



LUMSA  
UNIVERSITÀ

# LUMSA GENDER EQUALITY PLAN

(implementation indications)

2022-2024





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## Introduction

1. *Gender Equality Plan: consolidating a situation in substantial balance* - The Gender Equality Plan is an essential tool for generating structural changes in academic organizations and overcoming gaps in equality between men and women, in line with the recent declaration of the Research and Innovation Directorate of the European Commission, which, in the framework of the Horizon Europe programme and the European Union Framework Programme for Research and Innovation 2021-2027, states the need for all universities wanting access to research funding to comply with the principle of equal opportunities, as sanctioned by Article 51 of the Italian Constitution, as amended by Constitutional Law No. 1 of 2003. This principle is, in turn, an expression of the fundamental values of the dignity and defence of the individual and the community, which the academic community of LUMSA is committed to (see Article 2 of the Statute).

This document is part of an implementation process that is fully underway within LUMSA, and which has already achieved more than satisfactory results.

Suffice it to say that, currently, the workforce of the university consists of 131 employees, of which 58 are men and 73 are women, with the female component, therefore, equal to 55.7% of the total workforce. It must also be considered that of the two executive managers in the workforce, one is a woman, as is the General Director.

Also, from the point of view of the teaching staff, the situation is essentially balanced, with a slight male majority, with 101 tenured teaching staff, 41 of which women, and 60 of which men. This balance is substantially confirmed also by the data relating to contract teaching staff: 159 women, 248 men.

The inclusive nature of LUMSA is further underlined by the high female student presence. In the academic year 2020-2021, a total of 6,920 students were enrolled, 4,864 of which women, and 2,056 of which men. In the current academic year 2021-2022, a total of 6,469 students have enrolled as of 30/10/2021 (enrolments are still in progress), 4,663 of which women and 1,806 of which men.

2. *The 5 intervention areas* - These are positive elements to be kept in mind when identifying actions to be included in the Plan, in order to consolidate the balanced situation, monitor developments over time, and take any corrective actions suggested by experience.

The five fundamental areas have been identified in line with general indications at European level, and with suggestions provided by the Conference of Rectors of Italian Universities (CRUI), which recognize the need to take into account, in the concrete formulation of the actions of the Plan, the specific situation of each individual university.

The areas are as follows:

- I. Work-family reconciliation policies;
- II. Leadership and decision-making processes;
- III. Gender equality in recruiting and career development opportunities;
- IV. Gender dimensions in research and teaching;
- V. Gender prejudice, stereotypes, sexism and sexual harassment.

3. *Timeframe 2022-2024* - The Plan has a three-year duration, from 1 January 2022 to 31 December 2024. Constant monitoring will be carried out on the adequacy and effectiveness of the actions taken over the three-year period. To this end, a Single Guarantee Committee (Comitato Unico di Garanzia - CUG) will prepare an annual report on the state of implementation of the Plan, suggesting any possible improvements.

4. *The sub-actions* - Divided into concrete sub-actions, the actions identified within each key area aim, as a whole, to: determine adequate procedures to detect gender bias and discrimination; define and implement innovative strategies to correct and contrast any emerged or emerging inequality in all areas of research, teaching, training and professional courses at the university; establish medium and long-term objectives for the promotion of gender equality among all parties (teaching and research staff, technical and administrative staff, and students), also by encouraging the adoption of inclusive language methods and guaranteeing, as far as possible, gender balance in assessment committees; monitor the



progress of the related policy actions via effective indicators. Defined for each proposed sub-action is a direct target and set of parties responsible for overseeing the effective implementation of the measures are defined, as well as specific expected outcomes, in terms of outputs (tangible products) and outcomes (effects of the implemented policies) that frame the impact of the Plan at the University.



