

EQUALITY ACTION PLAN 2019–2023

1 JULY 2019

CONTENIDO

- I. [Foreword](#)
- II. [Introduction](#)
 - 1. [Legal Framework](#)
 - 2. [The Equality Structure at UPF](#)
 - 3. [The Equality Structure at ESCI-UPF](#)
 - 4. [The First Isabel de Villena Equality Plan](#)
- III. [THE SECOND ISABEL DE VILLENA EQUALITY PLAN \(2018-2022\)](#)
 - 1. [The process of Drawing Up the Second Isabel de Villena Equality Plan](#)
 - 2. [Core Strategies, Aims and Actions of the Second Isabel de Villena Equality Plan](#)
 - 3. [The ESCI-UPF Equality Plan](#)

[Core Strategy 1. Promoting a Culture of Equality](#)

[Core Strategy 2. Infusing Teaching, Research and Knowledge Transfer with the Gender Perspective](#)

[Core Strategy 3. Equal Access to Joabs and Promotion](#)

[Core Strategy 4. Equal Participation and Representation](#)

[Core Strategy 5. An Institution Free of Discrimination and Violence](#)

I. FOREWORD

The ESCI-UPF Equality Action Plan, the first at ESCI-UPF, is based on the Second Isabel de Villena Equality Plan (2018–2022), drawn up by Universitat Pompeu Fabra (UPF) to apply the raft of legislation and regulations on effective equality between men and women to the university environment. A 2018 diagnosis revealed that, although ESCI-UPF had already worked hard on a range of different actions aimed at establishing a culture of equality, there was clearly still a long way to go. We therefore set ourselves the following core strategies for the next five years:

- Core Strategy 1. Promoting a culture of equality
- Core Strategy 2. Infusing teaching, research and knowledge transfer with the gender perspective
- Core Strategy 3. Equal access to jobs and promotion
- Core Strategy 4. Equal participation and representation
- Core Strategy 5. An institution free of discrimination and violence

ESCI-UPF is resolutely committed to advancing gender equality, not only by approving this Equality Action Plan, but also by setting up the Equality Office and the Gender Equality Policies Committee to work on promoting and embedding the gender perspective in policy making across the whole university. We therefore invite each and every member of our university community to play an active role in putting this Equality Action Plan into practice and making our school a fairer, more democratic space free from any form of discrimination or violence.

Albert Carreras
Director of ESCI-UPF

II. INTRODUCTION

1. LEGAL FRAMEWORK

Over the past decade, an expanding legal framework in the field of equality has made it necessary for public administrations, including public universities, to take a series of steps to work towards substantive, effective equality between men and women. The emphasis is on effective equality because formal equality has proved to be insufficient. Despite the progressive incorporation of women into universities as students, lecturers, researchers and administrative and service staff, gender discrimination still persists. This bias can be found at the heart of the organisational culture of universities, through indirect discrimination, the invisibility of women's contributions, vertical and horizontal segregation in the distribution of positions of responsibility, and working arrangements that hamper women's ability to strike a healthy work-life balance. As an integral part of society, universities reproduce within themselves existing gender norms, practices, stereotypes and social roles, including violence against women. Violence directed against women solely because of the fact that they are women is the most shocking manifestation of gender inequality. Furthermore, society also imposes certain norms on gender identity and expression, as well as on sexuality itself, that can lead to specific forms of discrimination and violence directed at members of the LGBTI community. Therefore, in addition to combatting gender inequality and violence against women, universities must also fight any expression of prejudice directed at members of the LGBTI community as part of their effort to enforce the principles of nondiscrimination and respect and ensure that universities are a place where everyone can go about their life and work freely.

The measures applicable to universities and research centres in the pursuit of advancing effective gender equality are contained in both general legislation on equality (Organic Law 3/2007, of 22 March 2007, on effective equality between women and men; Organic Law 1/2004, of 28 December 2004, on comprehensive protection measures to combat violence against women; Act 5/2008, of 24 April 2008, on women's right to eradicate violence against women; Act 11/2014, of 10 October 2014, on guaranteeing the rights of lesbian, gay, bisexual, transgender and intersex people and eradicating homophobia, biphobia and transphobia; Act 17/2015, of 21 July 2015, on effective equality between women and men) and legislation specific to universities (Act 1/2003, of 19 February 2003, on Catalan universities; Organic Law 4/2007, of 12 April 2007, amending Organic Law 6/2001, on universities; Act 14/2011, of 1 June 2011, on science, technology and innovation).

