



National Suicide Research Foundation

Limited Company 224676/Registered Charity 20030889/ Charity
Tax CHY 11351

Gender Equality Plan 2022 to 2025

Gender equality is not only a fundamental human right but a necessary foundation for a peaceful, prosperous and sustainable world.

This plan showcases our ambitions for achieving gender equality across our organisation.

Based on 2021 statistics, 78% of NSRF staff are women. Women hold 67% of Senior Management roles. 59% of our staff hold part-time roles.

As part of the development of this plan, we created a new set of gender values, established a clear set of strategic objectives and underpinned these objectives with the detailed actions required to support the organisation as we deliver on our objectives. It is the responsibility of every staff member in the NSRF to ensure the Gender Equality Plan (GEP) is embedded across the organisation.

We can only achieve a gender balanced culture by focusing on recruiting, retaining, and helping all staff, regardless of gender to advance. We must expand our focus on workplace flexibility and be more innovative and creative in how we overcome the barriers that women and gender diverse individuals face. We must challenge ourselves to call out unconscious bias and demand more dialogue and action on achieving gender equality across the entire organisation.

The NSRF is in a strategic collaboration with UCC and as a result staff can avail of all UCC based gender equality group and communities, trainings, and courses.

Our approach

Increasing gender diversity is integral to our long-term vision. We recognise that being able to attract, develop and retain talented staff of both genders is crucial, and that organisations with gender diverse management teams perform better. We believe that diversity in our workforce makes The NSRF a stronger organisation. To build and maintain that diversity, we need a culture that makes everyone feel included, supported and provides equality of opportunity for talent at all levels to grow. The NSRF is committed to ensuring that our staff are empowered to make the greatest possible contribution to the organisation.

Our Strategic Objectives and Actions

1. Creating A Gender Diverse Culture

We believe that organisations can be powerful platforms for social change and that it is our responsibility to further gender equality. It empowers us to innovate, build deeper connections with our stakeholders and ultimately become a better organisation. We endeavour to do this by:

- Developing and communicating gender values across the organisation and integrating our core gender values into our organisation communications.
- Communicating progress with GEP implementation annually to contribute towards removing perceived barriers to gender equality.
 - Email all our employees annual updates in relation to our GEP
 - Include a section on Gender Equality in our annual reports
 - Include gender statistics in the NSRF annual report
- Encouraging feedback and engagement with gender equality activities.
 - The NSRF encourages all NSRF employees to attend Gender Equality trainings, however, it is not mandatory for employees to attend if they do not wish.
- Review our code of conduct to address sexism and inappropriate behaviour in the work environment.
- Ensuring pictures we share on reports, social media etc are diverse in terms of gender balance and ethnic diversity.

2. Reshaping Decision-Making and Governance

Governance is key to delivering gender equality results. Meaningful changes on the ground require a coordinated, competent, and powerful whole of-organisation commitment, and clear and effective mechanisms in place within and across the NSRF to be able to translate policies, programmes, services, and budgets into concrete benefits for men and women. We endeavour to do this by:

- Consulting with senior management, identifying positive actions to implement in the NSRF to progress gender equality.
- Identifying the barriers and constraints that affect women applying for senior positions.
- Profiling and creating awareness of the key aspects of senior roles in the NSRF to encourage applications from males and females in the future.
- Identifying and promoting male and female role models within the organisation at key internal events.
- Developing and rolling out guidelines for ensuring gender balance, inclusion, and participation on committees, working groups and project teams.
- Developing and rolling out guidelines to ensure gender inclusion and participation in conferences, events, and meetings e.g. equal balance of male and female speakers etc.

3. Developing Equal Career Support Measures

Achieving gender balance requires meaningful organisational change that addresses and acknowledges hidden biases. The NSRF is committed to overcoming the constraints that act as barriers to the promotion of men and women such as unconscious bias, biased recruitment, and biased promotion processes. We endeavour to do this by:

- Continuing to support mechanisms to ensure all men and women in the organisation reach their full potential.
- Reviewing the processes and procedures for flexible working.
- Continuing to promote a family friendly culture across the organisation.

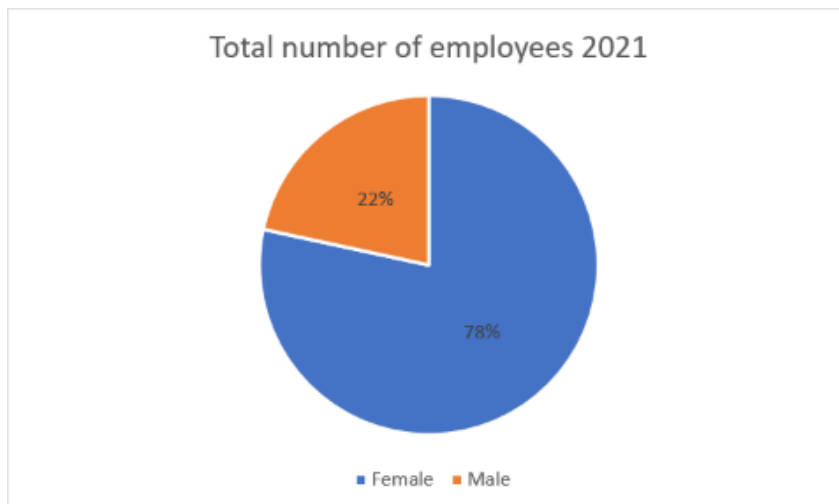
- Reviewing the internal and external recruitment processes to ensure all barriers and biases are removed.
- Creating awareness of the senior roles within the organisation to encourage upward movement.
- Reviewing the criteria, processes, and procedures for promotion in the NSRF to ensure there are no biases.
- Developing guidelines and supports for managers and staff availing of and returning from an absence from work.
- Developing guidelines for managers and staff for females going on and returning from maternity leave.
- Developing a checklist or guidelines for managers to encourage meaningful career development discussions with staff.
- Ensuring training and educational supports are available to all staff.

