Nine grounds - category	Legislative Framework/ Charter	Action	Priority	Rationale	Target Completion Date	Person / Group responsible	Measure of Success/Target
Gender	Athena SWAN	Review University SAT membership to ensure appropriate expert representation and gender balance to drive for Silver	H	All University committees including the SAT should have minimum 40% of men and women	Q2 2021	AS Coordinator	Minimum 40% of each gender on the SAT
Gender	Athena SWAN	Ongoing reporting of Athena SWAN/Gender Action Plan via a RAG status to SMG	M	To monitor and review the implementation of the Action Plan	Ongoing	AS Coordinator	Bi-annual report to SMG
All	Athena SWAN	Implement feedback from survey into future surveys including more regular, shorter surveying	M	Obtain more indepth data and better response rates with smaller surveys	Ongoing	AS Coordinator	Surveys conducted, results analysed and initiatives identified
All	Athena SWAN	Intersectionality working groups to be established on other aspects of intersectionality	M	Inform policy and decision making through the experiences of those affected	Q3 2021	EDI	Groups established and action plans (based on Gender Action Plan approach) developed for each area
Gender	Athena SWAN	DCU Athena SWAN Dept Network to be established	H	To enable departments to share advice, knowledge and best practice - will help prevent duplication of work and facilitate sharing of best practice and experience	Q3 2021	AS Coordinator	Network established and active engagement
Gender	Athena SWAN	Athena SWAN Communications Plan review	M	Build on the objectives of Our DCU initiative to ensure consistent communications and engagement across three academic campuses	Q1 2022	AS Coordinator	A thorough communications strategy for AS
Gender	Athena SWAN	Analysis of funding fluctuations and its effect on Post Doctoral positions	M	Post Docs are in a unique position within the university where their contracts often depend on funding streams. Inconsistencies in gender disaggregated data can often be the result of funding being allocated to trending topics/disciplines. An analysis of these trends could lead to a better interpretation of the data and an analysis on real gender issues rather than funding peaks.	Q2 2022	RIS	Results analysed and actions implemented
Gender	Athena SWAN	A training seminar on applying for funding particularly aimed at female post-doctoral researchers	M	To raise skills levels of female post docs	Q4 2021	RIS/L&D	Training delivered once per semester
Gender	Athena SWAN	Apply for additional SALI post(s) in area(s) which would benefit from a female professor	H	To achieve greater gender balance at Full Professor grade	Q1 2021	HR/L&D	Applications for two additional posts to be made
Race	Athena SWAN	Implement a race cultural competency programme	L	To raise awareness of cultural diversity and influence development of a more diverse racial culture within the University	Q1 2022	EDI HR	Cultural competency programme rolled out to all staff and leaders and delivered at least 3 times
Race	Athena SWAN	Publish Anti-racism reading lists, resources and research guides to all staff and students.	L	To highlight the University's commitment to achieving racial diversity and raise awareness and understanding of all	Q4 2021	EDI HR	Resources available on dedicated section on the DCU website

Disability	Athena SWAN	Encourage self disclosure of disabilities	M	To allow appropriate supports and accomodations to be made available to allow all staff to thrive	Q4 2021	EDI HR	Increase those who disclose by 2% by 2023 (currently 2.5% 2020)
Disability	Disability Act 2005	Autism Friendly University - extend to staff	M	To help ensure that the next phase of the autism friendly university initiative is inclusive of staff		EDI	Staff are included in the revised Autism Friendly University Principles
Disability	Disability Act 2005	Review the current DCU Disabilitiy Code of Practice	H	To establish if current CoP is fit for use	Q2 2021	EDI	
Disability	Disability Act 2005	Draft a new DCU Disability Policy for Staff	H	To ensure that a fit for purpose policy for staff with disabilities is in place and supports both managers and staff to ensure equal treatment of people with disabilities and that the needs of staff with disabilites are being met	Q4 2021	EDI	
Disability	Disability Act 2005	Establish a working group of DCU staff with disabilities and allies to contribute to the development of a new DCU Disability Policy for Staff	H	To ensure that any new policy reflects the lived experience of DCU staff with disabilites and to help ensure that any new policy is fit for purpose and meets the needs of DCU staff	Q3 2021	EDI	
Disability	Disability Act 2005	Arrange Autism support training for DCU HR Staff	M	To ensure that DCU HR staff have the right skills and knowledge to support colleagues who are on the autism spectrum	Q3 2021	EDI	
All		Establish EDI Twitter account	H	To use it as internal and external comms channel for EDI agenda (incl Athena SWAN)	Q2 2021	EDI	
Civil status Family status		Develop a Domestic Violence Leave Policy for all staff		To provide additional leave and structured support for staff who are victims of domestic violence/abuse		EDI HR	Domestic Violence Leave Policy launched and implemented within the university
All		Data: Update Core HR to include comprehensive list of questions on range of protected characteristics Develop communications plan to encorage staff to input data on Core HR profile		To allow for more in depth data collection on the nine protected characteristcs and to gather a more updated picture of our DCU demographics.			
