

THIRD UPC GENDER EQUALITY PLAN AND ACTION PLAN 2016-2018 & 2019-2021

3rd GEP approved by the UPC's Governing Council (2016)

Action plan and updated GEP approved by the UPC's Equality Unit (2018-2021)

INTRODUCTION

The Universitat Politècnica de Catalunya (UPC) is committed to the people of its community and to society in general. This commitment resulted in the first, second and third equal opportunity plans, approved by the University's Governing Council (Decision no. 133/2007, of 23 July 2007, approving the First Equal Opportunities Plan; Decision no. 52/2010, extending the term of the UPC's Master Plan for Equal Opportunities; Decision no. 212/2012 of the Governing Council, approving the Second UPC Equal Opportunities Plan; Decision no. 145/2016 of the Governing Council, approving the Third UPC Gender Equality Plan), which covered the periods 2007-2011, 2013-2015 and 2016-2020, respectively. Over the years, actions have been carried out under the plans and under the regulations in force (see specific legislation in Appendix).

The specific actions to be implemented within the third GEP from 2018 have been designed, and most of them developed, in the framework of the GEECCO¹ project.

During the period of the first and second plans, the gender ratio in the UPC community has shown no major changes, and gender bias continues in the institution. Several socio-cultural and structural factors influence the academic careers of young women and their vocation for technology when they choose their degree and their future profession. Stereotypes associated with technology and the roles of women and men are deep-rooted in universities, businesses, families and schools, regardless of women's academic results. The lack of interest in technological subjects among young women later leads to a shortage of women professors and researchers in technical universities, and specifically at the UPC.

The aim of the 3rd Gender Equality Plan is to continue to promote gender equality, focusing on 10 strategic lines drawn up following the recommendations of the Conference of European Schools for Advanced Engineering Education and Research (CESAER),² of which the UPC is a member. As a result of the participation of UPC in the GEECCO project, gender dimension in teaching has been added to one of the 10 lines of CESAER and included in this document. The strategic lines are carried through the period 2016-2021; however, to achieve greater effectiveness and precision, its objectives and actions have been subject to review and reformulation periodically, by means of participatory processes and, mainly, in the framework of the GEECCO project.

The Gender Equality Plan included in this document contains the following:

- Strategic lines and the specific actions for 2016-2018, approved by the Governing Council as the 3rd UPC Gender Equality Plan.
- Updated Gender Equality Plan, with specific actions, for 2018-2021, approved by the Gender Equality Unit and designed in the framework of the GEECCO project.

¹ Gender Equality in Engineering through Communication and Commitment (H2020-SwafS-2016-1, Grant agreement ID: 741128).

² [Gender Equality at European Universities of Science and Technology. Cesaer Gender Equality Surveys 2014. Final Report 2015](#)

MISSION

The mission of the Third UPC Gender Equality Plan is to be the framework for the UPC's action regarding respect for gender equality in relation to the university community, and also in relation to the society that the UPC serves and is committed to. The following aims are pursued:

- To promote the social responsibility of the UPC regarding equality.
- To harness the talents of women.
- To make a community with a greater presence of women, one that is richer and more real.
- To correct gender bias by transforming the basic reality:
 - A low percentage of women starting bachelor's degrees, especially in information and communications technology (ICT).
 - Few women in engineering at the UPC.
 - Predominantly male values.
- To comply with the current legal framework.

GUIDING PRINCIPLES OF THE PLAN

The guiding principles of this plan are the following:

- **Open and inclusive.** It should be a shared plan, involving the schools, services and units, facilitating mutual understanding and including different visions. It should be participatory, including students, encouraging networking and using transparent communication.
- **Transformative.** The planning should be manageable, flexible, cross-cutting, practical (not theoretical), attractive and exciting.
- **Society-centred.** It should promote models and benchmarks, going beyond the issue of gender: catalysing the social return of technology with a focus for everyone (women and men).
- **Using existing references.** It should be based on benchmarking, best practices and partnerships with other actors.

STRATEGIC FRAMEWORK

This plan is the first that the UPC has developed specifically on gender (inclusion and disability were previously included in equal opportunities). It is based on 10 strategic lines, which are intended to continue beyond the 2021 timeframe, as they cover areas that require permanent or long-term action.

Strategic lines and goals of the Gender Equality Plan

1. Institutional leadership

To introduce gender policies to promote equality between men and women at the UPC.

2. Inclusion of the gender perspective in the management of human resources and teams

To ensure that the people in positions of responsibility incorporate the gender dimension in their area of activity.

3. Academic careers of women at the UPC

To contextualise barriers to academic careers of women at the UPC.

4. Attracting women and increasing number of female students in Bachelor, Master and PhD degrees

To promote the UPC's courses in secondary schools, emphasising the values involved.

5. Networking and mentoring women

To facilitate networking, mentoring, mutual learning and empowerment of women at the UPC.

6. Work-life balance

To foster work-life balance for the members of the UPC community.

7. Ensuring gender equality at the UPC

To set up safeguards to prevent sexual harassment; harassment on grounds of sex, sexual orientation, gender identity and expression; and discrimination.