**AREA I**

**Work-family reconciliation policies**

<b>1) IMPLEMENTATION OF SUPPORT SERVICES FOR THE UNIVERSITY COMMUNITY</b>	
<b>Sub-actions</b>	Agreements on special rates for nurseries and sports and recreational centres during school holidays.
<b>Direct targets</b>	Teaching staff, researchers, trainees, post-docs, research fellows, and technical, administrative and librarian staff.
<b>Indirect targets</b>	Their families and colleagues
<b>Overseers</b>	CUG, General Directorate
<b>Output</b>	1. Organization of service with agreements 2. Report containing indicators of accesses to services and frequency of use
<b>Outcome</b>	Implementation of welfare measures to facilitate the work-life balance of workers.
<b>Timeframe</b>	2022-2024



**AREA II**

**Leadership and decision-making processes**

<b>1) TECHNICAL &amp; ADMINISTRATIVE STAFF TRAINING - TRAINING MODULES ON GENDER EQUALITY</b>	
<b>Sub-actions</b>	<ol style="list-style-type: none"><li>1. Design and planning of training activities on: Work-life balance; Gender asymmetries; Regulatory and policy framework</li><li>2. Teaching materials</li><li>3. Preparation of training activities</li></ol>
<b>Direct targets</b>	Technical and administrative staff
<b>Indirect targets</b>	University community
<b>Overseers</b>	CUG, Personnel Department
<b>Output</b>	<ol style="list-style-type: none"><li>1. Training activities provided</li><li>2. Reports on participation</li><li>3. Self-assessment forms on the effectiveness of the activity</li></ol>
<b>Outcome</b>	An inclusive organizational culture
<b>Timeframe</b>	2022-2024



## 2) TRAINING FOR FIGURES IN LEADERSHIP ROLES

<b>Sub-actions</b>	Design and organization of courses and workshops aimed at developing empowerment and inclusiveness in decision-making processes
<b>Direct targets</b>	Staff in top positions
<b>Indirect targets</b>	Teaching, technical and administrative staff
<b>Overseers</b>	CUG, Rector
<b>Output</b>	Training courses and workshops
<b>Outcome</b>	Guarantee of a constant presence of female personnel in leadership positions; promotion of a culture open to gender equality
<b>Timeframe</b>	2022-2024



**AREA III**  
**Gender equality in recruiting and career development opportunities**

<b>1) PREPARATION OF GUIDELINES FOR THE USE OF INCLUSIVE LANGUAGE</b>	
<b>Direct targets</b>	University community
<b>Indirect targets</b>	Society
<b>Overseers</b>	Rector, Departments Management
<b>Output</b>	Issuing of guidelines that promote the use of inclusive language
<b>Outcome</b>	Promotion of inclusive culture and elimination of so-called linguistic sexism.
<b>Timeframe</b>	31 December 2022





<b>2) ACTIONS TO PROMOTE GENDER EQUALITY IN ASSESSMENT COMMITTEES</b>	
<b>Direct targets</b>	University community
<b>Indirect targets</b>	Society
<b>Overseers</b>	Rector, Departments Management
<b>Output</b>	Issuing of a policy document on the composition of the assessment committees and their compliance with gender equality, compatible with the organization of individual disciplines
<b>Outcome</b>	Guarantee of the organizational conditions for equal opportunities in selective proceedings
<b>Timeframe</b>	31 December 2022



AREA IV

Gender dimensions in research and teaching

<b>1) ANNUAL AWARDS TO PROMOTE THE INTEGRATION OF A GENDER DIMENSION IN RESEARCH</b>	
<b>Sub-actions</b>	Announcement of annual award call for the best thesis, at university level, that includes a gender dimension
<b>Direct targets</b>	Undergraduate students, PhD students
<b>Indirect targets</b>	Society
<b>Overseers</b>	Rector, Departments Management
<b>Output</b>	1. Publication of the awarding of prizes 2. Ceremony for the awarding of prizes
<b>Outcome</b>	Increase in research projects and theses related to gender equality
<b>Timeframe</b>	2022-2024



