

# WBSBF 2024 APPLICATION





## THE UNIVERSITY OF UDINE STRATEGY ON GENDER EQUALITY (GENDER EQUALITY PLAN)

The University of Udine has adopted the Gender Equality Plan (GEP) starting from 2021. The GEP represents a section of the PIAO (Integrated Plan of Activities and Organization), the planning and programming document provided by all Italian public administrations. The GEP goals are related to the strategic objectives (OS) of the University and to the Sustainable Development Goals (SDGs). The budget for the achievement of the GEP objectives is identified directly within the PIAO. The CUG (Equal Opportunities Committee), in implementing the strategy defined in the GEP, protects and promotes equal opportunities, the organizational, professional and existential well-being of all members of the academic community (teachers, technical- administrative staff, students) and, more generally, spreads the culture of equal opportunities, inclusion and the fight against all forms of violence and discrimination.

The following stakeholder groups are involved in achieving the GEP goals: the university community, local stakeholders (including financiers, institutions and project partners) and civil society. These stakeholders are identified for each strategic objective (SO) of the GEP

Ref.	GOAL	INDICATORS	TARGETS 2024-2025	OUTCOME	RESPONSIBLE	Ref.
Strategic Objective PIAO						SDGs
OS4	A1. Gender Equality	3) Annual drafting of the	n Drafting of the Gender Equality Annual Report by 12/31/2024 for 2022 and 2023.	Increase awareness of the impact that University	Rector, General Director, Equal	5 mm
OS5	Annual Report		Publication of the Gender Equality Annual	policies can have on gender inequalities; ensure	Opportunities Committee (CUG),	(⊜"
OS8			Report and its dissemination to the academic community in paper format and	greater effectiveness	Rector's Delegate	10 00001
USB		sheet.	open access ebook with access from the CUG website. The Gender Equality Annual	through a clear definition of gender objectives to be	for Equal Opportunities,	
			Report will be presented together with the Social Report on the occasion of the	taken into account also in identifying the methods of	APIC	1≑7
			inauguration of the academic year 2024.	implementation; promote greater transparency of		8 LOWING CONFIDENCE
				public administration by activating mechanisms		and the second
				aimed at highlighting practices that are directly,		
				indirectly or even just		
				potentially discriminatory.		
OS4	A2. Career Alias	Ratio between number of requests for	Monitoring of action and accompanying measures	To guarantee female and male students in gender	MR, DG, Rector's Delegate for Equal	10 months
OS5	"Career Alias" for students	Careers/Identity Alias	measures	transition and University employees and	Opportunities,	⊸a≘≻
OS8	and "Identity	received and number of requests managed		collaborators the	Rector's Delegate for Teaching, DARU,	1057
030	Alias" for teachers and			opportunity to live and work in an inclusive	DIDS, DISO, ARIC. Personal	
	technical- administrative			environment, attentive to the protection of the	Data Protection	
	staff with gender identity			privacy and dignity of the individual, suitable for	Group. APIC	
	in transition.			promoting interpersonal relationships in an		
