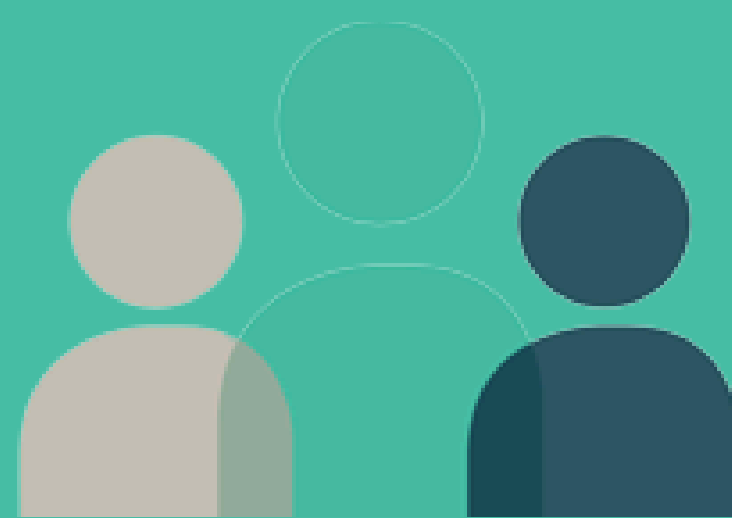


Gender Equity Plan 2024-2027

**WORKING FOR
GREATER EQUALITY**



INTRODUCTION

Gender equality is a fundamental human right and a crucial foundation for a peaceful, prosperous, fair, and sustainable world. This plan highlights our commitment to achieving gender equality throughout TASC.

As of 2024, 54% of our employees identify as female. Women occupy 43% of our Board Member roles, and 34% of our staff work part-time.

In developing this plan, we established new gender values, defined strategic objectives, and detailed the necessary actions to achieve these goals. Every staff member at TASC is responsible for embedding the Gender Equality Plan (GEP) across the organisation.

Achieving a gender-balanced organisation requires us to focus on recruiting, retaining, and advancing all staff, regardless of gender identity. We must enhance workplace flexibility and innovate to overcome barriers faced by women and gender-diverse individuals. It is essential to challenge unconscious biases and encourage more dialogue and action to achieve gender equality throughout the organisation.

Our approach

Increasing gender diversity is essential to our long-term vision. We understand that attracting, developing, and retaining talented staff of all genders is vital, and that organisations with gender-diverse management teams perform better.

We believe that a diverse workforce strengthens TASC. To build and sustain that diversity, we need a culture where everyone feels included, supported, and has equal opportunities for growth at all levels.

TASC is dedicated to empowering our staff to make the greatest possible contribution to the organisation.

OUR STRATEGY

Creating a Gender Diverse Culture

We believe that organizations can serve as powerful platforms for social change, and it is our responsibility to advance gender equality. Doing so empowers us to innovate, forge deeper connections with our stakeholders, and ultimately become a better organization.

We strive to achieve this by:

- **Developing and Communicating Gender Values:** We will integrate our core gender values into our organizational communications and ensure they are widely understood across the organization.
 - **Annual GEP Progress Communication:** We will annually communicate our progress in implementing the Gender Equality Plan (GEP) to ensure accountability and transparency. Emailing all employees annual updates regarding our GEP.
 - Including a section on Gender Equality in our annual reports.
 - Incorporating gender and other EDI-related statistics in the TASC Annual Report.
- **Encouraging Feedback and Engagement:** We foster a culture of feedback and engagement with gender equality activities.
- TASC encourages all employees to attend Gender Equality training and is currently sourcing options for the training
- **Reviewing Our Code of Conduct:** We are reviewing and updating our Code of Conduct to address sexism, transphobia, and inappropriate behaviour in the work environment.
- **Ensuring Diversity in Visuals:** We ensure that the pictures we share in reports, on social media, and other platforms are diverse in terms of gender and ethnicity.

OUR STRATEGY

Reshaping Decision-Making and Governance

Governance is essential for achieving gender equality results. Meaningful changes require a coordinated, competent, and strong commitment across the entire organization, along with clear and effective mechanisms within TASC to translate policies, programs, services, and budgets into tangible benefits for employees of all genders.

