



GENDER BALANCE ON COMMITTEES POLICY

Policy owner UMT EDI/ UCD **Approval date and body** 14 March 2017, UMT
HR/University Secretariat

1. Purpose

The purpose of this policy is to articulate the University's commitment to achieving a minimum gender balance target of 40% women and 40% men on all committees across the University, and among their Chairs, on a comply or explain basis by the end of 2018. The policy was proposed by the Athena Swan Steering Group with the endorsement of UMT EDI and approved by UMT on 14 March 2017.

2. Definitions

Committees are defined as including all formal committees, working groups, task forces, boards, selection panels and other bodies.

3. Scope

The policy applies to all committees across the University.

4. Principles

The University is committed to creating an environment whereby all members of the University community have equal opportunity to contribute to and inform institutional decision making. The establishment of gender balance targets ensures that decisions are informed by the broadest possible range of expertise and input.

5. Roles and Responsibilities

UMT are responsible for providing leadership and support to committee chairs and other senior officers in achieving such targets as are required to enable the effective implementation of this policy. Oversight of the impact of this policy, including its impact on workload, will be an action within the Gender Equality action plan.

6. Related Documents

This policy is one of a range of actions contained within the University's [Gender Equality Action Plan](http://www.ucd.ie/equality/support/athenaswan/) see <http://www.ucd.ie/equality/support/athenaswan/>