8. Gender dimension in research and teaching

To foster the inclusion of the gender dimension in research projects and to promote the participation of the UPC in research projects related to gender equality. To foster and facilitate the inclusion of the gender dimension in teaching.

9. Communication for cultural change

To incorporate cross-cutting values of integration and social responsibility in the UPC's communication.

10. Monitoring and measuring the impact

To measure the impact of the actions of the Plan.

RESPONSIBILITIES AND ORGANISATION

Responsible bodies and competencies

The Vice-Rector in charge of Gender Equality is the institutional leader of gender policies at the UPC.

The Equality Committee (Decision no. 35/2016 of the Governing Council) has the following competencies:

- To promote actions of the UPC aimed at ensuring gender equality in the institution.
- To validate the proposed equality plans and, if appropriate, to submit them to the Governing Council for approval.
- To carry out the annual monitoring of the Third UPC Gender Equality Plan.

The Equality Unit (Decision no. 34/2016 of the Governing Council) has the following competencies:

- To draw up proposals for the creation and assessment of the equality plans for submission to the Equality Committee.
- To draft and propose the schedule of meetings of the Equality Committee for each academic year.
- To draw up proposals and content at the request of the Equality Committee or other bodies.
- To act urgently in cases in which it is not deemed necessary to convene the Equality Committee.
- To promote the drafting of periodic studies and reports regarding gender equality in order to determine the context for proposing specific actions and to evaluate the effectiveness of the measures.
- To promote the drafting, implementation and monitoring of any equality plans that the UPC introduces.
- To participate in national and international projects and networks.
- To coordinate and promote the actions of the UPC's units and services.

A Network of Equality Officers in each school/faculty, whose members have the following functions:

- To participate in meetings of the Working Group of Equality Officers.
- To collaborate in the actions of the Third UPC Gender Equality Plan.
- To disseminate the Third UPC Gender Equality Plan and the resulting actions in their academic units.
- To raise questions related to gender equality.
- To participate voluntarily in working groups that might arise from the Third UPC Gender Equality Plan and to act as a liaison between the schools and the general services of the UPC.

The equality officers tie the UPC's equality policies to schools, faculties and research institutes and to the whole university community.

- This group is composed of members of the direction boards of schools, faculties and research institutes who have been assigned this responsibility.

The Gender Equality Office (belonging to the Innovation and Community Bureau), which has the following competencies:

- To design policies.
- To coordinate actions.
- To develop cross-cutting projects related to sustainable management and equal opportunities.

The Working groups created to work on specific projects or programs of the GEP, which have the following function: to propose, and if necessary to reconsider, the lines of work arising from the corresponding program or project, and to analyse their impact.

ESSENTIAL RESOURCES

To carry out the Third UPC Gender Equality Plan (2016-2020), the following resources will be available:

- Annual allocation from the general budget provision of €2,000 euros.
- Costs that can be internalised by the UPC and use of available funds.
- Funds for specific projects and programs.

THIRD UPC GENDER EQUALITY PLAN – 2016-2021 WORK PLAN

ACRONYMS:

- GIC Innovation and Community Bureau
- GPAQ Quality Planning and Evaluation Office
- ICE Education Science Institute
- ICT Information and Communication Technologies
- RDI Research and Innovation Support Service
- SLT Language and Terminology Service
- VRGE Office of the vice-rector in charge of Gender Equality

Strategic line: Strengthening the institutional leadership				
Thematic area: Decision-making processes and bodies				
Main issue(s) / Problem(s)	To raise awareness among UPC members on equal opportunities			
Goals / Priorities:	To introduce gender policies to promote equality between men and women at the UPC.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To separate the areas of equality and disability at the UPC	VRGE	01/16 – 01/18	Creation of a specific Gender Equality commission and structure	0.25 PM
To create working groups to ensure mainstreaming and effectiveness of objectives and actions at the UPC.	VRGE, Equality Unit	01/16 – 01/20	Number of working groups created	0.5 PM

Analyse decision-making at the university. Analyse systems for ensuring gender balance in decision bodies. To balance the presence of women and men in decision-making bodies and levels.	VRGE, Equality Unit, GEECCO	05/17-12/22	Changes in regulations. Composition of decision making bodies and number of decision making bodies with gender balance.	6 PM
To facilitate the inclusion of gender dimension in decision making (trainings and tools and guidelines).	VRGE, Equality Unit, GEECCO	01/19-12/21	Number of trainings and people attending the trainings. Guidelines created and/or disseminated for including gender in decision making.	6 PM
To use non-sexist language and gender sensitive communication at all levels of the UPC to enhance the image and communication of the institution. To facilitate the use of non-sexist language.	VRGE, SLT	01/16-12/21 (continuous task)	Valuation index of the UPC community on the neutrality of the image. Trainings on non-sexist language.	4 PM
To include gender as one criterion for external services contracts and for prizes given to societies.	VRGE, GIC	01/21-06/21	Criteria included	1 PM

Strategic line: Inclusion of the gender perspective in the management of human resources and teams	
Main issue(s) / Problem(s)	Lack of knowledge, awareness and commitment of the people in positions of responsibility towards Gender Equality
Goals / Priorities:	To ensure that the people in positions of responsibility incorporate the gender perspective in their area of activity.

