

GEN 

Gender Equality Network

GEN Background

Key considerations for establishing the aims and purpose of gender equality networks to create lasting change

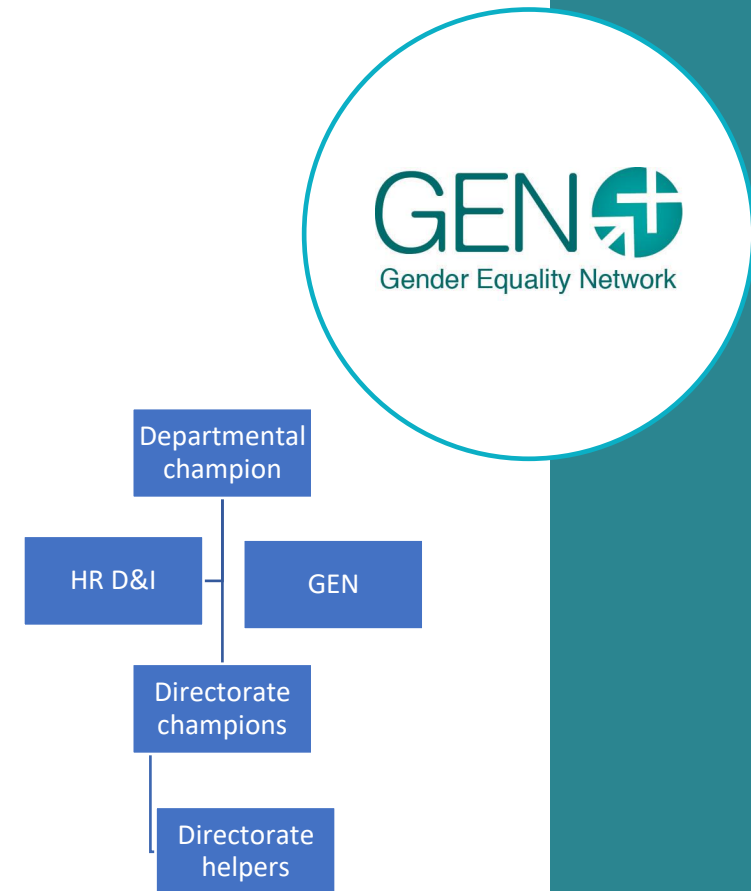
- **Inclusive support network**
- **Recognising the value in men and women and all gender identities working together** to address improve gender inclusivity and workplace culture for all.
- **Evidence led** with a key focus of delivering outcomes
- **Project based delivery** – everyone in the business is invited to lead on projects that will help address key gender equality issues in the business.
- **Long term strategic change** is the requirement to shift culture forwards and that also requires constant campaigning.
- **Take a more meritocratic approach- to improve the outcomes for all .**
Recognise the interconnect between of diversity strands, failing to do this can lead to competing tensions, shifts in issues or focus, with interventions being short term, tactical, or underinvested in.



Taking GEN forward

Gaining staff feedback and utilising findings to design tailored and evidence led initiatives that enhance gender equality in the workplace.

- Sought a diverse group of volunteers Advertised via department wide expressions of interest
- Consulted with staff in all regions.
- Crated a brand, and an outline plan that would later became the department's Gender Equality Action plan.
- Agreed what our priorities and projects would be based on the evidence and match the volunteers to the opportunities. People were matched by skills not by grade or seniority.
- Where we had signals around certain issues or anecdotal evidence but an sound evidence base did not exist we created an evidence base via surveys and focus groups with staff.
- Worked with HR and other corporate enablers.
- Highly organised. Overseeing the governance and communications around gender equality to ensure everyone was linked into the central messaging.
- Action communicated via blogs, intranet news items, events and discussion groups.
- We share our learning across the Civil Service and wider.
- Delivery is be both down and bottom up- recognising that central strategies rarely have an impact on local culture, we need to influence at all levels.



GEN Vision, Aims and Principles

Vision

- To embed gender equality in who we are and what we do.

Aim

- To challenge, raise awareness and hold the business to account for what it does on gender equality.

