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| <b>Title:</b>              | <b>Leadership Accountability</b>   |
| <b>Implementation</b>      |   |
| <b>Field(s) of Action:</b> | <ul style="list-style-type: none"> <li>* Structural Integration of Gender Equality</li> <li>* Engaging Leadership</li> </ul>   |
| <b>Objective:</b>          | Embed senior leadership team (SLT) accountability for gender equality into existing regular business meeting practices   |
| <b>Target Group(s):</b>    | Management and leadership<br>Leadership, all employees   |
| <b>Description:</b>        | <p>This measure mandates that gender equality progress a regular topic within leadership meetings.</p> <p>For a successful measure the management has to support and has to have the ability to influence/challenge the SLT. Also they have to be robust reporting mechanisms to drive quarterly reviews. The transparency of business unit gender data within the SLT is necessary too.</p> <p>Benefits are:</p> <ul style="list-style-type: none"> <li>* The focus on gender equality becomes normalized as a business imperative.</li> <li>* An ongoing focus on gender equality and transparency drives action and accelerates progress.</li> <li>* SLT members transport accountability down through their own structures.</li> </ul> |
| <b>More information:</b>   | Australian Government: Workplace Gender Equality Strategy Agency<br>Website: <a href="https://www.wgea.gov.au">https://www.wgea.gov.au</a>   |

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Last update: **2019/07/31 15:21**