9.5 Women in higher education leadership

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Manifesto for Change

- ***Equality as Quality*** – equality should be made a Key Performance Indicator (KPI) in quality audits, with data to be returned on percentage and location of women professors and leaders, percentage and location of undergraduate and postgraduate students and gender pay equality. Gender equity achievements should be included in international recognition and reputation for universities in league tables.

- ***Research Grants*** – funders should monitor the percentage of applications and awards made to women and to actively promote more women as principal investigators. The applications procedures should be reviewed to incorporate a more inclusive and diverse philosophy of achievement. Gender implications and impact should also be included in assessment criteria.

Manifesto for Change

- ***Journals*** – Editorial Boards, and the appointment of editors, need more transparent selection processes, and policies on gender equality *e.g.* to keep the gender balance in contributions under review.
- ***Data*** – a global database on women and leadership in higher education should be established.
- ***Development*** – more investment needs to be made in mentorship and leadership development programmes for women and gender needs to be included in existing leadership development programmes.
- ***Mainstreaming*** – work cultures should be reviewed to ensure that diversity is mainstreamed into all organisational practices and procedures.