At European level, the promotion of gender equality is one of the six pillars of the European Research Council (ERC) and a fundamental principle of the European Research Area (ERA). Since the late 1990s, European research funding programmes in general and Horizon 2020 in particular have stressed the need to change research centres' organisational culture to ensure that women play an active role in knowledge creation and to correct the androcentric vision of scientific production, innovation and knowledge transfer, while at the same time working to

ensure that research takes into account the realities and needs of both men and women and closes the knowledge gap on women and gender relations.

2. THE EQUALITY STRUCTURE AT UPF

The twelfth additional provision of Organic Law 4/2007, of 12 April 2007, on universities, amending Organic Law 6/2001, of 21 December 2001, provides that “the organisational structures of universities shall include equality offices to perform the functions related to the principle of gender equality”. In order to fulfil this legal mandate, over the last decade, UPF has built up such an equality structure.

The Gender Equality Policies Committee at UPF was created on 16 June 2009 and was initially attached to the Office of the Vice-Rector for Students. It was made up of one representative of the teaching and research staff from each department, one representative of the administrative and service staff, two student representatives and one representative of the Board of Governors, and was responsible for: (1) overseeing the implementation and impact assessment of the Isabel de Villena Equality Plan; (2) promoting teaching and research activities on gender and equal opportunity issues carried out at UPF; (3) promoting activities to increase the visibility and raise awareness of gender equality issues targeted at the university community’s three component groups; and (4) putting forward new measures to the governing bodies to promote gender equality at the university. The equality structure was complemented with the appointment of an administrative and service staff member as Equality Officer to perform the Equality Office’s functions. From 2009 to 2012, this role fell to the Special Programmes Support Office Unit and then, until mid-2017, to the Institutional Communication and Promotion Unit.

In 2013, the newly created Office of the Vice-Rector for Social Responsibility and Promotion became responsible for coordinating equality policies. (In 2017 it was renamed the Office of the Vice-Rector for Social Commitment and Equality.) To strengthen the equality structure, in 2014, a rector’s delegate for gender equality policies was appointed from among the teaching and research staff with expertise in this area. Finally, in 2017, an Equality Office was created as a specialised university service, under the general coordination of the Office of the Vice-Rector responsible for gender equality policies, and given its own budget and staff. An office serving members of the university community was opened on the Ciutadella campus. In order to ensure more effective gender mainstreaming across all the university’s policies, the head of the Equality Office was made part of the university’s governing team.

Following a request by UPF, in late 2017, ESCI-UPF, together with UPF’s other affiliated centres, joined the Gender Equality Policies Committee, initially as an observer. In February 2018, ESCI-UPF became a full voting member of the Committee.

3. THE EQUALITY STRUCTURE AT ESCI-UPF

ESCI-UPF took the first steps to putting its equality structure in place in 2018 by nominating a representative to sit on the Gender Equality Policies Committee at UPF. This representative was directly linked to the MANGO Chair in Corporate Social Responsibility at ESCI-UPF.

Shortly thereafter, in March 2019, the ESCI-UPF Gender Equality Policies Committee was set up, including representatives of all the groups that make up the ESCI-UPF community: the director of ESCI-UPF, the manager of ESCI-UPF, the heads of studies of the two bachelor's degrees, a representative of the MANGO Chair in Corporate Social Responsibility, a representative of the Department of Communication, two student representatives, a representative of the administrative and service staff, and the head of the Equality Office (the Equality Officer), who acted as secretary.

