



EUROPEAN UNIVERSITY OF THE SEAS

Gender initiatives in the SEA-EU alliance

This document presents 26 initiatives developed within our universities to promote gender equality. Initiatives 12 to 20 were collected at the beginning of the project, and updates have been made in October 2022 and September 2023.

We are aware, as an alliance, of the work to be done to strengthen the gender awareness of our students, and the perspectives of action for the coming years are wide open. That is why in SEA-EU 2.0, we keep promoting gender awareness raising activities towards the SEA-EU community.

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"Robba Mia" - UPN

Contact persons: cug@uniparthenope.it

Faculty, department or service involved: The initiative is promoted by the Unique Guarantee Committee for equal opportunities and against discrimination (CUG), that was established in 2014 at the University of Naples Parthenope. The main aim of Committee is to contrast any direct or indirect discrimination related to gender, age, sexual orientation, ethnic origin, disability and language, and which takes place among university employees in work organization, training, career progression and safety.

Short description of the gender initiative: The conference was aimed at raising awareness on the gender-based violence as a violation of human rights and promoted the active role of educational institutions in contrasting this phenomenon. The conference has also hosted a theatre performance «Robba mia», describing real experiences of violence on women, produced by «M&N's» and directed by Nicola Le Donne. The performance was realized to introduce the debate about the gender-based violence issue.

Approximate calendar of the action: November 2022

People involved: Open to students with the recognition of 1 ECTS, academic and non academic staff of the University.

More info:
<https://www.youtube.com/watch?v=9wo3dFU6YPs>

CUG
Comitato Unico di Garanzia
Università degli Studi di Napoli Parthenope

MRN'S

29 NOVEMBRE 2022 - ORE 11,30
PALAZZO PACANOWSKI - AULA B2

SPETTACOLO TEATRALE INEDITO

Robba mia

per non essere mai più "robba" di nessuno

www.mensie.it

DRAMMATURGIA GIUSY FERRO
REGIA ROSARIA PETRILLO

GIUSY FERRO ROSARIA PETRILLO STEFANIA COPPOLA
M&N'S PRODOTTO DA VITO ERASMO TATILE - COSTUME D'ENF MAN'S
@ENFMAN'S @VITOERASMO

INTRODUCE
PROF. ROSARIA GIAMPETRAGLIA
PRESIDENTE DEL CUG PARTHENOPE

SALUTI
PROF. ANTONIO GAROFALO
MAGNIFICO RETTORE UNIVERSITÀ PARTHENOPE

DOTT. MAURO ROCCO
DIRETTORE GENERALE UNIVERSITÀ PARTHENOPE

LIVE on
@UniParthenope1919

CONCLUDE
PROF. CARLA PANSINI

CFU

“Donne in Relazione. Voci del Territorio” - UPN

Contact persons: cug@uniparthenope.it

Faculty, department or service involved: The initiative is promoted by the Unique Guarantee Committee for equal opportunities and against discrimination (CUG) that was established in 2014 at the University of Naples Parthenope.

Short description of the gender initiative: The lecture was promoted to celebrate the International Women’s Day. The lecture addressed the topic of women’s rights and gender culture with the interventions of different experts and representatives of local associations actively involved on the issue of gender violence prevention. The lecture also presented the tools and initiatives that the Police offers to victims of violence in order to protect and defend them.

Approximate calendar of the action: 8 March 2022

People involved: Open to students.



Gender (in)equality at work: The case of a Portuguese university - UALg

Contact persons: Joana Santos: jcsantos@ualg.pt
Jean-Christophe Giger: jhgiger@ualg.pt
Laura Ferreira: liferreira@ualg.pt

Faculty, department or service involved: UALg Gender Equality Task Force and Faculty of Humanities and Social Sciences

Short description of the gender initiative: The event is aimed at raising awareness about gender (in)equality at a Portuguese university and it is directed at teaching and administrative staff, as well as researchers. It is planned to invite three speakers to talk about the multiple aspects of gender inequality in Portuguese universities, and how to promote the change toward more equality. It is also planned to invite one or two members of the SEA-EU to present how gender equality strategies were implemented in their respective universities. Finally, members of the UALg Gender Equality Task Force will present the results of their 2022 survey about the perception of equality at the University of Algarve by both workers and students.

Approximate calendar of the action: Fall 2023

People involved: Volunteered students will be enrolled to help for the preparation of the event and certificates of participation to the organization will be delivered.

Dignity at Work: Fighting harassment and violence in the workplace - UALg

Contact persons: Joana Santos: jcsantos@ualg.pt
Jean-Christophe Giger: jhgiger@ualg.pt
Laura Ferreira: liferreira@ualg.pt

Faculty, department or service involved: UALg Gender Equality Task Force and Faculty of Humanities and Social Sciences

Short description of the gender initiative: The event aims to raise awareness about harassment and violence in the workplace from their subtle to most violent forms, and how to promote dignity at work, that is, a culture, a climate, and a set of rules to prevent workers from being mistreated in the workplace. The event is directed at university workers: teaching and administrative staff, as well as researchers. It is planned to invite three speakers to talk about harassment and violence at work and how to implement dignity at work.

Approximate calendar of the action: Fall 2023

People involved: Volunteered students will be enrolled to help for the preparation of the event and certificates of participation to the organization will be delivered.

Art Exhibition: Woman's View of the Sea – NU

Contact persons: [Arkadiusz Bartłomiej Pinkowski](mailto:arkadiusz.b.pinkowski@nord.no) arkadiusz.b.pinkowski@nord.no

Faculty, department or service involved: UAlg Gender Equality Task Force and Faculty of Humanities and Social Sciences

Short description of the gender initiative: Nord University had an art exhibition open for public in September 2024: Woman's View of the Sea, celebrating the remarkable contributions of female researchers and female contemporary artists to the field of the sea.

In the open call the jury selected ten outstanding artists working in all fields of visual art, including painting, sculpting and digital art.

This art exhibition served as a platform to elevate the voices and achievements of female artists and researchers, shedding light on their invaluable work and inspiring future generations. The art exhibition will provide a powerful visual representation of the intersection between art, science, and gender equality.

It will be held in Noatun, a brand-new building of Faculty of Biosciences and Aquaculture at Nord University. This state-of-the-art venue promises a modern and dynamic setting to showcase artworks.

