



# Mainstreaming Equality and Diversity in the Research Environment

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Mainstreaming a gender equality (and diversity) perspective is the process of assessing the implications for women and men of historically discriminated backgrounds of any planned action, in any area and at all levels....the ultimate goal of mainstreaming is to achieve equality

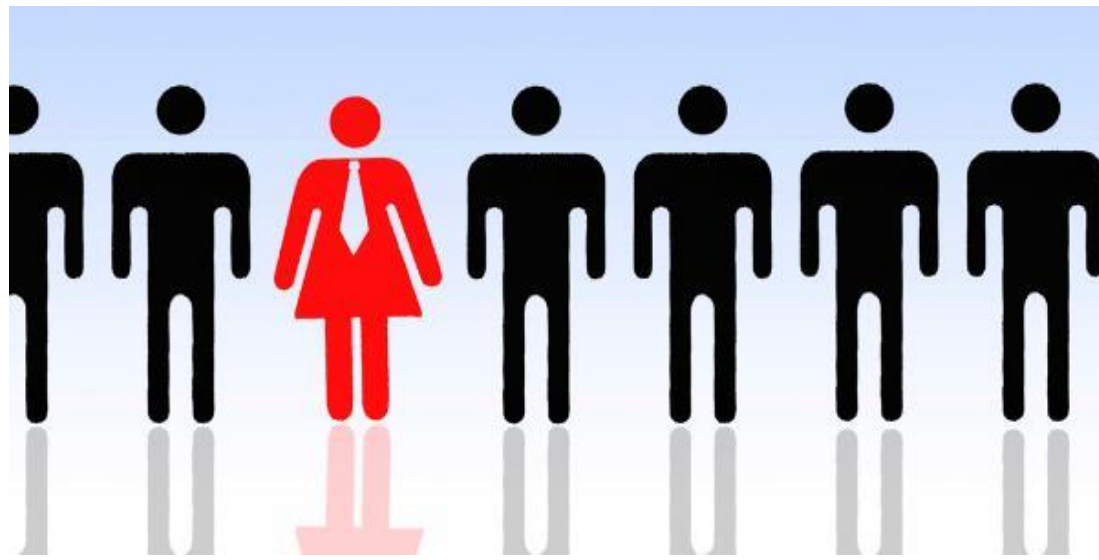
# Key Questions

- Does the issue affect women and men in HE
- Are there differences between women and men of different backgrounds and characteristics in this area (ie in resources, participation, practices)



# Successful Mainstreaming Requires

- Leadership Commitment
- Accountability at all levels
- Adequate resources
- Appropriate procedures and processes



# Institutional Mainstreaming Journey