In March 2019, the ESCI-UPF Gender Equality Policies Committee voted to set up the ESCI-UPF Gender Office and appoint someone to head it.

| BODY | FUNCTIONS |
|--|---|
| ESCI-UPF Gender Equality Policies Committee | <ul style="list-style-type: none"> • Offer advice and be available for consultation on drawing up, implementing and assessing successive action plans, as well as promoting the gender perspective and gender parity in policy making and awareness raising activities across the university as a whole. • Design a range of activities (teaching, research, awareness raising, opening lessons, honorary degrees, etc.) in the field of gender equality policies to be carried out by the Equality Office or other ESCI-UPF bodies • Urge the Equality Office to ask the ESCI-UPF governing bodies to implement further measures to promote equality between men and women. • Gather information on the school's needs in the field of gender equality and sexual diversity and discuss steps to be taken. • Press the different offices to implement the actions corresponding to them to ensure compliance with the Equality Plan in force at the university. |
| Equality Office | <ul style="list-style-type: none"> • Draw up diagnostic reports on the current state of the Equality Plan and monitor the ESCI-UPF Equality Plan. • Advise different academic and administrative bodies, services and offices in the field of gender equality policies and, where applicable, put forward and promote corrective measures to combat inequality and remedy any shortcomings detected. • Coordinate the people and offices involved in drawing up, implementing, monitoring and assessing the university's equality plans. • Publicise activities and institutional decisions on policies concerning gender equality and sexual diversity. • Make regular and systematic efforts to share information on the current situation and future developments to promote the principle of equality between men and women at ESCI-UPF and the actions taken to further it, as well as enabling the university community to put forward their own initiatives, offer opinions and make suggestions. • Put forward and promote measures to embed the gender perspective in education, research, knowledge transfer, management and the means of striking a healthy work-life balance, as well as putting forward measures to achieve gender parity on collegiate bodies. • Put forward and promote measures to guarantee the rights of lesbian, gay, bisexual, transgender and intersex people and enforce regulations governing nondiscrimination and respect for sexual orientation, gender identity and gender expression. • Prevent and, when applicable, combat any incidents of violence against women and members of the LGBTI community that affect the members of the university community in accordance with the protocol and regulations in force. |

Equality Officer

- Draw up and assess equality plans and work to have them implemented by coordinating the various offices involved.
- Design, promote and assess the progressive incorporation of the gender perspective across all ESCI-UPF policies as a whole.
- Design informative, awareness-raising and training programmes to promote equal opportunities and gender equality for different target audiences.
- Advise the governing bodies on advancing and embedding gender equality policies.
- Manage the Equality Plan, as well as the informative, awareness-raising and training activities and programmes in the field of equal opportunities and gender equality carried out by the Equality Office.
- Use the authority afforded by the protocols and university regulations on violence against women and members of the LGBTI community that affect members of the university community.
- If asked, advise and collaborate with the Standing Committee on Investigating Conflicts with regard to the Protocol to prevent and resolve conflicts involving moral harassment at work, as well as any others set up in this area.
- Act as secretary on the relevant committees.

4. THE FIRST ISABEL DE VILLENA EQUALITY PLAN

Organic Law 3/2007 and Act 17/2015 define equality plans as instruments for safeguarding the effective implementation of the principle of equal treatment and equal opportunities for women and men and for eliminating discrimination on grounds of sex. All equality plans require a prior diagnosis of the situation. In 2007, UPF produced the first diagnostic report, entitled *How Far Have We Come? The Gender Structure at Pompeu Fabra University*, which focused mainly on analysing the gender composition of the university community's three component groups. The diagnosis paid attention to horizontal and vertical segregation—in study programmes, departments and services—and to career paths. Based on the results, the First Equality Plan was drawn up. It was adopted in 2008 (resolution of the Board of Governors of 15 December 2008) and expanded in 2013 (resolution of the Board of Governors of 11 December 2013).

In its annual Corporate Social Responsibility Reports, ESCI-UPF set out its commitment to the principles and core strategies of the First Primer Isabel de Villena Equality Plan.