Woman's view of the sea has been initiated by Institute of Oceanology Polish Academy of Sciences (IO PAN) in 2022 to address historical underrepresentation of women in a marine context.

Read more: <https://www.nord.no/en/events/science-week/art-exhibition-womans-view-of-the-sea>

Approximate calendar of the action: Fall 2024



Pride week – NU

Contact persons: cordula.karich@nord.no

Faculty, department or service involved: Faculty of Social Sciences

Short description of the gender initiative: In 2024 the Queer Visibility event was organised for the second year in a row. Pride week arranged at the main campus of Nord University, in Bodø. Through this event, employees and students had the possibility to learn about the courageous pioneers who have tirelessly advocated for equality. However, it's clear that the journey is far from over. We must continue our efforts to reduce inequalities, in alignment with SDG 10. The Skeiv@Nord project celebrated diversity and love on June 11th with lectures and films.

Based on a successful event last year, film director Kenneth Elvebakk contacted us because he wanted to make a film that tells the story of the lives of gay men during the time when homosexuality was a crime in Norway. In addition, fellow Mario Kikaš will give a lecture on "LGBTQI+ Histories in the Peripheries". For the very first time, Nord University was participating in the pride parade in downtown Bodø on Saturday, June 15.

Read more: Learn more about the event here: [Skeiv@Nord 2024 | Nord.no](https://www.nord.no/skeiv@nord-2024)



EmpowerMINT Awards - CAU

Contact persons: Dr. Iris Werner/ Bettina Bolterauer iwerner@gb.uni-kiel.de / bbolterauer@gb.uni-kiel.de

Faculty, department or service involved: Central Office for Gender Equality, Equal Opportunities & Familie / Christian-Albrechts-University of Kiel, Germany (CAU)

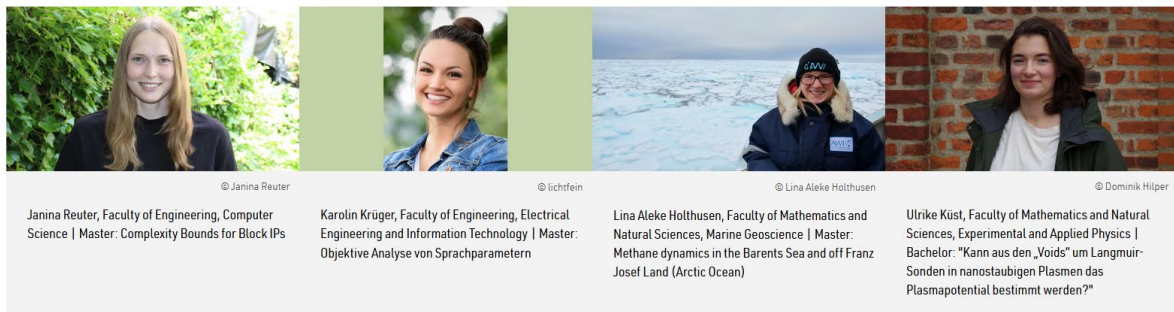
Short description of the gender initiative: The EmpowerMINT-Awards recognise outstanding and innovative bachelor's and master's theses by female students in the STEM subjects such as Electrical and Information Engineering, Computer Science, Business Information Technology, Materials Science and Engineering, Physics, Mathematics, Chemistry, Geoscience and Climate Physics since 2021. This initiative aims at bringing women in those STEM subjects into focus where there are underrepresented. By means of this award and the accompanying prize money, we want to offer a significant incentive for the continuation of their academic career. Also by granting the promoted female students heightened visibility in the public award ceremony.

Approximate calendar of the action: The EmpowerMINT Awards are awarded each year.

People involved: The awardees are female students, both on the Bachelor and Master level. Students are also involved in the selection process of the nominees.

Background, advices, guidelines, schedule....: We offer a total of four awards each year, two for Bachelor (500 € each) and two for Master (750 € each) Theses, two for students from the Faculty of Science and two for students from the Faculty of Engineering. The selection is done by the Gender Equality Committees of the Faculties. The funding comes from the Central Office for a duration of 5 years; after that it is expected that the Faculties will take over the funding.

More info: https://www.uni-kiel.de/en/details/news/20220714-empowermint?utm_medium=gmybusiness&utm_source=dlvr.it



Educational movie promoting discrimination and harassment prevention – UNIST

Contact persons: Student Counseling Center at the Faculty of Humanities and Social Sciences / savjetovanje@ffst.hr

Faculty, department or service involved: Faculty of Humanities and Social Sciences / Student Counseling Center

Short description of the gender initiative: In November 2021, nine students from the Faculty of Humanities and Social Sciences in Split wrote a scenario and recorded a short video on defining, recognizing and preventing discrimination and harassment in the learning and working environment. The video was promoted as one of the activities of the Student Counseling Center and disseminated through social networks and official websites of the University of Split and the Faculty of Humanities and Social Sciences.

Approximate calendar of the action: Fall 2021

People involved: professor Toni Maglica, PhD and 9 students from the Faculty of Humanities and Social Sciences in Split

Background, advices, guidelines, schedule....: To find out more about the Student Counselling Center, visit our social media:

- Facebook: <https://www.facebook.com/css.unist/>
- Website: https://www.ffst.unist.hr/en/centers/student_counseling_center?@=22seg#news_112216 / https://www.ffst.unist.hr/centri/centar_za_savjetovanje_studenata

Video : https://youtu.be/ZXsZfl_KLrc

Filozofski fakultet i Centar za savjetovanje studenata: edukativni film protiv diskriminacije i uznemiravanja na Sveučilištu u Splitu



Free Sanitary Pads in the university restrooms - UBO

Contact person: Elodie Autret, elodie.autret@univ-brest.fr

Faculty, department or service involved: Studies and Student's Life Office, University Residences

Short description of the gender initiative: Menstrual precariousness refers to the situation in which menstruated persons find themselves when they do not have sufficient economic resources to buy periodical protection during menstruation. After being a taboo, the issue of menstrual precariousness (and more particularly for students) has emerged in the public debate thanks to associations and parliamentarians who have put it in the spotlight. Access to menstrual protection is not only a health issue, but also a solidarity and equal opportunity issue, as menstrual insecurity has a direct impact on the success of students who are its victims. In this context, and following consultation between the Higher Education Ministry, parliamentarians, student organizations and associations, free sanitary protection dispensers have been set up in universities and university residences since 2020. In this line, the UBO wished to offer to its students the possibility of obtaining free sanitary protection on its various university sites in order to fight against menstrual insecurity. 12 over 18 sites have been equipped yet, with the objective to equip all the sites by the end of the year.

