

Ensuring the Sustainability of Transformational Gender Actions

1. TGAPS have to be based on verifiable evidence gathered from primary and secondary data sources:
 - a. Focus Groups
 - b. Online Survey – quantitative and qualitative data
 - c. Interviews
 - d. National and international literature
2. Data Analysis and synthesis leading to sound, challenging but feasible Transformational Gender Action Plans (TGAPs) setting out measurable success indicators (e.g. numerical targets for promotion; female representation on Committees; frequency of information events – once or twice annually)
3. Assigning responsibility for individual actions to key actors/units (e.g. HR Director; WiSER Office; Faculties; Chief Operating Officer; College Secretary; Schools)
4. Endorsement from:
 - a. HR Committee
 - b. Equality Committee
 - c. Executive Officer's Group (top level decision-making body)
 - d. Council (Academic governance)
 - e. Board (College governance)
5. Present WiSER Business Plan for post-INTEGER implementation budget to Planning Group.

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