All	Consent framework	Create Consent Action Plan for staff and submit to HEA	H				
All	Consent framework	Represent DCU HR / DCU Staff on DCU wide working group for tackling sexual assault and harassment	H	To help ensure that the DCU Consent Action Plan reflects the needs of DCU staff		EDI	LG and FC members of DCU Working Group, chaired by CB
All	Consent framework	Arrange training for DCU HR staff on receving disclosures of sexual violence (DRCC)	H	To help ensure that DCU HR staff have the right skills and knowledge to support colleagues who may disclose experiences of sexual violence as well as to support colleagues who have recvied a disclosure of sexual violence		EDI	Training has been delivered to DCU HR staff with stong attendance from HRBPs

All	Consent framework	Encourage all DCU staff to undertake Active*Consent online training for receiving disclosures of experiences of sexual violence	H	To help ensure that DCU HR know how to react if a student of colleague discloses an experience of sexual violence		EDI	Through a variety of communications .i. e. email, twitter, workshops. rasie awareness of Active*Consent training video
All	Consent framework	Develop and publish a specific sexual misconduct policy to apply to the whole DCU community with seperate procedures for staff and students as appropriate	H	To help ensure that DCU has a robust, evidence based policy in place that clearly communicates the university's zero tolerance approach to sexual misconduct and which provides clear and fair procedures for any staff/student who wishes to report sexual misconduct		EDI	Through robust and thorough research and analysis of latest evidence and best practice, draft a sexual misconducy policy in collaboration with SS&D
All	Consent framework	Support the launch and roll out of the anonymous reporting "Speak Out Tool" at DCU	H	To help ensure that DCU staff and students are able to anonymously report experiences of sexual misconduct, bullying and harassment. To help ensure the DCU HR are aware of the launch of the tool and the potential impact on informal/formal reports of problem behaviour		EDI	Work with CB from SS&D to ensure that the national Speak Out Tool is launched and rolled out at DCU with the appropriate information and support available to colleagues in key HR roles
LGBTQ+		Organise and deliver a IDAHOBIT event	M	To help raise awareness of IDAHOBIT amongst DCU staff and to help DCU staff to understand how to recognise homophobia and take steps to prevent homophobic bullying	Q2 2021	EDI	
LGBTQ+		Organise and deliver a programme of events for Pride 2021 for DCU staff	M	To help ensure that LGBTQ+ Pride Month is recognsied and celebrated by DCU in a way that promotes better LGBTQ+ inclusivity and safety	Q2 2021	EDI	
LGBTQ+		Establish partnership with Certified Proud	H	To help ensure that DCU HR policies are LGBTQ+ inclusive and reflect best practice as well as to provide DCU staff with education and awareness of key LGBTQ+ issues	Q4 2021	EDI	Work with Certified Proud to identify a programme of eduacation/awareness/training events for DCU staff
LGBTQ+		Establish an LGBTQ+ Staff Network	M	To help ensure that LGBTQ+ staff members at DCU have an internal community/support network to promote LGBTQ+ inclusivity	Q4 2021	EDI	
LGBTQ+		Use feedback from Pride 2021 to inform a "you said, we did" resource for June 2022	L	To help ensure that LGBTQ+ staff at DCU feel listened to and are able to see the ways that their feedback informed EDI activity over the course of a year	Q2 2022	EDI	
Gender		Maintain focus on Women in Leadership initiative to continue to influence a gender balanced culture	H	Continue to influence cultural change and achieve better gender balance	Ongoing	HR/EDI	Minimum 40% female representation at all levels
Gender	Athena SWAN	Attract more males into the IOE - run a programme with guidance cousellors with the aim of attracting more male CAO applicants	M	To achieve greater gender balance at undergraduate level in teacher education to influence longer term change	Q3 2021	SS&D IOE EDI	Increase male representation at undergraduate level by 5% in 3 years.