III. THE SECOND ISABEL DE VILLENA EQUALITY PLAN (2018–2022)

1. THE PROCESS OF DRAWING UP THE SECOND ISABEL DE VILLENA EQUALITY PLAN

The design of the Second Equality Plan followed the aforementioned recommendations and legal frameworks in terms of both its formal aspects (methodology for developing plans) and substantive ones (areas of intervention in matters of gender equality at universities). At an initial stage, a diagnostic report was prepared on the situation of women and men at Pompeu Fabra University. From January to December 2015, a wide range of data was gathered to prepare a comprehensive diagnosis of all action areas with regard to both the university itself and the various component groups of the university community. The report was completed in November 2016. The data collection and systematisation process was somewhat slow, as in several important areas of the diagnosis, the university lacked a centralised system of data broken down by sex. In this regard, the university's units and services showed a commendable willingness both to supply data to the Equality Office and to identify mechanisms to correct this shortcoming in the future.

Based on the information gathered, which included both quantitative data (statistical analysis) and qualitative data (documentary analysis and focus groups with all three of the university community's component groups), nearly 100 indicators were identified with the dual objective of assessing the status of gender equality at UPF from 2008 onwards and of equipping the institution with better tools in future to analyse its evolution. These indicators were grouped into ten areas, following the recommendations of the Institut Català de les Dones in their Guidelines for Designing and Implementing an Equal Opportunities Plan at University (Catalan Government, 2006). Core Strategy 1: Embed gender equality policies at the institution; Core Strategy 2: Raise awareness of gender equality; Core Strategy 3: Avoid sexist and male-centred forms of communication; Core Strategy 4: Include the gender perspective in teaching and research; Core Strategy 5: Advance gender parity in the university community; Core Strategy 6: Break down decision-making positions by sex; Core Strategy 7: Improve access and professional development; Core Strategy 8: Improve working conditions; Core Strategy 9: Improve employees' organisation of time and work-life balance; Core Strategy 10: Combat violence against women in the university community.

2. CORE STRATEGIES, AIMS AND ACTIONS OF THE SECOND ISABEL DE VILLENA EQUALITY PLAN

The commitment to help transform the unequal structure of gender relations requires all the actors involved to mainstream the gender equality perspective across all policies, levels and stages. It entails considering “the differences between men and women [...] for the analysis, planning, design and implementation of policies, taking into account the way in which the various actions, situations and needs affect women” (Article 2.e of Act 17/2015). Contributing

to achieving gender equality, that is, “the fair distribution of the rights, benefits, obligations, opportunities and resources on the basis of recognition and respect for the difference between women and men in society” (Article 2.f of Act 17/2015) is not just a matter of social justice, it is also a matter of quality for all university policies. There can be no gender equality without gender parity in all participation, representation and decision-making forums, with each sex accounting for at least 40% of members and striving to account for 50% (Article 2.i of Act 17/2015). The Second Equality Plan is built on these three principles: mainstreaming the gender perspective, gender equality and parity.

The 58 actions planned for the 2018–2022 period (34 more than under the First Equality Plan) fall into five core strategies with multiple strategic objectives, including the establishment of an efficient system for collecting data broken down by sex that will not only facilitate the preparation of the next diagnostic report and improve the four-year assessment of the Second Plan, but will also enable it to be regularly monitored, with current data, and allow the data to be made available to the university community as a whole.

3. THE ESCI-UPF EQUALITY ACTION PLAN

In mid-2018, UPF informed its affiliated schools and centres that they should carry out their own diagnosis based on a selection of indicators taken from the same set analysed by UPF.

That same year, ESCI-UPF carried out a diagnosis by analysing 41 indicators grouped into ten core strategies, following the recommendations of the Catalan Women’s Institute in their Guidelines for Designing and Implementing an Equal Opportunities Plan at University (Catalan Government, 2006). Core Strategy 1: Embed gender equality policies at the institution; Core Strategy 2: Raise awareness of gender equality; Core Strategy 3: Avoid sexist and male-centred forms of communication; Core Strategy 4: Include the gender perspective in teaching and research; Core Strategy 5: Advance gender parity in the university community; Core Strategy 6: Break down decision-making positions by sex; Core Strategy 7: Improve access and professional development; Core Strategy 8: Improve working conditions; Core Strategy 9: Improve employees’ organisation of time and work–life balance; Core Strategy 10: Combat violence against women in the university community.