Approximate calendar of the action: Since September 2020

Background, advices, guidelines, schedule....: This initiative is funded through the CVEC (Students and Campus Life contribution) included in each student's university registration fee.



“I include gender in my research”- UG

Contact persons: Ewa Łojkowska, Marta Dziejdzic, marta.dziejdzic@ug.edu.pl

Faculty, department or service involved: Intercollegiate Faculty of Biotechnology UG

Short description of the gender initiative: One of the objectives of the project is to award MA and Phd graduates with an annual prize for the highest-ranked master's thesis and doctoral dissertation integrating a gender aspect into scientific research or incorporating a gender perspective into the research area. In 2022, the Award may be applied for by those who were awarded a master's degree or doctoral degree at the University of Gdansk in 2021-2022.

Approximate calendar of the action: September/October

People involved: All disciplines

Background, advices, guidelines, schedule....: The prizes awarded in each category in 2022 are PLN 2,000 and PLN 3,000, respectively. Detailed rules of the competition are given in the Regulations of the UG Rector's Special Award "I include gender in research" : <https://ug.edu.pl/news/pl/4037/nagroda-specjalna-rektora-ug-dla-prac-magisterskich-i-doktorskich-poruszajacych-tematyke-plci-w>

Gender aware mentoring – UG

Contact persons: Ewa Szymczak, cddit@ug.edu.pl

Faculty, department or service involved: Centre for Didactic Improvement and Tutoring, UG

Short description of the gender initiative: Extending The UG Staff Development Policy by mentoring for staff employed in research and didactic and research positions. Including the aspects of equal treatment of women and men and the specificity of the family circumstances of women in The UG Staff Development Policy Target group Women, newly employed and current UG female staff – research and didactic, research path (post-doctoral and post-habilitation) and administrative staff as well

Approximate calendar of the action: Recruitment starts in October

People involved: All disciplines, including administrative staff

More information: <https://cddit.ug.edu.pl/mentoring-w-projekcie-minthegeps/>



Training Course - Citizen's Network against Gender Violence (3rd ed.) - UCA

Contact persons: Guadalupe Calvo García, directora.igualdad@uca.es

Faculty, department or service involved: Gender Equality Unit

Short description of the gender initiative: The Unit for Equality between Women and Men of the Rector's Delegation for Equality and Inclusion Policies, with the collaboration of the PAS Training Unit and the Teaching Innovation Unit of the UCA, is organising a 20-hour course aimed at the entire university community to avoid and prevent gender-based violence. The course consists of 4 modules divided into 4 sessions of 5 hours each. It was offered at both the Cadiz and Algeciras campuses with a total capacity of 50 places. The modules covered the following topics: Introduction to gender-based violence, types and manifestations of gender violence, legal/practical aspects of intervention against gender violence, psychoeducational intervention in gender violence.

Approximate calendar of the action: April and May 2022. Tuesdays from 16:00 to 21:00

People involved: The course is open to Staff and students of UCA although most of the participants usually are young staff

Background, advices, guidelines, schedule....: An accreditation is delivered to all participants who have fulfilled the requirements of attendance at the theoretical training (at least 90%), and delivery of the report. Participants who get the accreditation then become referents on the issue in their departments or services.

RED CIUDADANA CONTRA LA VIOLENCIA DE GÉNERO

Red ciudadana contra la violencia de género (3ªed)

¿Quieres formar parte de la Red? Infórmate aquí sobre la 3ª ed. del curso de formación

ORGANIZA: Universidad de Cádiz
Delegación del Rector para las Políticas de Igualdad e Inclusión
Unidad de Igualdad entre Mujeres y Hombres

SUBVENCIONA: Junta de Andalucía
Consejería de Igualdad, Políticas Sociales y Conciliación
INSTITUTO ANDALUZ DE LA MUJER

16 Days of Activism against Gender Based Violence – UM

Contact person: UM’s Student Council President (Kunsill Studenti Universitarji - KSU) - president@ksu.org.mt

Faculty, department or service involved: UM’s Student Council

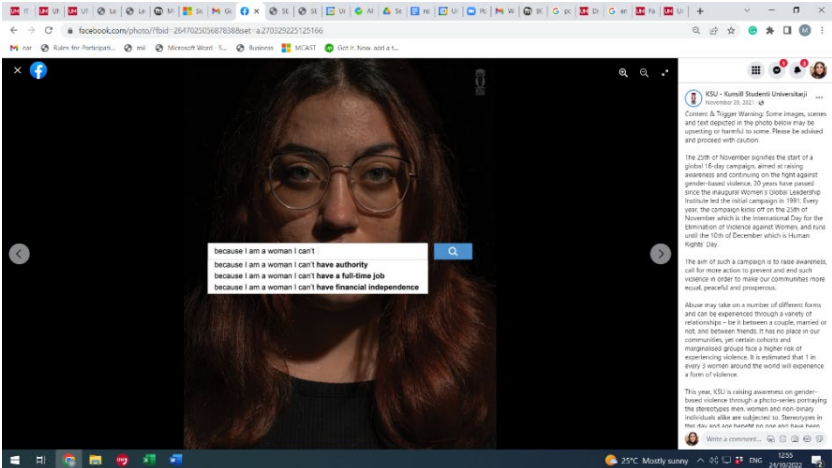
Short description of the gender initiative: Participation in a global 16-day campaign aimed at raising awareness and continuing on the fight against gender-based violence. 30 years have passed since the inaugural Women’s Global Leadership Institute led the initial campaign in 1991. Every year, the campaign kicks off on the 25th of November which is the International Day for the Elimination of Violence against Women, and runs until the 10th of December which is Human Rights’ Day. The aim of such a campaign is to raise awareness, call for more action to prevent and end such violence in order to make our communities more equal, peaceful and prosperous. Abuse may take on a number of different forms and can be experienced through a variety of relationships – be it between a couple, married or not, and between friends. It has no place in our communities, yet certain cohorts and marginalised groups face a higher risk of experiencing violence. It is estimated that 1 in every 3 women around the world will experience a form of violence.