Gender	Athena SWAN	Include leavers data in gender disaggregated data evaluation by faculties annually	L	Faculties do not currently have access to leavers data so may be missing key trends, issues or turnover black spots	Q2 2021	Deans HR	Leavers data analysed at faculty level to identify issues or hugh turnover rates
Gender	Athena SWAN	Biennial pay gap audit - conduct an audit every two years and address any issues arising	M	To understand overall pay profile and address any gaps that may emerge	Q2 2021	HR	2 audits complete by 2024
Gender	Athena SWAN	DCU commitment to gender equality to be included consistently on all job specifications	L	A format to be used on all job specs will create uniformity in the inclusion of Athena SWAN and gender equality commitments on job specs	Q 4 2020	HR	Updated statement on all job descriptions and adverts
Gender	Athena SWAN	Gender disaggregated data collected on formal acceptance of offers and those who actually take up role	L	To enhance quality of data analysis	Q3 2021	HR	Data collection procedure in place
Gender	Athena SWAN	New staff appraisal system to be implemented	H	To ensure formal process for performance feedback and development conversations	Q4 2021	HR	New performance review system in place
Family status	Athena SWAN	Maternity Buddy System to be continued	L	Ensure scheme remains effective through implementation of feedback from participants	Ongoing	HR	All staff taking maternity leave to be made aware of scheme
Family status	Athena SWAN	KIT days reviewed annually to assess take-up and promote scheme	L	Promote scheme to ensure awareness and take-up	Ongoing	HR HoS	All staff taking maternity leave to be made aware of scheme
Family status	Athena SWAN	Maternity Teaching Buy Out Scheme to be promoted to all academic staff and reviewed annually	L	Promote scheme to ensure awareness and take-up	Ongoing	HR	All staff taking maternity leave to be made aware of scheme
Family status	Athena SWAN	Encourage male staff to avail of both paternity and parental leave by running a promotion campaign (include senior male role models)	L	Rate of males availing of these leaves is low - encouragement needed from leaders	Ongoing	EDI HR Deans HoS	Increase in males availing of leaves by 5%
Gender Family status Disability	Athena SWAN	Review flexible working arrangements with the aim of broader availability	L	Broaden the availability of flexible working	Q4 2023	Hr EDI	Flexible working options available more widely (subject to local needs)
Gender Family status Disability	Athena SWAN	Implement formal working from home policy	M	To provide guidelines in relation to procedures and supports for working from home	Q4 2020	HR EDI	Policy in place. Appropriate % working from home
Gender Family status Disability	Athena SWAN	Adapt existing return to work policy and workshops to people transitioning back to full time work	L	To help ease the transition from part-time to full-time work	Q1 2023	HR	Policy and training in place
Gender Family status	Athena SWAN	Review need for additional Mother's Rooms on St Pats and All Hallows	L	A mothers room is provided in Glasnevin but no other campuses	Q2 2022	EDI Estates	Appropriate facilities in place
Gender	Athena SWAN	AS Survey to be re-administered	M	Engagement needs to be increased and survey used to gauge effects of actions	Q3 2021	EDI	Survey to be re-administered biennially and engagement increased by 10% in 4 years
Gender	Athena SWAN	Continue to actively encourage applications from female members of staff for HoS and Dean positions	H	To ensure appropriate balance in leadership positions	Ongoing	HR SMG Deans	Maintain percentage of at least 40% both genders at HoS level. Continue to build on success of mentoring programme particularly for those aspiring to leadership positions

Gender	Athena SWAN	Annually report on gender representation on all university level committees to Governing Authority	M	Reporting to Governing Authority ensures accountability and that the figures are routinely checked	Q1 2021	EDI	Representation of at least 40% both genders on all University committttees
All	Athena SWAN	Guidance to be added to committee guidelines on inclusive representation on University level committees	L	To ensure gender is a consideration in staffing committees	Q4 2021	EDI	Guidance to be added
All	Athena SWAN	Guidance around how to address committee workload and reminders to regularly rotate staff on these committees to be issued to schools and faculties	L	Feedback from survey stated the same people often get committee roles, so guidance on rotating staff members/ balancing committees into workload is needed	Q2 2022	EDI HR	Guidance and reminders issued each semester
All	Athena SWAN	Continue to ensure mandatory unconscious bias training for all HoS, Deans and people in leadership positions within the University	H	Unconscious bias take up is already very high and mandatory for all on interview panels - expanding the mandatory criteria to all senior leaders will help influence cultural change	Ongoing	EDI	Over 90% of leaders to have completed unconscious bias training