We aim to achieve this by:

- **Consulting with Senior Management and Experts:** Identifying and implementing positive actions within TASC to advance gender equality through seeking external advice, for instance, from TENI and the National Women's Council of Ireland
- **Identifying Barriers:** Recognising and addressing the constraints that affect individuals applying for senior positions.
- **Raising Awareness:** Encouraging applications across all genders for roles at TASC
- **Promoting Role Models:** Highlighting and celebrating gender role models within the organisation at key internal events.
- **Ensuring Gender Diversity:** Developing and implementing guidelines to ensure gender diversity, inclusion, and participation on committees, working groups, and project teams.
- **Inclusive Participation:** Creating and enforcing guidelines to ensure gender inclusion and participation in conferences, events, and meetings, such as maintaining diversity of genders among panel speakers.



OUR STRATEGY

Developing Equal Career Support Measures

Achieving gender balance requires meaningful organizational change that addresses and acknowledges hidden biases. TASC is dedicated to overcoming the constraints that hinder the promotion of all genders, such as unconscious bias and biased recruitment and promotion processes.

We strive to accomplish this by:

- **Supporting Growth:** Continuing to provide mechanisms that help employees of all genders reach their full potential.
- **Reviewing Flexibility:** Assessing and, where possible, expanding the processes and procedures for flexible working.
- **Promoting Family-Friendly Culture:** Maintaining and promoting a family-friendly culture throughout the organization.
- **Eliminating Bias in Recruitment:** Reviewing internal and external recruitment processes to ensure all barriers and biases are removed.
- **Raising Awareness of Senior Roles:** Creating awareness of senior roles within the organization to encourage upward movement.
- **Ensuring Fair Promotion Processes:** Reviewing the criteria, processes, and procedures for promotion at TASC to ensure there are no biases.
- **Supporting Absences and Returns:** Developing guidelines and supports for managers and staff availing of and returning from an absence from work.
- **Supporting Parental Leave:** Creating guidelines for managers and staff for employees going on and returning from parental leave.
- **Encouraging Career Development:** Developing a checklist or guidelines for managers to facilitate meaningful career development discussions with staff.
- **Providing Training and Education:** Ensuring that training and educational supports are available to all staff.

OUR STRATEGY

Integrating Gender in Research, Public Education and Funding

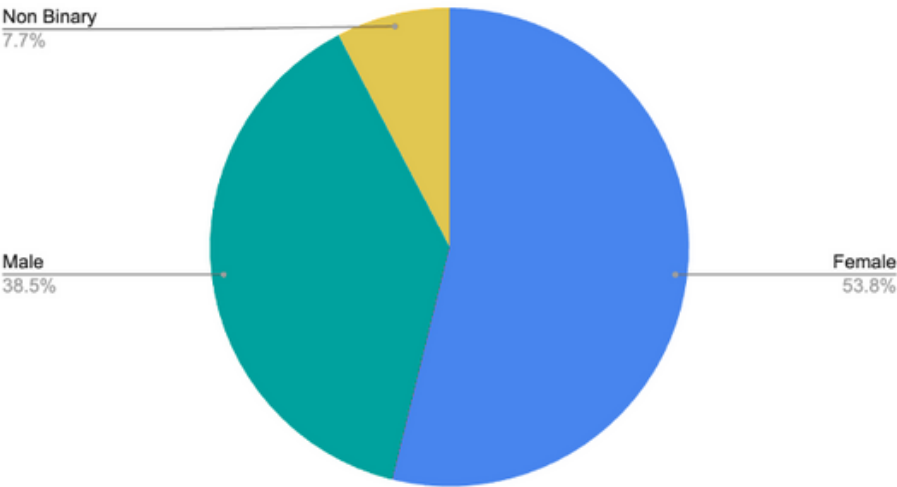
We are committed to the equitable and fair treatment of all genders in assessing funding applications and ensuring that research design and conduct consider gender influences and issues. Our renewed focus on integrating gender into research, public education, and funding aims to ensure equality of opportunities and will ultimately enhance both the quantity and quality of our research.

