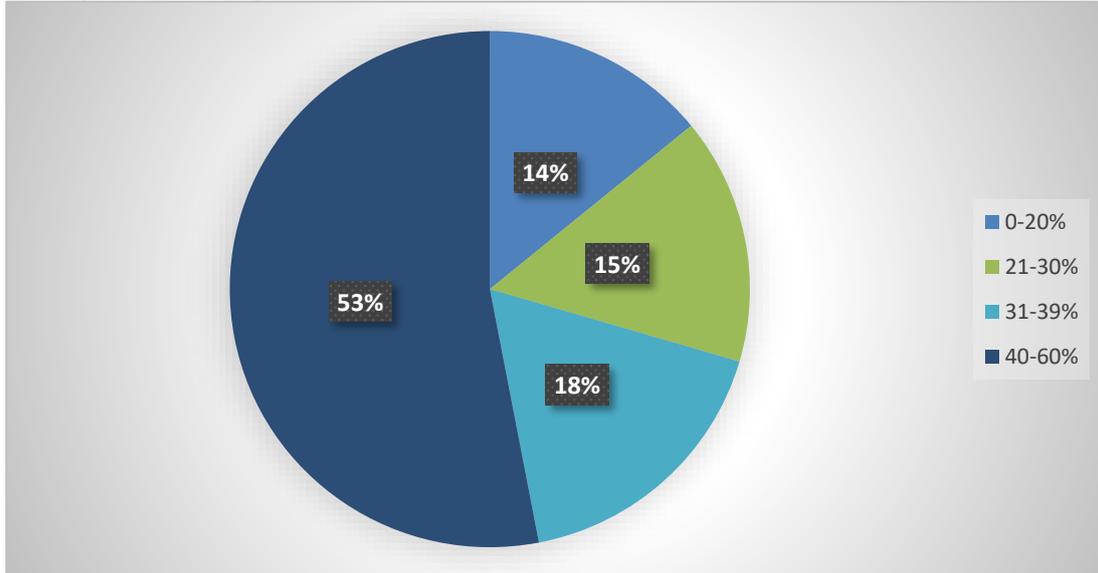


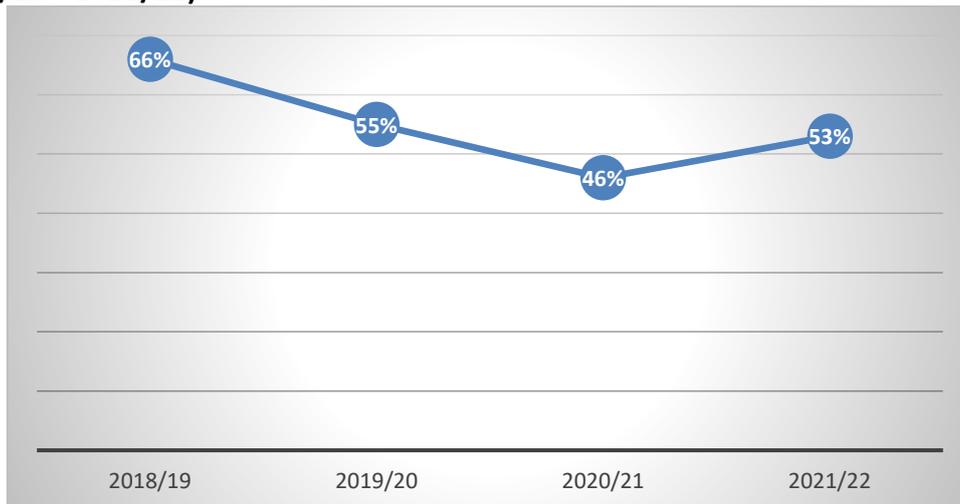
Audit of gender balance on key decision making committees AY 2021/22

Review of 149¹ University committees (Údarás na hOllscoile and 4 sub-committees; Finance & Resource, Audit & Risk, Equality, Diversity & Inclusion, Standing & Strategic Planning), UMT, Academic Council, 14 central committees, and 128 College/School level committees)

