

How to Develop SMART Gender Equality Objectives

4 Steps & Examples

1 Set your key objective

Key objectives are long-term visions or mission statements, and not directly measurable.

For example, raising the percentage of female full professors.



2 Define your intermediate objective

Intermediate objectives are derived from key objectives, are medium-term, and provide approaches for action. They are only vaguely measurable.

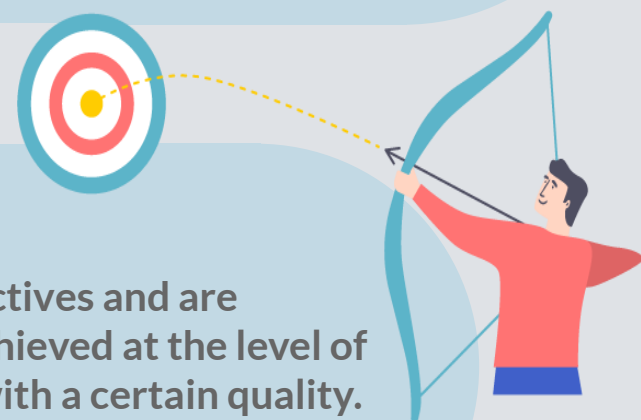
For example, to support women in their career development, including their visibility and participation in relevant research projects as leaders.



3 Define your action goals

Action goals are derived from intermediate objectives and are quantitative or qualitative targets that can be achieved at the level of individual actions at a certain point in time and with a certain quality.

For example, to increase the share of female full professors at the faculty of Physics by 5% in 5 years.



Keep in mind: Action goals are SMART goals

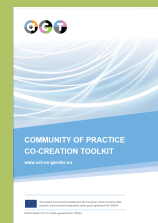


Action goals describe a clear and specific final state for the achievement of which certain interventions can and should be used.

They should be SMART goals: specific, measurable, attainable, realistic, and time-bound.

Supporting material for SMART action goals

- Community of Practice Co-creation Toolkit, developed within the ACT project includes two easy-to-follow templates for defining SMART goals¹
- GEAR Step-by-Step Guide for establishing a Gender Equality Plan in the GEAR Tool²



**Gender Equality
in Academia and
Research - GEA...**

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Examples - Gender Equality Objectives

Gender Dimension in Research

- Key Objective:* To include a gender perspective in research projects
- Intermediate Objective:* To support research staff to include a gender perspective by providing workshops and information material
- Action Goal:* To increase the percentage of research projects including a gender perspective at the faculty of civil engineering by 25% in four years

Decision-Making Bodies

- Key Objective:* Decreasing the gender imbalance in decision-making bodies
- Intermediate Objective:* To decrease the gender imbalance in decision-making bodies by introducing a quota
- Action Goal:* To increase the share of women in decision-making bodies across university by 10% in five years



¹Thomson A., Rabsch K. (2019): Community of Practice Co-creation Toolkit. Version 1.3 of deliverable D2.3 of HORIZON 2020 project ACT. EC Grant Agreement no: 788204.

²European Institute for Gender Equality (EIGE) (2016): Gender Equality in Academia and Research - GEAR tool. Making a Gender Equality Plan. Vilnius. Online available: <http://eige.europa.eu/sites/default/files/mh0716096enn.pdf>

CREATED BY

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Within the Framework of the Horizon 2020-funded Project Gender Equality in Engineering through Communication and Commitment (GEECCO)

Grant Agreement Number 741128 funded by the European Commission