

**JUSTICE ADMINISTRATION RESEARCH ASSOCIATION**  
**GENDER EQUALITY PLAN**

Recognizing the importance of contributing to gender equality in the conduct of research sharing of specialized knowledge in the Justice administration, the **Justice Administration Research Association** (JAR-A) has committed to a gender equality plan.

The gender equality plan focuses on three objectives: gender equality in (1) Research, (2) Scientific Activities, and (3) Leadership.

**OBJECTIVES**

**1. Gender Equality in Research**

JAR-A is committed to fostering gender equality in research in the field of judicial administration. It will action this commitment by:

- Ensuring that the relevance of sex and gender analysis is considered in the design and output of research in which it is a partner, including an assessment of the groups likely to be affected by its results; and
- Encouraging JAR-A members to consider the relevance of sex and gender analysis in the design and output of their research, including an assessment of the groups likely to be affected by its results.

**2. Gender Equality in Scientific Activities**

- Assessing the extent to which the relevance of sex and gender analysis has been considered in the design and output of research which is presented in JAR-A scientific activity;
- Ensuring that the range of topics addressed in annual calendar of JAR-A's scientific activities incorporates consideration of issues in the field of judicial administration that have gendered dimensions;
- Ensuring that the selection of speakers and the composition of boards and panels in the annual calendar of JAR-A's scientific activities reflects gender equality; and
- Ensuring that the range of its scientific activities incorporates modes and timing that facilitate work life balance equal opportunity for participation by members.

**3. Gender Equality in Leadership**

- Ensuring that the modes and process for nomination and election to JAR-A's official positions are clear and transparent.
- Ensuring that those modes and processes are communicated to all members in a timely fashion and that all members are encouraged to participate;
- Ensuring that meetings of JAR-A Assembly and Governing Board incorporate modes and timing that facilitate work life balance equal opportunity for participation by members.

**MONITORING AND EVALUATION:**

JAR-A commits to the conduct of an annual audit of its activities to assess the extent to which the objectives of this plan have been met during the course of each calendar year. The audit is to be conducted by the Secretary-General, with such assistance as she/he may require, and the findings presented to the first meeting of the Governing Board at the commencement of the next calendar year.

The Governing Board will review the findings and communicate to members when significant issues are identified or changes to this Plan are proposed.

Signed for JAR-Association

A handwritten signature in cursive script, appearing to read 'Anne Wallace', written in dark ink.

Dr Anne Wallace, 17 February 2026.

PRESIDENT