This diagnosis led to the ESCI-UPF Equality Action Plan, following the same five core strategies as UPF’s Second Isabel de Villena Equality Plan, with 20 actions set out for the following three years (2019–2021). The idea of structuring the ESCI-UPF Equality Action Plan around the same core strategies, strategic goals and indicators as UPF is that ESCI-UPF actions build on, and add to, the UPF Action Plan and that results can be collated by following the same structure.

| CORE STRATEGIES | STRATEGIC OBJECTIVES | ACTIONS |
|---|---|---------|
| Core Strategy 1: Promoting a culture of equality | S.O.1.1. Embed a culture of equality among the members of the university community | 5 |
| | S.O.1.2. Mainstream the principle of equality across all ESCI-UPF areas and policies | 2 |
| | S.O.1.3. Ensure the Equality Action Plan is implemented | 4 |
| Core Strategy 2: Infusing teaching, research and knowledge transfer with the gender perspective | S.O.2.1. Embed the gender perspective in teaching | 5 |
| Core Strategy 3: Equal access to jobs and promotion | S.O.3.1. Embed policies to promote equality in terms of access, promotion and professional development among administrative and service staff | 1 |
| | S.O.3.2. Embed policies to promote equality in terms of access, promotion and professional development among teaching and research staff | |
| Core Strategy 4: Equal participation and representation | S.O.4.1. Embed gender parity in all areas of participation, representation and decision making | 2 |
| Core Strategy 5: An institution free of discrimination and violence | S.O.5.1. Prevent, detect and help eradicate violence against women and members of the LGBTI community in the university environment | 2 |

CORE STRATEGY 1. PROMOTING A CULTURE OF EQUALITY

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.1 | Embed a culture of equality among the members of the university community | |
| ACTION 1.1.1 | Stress ESCI-UPF's commitment to gender equality and sexual diversity | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Annually |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| aise awareness of bodies and spaces set up to promote gender equality at ESCI-UPF (ESCIUPFNews) | Spaces created (webpage, ESCI-News, Equality Office) | Yes/No |
| Set up a space on the ESCI-UPF website to host all the equality-linked activities and contents at ESCI-UPF | | |
| Activities organised by the Equality Office on commemorative dates (8 March, 25 November and 17 May) | Activities carried out | Number of activities carried out Number of women and men taking part from each group |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.1 | Embed a culture of equality among the members of the university community | |
| ACTION 1.1.2 | Promote and uphold a policy of gender equality and nondiscrimination when awarding prizes for Final Year Degree Projects for bachelor's and master's programmes at ESCI-UPF | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Every 5 years |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Ratio of women and men awarded prizes | Parity between men and women awarded prizes at ESCI-UPF | Prizes broken down by sex |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.1 | Embed a culture of equality among the members of the university community | |
| ACTION 1.1.3 | Achieving parity between men and women invited to speak at ESCI-UPF graduation ceremonies and at other teaching or research activities | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Ratio of women and men invited to speak at graduation ceremonies and other teaching or research activities | Parity between men and women invited to speak | Speakers broken down by sex |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.1 | Embed a culture of equality among the members of the university community | |
| ACTION 1.1.4 | Promote gender parity on assessment panels for institutional awards and prizes for Final Year Degree Projects for bachelor's and master's programmes, in accordance with the academic structure in question | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Every 5 years |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Update regulations to deliver parity (including Final Year Degree Project teaching) | Updated regulations | Yes/No |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.1 | Embed a culture of equality among the members of the university community | |
| ACTION 1.1.5 | Draw up a procedure to enable transsexual, transgender and intersexual people at ESCI-UPF to change their name | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2020 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Draw up and approve procedure | Procedure approved and put in place | Yes/No |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.2 | Mainstream the principle of equality across all ESCI-UPF areas and policies | |
| ACTION 1.2.1 | Work to ensure all teaching, scientific, management and human resources policies at ESCI-UPF take gender and LGBTI perspectives into account, including regulations and budgets | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Annually |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Review regulations, action plans, etc. | Reviews carried out | Yes/No |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.2 | Mainstream the principle of equality across all ESCI-UPF areas and policies | |
| ACTION 1.2.2 | Promote the use of inclusive, nonsexist language in all internal and external communications at ESCI-UPF (both written language and visual language) | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Analyse and adopt the UPF document "Recommendations for Nonsexist Use of Language", making any necessary modifications | Agreed criteria | Yes/No |
| | | Evaluation of a representative sample of texts and images to analyse the language used |
| Run courses on the use of inclusive language | Increased use of inclusive language in all communications | Number of courses carried out and number of people who attended (broken down by sex) |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.3 | Ensure the Equality Action Plan is implemented | |
| ACTION 1.3.1 | Put an Equality Action Plan into practice | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Draw up an Equality Action Plan to be approved by the Equality Action Plan at ESCI-UPF | Action Plan approved | Yes/No |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.3 | Ensure the Equality Action Plan is implemented | |
| ACTION 1.3.2 | Run courses for university staff on gender equality, sexual diversity and the gender perspective | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | Administrative and service staff and teaching and research staff | Annually |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Run regular courses on the gender perspective | Courses run | Number of courses run Number of men and women who took part |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.3 | Ensure the Equality Action Plan is implemented | |
| ACTION 1.3.3 | Ensure data is gathered university wide and broken down by sex when presented | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2020 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Revise the Internal QA System | Updated Internal QA System | Yes/No |