				inclusive and non- discriminatory manner.		
OS4	A3. Quiet Rooms"	set up.	By 12/31/2024 completion of the set- up of the rooms in the various	Create a private and safe environment to meet	MR, DG, CUG, Rector's Delegate	8 LAVORO DIGATIDAD E CORESCITA ECONOMICA
OS5	in various locations of		locations and spaces identified through:	temporary and unpredictable needs of	for Equal Opportunities,	<b>M</b>
OS8	the University to		<ul> <li>choice of name and symbols, preparation of signage;</li> </ul>	the person (e.g. psycho- physical health reasons,	DISO, APIC, Rector's Delegate	5 manu
	meet the temporary		<ul> <li>preparation of a usage specification;</li> </ul>	breastfeeding).	for the Use and Enhancement of	(₽)
	and unpredictable		- communication action on		University Spaces	10 months
	health, well- being and		purposes and functions.			∢≜≻
	privacy needs					<b>→</b>
	of staff and students					
OS4	A4. Maternity support	Funding of maternity support actions for	By 12/31/2024, funding of at least 10,000 euros of a Maternity Support Fund for	Promote work-life balance, fight discrimination, even	MR, DG, Rector's Delegate for Equal	8 LAVARIO DEGATIONO E CINESCITA ECONOMICA
OS5	Maternity support for	research fellows.	research grant holders.	if only potential, against research grant holders and	Opportunities, Rector's Delegate	<b>111</b>
OS8	research fellows, in			PhD students.	for Research, ARIC, APIC.	5 man
	order to prevent any					. ⊜
	type of discrimination,					10 (000011)
	even if only potential, in					<b>∢</b> ≜⊁
	recruitment and during					<b>*</b>
	the performance					
	of research activity.					
OS8	A5. Agile Work / Remote	Maintaining the number of smart working agreements	By 12/31/2024, adaptation, monitoring and support of the smart working	Work-life balance and parenting support for	MR, DG, DARU, APIC	8 ECHESCITA ECONOMICA
	Working Smart working	stipulated with technical- administrative staff also to	institute with respect to the regulations set out in the 2019- 2021 Education and	technical and administrative staff.		<b>111</b>
	for technical-	support parenting and the work-family balance of	Research CCNL.			5 need
	administrative staff who are	caregivers.				````
	parents of school-age					10 (00001)
	children or who perform					∢ <b>≘</b> ⊁
	caregiver					
	functions, in compliance					
	with the regulations in					
	force for the University					
	Sector.  A3. Quiet	Number of "Quiet	By 12/31/2024 completion	Create a private and safe	MR, DG, CUG,	O TRANSCOUNTES
	Rooms"	Rooms" set up.	By 12/31/2024 completion of the set-up of the rooms in the various	environment to meet	Rector's Delegate for	B ECHESCIA ECONOMICA
	in various locations of		locations and spaces identified through: choice of name and symbols,	temporary and unpredictable needs of	Equal Opportunities, DISO, APIC, Rector's	<b>~</b> 4
	the University to		preparation of signage; preparation of a usage specification;	the person (e.g. psycho- physical health reasons,	Delegate for the Use and Enhancement of	5 miner
	meet the temporary		communication action on purposes and functions.	breastfeeding).	University Spaces	<b>©</b>
	and unpredictable					10 minuted at
	health, well- being and					∢ <b>≘</b> ⊁
	privacy needs of staff and					<b>→</b> * · · ·
	of staff and students					