Gender	Athena SWAN	Encourage more male participation in AS, WIL, and other D&I initiatives with Prof Daire Keogh as a visible role model	L	Higher male participation will help influence broader engagement and responsibility	Ongoing	Presidents Office EDI	Target 30% male attendance at WIL events, 50.50 male female SAT breakdown in all school and department level SATs
All	Athena SWAN	EDI lens guidance for all events, conferences, publicity and other relevant activities that take place across the university to be developed	L	AS survey feedback - people not sure what accessibility measures or EDI notes to focus on when planning events etc.	Q3 2021	EDI Comms Events Mgr	Guidance available on website
Gender	Athena SWAN	Gender disaggregated data around **outreach** to be collated and collected	L	Currently no data captured on all staff outreach - some on academic outreach.	Q4 2022	EDI RIS	A database which all staff can contribute to created and regularly updated
Gender	Athena SWAN	A DCU Specific 'How to' for Athena SWAN Kit to be created for schools and departments	M	Guide will help schools start their AS journey and guide them through DCU specific processes	Q4 2020	EDI	Guide created and shared
Gender	Athena SWAN	School and departments to be encouraged to apply for AS	H	Need 51% of Schools to have received an award in order to be eligible for silver	Q2 2023	SMG Deans	1 faculty silver and 10 school bronze to be achieved by 2024
Gender LGBTQ+	Athena SWAN	Data collection systems (including CORE) to include 'other' in gender categories	L	Will enable people who identify as other genders to feel included and seen within DCU data and ensure any issues which may be unique to people who identify this way are easily identified	Q3 2021	HR EDI	Other' category to be included in all data collection systems across the University level
LGBTQ+	Athena SWAN	Allyship programme	L	To encourage allyship with the LGBTQI+ community - include encouraging the use of pronouns, LGBTQI+ training, reverse mentorship etc	Q3 2021	EDI	Programme launched and staff engaged
LGBTQ+	Athena SWAN	Trans awareness training for support staff (as set out in Gender Identity Policy)	L	Mandatory programme aimed at front facing staff who are named within the Gender Identity Policies	Q2 2021	EDI	Support staff identified and trained
LGBTQ+	Athena SWAN	Introduction of Gender Neutral titles in DCU staff and student records	L	Gender neutral titles widely in use for Academic staff (Dr, Prof etc), Mx is proposed as gender neutral alternative for non academic staff	Q1 2022	HR	Gender neutral titles available

Gender	Athena SWAN	Address stereotyping of 'male' and 'female' roles	M	To encourage more balanced pool of applicants for all roles	Ongoing	HR/Hiring Managers	More balanced application pools
Gender	HEA Gender Action Plan (2018 - 2020)	At the final selection step, in the appointment of a new president, in so far as possible, the final pool of candidates will comprise an equal number of women and men	H	To foster gender balance in the leadership of HEI's	Complete 2020	Chancellor & Director of HR	Gender balanced candidate pool
Gender	HEA Gender Action Plan (2018 - 2020)	In the appointment process for a new president, a requirement of appointment will be demonstrable experience of leadership in advancing gender equality	H	To ensure HEI leaders foster a culture of gender equality in their HEI	Complete 2020	Chancellor & Director of HR	Successful candidate has achieved success in advancing gender equality
Gender	HEA Gender Action Plan (2018 - 2020)	In the appointment process for a new vice president, a requirement of appointment will be demonstrable experience of leadership in advancing gender equality	H	To ensure HEI leaders foster a culture of gender equality in their HEI	Complete 2020	Director of HR	Successful candidate has achieved success in advancing gender equality
Gender	HEA Gender Action Plan (2018 - 2020)	The deans and HoS divisional directors and section/unit managers will be responsible for integrating gender equality in all processes and decisions made. Evidence of leadership in advancing gender equality will be taken into account in appointments to these management positions	H	To lead cultural and organisational change in their area of responsibility	Complete and Ongoing	L&D	To introduce a framework which enables this goal
Gender	HEA Gender Action Plan (2018 - 2020)	Key decision making bodies (concerned with resource allocation, appointments and promotions) will consist of at least 40% women and 40% men)	H	To ensure gender balance of all key decision-making bodies	Ongoing	President Governing Authority	Appropriate gender balance in place on all committees
Gender	HEA Gender Action Plan (2018 - 2020)	At least 40% of the chairs of key decision-making bodies (concerned with resource allocation, appointments and promotions) will be of each gender in any given year. It is expected that over a three year period the ratio would be 50:50 women and men chairs.	H	To ensure gender balance of all key decision-making bodies	Ongoing	COO & Director of HR	Appropriate representation achieved
