

**Gender Equality Steering Group (GESG)**

**Terms of Reference and Membership 2022-2023**

# Remit and Responsibilities

The role of the Gender Equality Steering Group is to help promote and advance gender equality within the University’s staff and student populations and specifically to oversee progress against the University’s Athena Swan Action Plan and student Gender Action Plan. In particular, the Group has responsibility for:

* Reviewing gender equality statistics and additional evidence to assess the University’s progress in promoting gender equality, with particular regard to the recruitment, representation and progression of staff and students.
* Evaluating the impact of University/Faculty gender equality actions and develop recommendations for further action.
* Facilitating the mainstreaming of gender equality activities across the University by sharing good practice between Faculties and Professional Services Directorates.
* Receiving updates on University projects or initiatives related to gender equality.
* Maintaining oversight of the University’s current and future Athena Swan award accreditations at institutional and departmental level.
* Reporting progress on the University’s gender equality objectives and action plans to the Equality, Diversity and Inclusion Committee (EDIC)
* Making recommendations to EDIC with regard to potential new gender equality initiatives

**GESG Membership 2022/23**

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| **Dr Matson Lawrence** (Acting Equality & Diversity Manager) / **Annie McLaughlin** (Equality & Diversity Manager) | Interim Chair / Chair |
| **Professor Douglas Brodie** (Associate Principal, Social Inclusion) | Academic Professional HaSS, Executive Team sponsor |
| **Dr Ed Hart** (Research Fellow, EEE) | Academic Professional Engineering |
| **Prof. Nigel Lockett** Emeritus Professor, Hunter Centre for Entrepreneurship) | Academic Professional SBS |
| **Dr Elizabeth Dombi** (Teaching Fellow, Mathematics and Statistics) | Academic Professional Science |
| **Lisa Kavanagh** (Assistant Faculty Officer) | Professional Services HaSS |
| **Stephanie McNulty** (Senior Faculty Officer, Academic) | Professional Services Engineering |
| **Christine Sinclair** (Programme Development Manager) | Professional Services SBS |
| **Caroline Laurie** (Faculty Officer, Strategic Projects) | Professional Services SBS |
| **Gabrielle Weir** (Department Manager, Physics) | Professional Services Science |
| **Verity Watson** (Assistant Director - Employee Experience) | Human Resources |
| **Graeme Brewster** (HR Adviser) | Human Resources |
| **Al Blackshaw** (Widening Access Manager) | Student Experience |
| **Vicky Bannerman** (Recruitment Manager, RIO) | Recruitment and International Office |
| **Ciara McAvoy** (PGR Studentships Officer) | Research and Knowledge Exchange Services (RKES) |
| **Grace Murkett** (Research Policy Officer) | Research and Knowledge Exchange Services (RKES) |
| **Kathy Doong** (Vice President Inclusion) | Strathclyde Students Union |
| **Dr Christie Maddock** (Lecturer, Mechanical and Aerospace Engineering) | Chair, Women in Science & Engineering (WISE) Committee |
| ***Position Vacant*** (Prev. Dr Jessica Gagnon, Research Fellow, STEM Equals project) | STEM Equals project |
| **Julia Harrison** (Equality and Diversity Coordinator) | Equality and Diversity/Group Manager |
| **Melanie Smith** (Senior Equality & Diversity Officer) | Equality and Diversity |

*The GESG may, from time to time, invite others to attend meetings to ensure appropriate expertise is available to expedite its work*