and knowledge development on inclusive research and curriculum; increasing awareness of provisions for work-life balance and identifying areas for development; diagnostic and raising awareness around gender-based violence and harassment. Forty-eight individual measures and actions have been outlined, with responsibility for their implementation allocated and a timetable established to achieve the expected results.

Organisational Achievements

A mentoring initiative is being developed in OBU Business School. On 17th June 2021 a workshop took place to discuss developing and embedding an 'Inclusive Mentoring Initiative' (IIM) building on the FELISE Mentoring scheme and other insights from the GEARING-Roles Project. Nine individuals took part from OBBS including Professor Juliette Koning and Professor Peter Lugosi plus faculty Research Leads, led by Dr Judie Gannon and Dr Ioanna Iordanou of the International Centre for Coaching & Mentoring Studies (ICCaMs). They engaged in discussions about the challenges, needs, responses and resources required to nurture inclusive careers through mentoring, developing a comprehensive proposal and outline of the IIM. This will be developed and passed to senior leadership of OBBS for discussion on roll out and further details.

An internal, online launch of the OBU Inclusion, Diversity and Gender Network (IDGN) was held on the 5th October 2020, with 32 attendees. Sixteen members of academic staff presented their work, across a diverse range of disciplines including law, the arts, media and culture and social sciences and sport and health science. These included women who were professors, senior lecturers, research fellow and PhD students. The IDGN was established to create cross-disciplinary collaborative links for researchers and practitioners working on diversity and inclusion themes across the University. It is chaired by Professor Simonetta Manfredi, the Associate Dean for Research and Knowledge Exchange for Oxford Brookes Business School.

GEARING-Roles is not just presented at the meetings, instead it is directly involved in shaping our next Athena Swan (AS) Action Plan, provides expert input (e.g. training, advice, analysis) into the process, learn from others in the GR project and the wider community of practice, and plays a role in the implementation of the gender equality actions the university is implementing. GEARING-Roles is central to the AS work at institutional level, and is also present in selected AS work in each of the four Faculties. Besides AS, where we adopt an intersectional perspective where possible, we are also looking at how selected aspects of the projects have a direct bearing on the race equality work we are conducting in the institution, for example analysis of pay or promotion success.