We will:

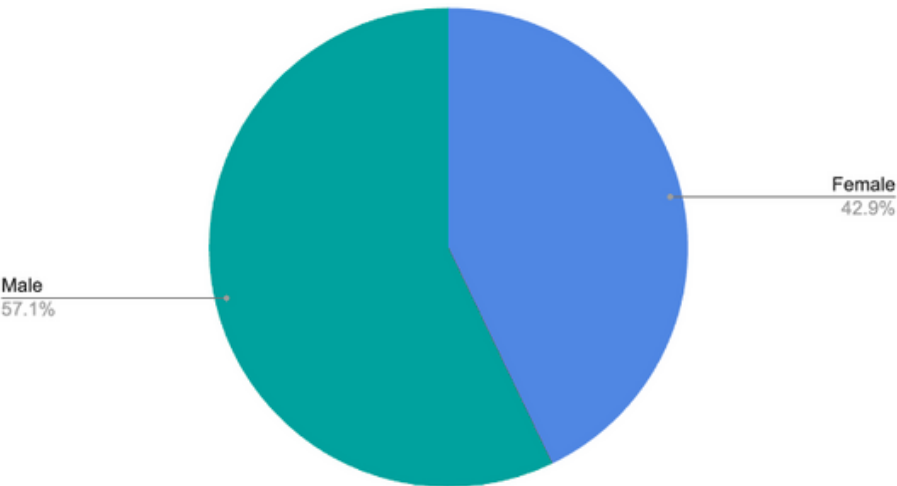
- **Ensure Gender Diversity:** Ensure gender diversity within research where relevant.
- **Integrate Gender into Proposals:** Incorporate gender considerations into research proposals.
- **Develop Gender Integration Proposal:** Research and develop a proposal to integrate gender into research, public education, and funding at TASC.
- **Review Public Education Outputs:** Assess all public education and training outputs provided by TASC to ensure integration of gender-sensitivity and principles of gender equality.



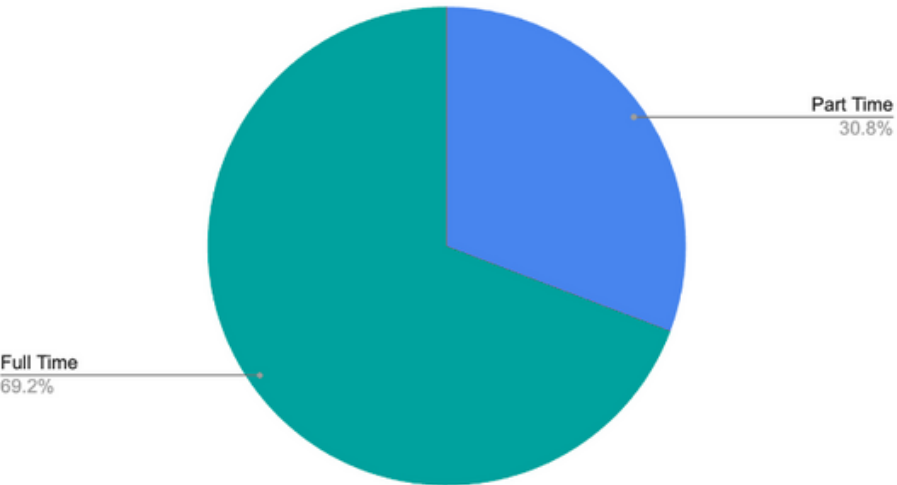
TASC Staff



TASC Board



TASC Staff



KEY MEASURABLE ACTIONS

This table outlines the key measurable actions TASC will undertake to promote gender equality and inclusion within the organization.

Area of Focus	Actions	Responsibility	Timeline
Integrating Gender in Research, Public Education, and Funding	TASC management and staff plan to attend training on Advancing Gender Equality and Integrating Diversity and Inclusion.	TASC Management and Staff	Within 2024
Creating a Gender Diverse Culture and Developing Equal Career Support Measures	Review of TASC Employee Handbook. Distribution of Employee Handbook and other documents to staff and board members.	Executive Director, Shana Cohen, and John White, Governance and Compliance	Review: June 2024 Distribution: Late 2024
Review of Recruitment from an EDI Perspective	Comprehensive review of recruitment practices from an Equity, Diversity, and Inclusion perspective.	Executive Director, Governance Sub-Committee	Late 2024
Work-Life Balance and Organisational Culture	Continue offering part-time flexible roles where possible, as evidenced by current statistics.	Executive Director and governance and compliance officer	Ongoing
EDI Section in Annual Report	Include an EDI section and gender statistics in the TASC Annual Report, and publish on the website.	Executive Director, Shana Cohen	All future annual reports

SIGNED:

SIGNED:

DR SHANA COHEN
EXECUTIVE DIRECTOR, TASC

MIKE JENNINGS
CHAIRPERSON, TASC

DATE:

DATE:



tasc

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