## 1. ACHIEVE GENDER BALANCE OF STAFF AND STUDENTS

(BME representation on panels not



	3. ORGANISATION AND CUL	TURE

Equality Charter Mark actions.

50:50 F:M balance achieved for speakers at IfWH Annual Conferences and allstaff meetings.

All our interview panel members (and new staff)

3. ORGANISATION AND CULTURE						
took part in annual IWD						

took part in annual IWD drama.

IFWH logo re-designed to reflect a more realistic female form.

Many staff, including the IfWH Directors, include the Friend of Out @ LGBTQ+ network)

## 3. ORGANISATION AND CULTURE

	3. ORGANISATION AND CUL	TURE		
Student Barometer surveys.	thematic			
Annual gender data posted on website. AS activities reported in Annual Review and newsletters. Annual Survey shows staff are				

aware of and support IfWH gender equality practices.