Ref. Strategic Objective	GOAL	INDICATORS	TARGETS 2024-2025	OUTCOME	RESPONSIBLE	Ref. SDGs
PIAO	B1. Gender rebalancing in delegations Gender rebalancing in the assignment of delegations from the Rector and Department Directors to teaching and research staff.	Women/Men ratio with reference to teaching and research staff with delegations from the Rector and Department Directors.	By 12/31/2024, a 10% improvement in the gender ratio in delegations compared to the situation as of 12/31/2023.	Contribute to creating a work environment aimed at promoting gender equality while respecting individual skills and professionalism.	MR, DG, CUG, Rector's Delegate for Equal Opportunities, Department Directors, DARU, APIC.	5 mil (i)
OS5	C1. Rebalancing in enrollments  Gender rebalancing in enrollment in degree courses where one gender is underrepresen ted.	Launch at least one incoming orientation program designed to achieve gender rebalancing of study courses.	By 12/31/2024, launch and monitor the initiatives of the transversal skills and orientation plans (PCTO) prepared to promote gender rebalancing.	Contribute to creating a critical awareness of the gender dimension in educational choices by highlighting gender stereotypes and prejudices that influence people's choices; reduce the gender gap in access to university courses; promote individual talents without discrimination or gender preclusions.	MR, DG, CUG, Rector's Delegate for Equal Opportunities, Rector's Delegate for Teaching, Rector's Delegate for Orientation, Department Directors, DIDS, APIC	5 1925 © 10 10 10 10 10 10 10 10 10 10 10 10 10 1
	C2.  Publications Publication of a number of volumes aimed at countering forms of gender violence and multifactorial discrimination.	"Publish at least 1 volume; Dissemination actions within the academic community and in society.	*By 12/31/2024 publication of n. 2 volumes of the Diversa-mente series (ed. Forum) in paper and open access version. *Distribution of the volumes within the academic community in paper format, in open access pdf. *Distribution of volume 3^ to institutions and interested parties e.g. technical offices of territorial administrations. Distribution of volume 4^ in conjunction with the start of the 2nd cycle of films (see E2).	Spread and promote awareness of the need to use gender-respectful and inclusive language to promote the culture of gender equality.	CUG, Rector's Delegate for Equal Opportunities, DICS, APIC	\$ \$\disp\{\text{\$\pi_{\chingles}}}}}}}}}}}}}}}}}}}}}}}}}}}} \endred\ta\text{\$\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\endownt\\$\nonequi{\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\pi_{\text{\$\endownt\}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}
OS4OS5 OS8	D1. Research Support Stimulate and support research on issues related to the gender perspective by defining dedicated resources and specific funding programs.	Launch 1 call for funding of research projects that develop gender-related issues.	By 12/31/2024, launch of n. 1 call for research grants dedicated to the analysis of prejudices and gender stereotypes.	Stimulate and support research on equal opportunities, gender equality, persistent discrimination, and diversity inclusion strategies.	MR, DG, CUG, Rector's Delegate for Equal Opportunities, Rector's Delegate for Research, University Research Commission, ARIC, APIC	8 Industrial Control of the Control
OS4 OS5 OS8	D2. Research communication activities Strengthen communication and dissemination of the results achieved by female researchers (lato sensu) in research projects, with particular attention to STEM areas where it is necessary to strengthen gender balance.	Launch at least one communication/ dissemination action of the research results via website and conference/seminar initiatives.	By 12/31/2024, schedule a day to present the results of the actions and research carried out with the 2023 regional funding for STEM subjects.  By 12/31/2024, start a census/mapping of research that intersects with themes of interest to the CUG (gender, inclusiveness, diversity, accessibility, etc.).	Give greater visibility to women in Science, especially with reference to STEM subjects where it is necessary to strengthen gender balance; create role models for younger women entering the university world; create awareness in the community of the need for gender balance also in science; combat discrimination in women's access and careers; break down gender stereotypes.	MR, DG, CUG, Rector's Delegate for Equal Opportunities, Rector's Delegate for Research, University Research Commission, ARIC, RELE, Head of the European Charter for Researchers, APIC	5 INCH.