Gender prejudice, stereotypes, sexism, and sexual harassment

<b>1) PROMOTION OF AWARENESS OF THE INFLUENCE OF STEREOTYPES IN PROFESSIONAL DEVELOPMENT</b>	
<b>Sub-actions</b>	Planning and organization of workshop-type orientation days at higher education institutes
<b>Direct targets</b>	Students of higher education institutes
<b>Indirect targets</b>	Teaching, technical and administrative staff of higher education institutes, society
<b>Overseers</b>	CUG, Orientation Department, Prosociality and Active Citizenship Skills Committee
<b>Output</b>	<ol style="list-style-type: none"> <li>1. Projects between LUMSA departments and higher education institutes</li> <li>2. Summer schools and open weeks</li> <li>3. Informative materials</li> </ol>
<b>Outcome</b>	Critical awareness of the gender dimension in academic choices; reduction of the gender gap in access to university courses
<b>Timeframe</b>	2022-2024
<b>2) INTEGRATION OF INDICATORS IN THE DYNAMIC DASHBOARD AIMED AT REDUCING GENDER GAPS IN LUMSA</b>	
<b>Sub-actions</b>	<ol style="list-style-type: none"> <li>1. Continuous updating of the database</li> <li>2. Construction of an ad hoc web page on the institutional website dedicated to gender equality</li> <li>3. Promotion of the page</li> </ol>
<b>Direct targets</b>	Teaching staff, administrative staff, students, researchers, PhD students, research assistants, technical and research fellows,
<b>Indirect targets</b>	Media and society
<b>Overseers</b>	CUG, ICT, Communications Department
<b>Output</b>	<ol style="list-style-type: none"> <li>1. Updated database</li> <li>2. Constantly updated online page</li> </ol>
<b>Outcome</b>	Consolidation of the role of LUMSA as an organization for the promotion of gender equality



<b>Timeframe</b>	31 December 2023
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### 3) UPDATING OF PROCEDURES FOR REPORTING SEXUAL DISCRIMINATION & HARASSMENT

<b>Sub-actions</b>	<ol style="list-style-type: none"> <li>1. Transposition of recommendations in force at European and national level</li> <li>2. Establishment of a dedicated working group</li> <li>3. Drafting of the handbook for reporting discriminatory behaviours and sexual harassment situations</li> <li>4. Implementation of an awareness campaign</li> <li>5. Monitoring of reports</li> </ol>
<b>Direct targets</b>	Teaching staff, administrative staff, researchers, PhD students, technical and research fellows, research assistants, students
<b>Indirect targets</b>	University community, society
<b>Overseers</b>	General Directorate, Rector, Personnel Management
<b>Output</b>	<ol style="list-style-type: none"> <li>1. Handbook</li> <li>2. Reports, statistics</li> </ol>
<b>Outcome</b>	Confirmation of the role of LUMSA as an organization that combats discrimination
<b>Timeframe</b>	2022-2024

### 4) MONITORING OF THE INTEGRATION OF THE GENDER DIMENSION INTO THE ETHICS & CONDUCT CODE

<b>Direct targets</b>	Teaching staff, researchers, technical and administrative staff
<b>Indirect targets</b>	PhD students, research fellows, research assistants, students, society
<b>Overseers</b>	Rector, Rectorate
<b>Output</b>	Periodic monitoring and evaluation, also in light of the elaboration of any proposals
<b>Outcome</b>	Confirmation of the role of LUMSA as an organization that combats gender inequalities and promotes organizational well-being
<b>Timeframe</b>	2022-2024

### 5) ADOPTION OF A PROCEDURE FOR THE MANAGEMENT OF ALIASES FOR GENDER TRANSITIONING STUDENTS



<b>Direct targets</b>	Students
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<b>Indirect targets</b>	University community
<b>Overseers</b>	Student Secretariat
<b>Output</b>	Issuing of regulations or guidelines on good practices
<b>Outcome</b>	Consolidation of the role of LUMSA as an organization that combats gender inequalities; promotion of the policy of inclusiveness in full respect or privacy
<b>Timeframe</b>	31 December 2023