This year, KSU is raising awareness on gender-based violence through a photo-series portraying the stereotypes men, women and non-binary individuals alike are subjected to. Stereotypes in this day and age benefit no one and have been linked to contributing to mental health problems. Throughout this campaign we must not forget the lives taken at the hands of violence and abuse, and whilst taking the time to inform people about this issue and to help those who have fallen victim to it, we must continue to demand justice through court proceedings and victim protection. Additionally, KSU pledges its commitment to raising awareness and fighting against gender-based violence alongside the European Student Union and other national student unions across Europe.

Approximate calendar of the action: 25th November to the 10th December

People involved: Students from the Student Council are involved and the campaign is disseminated to students through their Facebook account:

www.facebook.com/media/set/?set=a.270329225125166&type=3



Sport in Brest ! – UBO

Contact persons, Faculty, department or service involved: Ladies Up!, students association
Ladiesup.association@gmail.com

Short description of the gender initiative: The five women of the organization Ladies Up organized the event "Sportin' Brest" mixing sport practice and reflexion to raise awareness on the inequalities women are facing in sports, and most importantly: to motivate all the girls to do sport again! As Friday 16th was about meetings, conferences, group activities, discussions; the following day was about sport of course! A friendly moment that allowed women to share a nice experience and to take part in funny trainings of basketball, handball and soccer. The event's goal was to promote women's sport, highlight the inequalities women are facing and encourage young girls to practice an activity.

Approximate calendar of the action: Sport'in Brest : In the beginning of september
Other projects : different interventions in some schools and events to raise awareness on the subject of men and women equality (first semester)

People involved: Ladies up is composed of 5 LEA (applied languages) international project management master degree students, currently in their last year. They studied project management, languages and communication. The organisation is also composed of some volunteers, coming from various field of study, from literature to science.

The people who participated in Sport'in Brest, were also mostly student from every field of study.

Background, advices, guidelines, schedule.....: To follow our action, you can have a look on our social media:

- @ladiesupasso
- email: ladiesup.association@gmail.com
- Linkedin: Ladies up!
- Website: www.ladiesup.fr



LADIES
UP!

Distribution of books about women's right – UBO

Contact persons: Gwenaelle Goyat Gwenaelle.goyat@univ-brest.fr

Faculty, department or service involved: University Libraries, Anti-harassment unit of the university, SEA-EU Office

Short description of the gender initiative: On the occasion of the International Day for the Elimination of Violence against Women, and as part of its activities related to the promotion of gender equality on campus, the SEA-EU office joined forces with the university's anti-sexual harassment unit and university libraries to organize a book distribution on the subject of women's rights.

Approximate calendar of the action: 25/11, International Day for the Elimination of Violence against Women

People involved: SEA-EU Office funded the books. The university libraries have been identified as an interesting crossing point to reach students randomly (not only students already engaged for this question). The Anti-Harassment Unit took this opportunity to promote its existence and activities on the campus towards students, who are not always aware of this service.

Background, advices, guidelines, schedule....: Some advertisement has been done beforehand on social networks, and some students came especially because they were already interested in the subject. However, it is also interesting to stand in a crossing point and attract students who wouldn't have come spontaneously to chat about sexual harassment and women rights. We chose a wide range of books (from comics to essays) to fit to every profile.



Via:mento - CAU

Contact persons: Dr. Ruth Kamm /Dr. Marta Chiarinotti (rkamm@gb.uni-kiel.de
mchiarinotti@gb.uni-kiel.de)

Faculty, department or service involved: [Central Office for Gender Equality, Diversity & Family Christian-Albrechts University of Kiel, Germany \(CAU\)](#)

Short description of the gender initiative: Both initiatives are mentoring-programmes for female postdoctoral researchers who want to carry on with their scientific career. The programmes are open to women from all faculties and disciplines. The participants (mentees) are supported in the planning and implementation of their career steps concerning the transition from their status as postdoctoral researchers to professorships. An individual mentoring relationship with a renowned professor or senior scientist, acting as mentor, is at the core of the programme. In addition, these mentoring programmes offer the opportunity to acquire interdisciplinary expertise and provide room for exchange among the participants. via:mento is held in German and focuses on the German academic system; via:mento_international is held in English and supports both international postdocs coming to Kiel as well as national postdocs planning a career step or path abroad.

Approximate calendar of the action: In 2010, via:mento started as the first German-speaking mentoring programme for female scientists at Kiel University, thus celebrating its 10th anniversary in 2020. The programme's 5th cycle commenced in December 2018, attending to a group of 18 highly qualified scientists over a period of 21 months. In December 2020, the 6th cycle of via:mento and the first cycle of via:mento_international will start, both again with a duration of 21 months.

People involved: No students are involved as participants of the programme, but two student workers support the staff responsible with organisational work.

Background, advices, guidelines, schedule....: For participation on the mentoring-programmes, interested women researchers have to go through an application and competitive selection process. An advisory board and regular evaluations deliver quality assurance of the programmes. A certain budget (e.g. for workshops, travel) as well as staff responsible are necessary to run the programme. Mentoring for women has been a proven tool for a successful career development for young researchers.

You can download the flyers (pdf) here: <https://www.mentoring.uni-kiel.de/en/downloads-1>



University Pride- UCA

Contact persons: This is a joint action in collaboration with: Universidad Complutense de Madrid, Universidad Valenciana, Universidad de Granada, Universidad de Salamanca and Universidad de Oviedo. Collaboration of more than 35 people with talks and round tables.

María Acale as person in charge from UCA (maria.acale@uca.es)

Faculty, department or service involved: Equality Policies

Short description of the gender initiative: This year UCA joins the #orgullouniversitario, which program of activities has been developed by USAL, UCM, UVA, UGR and UNOVI. The program starts on Monday, June 22 and includes the awareness campaign "WE ARE HETERO (GÉNEAS)", echoing the thematic year "2020, LTB Women: Sorority and Feminism" of the FELGTB, and showing the diversity of LTB women. Follow the campaign on social networks using the hashtags #orgullouniversitario, #somosheterogeneas and #mujeresLTB.

Approximate calendar of the action: Pride month (JUNE 2020)

People involved: It involves all the community from 6 universities through 12 activities planned inside and outside the campuses. But also aims to reach people from outside the community thanks to the live streaming on youtube.

