



Passionate and committed to creating a more gender 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) in gender equality areas. 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) 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 gendered organizational change programmes.

She is a qualified and highly effective trainer and has delivered training programmes in further and higher education organisations in Ireland for ten years. She has published in the area of gendered organization change and work/family balance. Her recent book *Complex Inequality and 'working mothers'* was published by Cork University Press in 2015. She has published several journal articles, receiving the award of 'article of the month' in the Journal of Families, Relationships and Societies in 2015. She has presented at more than twenty conferences, with invited presentations on *Creating gender equal organizations* to the Gender Summit in Brussels in 2013, on *Attracting and retaining more women in Science, Technology, Engineering and Maths (STEM)* to the United Technologies Research Corporation in 2015, and on *Empowering women – professional visibility* to the University of Uppsala in 2016. She was invited to present *Recommendations to create gender equality in Higher Education Institutions* to the Higher Education Authority's Gender Equality Review Group in 2015.