

Clare O'Hagan BA MA MSc PhD MCIPD, FIITD



Biography.

Passionate and committed to creating a more equal world of work, Dr Clare O'Hagan has considerable expertise in the equality area and is a gender equality expert holding an MA (UCC) and PhD (UL). She has spent many years designing and developing equality products, strategies and programmes which have created gendered organisational change and contributed to achieving Athena SWAN accreditation. Clare has a deep understanding of the way private (multinational) and public sector (higher education) organisations function from a HR perspective – holding a BA (DIT) and MSc (Sheffield Hallam) in Human Resource Management. She spent sixteen years working in multinational organisations, conducting three HR start-ups, and working at all levels up to and including European HR Manager, as well as fifteen in the public sector, during which she implemented organisational change programmes.

She is a qualified and highly effective trainer and has designed and delivered training programmes in Ireland and Europe for ten years. Recent training programmes and workshops include: Awareness of Unconscious bias; Unconscious bias in recruitment and selection processes; Creating diverse and inclusive organisation cultures; Integrating the sex/gender dimension in research and research funding proposals; and Equality diversity and inclusion in research excellence. She has reviewed recruitment, selection and promotion processes, identifying bias and making recommendations, she has interrogated career paths and patterns and developed a career development programme for women and minorities and researched gendered organisation decision making and communications processes and made recommendations to improve equality diversity and inclusion. She has designed a programme for implementing Gender Equality Plans Cross-Nationally and has developed Gender Identity and Gender Expression Policies. Her initiatives have led to organisation change in the areas of equality, diversity and inclusion.

She has published in the area of equality, organization change and work/family balance. Her recent book *Complex Inequality and 'working mothers'* was published by Cork University Press (2015). She has published nine peer reviewed journal articles, contributed to ten Expert Reports, Handbooks and Toolkits, and published three chapters in edited collections. She has presented at more than thirty conferences, with invited presentations on *Creating gender equal organizations* to the Gender Summit in Brussels on *Attracting and retaining more women in Science, Technology, Engineering and Maths (STEM)* to the United Technologies Research Corporation; on *Empowering women – professional visibility* to the University of Uppsala and on *Equality, Diversity Inclusion and Research Excellence* to Euraxess Leaders in the EU.