Background, advices, guidelines, schedule....: It involves all the community from 6 universities through 12 activities planned inside and outside the campuses. But also aims to reach people from outside the community thanks to the live streaming on youtube. All the events have been broadcasted live in the university youtube channel

- 4 round tables/debates
- 1 film festival
- 1 work group
- 1 final event, celebration
- 5 talks from experts and members of the LGBTIQ+ COMMUNITY



CAMPAÑA "SOMOS HETERO (GÉNEAS)"
Campaña de sensibilización con motivo del año temático "2020, Mujeres LTB: Sororidad y Feminismo" de la FELGTB que muestra la diversidad de mujeres LTB

LUNES 22
DIÁLOGO DERECHO (17:00 h)
Tori Durán (USAL) y Marina Echevarría (UVA)

MARTES 23
ADIM, DIVERSIDAD LGBTI EN EL ÁMBITO LABORAL (12:00 h)
J. Ignacio Pichardo (UCM) y Luis Puche (UJA), con la colaboración de COGAM

DIÁLOGO STEM (17:00 h)
Nuria de las Heras (UVEG) y Juani Bernajo (UGR)

MIÉRCOLES 24
INVESTIGACIONES UNIVERSITARIAS LGBTI EN MARCHA (12:00 h)
Malte Solo (UAB), José María Valcuenca (UPO), Miquel Olla (UVEG), Josán Langaitza (UIG) y Diego Marchante (UB)

DIÁLOGO AUDIOVISUALES (17:00 h)
María de la Torre (UGR) y Lucía Vázquez (UCM)

JUEVES 25
TITULACIONES, MÁSTERES Y PROGRAMAS DE DOCTORADO LGBTI (12:00 h)
Amparo Huertas (UAB), Pablo Ramos (USAL), Tatiana Sentamarías (UMH) and Fran Zurari (UCM)

DIÁLOGO EDUCACIÓN FÍSICA (17:00 h)
Javier GE (UVEG) y Liván Solo (UGR)

VIERNES 26
GRUPO DE TRABAJO LGBTI UNIVERSIDADES (12:00 h)
Kerman Calvo (USAL), Pedro López (UGR) y Ruth Mestre (UVEG)

OTRAS ACTIVIDADES:

V Festival de Cine LGBTI - Niemeyer
El Centro Niemeyer y Filmin se alían para llevar el V Festival de Cine LGBTI a toda España en una edición online (con la colaboración de UNIQVI)

Del 20 al 28/04/2020, en la plataforma Filmin
Más información: <https://www.centro niemeyer.es/eventos/v-festival-de-cine-lgbti-filmin>

Mesa CIENCIA + LGBTIQ+ (UAM)
Javier Díaz, José Luis Linaza, miembros del Grupo Motor UAM Diversidades Sexo-Afectivo y de Género, Lidia Casado, María Morgado (UAM) y Javier Armentia / Aitor Villatorra (PRISMA)

30/04/2020, a las 11:00 horas
Más información e inscripciones: uam.lgbtqa@uam.es

CELEBRACIÓN ESTATAL DEL ORGULLO
Manifestación del Orgullo LGBTI estatal de manera virtual y bajo el lema "Sororidad y feminismo para TRANSformar: Mujeres lesbianas, trans y bisexuales en acción!" (por las más vulnerables!)

04/07/2020, a las 19:00 horas.
Más información: <https://felgtb.org>

DIÁLOGO RECURSOS PARA FUTUROS UNIVERSITARIOS LGBTI
Itzan Parra (UCA), René Rodríguez Clarés (UGR), María Valdiviares (UNOVI), Polymorfa (UVEG), Tánia Yerge (UPFI) y Grupo motor LGBTIQ+ (UAM), entre otros.

15/07/2020, a las 17:00 horas

SIGUE TODAS LAS MESAS Y DIÁLOGOS EN DIRECTO DESDE EL YOUTUBE DE DIVERSITATS DE LA UVEG
<https://www.youtube.com/channel/UCn8F1F9j8pTUG1CH0RGA>

Más información: diversitats@uv.gv

Síguenos en redes sociales:
#orgullouniversitario, #somosheterogeneas, #mujeresLTB

A Diversity Team Management course for biotechnology students - UG

Contact persons: prof. Natasza Kosakowska-Berezecka, dr Magdalena Żadkowska, natasza.kosakowska@ug.edu.pl

Faculty involved: Intercollegiate Faculty of Biotechnology UG & MUG (IFB)

Short description of the gender initiative: Its implementation was the direct output of 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517) – please find below the description of the course: How to be effective team member? How to manage diverse teams effectively so we achieve our top performance? How to deal with conflicts in teams? The goal of our course is to equip participants with practical knowledge on how to enhance diversity within teams and how to manage it, if one is team member or leader/PI of a group. Diversity can be related to personality differences, different working style but also is a direct result of gender, age and cultural diversity etc. Innovative teams are the ones that are built on diversity. Nevertheless, there are certain conditions that allow team members to work together in synergy and achieve top performance. During our course we will thus, together with participants, analyze their strengths and potential in effective teambuilding and team management and apply best practices in diversity team management to their cases/future plans/careers.

The themes discussed during workshop can be used within:

- Building effective team work while conducting research
- Fostering interpersonal relations with academics
- Planning your academic career
- Managing team work while dealing with intercultural/gender differences
- Communicating about our achievements and goals
- Dissemination of scientific project outcomes we achieve.

Follow-up training to be realized this academic year: On-line training for both academics and students in controlling their gender biases when managing teams – obligatory course

since summer semester 2019/2020

Approximate calendar of the action: since summer semester 2019/2020

People involved: The content of the course was based on the focus groups and surveys conducted among biotechnology students.

Background, advices, guidelines, schedule....: Its implementation was the direct output of 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517). Materials in English used when conducted in English can be sent upon request.

Workshop “Introduction to gender mainstreaming in University curricula and research - UM”

Contact persons: Ms Simone Ellul simone.ellul@um.edu.mt

Faculty, department or service involved: Administrator II
University of the Third Age
University of Third Age

Short description of the gender initiative: The workshop 'Introduction to gender mainstreaming in University curricula and research' focused on Gender Mainstreaming into the Curriculum and Gender Mainstreaming in Research and in Research Proposals. This workshop, organised by the Gender Issues Committee and the Department of Gender Studies with the support of the Association of Commonwealth Universities, will be led by Dr Sabine Ludwig, Charité Medical University Berlin, Germany. The keynote speaker of the event was Dr Sabine Ludwig, responsible for Gender and Diversity in Medical Education at the Charité University, Berlin, Germany.