1. % Compliance with gender balance (min. 40% men and women) - All Committees (149)

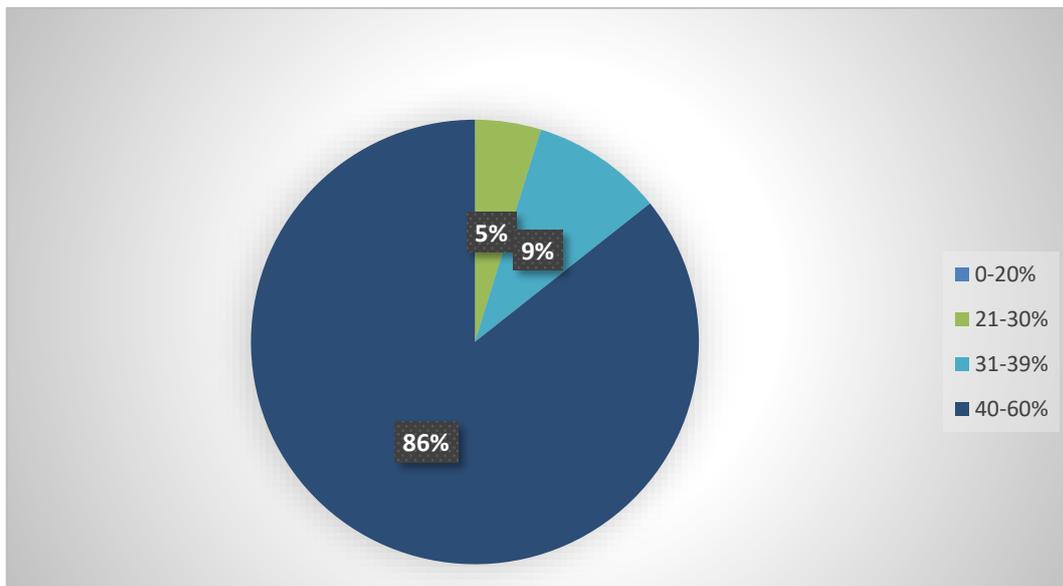


2. % Compliance with gender balance (min. 40% men and women) - All Committees (2018/19 – 2021/22)

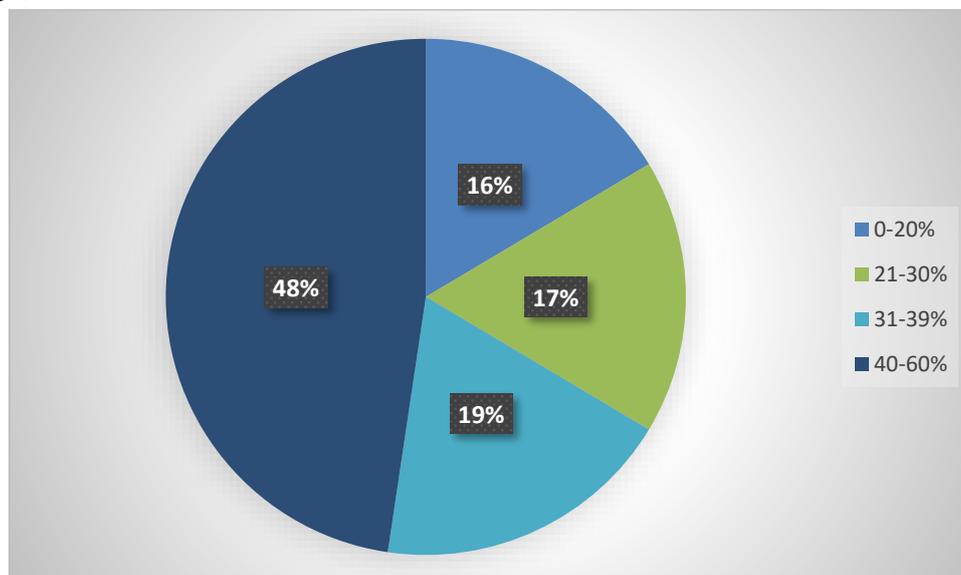


¹ 134 committees were included in the 2020/21 audit, 116 committees were included in the 2019/20 audit

