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)

Ensuring the Sustainability of Transformational Gender Actions

Gather the Evidence
- Literature, Survey, Focus Groups, Interviews

Set Measurable Success Indicators
- Targets, gender balance, % representation

Assign Responsibility for TGAPs

Committee Approval
- Present INTEGRER Recommendations to HR Committee, Equality Committee, Executive Officers Group

Council
- Present INTEGRER TGAP Recommendations

Board
- Present Athena SWAN Gender Actions

Planning Group
- Secure Dedicated Budget