Ref.	GOAL	INDICATORS	TARGETS 2024-2025	OUTCOME	RESPONSIBLE	Ref.
Strategic Objective						SDGs
OS4	D3. Equal	Maintenance of the	By 12/31/2024, at least 125 students	Spread and promote the	Rector's Delegate	5 recti
OS5	Opportunities and Inclusion Course	course of «Equal opportunities	must be enrolled in the course "Equal opportunities and inclusion" open to all	culture of respect and inclusion, making students	for Equal Opportunities,	⊜"
<i>J</i> 33	Activation of a course on "Equal	and inclusion» for male and female students of		acquire knowledge on the systemic mechanisms of	Rector's Delegate for Teaching, DIDS,	¥
	opportunities and	all Degree Courses.	the University.	exclusion and	APIC	10 manual II
	inclusion" for students of all			understanding the genesis of stereotypes and		<b>∀</b> ≣⊁
	degree courses.			prejudices in order to develop skills to promote		
				equal opportunities, the		
				inclusion of diversity, the recognition and		
				valorization of different talents in a logic of		
				promotion of fundamental		
OS4	D5. Course	Maintenance of the	<sub>3</sub> By 12/31/2024, enroll at least 125	rights.  Promote and spread,	CUG, Rector's	5 nume
OS5	Gender Medicine Activate a course	course.	students of the DAME degree courses in	among male and female students in the medical	Delegate for Equal Opportunities,	⊜"
J33	for all students of		the course "Personalized medicine in a gender perspective".	field, awareness of gender differences in the	Rector's Delegate for Teaching,	¥
	the DAME degree courses on the		By 12/31/2025, organize 1 event for the	healthcare field, in order to	DAME, APIC	10 manual
	topic of		dissemination of the concepts of gender medicine for a non-medical audience or	develop skills and related medical-scientific		<b>∀</b> ≣⊁
	«Personalized medicine in a		for the medical area outside the	approaches from a gender perspective and according		
	gender perspective».		University.	to a global vision of the		
				concept of health.		
	De	Dublich advassi I	Dv 12/21/2024isibilita an ele CUC	Dromoto and anne deli-	CHG Baskari	F. 100
OS4	D6. Communication	Publish educational initiatives that have a	By 12/31/2024, visibility on the CUG Uniud website of the educational initiatives provided in the 2023-24	Promote and spread the culture of respect, gender	CUG, Rector's  Delegate for Equal  Opportunities	5 HERR
OS5	activities on teaching	gender-specific declination.	initiatives provided in the 2023-24 academic year that adopt a gender	equality; fight against all forms of gender	Opportunities, Rector's Delegate	₽.
	Publicize the		declination.	discrimination; inform about the University's	for Teaching, DISO, RELE, APIC	10 months
	teaching initiatives of the			educational initiatives on	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	∢ <b>≘</b> ⊁
	University that have a gender			the themes of gender inclusion.		<b>→</b> ( )
OS4	declination.  D7. Support for	Funding of 2	By 12/31/2024, funding of 2 scholarships	Promote and spread the	CUG, Rector's	5 name
	research and training on	scholarships	for participation in the Summer School of the SIS-Italian Society of Historians.	culture of respect, gender equality; fight against all	Delegate for Equal Opportunities,	i et
OS5	Women's		of the 313-trailan society of historians.	forms of gender	Rector's Delegate	Ŷ
	History Support for initiatives to			discrimination; promote historical, educational and	for Teaching, DIDS, APIC	10 mmm
	delve into gender studies			documentary research in the field of women's		∢≘́≻
	from a historical			history and gender history.		•
	perspective.					
OS4	E2. Creattion of a	Launch of Cineforum - CineCUG.	By 12/31/2024, realization of the Cineforum - CineCUG project entitled: Per	Spread and promote awareness of the need to	CUG, Rector's Delegate for Equal	8 LANDRO DIGNETISSI E CRESCITA FETRIMINALA
OS5	Cineforum -	Dissemination actions	immagini. Genere, Inclusività,	use gender-respectful and	Opportunities,	24
OS8		within the academic and extra-academic	Rappresentazioni;  By 12/31/2024, first cycle of screenings	inclusive language to promote the culture of	DISO, DICS, RELE, APIC	E NO
U36	cycles	community.	Genres of age. Age and gender in	gender equality.		O BUNK
	aimed at knowing cultural		contemporary European cinema.  By 12/31/2025, second cycle of			₽
	stereotypes and		screenings. Gaslighting. Relationships,			10 mm 1
	aimed at promoting		power and gender in gothic movies.			< <b>≟</b> >
	awareness and					- 1. <del></del>
	countering forms of gender					
	violence and					
	discrimination	Information campaign	By 12/31/2024 visibility on the CUG	Cultural campaign to roice	CUG, Rector's	E 1803
OS4	E3. Degree Awards	Information campaign on the degree prizes,	Uniud website and communication	Cultural campaign to raise awareness among the	Delegate for Equal	O HERN
OS5	Raising awareness in the	banned on the issues of contrast to	campaign via social media of at least n. 1st Degree Award for theses that deal	entire academic community against gender	Opportunities, DIDS, APIC	₽
	community on	violence Of type.	with topics related to the fight against violence and gender discrimination.	violence.		10 mm 1
	the issues of violence and					∢≘́⊁
	gender					
	discrimination through the					
	provision of					
	Degree Awards for theses					
	for theses developed on these issues.	Polozzo Florio	Palazza Elorio illuminata di ancidan	Domonstrativa	MP DC CUC	F. 100
	E5. Lighting of Palazzo	Palazzo Florio illuminated in red.	Palazzo Florio illuminated in red on 25/11/2024.	Demonstrative action aimed at the entire city	MR, DG, CUG, Rector's Delegate	5 name
	Florio in red To raise			community to raise awareness on the issues of	for Equal Opportunities,	•
	awareness on the			discrimination and gender violence.	DARU, APIC	10 manual
	issues of discrimination			orenee.		∢Ê>
	and gender					
	violence, lighting of Palazzo Florio					
	on the occasion					
	of November 25, the international					
	day against					
	violence against women.					

