

 **AdvanceHE**



Gender Equality Audit and Monitoring tool

Dr Kevin Guyan, Advance HE

 **@kevin_guyan**



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Gender Equality Audit and Monitoring

Comprehensive Transferable Transnational Gender equality survey

Main responsible partners

 **AdvanceHE**

Amanda Aldercotte
Kevin Guyan

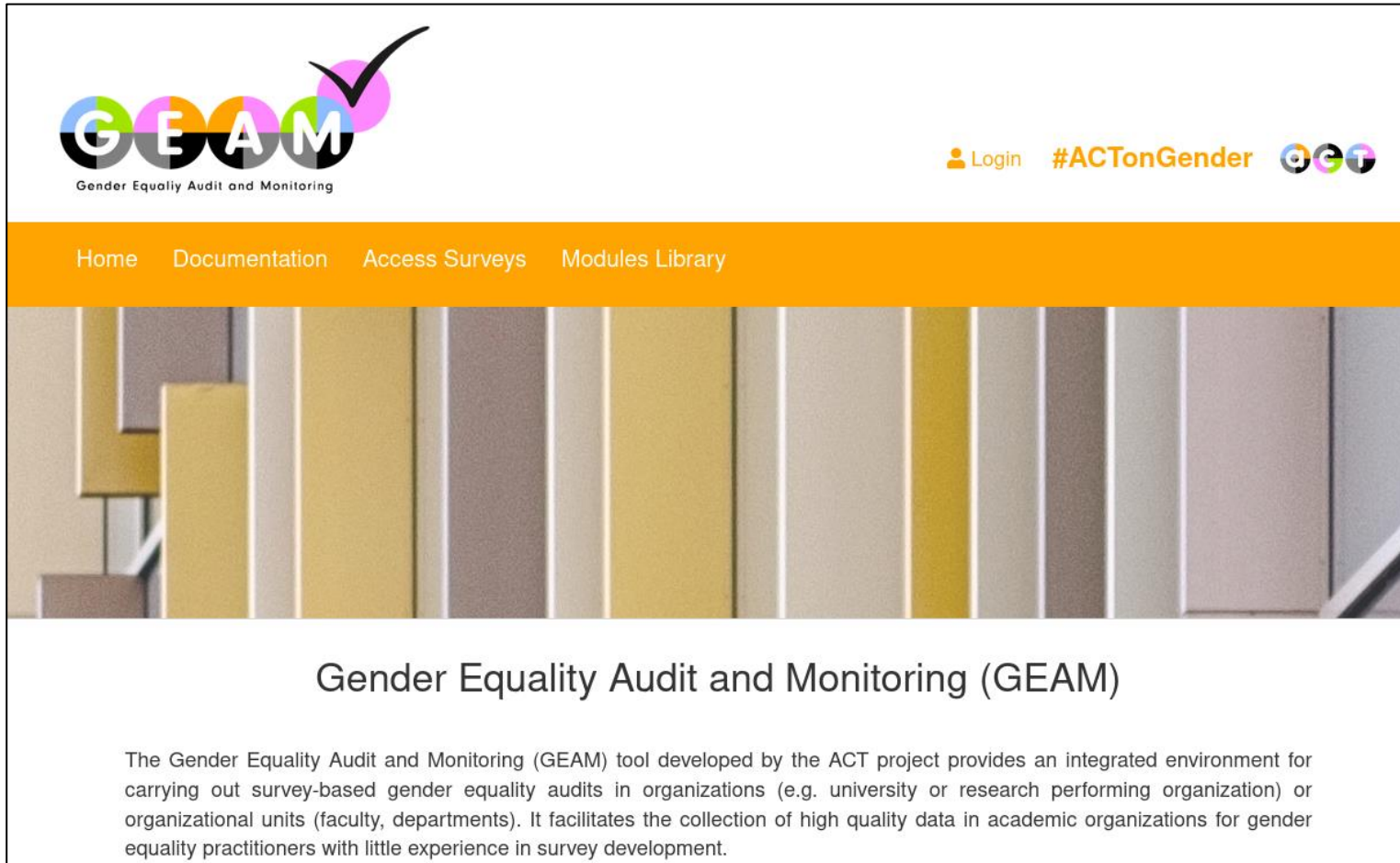


Jörg Müller
Sergi Yanes

notus | recerca social aplicada
investigación social aplicada
applied social research
recherche sociale appliquée

Maria Caprile

<https://geam.act-on-gender.eu>



The screenshot shows the GEAM website interface. At the top left is the GEAM logo, which consists of the letters G, E, A, and M in colored circles, with a checkmark above the M. Below the logo is the text "Gender Equality Audit and Monitoring". To the right of the logo are links for "Login", "#ACTonGender", and a social media icon. Below these is a navigation bar with links for "Home", "Documentation", "Access Surveys", and "Modules Library". The main content area features a background image of a bookshelf and a heading "Gender Equality Audit and Monitoring (GEAM)". Below the heading is a paragraph describing the tool: "The Gender Equality Audit and Monitoring (GEAM) tool developed by the ACT project provides an integrated environment for carrying out survey-based gender equality audits in organizations (e.g. university or research performing organization) or organizational units (faculty, departments). It facilitates the collection of high quality data in academic organizations for gender equality practitioners with little experience in survey development."

<https://www.act-on-gender.eu/survey/index.php/511548?lang=en>

5 core survey components

Socio-demographics

Working conditions

Beliefs, attitudes and bias

Organizational culture

Behavior and interpersonal relationships

+

Institutional module

+

Supporting resources

Have you perceived a difference in the allocation of the following in your department?

| | Mainly allocated to women | Often allocated to women | I have not noticed a difference | Often allocated to men | Mainly allocated to men | Not applicable |
|---|---------------------------|--------------------------|---------------------------------|------------------------|-------------------------|-----------------------|
| The receipt of mentoring and/or other guidance in making career decisions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

To what extent do you agree or disagree with the following statements about your job?

| | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| My job offers good prospects for career advancement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Intentions and challenges

Standardised

and



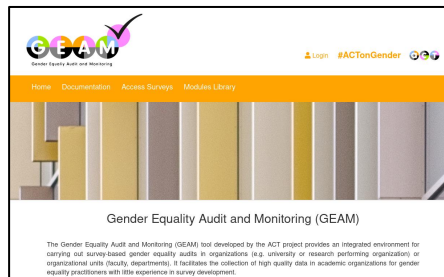
Adaptable

Challenges

- + Areas where ideas about gender equality, education and research, and working practices are conceptualised differently.
- + The collection of socio-demographic data about individual respondents.

Integrated infrastructure

Survey Platform, Template & Documentation



Customize



Launch



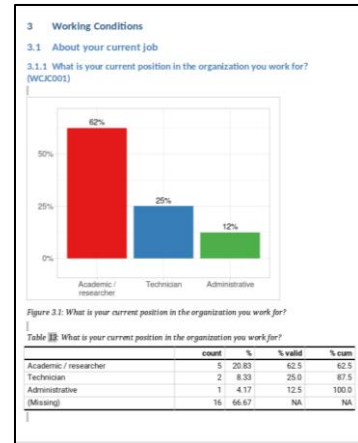
Report



...



R + Bookdown Script



Insights and future developments

- + Solid response rates & valid data
- + GEAM 2.0 → Improved & shortened
- + Two Covid19 questions
- + Two additional translations: French, Ukrainian, ...?
- + Detailed analysis manual (code & interpretation)
- + Gender Academy Training seminar