Approximate calendar of the action: It has been held on 22 and 23 March 2018.

Programme Day 1:

9:00 - 10:30 Gender Mainstreaming into the Curriculum

11:00 - 11:30 Gender Mainstreaming in Research and in Research Proposals

Programme Day 2:

9:00 - 10:35 Gender-sensitive Didactics

10:45 - 11:45 Gender Mainstreaming in Faculty Structures

11:45 - 12:00 Evaluation

People involved: The workshop was aimed at teaching staff from the University of Malta.

Men in the artistic swimming - UNIST

Contact persons: Assistant professor Mia Perić, PhD miaper@kifst.hr

Faculty, department or service involved: Faculty of Kinesiology

Short description of the gender initiative: Artistic swimming became an Olympic discipline in 1984, where only women could compete. Mixed duet synchro swimming is a new discipline, debuted in 2015 at the World and European Championships, allowing men to compete alongside with women. At the initiative of the professor from the Faculty of Kinesiology in Split, at the 2018 Croatian championship for seniors, there was a mix duet for the first time (kinesiology student and law student) who won the gold medal. At the 2019 Croatian Championship, two kinesiology students won the gold medal in the senior category, with a new mixed duet. Due to the Coronavirus outbreak, the 2020 Croatian Championship was not held, but the same duet was preparing its performance. They plan to participate in the 2021 Croatian Championship and another International Championship for seniors, if the epidemiological situation allows it.

Although the artistic swimming is still perceived as a female sport, the performances delivered by the mix duet in Croatia are a huge step forward in the development of the new discipline and the sport in general. The importance of giving men and boys an opportunity to participate in the aesthetic sport activity must also be emphasized. By including more male participants in the artistic swimming, the possibility of introducing mix duets to the Olympic disciplines might be realized.

Approximate calendar of the action: Every year: 2018, 2019, 2021

People involved: All the participants besides the coach are students (three of them are students at the Faculty of Kinesiology in Split).

Background, advices, guidelines, schedule.....: It would be useful for this initiative to start with students (senior contestants), and later include contestants in the younger age groups. Since the number of male contestants is still small, students are an appropriate group to promote and develop a new sports discipline.

More links:

<https://bit.ly/34drPw0>

<https://bit.ly/3jijGur>

<https://bit.ly/30CwUNx>

<https://bit.ly/2GcoDbY>



Global Women Breakfast - UBO

Contact persons: Conan Francoise / Francoise.conan@univ-brest.fr

Faculty, department or service involved: Faculty of Sciences and Technologies / Chemistry Department / Laboratory CEMCA

Short description of the gender initiative: The main objective of this action is “to establish an on-going virtual network where women in the chemical and related sciences can connect with each other in a meaningful way to support their professional aspirations”. (ref <https://iupac.org/global-womens-breakfast/>). It concerns students, graduate and undergraduate, PhD students, post-doc, technician, researchers and professors.

Participants, young female students and also senior scientists, really appreciate the activity and give positive feedbacks on the utility of such empowering day

Approximate calendar of the action: Once a year, on February (the 12th in 2020), the date is not decided for 2021. Duration: half a day, 2-3 hours it depends on the organizers. In Brest due to availabilities of the students, we have in fact organized a teatime instead of a breakfast in 2019 and in 2020.



People involved: Undergraduate and graduate students, PhD students, post-doc fellows

Chemistry but at the Faculty of Sciences in Brest, we would like to open this action to others STEM disciplines.

No ECT are available for this action, but, if demanded, it could be possible to provide a certificate of attendance

Background, advices, guidelines, schedule....: This action was first organized in 2011 by IUPAC as a part of the International Year of Chemistry (IYC 2011), in 2019 was organized the 2nd Breakfast as a part of the celebrations for the centenary of the founding of IUPAC. The organizers are IUPaC members, Dr. Laura McConnell and Prof. Mary Garson.

For more information see website : <https://iupac.org/global-womens-breakfast/information/>

Establishment of the Commission for implementing the policy of social responsibility of science - UG

Contact persons: UG Vice – Rector for Development and Cooperation with Business and Industry prof. Krzysztof Bielawski supervises the work of the ComSRS. The commission consists of: prof. Ewa Łojkowska – chairwoman, prof. Beata Możejko, assoc. prof. Natasza Kosakowska-Berezecka, assoc. prof. Joanna Kruczałak-Jankowska, assoc. prof. Barbara Pawłowska, assoc. prof. Dorota Pyć, PhD. Katarzyna Świerk, asst. prof. Magdalena Żadkowska, M.A. Marta Dziedzic, M.A. Izabela Raszczyk. komson@ug.edu.pl or natasza.kosakowska@ug.edu.pl

Faculty, department or service involved: Applies to all Uni

Short description of the gender initiative:

In November 2019 His Magnificence Rector of the University of Gdańsk prof. Jerzy Gwizdała, appointed the Commission for implementing the policy of social responsibility of science (hereinafter referred to as ComSRS)¹. Its establishment is a result of conducting extensive activities in the area of the social responsibility of the University and, in particular, the implementation over the years 2016-2020 of the EU Horizon 2020 project STARBIOS2 – Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517).