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| CORE STRATEGY 1 | Promoting a culture of equality | |
| STRATEGIC OBJECTIVE S.O.1.3 | Ensure the Equality Action Plan is implemented | |
| ACTION 1.3.4 | Equip the Equality Office with its own staff and budget | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2020 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Set up the Equality Office (with its own regulations) | Committee created | Yes/No |
| Hold meetings | Minutes of the meetings | |

CORE STRATEGY 2. INFUSING TEACHING, RESEARCH AND KNOWLEDGE TRANSFER WITH THE GENDER PERSPECTIVE

N.B. The exact content of the indicators in this core strategy is subject to publication of AQU Catalunya guidelines.

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| CORE STRATEGY 2 | Infusing teaching, research and knowledge transfer with the gender perspective | |
| STRATEGIC OBJECTIVE S.O.2.1 | Embed the gender perspective in teaching | |
| ACTION 2.1.1 | Carry out a diagnosis to determine the degree to which the gender perspective has been incorporated into degree programmes by gathering data on knowledge transfer, courses content and teaching strategies | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager Coordinators: Equality Office and Gender Equality Policies Committee | University community as a whole | Pending publication of AQU Catalunya guidelines |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Carry out a diagnosis to determine the degree to which the gender perspective has been incorporated into degree programmes | Diagnosis carried out | Yes/No |

| | | |
|--|---|---------------------------------|
| CORE STRATEGY 2 | Infusing teaching, research and knowledge transfer with the gender perspective | |
| STRATEGIC OBJECTIVE S.O.2.1 | Embed the gender perspective in teaching | |
| ACTION 2.1.2 | Carry out actions to raise awareness of women's contribution in different areas (bibliography, seminars, talks, prizes, extracurricular activities, etc.) | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager Coordinators: Equality Office and Gender Equality Policies Committee | University community as a whole | 2019-2023 |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Actions to raise awareness of women's contribution in different areas | Number of actions carried out | Number of actions carried out |

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|--|---|---------------------------------|
| CORE STRATEGY 2 | Infusing teaching, research and knowledge transfer with the gender perspective | |
| STRATEGIC OBJECTIVE S.O.2.1 | Embed the gender perspective in teaching | |
| ACTION 2.1.3 | Carry out actions to incorporate a gender perspective in non-academic activities: professional orientation, tutorials, academic regulations, talks/conferences/workshops, internship agreements, etc. | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Actions to incorporate a gender perspective in non-academic activities | Number of actions carried out | Number of actions carried out |

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|--|---|--|
| CORE STRATEGY 2 | Infusing teaching, research and knowledge transfer with the gender perspective | |
| STRATEGIC OBJECTIVE S.O.2.1 | Embed the gender perspective in teaching | |
| ACTION 2.1.4 | Design courses on how to conduct research with a gender perspective for a Final Year Degree Project on bachelor's and master's programmes | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Programme courses for teaching and research staff | Guarantee space for courses on timetables | Yes/No. Number and type of courses. Number of participants, broken down by sex |
| | | Yes/No. Number and type of resources and materials |
| Make resources and materials available | Resources and materials made available | Number of teaching staff taking part, broken down by sex |