3. % Compliance with gender balance (min. 40% men and women) – 21 Central Committees including Údarás na hOllscoile & 4 Sub-Committees, UMT and Academic Council



4. % Compliance with gender balance (min. 40% men and women) – 128 Academic College/School Committees



Key Observations

- 53% of all committees (n=79) are fully compliant, i.e. the committee is comprised of min. 40% men and women (46% in 2020, 55% in 2019, 66% in 2018 audit)
- 70% of all committees (n=105) comprise ≥ min. 31% men and women (68% in 2020, 73% in 2019 and 81% in 2018 audit)

- 21 committees comprising $\leq 20\%$ gender representation are listed below (14% of all committees)
- Chair of committees (for 149 committees²): 48% female chairs, 48% male chairs (42% female chairs, 58% male chairs in 2020, 49% female chairs, 51% male chairs in 2019 audit)

CASSCS: Gender Profile of College: 63%F, 37%M (all staff)
 43 committees included in audit - 70% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
 86% of committees comprise \geq min. 31% men and women
 Chair of committees: 50% female chairs, 50% male chairs

CBPPL: Gender Profile of College: 61%F, 39%M (all staff)
 20 committees included in audit - 70% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
 90% of committees comprise $\geq 31\%$ men and women
 Chair of committees: 40% female chairs, 50% male chairs, 10% co-chair M/F

CMNHS: Gender Profile of College: 64%F, 36%M (all staff)
 33 committees included in audit - 26% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
 32% of committees overall comprise \geq min. 31% men and women
 42% of committees overall comprise $\leq 20\%$ men and women³
 Chair of committees: 68% female chairs, 32% male chairs

CSE: Gender Profile of College: 40%F, 60%M (all staff)
 32 committees included in audit - 28% of committees are fully compliant, i.e. the committee is comprised of min. 40% men and women
 59% of committees comprise \geq min. 31% men and women
 16% of committees comprise $\leq 20\%$ men and women⁴
 Chair of committees: 53% female chairs, 47% male chairs

Central Committees: Chair of committees 2021/22: 29% female chairs, 71% male chairs

² 3 Chair positions are co shared, and 3 unfilled

³ A derogation has been agreed with CMNHS for school committees where men are under-represented, committees must comprise min. gender profile within school

⁴ A derogation has been agreed with the Schools of Engineering and Computer Science where women are under-represented, committees must comprise min. gender profile within school

Committees with ≤ 20% men and women

Committee Category	Committee	% Male	% Female
CSE College	Student Recruitment & Public Engagement	11%	89%
CSE SNS	Education & Students	80%	20%
CSE Chemistry	Chemistry Outreach	0	100%
CSE Physics	Student Recruitment & Public Engagement	17%	83%
CSE Computer Science	Education and Students	80%	20%
CMNHS College	Learning, Teaching & Assessment Committee	20%	80%
CMNHS Nursing & Midwifery	School Board	13%	87%
CMNHS Nursing & Midwifery	Athena Swan Self-Assessment Team	18%	82%
CMNHS Nursing & Midwifery	Programme Board	14%	86%
CMNHS Nursing & Midwifery	Undergraduate Course Committee	15%	85%
CMNHS Nursing & Midwifery	Postgraduate Course Committee	10%	90%
CMNHS Nursing & Midwifery	Health and Safety Committee	0	100%
CMNHS Nursing & Midwifery	Strategic Curriculum Development Group	20%	80%
CMNHS Nursing & Midwifery	Local Joint Working Group	20%	80%
CMNHS Nursing & Midwifery	Student Affairs Committee	12%	88%
CMNHS Health Sciences	School Executive	0	100%
CMNHS Health Sciences	Research & Innovation Committee	0	100%
CMNHS Health Sciences	School Board	9%	91%
CASSCS Education	Children's Studies Discipline	0	100%
CASSCS LLC	Education & Students - Curriculum Teaching and Learning	20%	80%
CASSCS English & Creative Arts	EDI	20%	80%