Gender	HEA Gender Action Plan (2018 - 2020)	A gender equality sub-committee of the governing authority/body should be established. The minutes of the sub-committee will be published within the University.	H	To focus on gender equality in DCU.	Complete	VP Equality & Diversity/ Director of HR	Committee in place
Gender	HEA Gender Action Plan (2018 - 2020)	Establish an independent academically-led gender equality forum, chaired by the vice-president for equality and comprising staff members drawn from across the HEI with sufficient influence and motivation to effect change.	H	To support the mainstreaming of gender equality	Complete	HR (Director and EDI Manager)	Forum established

Family status	HEA Gender Action Plan (2018 - 2020)	Establish a cross institutional working group to develop a funded structure of family leave (inclusive of maternity, paternity, parental, adoptive and carer's leave) and develop mandatory guidelines to underpin this.	M	To enhance the provision of support for staff members with caring responsibilities	Q2 2021	HR (Director and EDI Manager)	Working Group Established
Gender	HEA Gender Action Plan (2018 - 2020)	Adopt measures aimed at actively developing gender awareness among all staff	M	To increase gender awareness among staff	Ongoing	SMG HR EDI	
Gender	HEA Gender Action Plan (2018 - 2020)	The gender dimension will be fully integrated into undergraduate and postgraduate curricula. Face to face unconscious bias training will be fully integrated into initial teacher training education. At departmental level, self-assessment (departmental reviews) will include consideration of the gender dimension. HEI's will include consideration of the gender dimension in the institutional quality assurance report	H	To embed the gender dimension in teaching and learning and quality review processes	Ongoing	TEU EDI L&D	For all students and staff to undergo mandatory LEAD training with focus on the gender dimension. For all teacher training education to undergo face to face UB training
Gender	HEA Gender Action Plan (2018 - 2020)	Ensure that the gender dimension is integrated into all research content and provide training and support for research staff on how to do this	H	To embed gender dimension in research content	Ongoing	RIS	The gender dimension to be integrated into Research Ethics approval.
Gender	HEA Gender Action Plan (2018 - 2020)	Ensure HEI workload allocation models are transparent and monitored for gender bias on an annual basis. Evidence of this will be taken into account in the performance reviews of managers/supervisors responsible for setting staff workloads	H	To ensure transparent distribution of work	Ongoing	SMG Deans	Models to be transparent and a review to take place annually
Gender	HEA Gender Action Plan (2018 - 2020)	A comprehensive gender-disaggregated data collection system will be in place in every HEI	H	To enable gender disaggregated data-driven decision-making	Ongoing	HR	Gender disaggregated data collection system to be put in place
Gender	HEA Gender Action Plan (2018 - 2020)	The recruitment, selection and promotion procedures currently used will be reviewed to ensure that they are gender-sensitive	H	To gender proof recruitment, selection and promotion procedures and practices	Ongoing	Academic promotions Committee HR	
Gender	HEA Gender Action Plan (2018 - 2020)	Each HEI will introduce mandatory quotas for academic promotion, based on the flexible cascade model (as a minimum) where the proportion of women and men to be promoted/recruited is based on the proportion of each gender at the grade immediately below.	H	To drive change through the use of positive action interventions for academic staff	Ongoing	APC HR	

Gender	HEA Gender Action Plan (2018 - 2020)	A minimum of 40% women and 40% men to be full professors at the appropriate pay scale by 2024	H	To drive change at professor level through the use of positive action interventions	Ongoing	President	Targets achieved
Gender	HEA Gender Action Plan (2018 - 2020)	At the final selection step in the appointment process for professional management and support positions where the salary scale reaches or exceeds €76,000, in so far as is possible, the final pool of candidates must comprise an equal number of men and women. If it has not been possible, the interview panel must account to the Governing Authority or equivalent for why this was not possible	H	To drive change through the use of positive action interventions for professional, management and support staff	Ongoing	HR	Interview panels to be 50% female, 50% male for all appointments to a scale over €76,000
Gender	HEA Gender Action Plan (2018 - 2020)	Over time achieve greater gender balance at all career levels (pay grades) within the University	M	Combat stereo-typing of 'female' and 'male' roles and horizontal segregation among non-academic staff	Ongoing	President EDI HR	To achieve gender balance at all career levels.