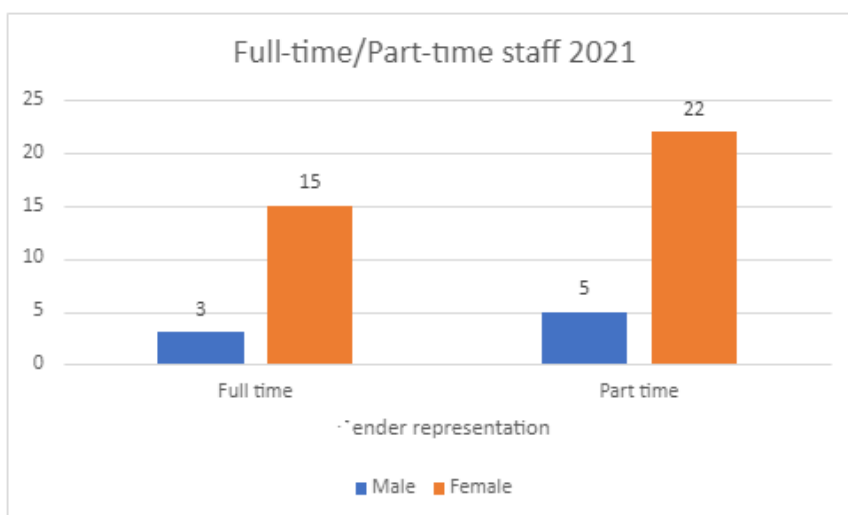
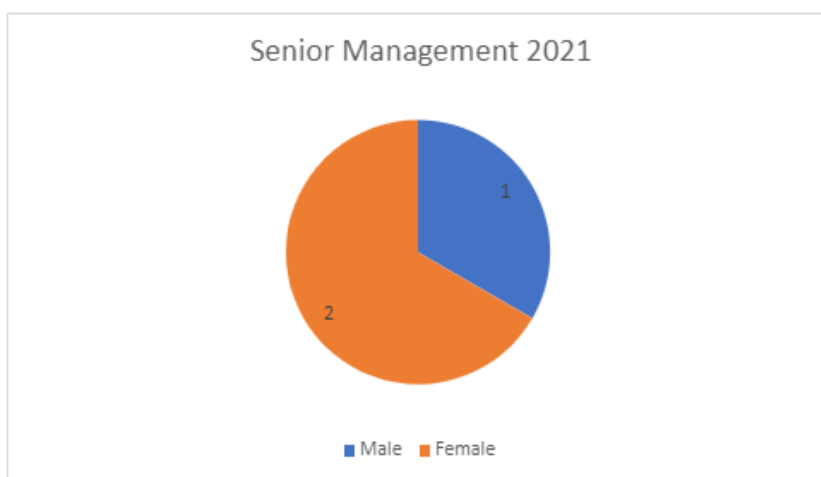
4. Integrating Gender in Research, Teaching and Funding

We are committed to the equitable and fair treatment of all genders in assessing applications for funding, and in ensuring that the design and conduct of research considers gender influences and issues. Our renewed focus on integrating gender in research, teaching, and funding is reflected in equality of opportunities and will ultimately maximise the quantity and the quality of our research. We:

- Monitor and review all aspects of the internal and external funding calls.
- Ensure gender balance on research project review panels.
- Review all our gender research questions to be more inclusive of gender equality and update where possible.
- Integrate gender in research proposals.
- Research and develop a proposal to integrate gender in research, teaching, and funding in the NSRF.
- Review all education and training courses provided by the NSRF and UCC to ensure gender is integrated in teaching.

Supporting graphs:





Key Measureable Actions

Integrating Gender in Research, Teaching And Funding	NSRF Management and staff attended UCC training on Advancing Gender Equality and Integrating a Diversity and Inclusion Approach to Research, led by Avril Hutch on 26 th October 2022. A recording of this training distributed to staff members.
Creating A Gender Diverse Culture and Developing Equal Career Support Measures	Review of NSRF Employee Handbook undertaken by Emma O’Sullivan, Governance Specialist, in September 2022. A copy of Employee handbook and other suite of documents distributed to staff and board members in late 2023. Review of recruitment from an EDI perspective.
Work-life balance and organisational culture	As evidenced by statistics, NSRF offer part-time flexible roles where possible.

EDI Section in Annual Report.
Include gender statistics in the NSRF
Annual report.

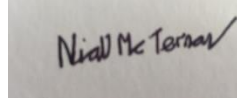
Yes, we plan to include this to all future NSRF annual
reports which will be published on our website.

Signed:



Eileen Williamson
Chief Executive Officer

Signed:



Niall McTernan
Executive Research and Operations Manager