Principles

GEN operate at all times according to its core principles:

- Respect diversity
- Challenge cultural norms and gender stereotypes
- Confront discrimination and tolerance of violence
- Promote opportunity
- Recognise achievement
- Transparency



Our Priorities

Balanced Representation

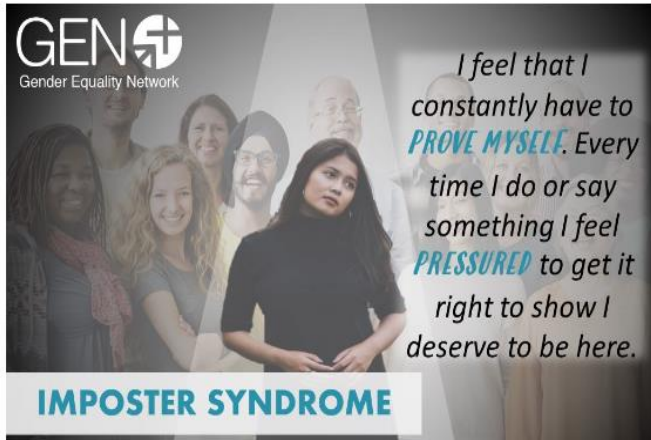
Nurturing Talent

Gender Pay Gap

Workplace Wellbeing



GEN Projects



Gender Pay Gap



Parental leave and carers projects



Exit Interviews

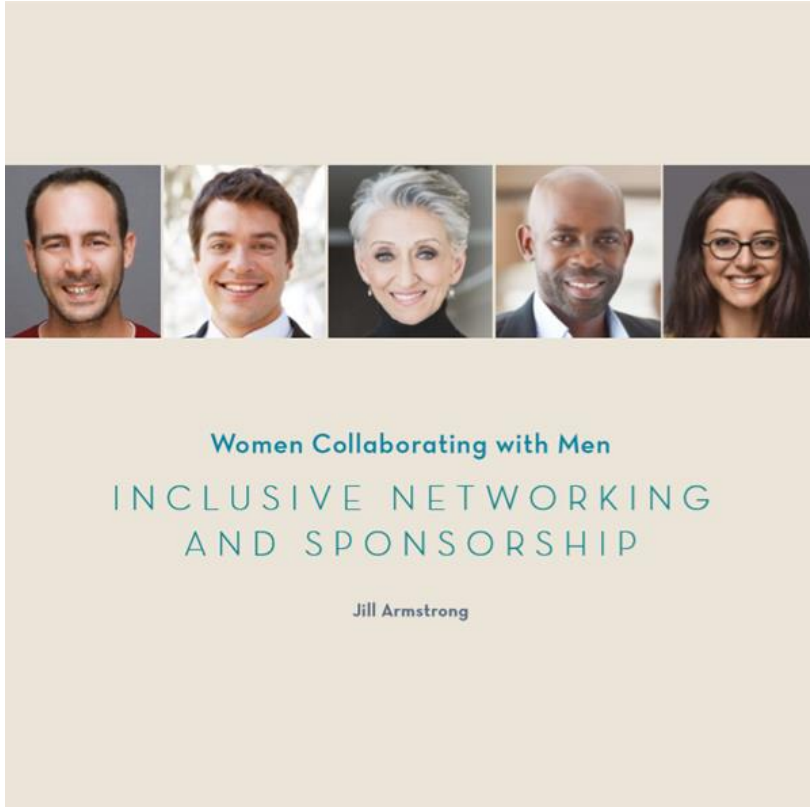


Cross Government Menopause Network





GEN constant campaigning



Its not just about projects, there is also a need to keep campaigning for change, referencing good practice, such as:

- raising awareness of everyday acts or behaviours that influence culture both positively or the negatively
- Disrupting stereotyping in job adverts, the acceptance of flexible working etc.
- Linking in with key dates and themes to land messaging.



https://www.murrayedwards.cam.ac.uk/sites/default/files/files/Inclusive%20Networking%20and%20Sponsorship_FINAL.pdf