In accordance with the “Strategy of the University of Gdańsk for 2020-2025”², the University of Gdańsk is to become an open, socially responsible and committed university (third strategic goal). This objective should be achieved by: 1) implementing and monitoring the realization of the antidiscrimination policy; 2) building an academic community based on science culture equality; 3) development and implementation of a coherent system of monitoring gender equality

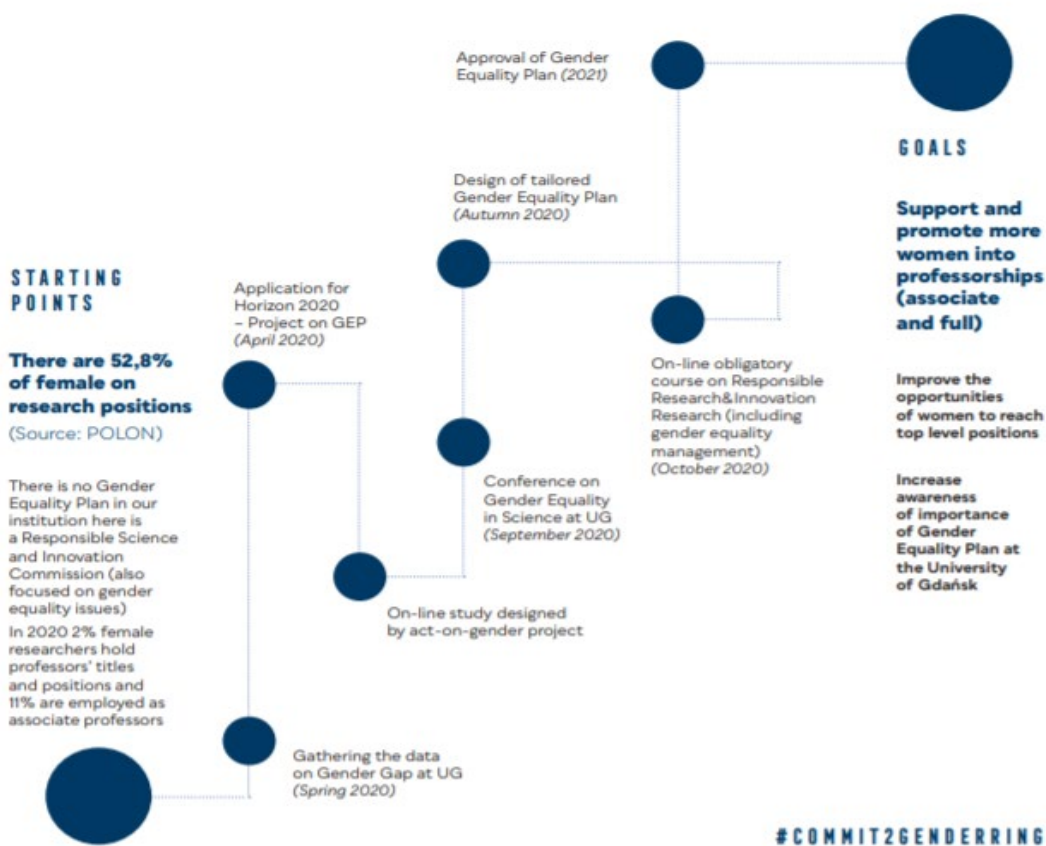
One of the aims of the ComSRS is to implement the postulates of integration of gender issues and gender equality in research and science management, ethics in conducting scientific research and conducting reliable scientific education. In November 2017 the University of Gdańsk, as one of 23 universities in Poland, signed the “Declaration of Social Responsibility of the University”³. The activities defined in it are part of the concept of diversity management at the University. One of the first outputs of ComSRS’s work is the present Report entitled: “Women in science. Diversity management and gender equality in social responsibility of the University of Gdańsk”. The Report summarizes the most important current challenges concerning diversity management and gender equality in science. At this point the analysis of the data presented in the Gender in the Global Research Landscape⁴ Report was helpful in identifying and highlighting three important issues – the report has just been published and should be online soon, but can send it to all our members.

Approximate calendar of the action: Since Nov 2019

People involved: Commission members represent different faculties and administration levels at the University

Background, advices, guidelines, schedule....: Report on Women in Science can be sent upon request.

OUR COMMITMENT TOWARDS GENDER EQUALITY AT UNIVERSITY OF GDAŃSK 2020



Centenary of Women students at the University of Malta- UM

Contact persons: Professor Clare Vassallo and Patricia Camilleri
patricia.cammilleri@um.edu.mt, clare.vassallo@um.edu.mt

Faculty, department or service involved: Translation, Terminology and Interpreting Studies
Faculty of Arts.

Short description of the gender initiative:

The University of Malta celebrated the centenary of the first women student admissions to the University of Malta in 1919 provides the platform for HUMS to revisit the past, evaluate the present, and confront the future of women students, graduates and academics at our Alma Mater in 2019. The event started with a commemoration of the first two women alumnae, followed by a conversation with the University's first woman Registrar, Ms Veronica Grech. Presentations followed up by discussion amongst speakers and audience.

The event included broadcast on the Campus FM and visual exhibitions. A collection of interviewed women had been screened at campus and at the University theatre.

Approximate calendar of the action: The Humanities, Medicine and Science Platform (HUMS) has held the Autumn Symposium on the morning of Friday 25 October 2019 at the Faculty of Arts Library.

People involved: Open to all students, academic and non academic staff of the University

Background, advices, guidelines, schedule Link to the [event](#).



Research about women especially vulnerable to gender violence: Elderly women and women with different capacities - UCA

Contact persons: Carmen Ferradans / Carmen.ferradans@uca.es

Faculty, department or service involved: Labour Law

Short description of the gender initiative: The research work is carried out with the aim of scientifically covering a sector of the population that is often invisible by policies and action plans to fight against inequality and gender violence. Express reference is made to women's groups in which, in addition to suffering structural violence for the mere fact of being so, they suffer a more specific violence that takes into account their personal circumstances.

The specific objectives of the project are:

- Analyse to what extent factors such as age or disability increase the risk of experiencing situations of gender violence.
- Make visible the situation of inequality that elderly women and women with different capacities suffer.
- Disseminate the results.

Approximate calendar of the action:

July 2020: Report to be submitted

Course 20-21: Results to be disseminated

People involved: Staff involved:

-Prof^a.Dra. Carmen Ferradans Caramés, Profesora TU Derecho del Trabajo y de la Seguridad Social

-Prof^a. Dra. Cristina Aguilar González, Profesora Contratada Doctora área de Derecho del Trabajo y de la Seguridad Social

-Prof^a. Dra. Vanesa Hervías Parejo, Profesora Ayudante Doctora del área de Trabajo Social y Servicios Sociales

-Prof^a. Dra. Inmaculada Antolínez Domínguez, Profesora Ayudante Doctora del área de Trabajo Social y Servicios Sociales

-Prof^a. Dra. Francisca Bernal Santamaría, Profesora Sustituta Interina del área de Derecho del Trabajo y de la Seguridad Social

-Prof^a.Dra. Paula Sepúlveda Navarrete, Profesora Sustituta Interina del área de Trabajo Social y Servicios Sociales

-Prof^a.Dra. Eva Bermudez Figueroa, Profesora Sustituta Interina del área de Economía

Gender Research Prizes - CAU

Contact persons: Dr. Iris Werner / iwerner@gb.uni-kiel.de

Faculty, department or service involved: Central Office for [Gender Equality, Diversity & Family](#)
Christian-Albrechts University of Kiel, Germany (CAU)

Short description of the gender initiative:

In order to promote topics in gender studies, two research prizes are awarded each year at CAU, one for an excellent master thesis and one for an outstanding PhD thesis. The prizes are open to work from all faculties and disciplines, they must deal with relevant gender aspects in their research question and/or design.