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|--|---|---------------------------------|
| CORE STRATEGY 2 | Infusing teaching, research and knowledge transfer with the gender perspective | |
| STRATEGIC OBJECTIVE S.O.2.1 | Embed the gender perspective in teaching | |
| ACTION 2.1.5 | Design promotional materials for bachelor's and postgraduate degree programmes, including promotional campaigns, in a way that combats gender stereotypes when choosing university courses and that uses inclusive language | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager Coordinators: Equality Office and Gender Equality Policies Committee | University community as a whole | 2019-2023 |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Review materials and campaigns through the lens of gender perspective | Revised materials and campaigns | Percentage compliance |

CORE STRATEGY 3. EQUAL ACCESS TO JOBS AND PROMOTION

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|--|---|---------------------------------|
| CORE STRATEGY 3 | Equal access to jobs and promotion | |
| STRATEGIC OBJECTIVE S.O.3.1 | Embed policies to promote equality in terms of access, promotion and professional development among administrative and service staff | |
| STRATEGIC OBJECTIVE S.O.3.2 | Embed policies to promote equality in terms of access, promotion and professional development among teaching and research staff | |
| ACTION 3.1.1 | Ensure that internal procedures setting criteria for assessing applicants' CVs and hiring staff contain no aspects of indirect discrimination | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Every 5 years |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Analyse internal procedures | Revised procedures | Yes/No |

CORE STRATEGY 4. EQUAL PARTICIPATION AND REPRESENTATION

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|--|---|--|
| CORE STRATEGY 4 | Equal participation and representation | |
| STRATEGIC OBJECTIVE S.O.4.1 | Embed parity in all areas of participation, representation and decision making | |
| ACTION 4.1.1 | Work to ensure parity is reached in all governing bodies and committees at ESCI-UPF | |
| AGENTES | COLECTIVO AFECTADO | CALENDARIO |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2020 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Review regulations to ensure effective parity | Revised regulations | Yes/No Yes/No Progress towards parity on bodies and committees |

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| CORE STRATEGY 4 | Equal participation and representation | |
| STRATEGIC OBJECTIVE S.O.4.1 | Embed parity in all areas of participation, representation and decision making | |
| ACTION 4.1.2 | Promote parity between men and women among student representatives at ESCI-UPF | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | Every 5 years |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Ratio of female and male student representatives | Move towards parity in the ratio of female and male student representatives | Minutes of Student Committees, with members broken down by sex |

CORE STRATEGY 5. AN INSTITUTION FREE OF DISCRIMINATION AND VIOLENCE

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|---|---|---------------------------------|
| CORE STRATEGY 5 | An institution free of discrimination and violence | |
| STRATEGIC OBJECTIVE S.O.5.1 | Prevent, detect and help eradicate violence against women and the LGBTI community in the university environment | |
| ACTION 5.1.1 | Draw up a protocol to prevent and combat violence against women | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Promote protocol effectively among the whole ESCI-UPF community, together with resources offering information and support | Promotion carried out | Yes/No |

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| CORE STRATEGY 5 | An institution free of discrimination and violence | |
| STRATEGIC OBJECTIVE S.O.5.1 | Prevent, detect and help eradicate violence against women and the LGBTI community in the university environment | |
| ACTION 5.1.2 | Work to ensure information, prevention and training aimed at eradicating all forms of discrimination (violence against women, homophobia, biphobia and transphobia) in accordance with the protocol in force | |
| AGENTS | TARGET GROUP | TIMETABLE |
| Facilitators: Offices of ESCI-UPF Director and Manager | University community as a whole | 2019-2023 |
| Coordinators: Equality Office and Gender Equality Policies Committee | | |
| MONITORING AND ASSESSMENT INDICATORS | EXPECTED OUTCOME | MEASUREMENT OF INDICATOR |
| Run courses on violence against women for administrative and service staff and teaching and research staff | Courses run | Yes/No Type and number of courses |