



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. Strategic Objective	GOAL	INDICATORS	TARGETS 2024-2025	OUTCOME	RESPONSIBLE	Ref. SDG
OS4 OSS OSS8	A1 Gender Equality Annual Report	Annual tracking of the Gender Equality Annual Report. Dissemination of results of the Gender Balance Plans.	Tracking of the Gender Equality Annual Report by 12/31/2024 (in 2023 and 2024). Publication of the Gender Equality Annual Report and its dissemination in the academic community in paper format and digital format (video, audio, text). The Gender Equality Annual Report will be presented together with the Gender Balance Plan in the context of the integration of the academic year 2024.	Increase awareness of the report that University policies can have on gender inequalities, ensure greater effectiveness through a clear definition of gender objectives. Inform the academic community about the gender balance plan, its content, objectives, and the methods of implementation, ensuring greater transparency of public administration by activating mechanisms aimed at highlighting activities and results, directly, indirectly or even just potentially discriminatory.	Rectore, General Director, Equal Opportunities Committee (CUG), Faculty Delegates for Equal Opportunities (DAMI, APC).	
OS4 OSS OSS8	A2 Gender Equality Plan	Ratio between number of requests for Gender Equality Plans received and number of requests managed.	Monitoring of action and accompanying resources.	To guarantee female and male students greater inclusion and visibility, awareness and dissemination of the opportunities to have and work in an inclusive environment, attention to the professional growth and career development of the individual, suitable for promoting interpersonal relationships in an inclusive environment.	MA, OS, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	
OS4 OSS OSS8	A3 Gender Equality Plan	Number of "Gender Equality" projects.	By 12/31/2024 completion of the plan for the year of the action.	Create a culture of GEP development to meet temporary and specific needs of the academic community, identification of specific needs and preparation of specific projects and actions.	MA, OS, CUG, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	
OS4 OSS OSS8	A4 Gender Equality Plan	Tracking of university requests for research follow-up.	By 12/31/2024, funding of at least 10,000 requests for research follow-up.	Enhance work life balance, improve research results, improve research quality and productivity.	MA, OS, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	
OS8	A5 Gender Equality Plan	Monitoring the number of requests for research follow-up.	By 12/31/2024, completion of the plan for the year of the action.	Work the balance and create a culture of GEP development to meet temporary and specific needs of the academic community, identification of specific needs and preparation of specific projects and actions.	MA, OS, CUG, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	
	A6 Gender Equality Plan	Monitoring the number of requests for research follow-up.	By 12/31/2024, completion of the plan for the year of the action.	Work the balance and create a culture of GEP development to meet temporary and specific needs of the academic community, identification of specific needs and preparation of specific projects and actions.	MA, OS, CUG, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	

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OS5	A2 Gender Equality Plan	Monitoring the number of requests for research follow-up.	By 12/31/2024, completion of the plan for the year of the action.	Work the balance and create a culture of GEP development to meet temporary and specific needs of the academic community, identification of specific needs and preparation of specific projects and actions.	MA, OS, CUG, Faculty Delegates for Equal Opportunities, Faculty Delegates for Teaching (DAMI, DAMI, APC), Central Office, Protection Group, APC.	
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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.

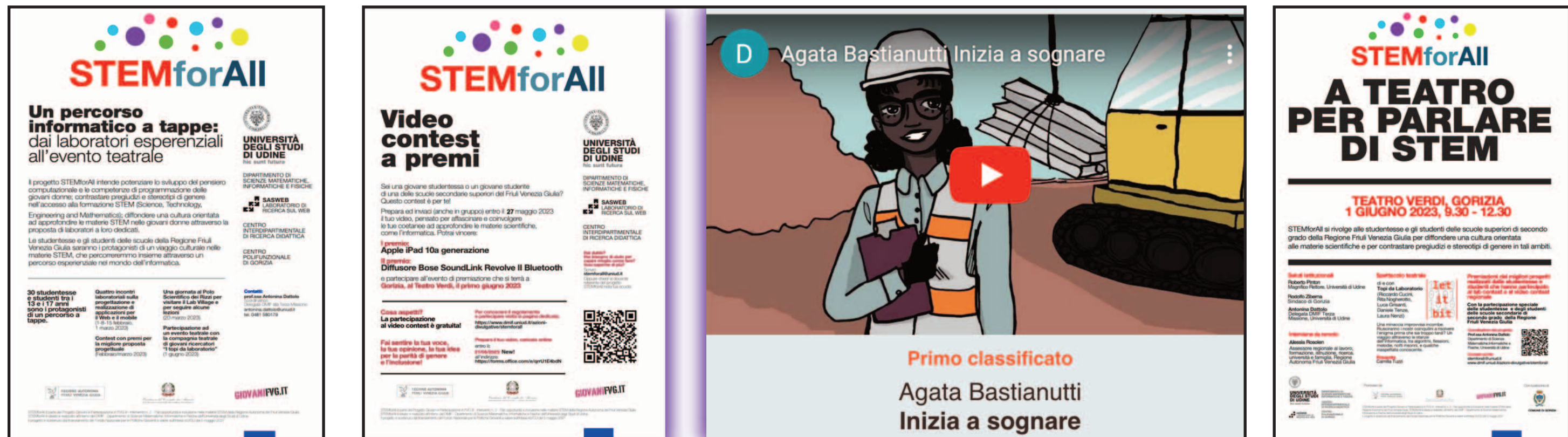
The project was focused on two areas:

- 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.
- 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.