Gender	HEA Gender Action Plan (2018 - 2020)	Each EDI will develop and implement a gender action plan (including goals, actions and targets) which will be integrated into the institution's strategic plan and into the HEI's compacts with the HEA	H	To ensure a roadmap for attainment of gender equality is developed in each institution	Ongoing	President	A gender action plan to be developed and implemented and embedded in strategic plan
Gender	HEA Gender Action Plan (2018 - 2020)	HEI's will apply for and achieve an Athena SWAN institutional award within three years.	H	To support and recognise the embedding of gender equality across all aspects of the work of HEIs	April 2024	"SAT AS Coordinator VP EDI President"	DCU to achieve and maintain Athena SWAN Bronze for 2 cycles before applying for Silver
Gender	HEA Gender Action Plan (2018 - 2020)	Each HEI will, through a publically advertised competitive process, appoint a vice-president for equality who will be a full academic member of the executive management team and who will report to the president.	H	To achieve gender equality	Complete	HR Director	VP for Equality appointed
All	Athena SWAN 2017	Introduction of an exit questionnaire, data tracked annually		To identify potential issues and implement solutions		HR	
Gender Family status	Athena SWAN 2017	Coordinate maternity leave policies and initiatives into a single area on DCU website and promote this webpage		To enhance supports for staff going on maternity leave		HR	
Gender LGBTQ+	Athena SWAN 2017	Create & communicate a new Gender Identity Policy and line manager supports		To create staff and student policies to support members of staff and students in transitioning		HR/EDI	
Family status Disability	Athena SWAN 2017	Promotion and communication of core hours policy		To accommodate staff with caring responsibilities		HR	

Gender Family status	Athena SWAN 2017	Commit funding for a research project on the promotion process to develop a consistent approach to assessing gaps in careers due to leave, including maternity and carer's leave		Participants in Focus Groups felt that the current statement for panel members on taking career breaks into account is not enough and "proper guidance for panel members is needed"		HR/DCU Business School researchers
Gender	Athena SWAN 2017	Institute €50,000 funding for Women in Leadership funding call to award the €50,000 Women in Leadership Research Fund		To promote gender equality in DCU through a research-based project		WIL Steering Committee
Gender Disability	Athena SWAN 2017	Expand the Research Career Framework to include all Faculties and continue to promote and endorse the Framework		To increase the numbers of research staff availing of professional development		HR/RIS
Gender	Athena SWAN 2017	Provide female only workshops for those interested in applying for promotion		To increase the number of female staff members applying for and being successful in promotion		HR
Gender	Athena SWAN 2017	Review and adapt the Learning and Development schedule taking the new Strategic Plan and Athena SWAN principles into account		To align the Learning and Development Schedule with the Universities strategic aims through assessment of feedback and consultation with Heads of School and Senior Management		HR/L&D
Gender	Athena SWAN 2017	Integrate gender equality into University training courses		To actively develop gender awareness among all staff		
Gender	Athena SWAN 2017	Instil a mentoring culture in all Schools in DCU through:		To support development of female careers		
Gender Age	Athena SWAN 2017	Expand mentoring scheme to include retired staff as mentors		To ensure expertise passed on		
Gender	Athena SWAN 2017	Increase number of females attending leadership development programmes		To encourage female development and promotion		
All	Athena SWAN 2017	Develop a "Road Show" information programme to explain the university's various decision-making mechanisms and related governance structures		To both increase the understanding of these mechanisms and the importance of participating in these decision making bodies		