## PROJECT AND ACTIONS ACCORDING TO THE STRATEGY

PROJECT "YOUTH AND PARTICIPATION IN FVG 9 **INTERVENTION NO. 2 - EQUAL OPPORTUNITIES** AND INCLUSION IN STEM SUBJECTS OF THE **AUTONOMOUS REGION OF FRIULI VENEZIA GIULIA"** 







The project's objectives are as follows:

- To enhance the development of computational thinking and programming skills in young women;
- To counter prejudices and gender stereotypes in access to STEM education for young women; • To spread a culture oriented towards deepening STEM subjects among young women;
- To propose methods that encourage orientation towards university courses and STEM careers among young women.

The project was focused on two areas:

- 1. An in-depth analysis of the factors that discourage female high school students from pursuing STEM training courses, as well as the prevalence of biases and gender stereotypes in access to STEM training.
- 2. The implementation of targeted initiatives, namely "STEMforAll" and "Engineering and Architecture in pink".

STEMforAll (Department of Mathematical, Computer and Physical Sciences) and in collaboration with the CIRD (Interdepartmental Center for Educational Research) of the University: The project unfolded through a path divided into the following stages, with the aim of involving students from schools in Friuli Venezia Giulia, together with teachers and families:

- web and mobile app design and creation workshops;
- visits to the Lab Village of the University Science Center;
- a Lab Contest and a Regional Video Contest;
- a theatre show called "Let it Bit" was created and performed in Gorizia and Udine.









#### Engineering and Architecture in Pink (Polytechnic Department of Engineering and Architecture)

The action designed a orientation program to give female students in their final two years of high school a deeper understanding of the fields of engineering and architecture as well as the several career options available to them.

The action has implemented: (1) experiential classes at the University of Udine's laboratory facilities and (2) visits to some of the most prominent companies in Friuli and Veneto, where meetings were held with female engineering and architecture graduates currently employed by those companies.

#### **COURSES**

In addition to the census of gender-specific teachings in three-year and master's courses, the CUG has promoted two courses:

#### Course on Inclusion and Equal Opportunities

The course aims to promote the culture of respect and inclusion, addressing exclusion mechanisms and stereotypes. The course was developed in an interdisciplinary perspective and according to a multidisciplinary approach that involves professors from all the University Departments,

All undergraduate, graduate, and single-cycle degree students are targeted by this course. There are no requirements needed.

#### Interdisciplinary course organized by the Department of Medical Area

The aim of the course is to promote awareness of gender differences in the healthcare sector in order to transfer the acquired knowledge and skills into professional activities (in implementation of art. 3 of law no. 3/2018 and the Decree of the Ministry of Health of 6 May 2019). Students enrolled in the three-year, master's, and single-cycle degree programs in the University of Udine's Medical and Biotechnology Area are the target audience for this course.

#### **PUBLICATIONS**

The University of Udine has established a series of publications, currently comprising four volumes, with the objective of disseminating a culture of respect and inclusiveness. Consequently, the first volumes were distributed to first-year students upon their enrollment.

Fighting Discrimination: Principles and Rules for an **Inclusive Society** 

Gender or Genres? That is the Question. Linguistic advice for a careful and conscious use of the Italian language

Environmental accessibility for inclusion. Reflections on the value of people and the quality of living space



### WOMEN WHO DO SCIENCE

The CUG website hosts a space that highlights awards and recognitions given to women in the field of science.

#### **RESEARCH GRANT**

A research grant was made available by the University of Udine in 2022 and 2024 for projects addressing gender-related topics from a gender perspective (GEP grant).

# **MONITORING THE STRATEGY:** THE GENDER EQUALITY ANNUAL REPORT

Every year the University of Udine draws up the Gender Equality Annual Report (last published 2021. 2022 and 2023, currently being drafted).

The Gender Equality Annual Report represents a useful tool for the University to annually monitor the state of gender inequality within its community, and to measure the effectiveness of the initiatives launched.

The Gender Equality Annual Report is drawn up according to the 'Guidelines for the Gender Equality Reports in Italian Universities' developed in 2019 by the CRUI. In the latest 2021 version, the University has decided to broaden the observation spectrum envisaged by the guidelines, paying attention not only to the gender gap, but also to other aspects that can determine inequalities, such as citizenship and disability.