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# SAGE CONSORTIUM



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## SAGE GOALS

Systemic Action for Gender Equality (**SAGE**) will produce an **innovative model and diagnostic toolkit for the pursuit of gender equality in research** that can be adopted by research institutions in Europe and beyond.

### **SAGE has 3 macro objectives:**

1. Remove barriers to the recruitment, retention and career progression of female researchers.
2. Address gender imbalances in decision-making processes
3. Strengthen the gender dimension in research programmes

## SAGE IMPLEMENTATION – 3 phases

### **a) Institutional Self-Assessment**

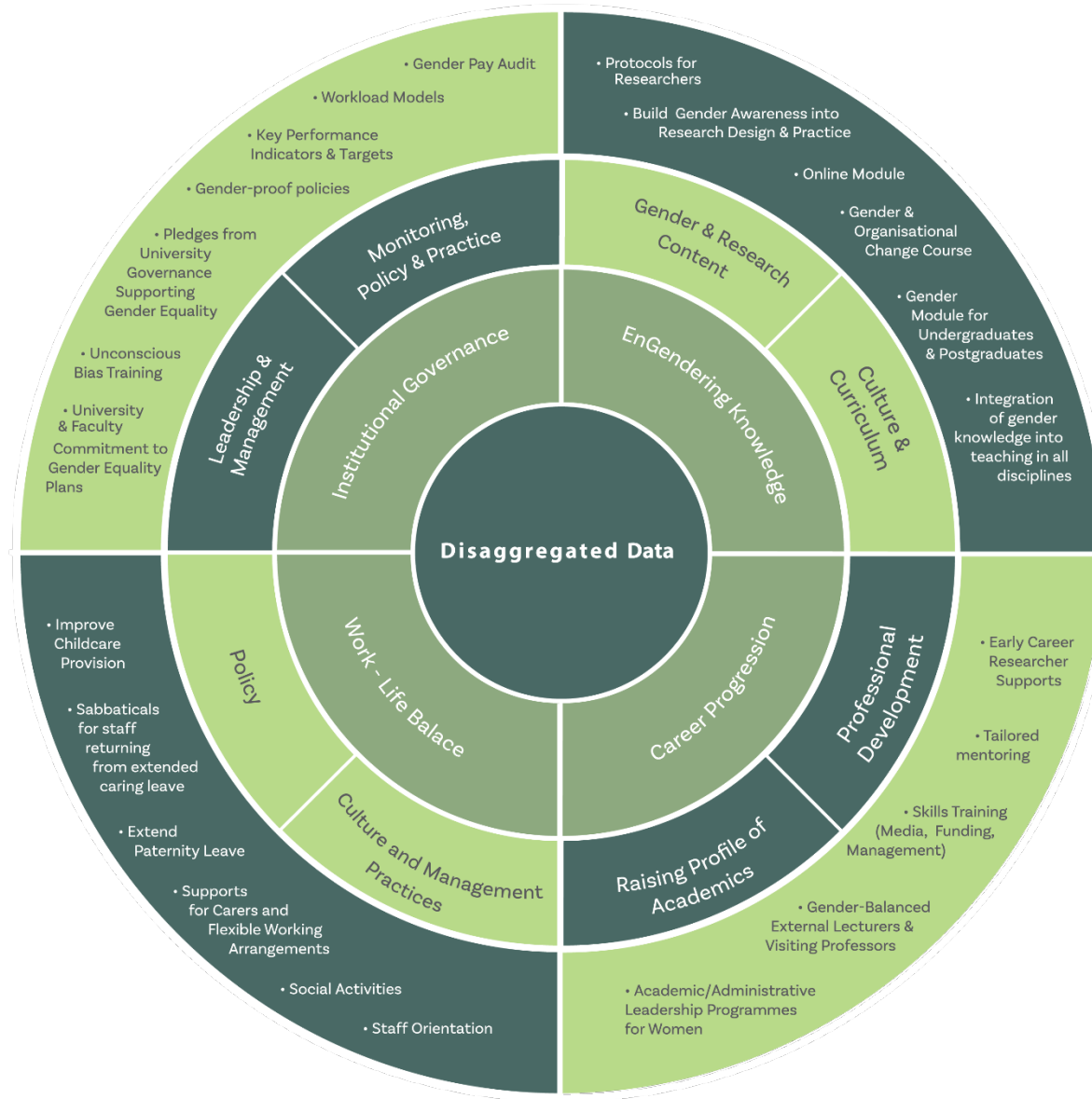
Research findings and good practice models will facilitate self-assessment in each partner institution through the collection of baseline data (quantitative and qualitative) upon which Gender Equality Plans will be modelled. These data will provide the basis for Key Performance Indicators (KPIs) that can be monitored during, and beyond, the project's lifespan.

### **b) Construction and implementation of GEPs**

SAGE partners will develop individualised and tailored Gender Equality Plans (GEPs), guided by the SAGE Wheel model.

### **c) Embedding Gender Knowledge in Organisations**

SAGE will create guidelines, online resources, courses, workshops and materials for partner and peer institutions to support the pursuit of fully 'gender-sensitive' organisations, via incorporation of gender into organisational culture, educational curricula, and scientific research content.



**SAGE Wheel Model for Gender Equality Plans**

## SAGE TOOLS

- **SAGE Toolkit** with SAGE Wheel models for gender equality plans, a diagnostic kit for self-assessment within institutions, guidelines for developing and implementing GEPs, and a framework for inter-institutional mentoring to guide the process.
- **SAGE Capacity Building Workshops** to ensure that the SAGE good practice models can be successfully adapted in multiple organisations.
- **SAGE Gender Module** for integration into undergraduate and postgraduate programmes.
- **SAGE Institutional Change Online Course** for training on 'Producing a Gender-Sensitive Institution'

## SAGE in ACTION



### **SAGE Charter of Principles**

EU-wide Charter of Principles for Gender Equality in Research will be drawn up and invite stakeholders to sign up and commit to the principles.

### **SAGE Day**

A SAGE Day will be held to launch both the Charter of Principles and a SAGE Ribbon Campaign.





# THANK YOU!

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Under Construction, October 2017

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