Approximate calendar of the action:

Both prizes are awarded to students, one to a master student, one to a PhD student. Furthermore, students are involved in the selection of the nominees.

People involved: The prizes include a financial award (500 and 1000€ resp.). The action requires a certain openness and respect to gender topics in research. Furthermore, a committee with some gender expertise is needed for the selection process. It is a very awarding action because it shows and acknowledges the broad relevance of gender in research topics across disciplines.



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“Les filles qui...” (“Girls who ...”) - UBO

Contact persons: Ribaud Vincent / ribaud@univ-brest.fr

Faculty, department or service involved: Computer Science department, Faculté des Sciences et Techniques as an operator for the whole university

Short description of the gender initiative:

“Girls who...” is an education system issued from the French national program “[Partenaires scientifiques pour la classe](#)” (Science partners in the classroom). Be aware that our local version of the national program is for female students only. “Girls who...” is a girl network that develops and teaches Scratch programming courses for elementary school pupils, addressing a double goal: setting an example of science performed by women and foster programming and robots technology in elementary schools. Scratch Junior and Scratch are open-source environments for multimedia creation and programming intended to 4-16 years old young people.

In 2019-2020, 67 girls who ... (Bachelor students) delivered programming lessons in 71 classes (about 1400 pupils): Scratch junior for 4-7 kids (38 classes), Scratch for 8-12 pupils (25 classes) and Scratch-programming for robots (8 classes). The COVID-19 interrupted 30 sessions over 71.

“Girls who...” is an initiative that helps to anchor in young children's unconscious that traditionally gendered scientifically-based professions and sectors (such as computer science) are equally accessible to women and men. It also empowers female students as trainers and help them to develop leader responsibilities.

Approximate calendar of the action: Three sessions of 6 lessons over 6 weeks: november-december, january-february, march-april. A typical 25 pupils classroom is divided in two halves (8-12 years old pupils) or in 3, even 4 parts (4-7 years old pupils). Scratch and robots are taught using personal computer, a lesson lasts about 1h15; Scratch junior is taught using tablets, a lesson lasts from 20 mn (4 years old) to 1h (7-8 years old).

People involved:

Each academic year, we are ~70 female students from many Bachelor programmes (19 in 2019-2020) and 5 faculties (art and social sciences, law, medicine, sport and education, sciences and technology) . Students’ commitment is recognized: either in a course unit called “Engagement étudiant” (2 ECTS) offered to Bachelor female students, or in 2 faculties (Sciences and Sport) as an internship in L2 (2 ECTS).



A primary school trimester runs over 2 periods of 6 weeks, separated by 2-weeks holidays. New “girls who...” are trained in Scratch / Scratch jr programming during the first period, hence 6 * 2 hours. We use a performative training, “girls who...” are learning through the same lessons that will be used in the classroom. “Girls who...” teach in the



classroom in 2-3 people team during the second period. Before teaching starts, almost all “girls who...” are stressed and doubt their ability to manage a class. However, working in pairs and only between girls is helpful to gain confidence and motivation. The female students come out positively transformed, proud to be a “girl who...” and to have contributed to a project that carries beautiful values of sharing, education and of course female emancipation. We are conducting research to assess the impact of such systems on stakeholders; our initial results confirm the transformative nature of the “girls who...” system, especially for students themselves. The identification of young pupils with these female role models is tangible, but has not been evaluated over time. Our intuition, as well as research on these issues, leads us to believe that the effect would be more marked and lasting on secondary school students (13-15 years old).

Background, advices, guidelines, schedule: The initiative started in 2016-2017 with 5 Maths and 2 CS female students and 6 classes. We had 25 girls and 26 classes in 2017-2018, and about 70 girls and 70 classes since that time. Developing and maintaining a network of primary school teachers interested in programming is a long-term but worthwhile effort. The network can also be used as a research field for different studies: gender-oriented, novice programmers, problem-solving competencies, ...

From the organisational point of view, a main difficulty is the short time-frame for recruitment, when the academic year starts. Students are choosing elective course units in a week and resources are lacking to present the “girls who...” initiative in all the university Bachelor programs. Another difficulty is to convince Bachelor programs' heads to free the few “girls who...” belonging to their program an half day per week, on a regular basis. French Education Ministry representatives have strict rules to let students (and other external people) access to the classroom, and regularity is one of them.

However, the philosophy of the project is the subject of debate and even controversy, mainly because it is a non-mixed gender system. We must keep in mind that it is in a context of gender diversity that male and female stereotypes are most apparent and modulate pupils' behaviour. Thus, deploying a gender-neutral system makes it possible to neutralize gender relations and create conditions more conducive to the identification effect.

More information on: <http://lesfillesqui.org/>

A lecture entitled “French action policy in the field of equality between woman and men” - UNIST

Contact persons: Associate Professor Gloria Vickov, PhD / dekanat@ffst.hr ; gvickov@ffst

Faculty, department or service involved: Faculty of Humanities and Social Sciences

Short description of the gender initiative:

The lecture was held in front of numerous students and employees of the Faculty of Humanities and Social Sciences and the Rectorate of the University of Split on the occasion of International Women’s Day. The theme of this lecture was equality between men and women in the professional context. The special interest of the participants was evoked by the ambassadors’ personal experience (man and woman) who were both named to that position and fulfil it intermittently.

<https://www.ffst.unist.hr/veleposlanici-republike-francuske-posjetili-su-filozofski-fakultet-i-odrzali-predavanje-o-ravnopravnosti-spolova/>

Approximate calendar of the action: March 8th, 2019

People involved: Both students and staff were involved in this initiative.