(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To provide tools, training and awareness-raising activities for management staff and people in positions of responsibility.	GEECCO, GIC, ICE	01/18 – 12/21	Trainings done each year. Dissemination of available tools. Awareness-raising activities (surveys, Gender Equality workshops and days, social media, etc.).	6 PM + budget for paying some trainers
To encourage the participation of management staff and people in positions of responsibility in some of the activities and projects related to Gender Equality.	VRGE, GIC	01/17 – 02/20	People in positions of responsibility (departments/schools/faculties directors; vice rectors; rector...) involved in Gender Equality commissions, groups or units.	1 PM

Strategic Line: Academic careers of women at the UPC				
Main issue(s) / Problem(s)		To ensure equal opportunities at the UPC		
Goals / Priorities		To contextualise barriers to academic careers of women at the UPC and to remove those barriers.		
Planned actions	Responsibilities	Timeline	Targets / Indicators	Resources required

To make a baseline assessment to determine the main factors involved and the barriers to academic careers of female teaching and research staff.	Academic career working group, GEECCO	01/17 – 07/20	Diagnose reports. Report on gender bias in academic staff evaluation criteria	4 PM
To carry out awareness raising campaigns among the community in order to increase knowledge and understanding of barriers to academic careers of female teaching and research staff.	VRGE, Academic career working group, GEECCO	01/17 – 12/18	Perception of the staff and researchers towards Gender Equality	1 PM
To design and implement measures aimed at removing obstacles in career progression of female teaching and research staff (include gender in the criteria for PhD grants; elaborate and disseminate a guide for including the gender dimension in staff evaluation and selection).	VRGE, Academic career working group, GEECCO	05/18 – 12/21	Number of measures implemented	3 PM + Specific budget for some measures

Strategic line: Attracting women and increasing number of female students in Bachelor, Master and PhD degrees				
Main issue(s) / Problem(s)	Gender imbalance among students			
Goals / Priorities	To promote the UPC's courses in secondary schools, emphasising the values involved. To promote the UPC's fields of knowledge in primary schools (breaking stereotypes).			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To adhere to existing initiatives for increasing the number of girls in ICT courses.	VRGE, "+ICT girls" working group	01/16 – 01/18	List of initiatives	3 PM

Awareness raising among teaching and careers staff in secondary schools on the role of ICT in society.	VRGE, “+ICT girls” working group, GIC	01/17 – 12/20	Number of activities carried out	4 PM
To design and implement a project (AQUÍ STEAM) for integrating the different activities carried out with primary and secondary schools for increasing the number of female students.	VRGE, Students Vice-Rector, GIC, Communication Service, GEECCO	01/19-12/21	Website platform for the AQUÍ STEAM project. Activities carried out within the AQUÍ STEAM program.	8 PM + Specific budget
To highlight the value of actions and projects aimed at promoting the UPC’s courses in other fields (set of workshops, lectures and debate sessions on education, labour market and society under a program called “Woman and technology: a tandem for the future”)	VRGE, “+ICT girls” working group	01/17 – 12/19	To increase the number of female students at ICT (and UPC)	2 PM + Specific budget
To create a database of companies interested in increasing the number of women in STEM field and to find collaboration ways with these companies.	VRGE, GIC	5/21-12/21	Companies’ database	1 PM

Strategic Line: Networking and mentoring for women				
Main issue(s) / Problem(s)	Women empowerment			
Goals / Priorities	To facilitate networking, mentoring, mutual learning and empowerment of women at the UPC.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required

To reflect on and develop mentoring programmes between current and future female UPC students to provide advice on the choice of degree.	VRGE, T'STEAM working group, GIC	01/17 – 12/18	Number of mentoring programmes, number of participants	2 PM
To review and consolidate the M2m programme. A mentoring programme between women in businesses and/or the academic world (M) and former UPC students and students who are coming to the end of their studies at the UPC (m).	VRGE, "M2m" programme, GIC	01/17 – 12/18	Number of participants (alumni, students)	2 PM
To develop new mentoring and coaching programmes (create a UPC women network, administrative staff empowerment programme).	VRGE, GIC, Personnel office	01/19 – 12/21	Number of programs and number of participants	4 PM

Strategic Line: Work-life balance				
Main issue(s) / Problem(s)	To ensure equality of opportunities at the UPC			
Goals / Priorities	To foster work-life balance for the members of the UPC community.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To sensitise the UPC community to favour the rationalization of working hours	VRGE, "Working hours" working group, GIC	01/16-12/18	Work balance Perception of the staff and researchers (survey)	1 PM
To adopt concrete measures regarding the organisation of working hours and lecture hours (timetables) to promote work-life balance of teaching and research staff,	VRGE, "Working hours" working group, GEECCO, GIC	01/19-12/21	Number of measures implemented	3 PM

administrative staff and students and increase people's work efficiency and health.				
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Strategic line: Ensuring gender equality at the UPC				
Main issue(s) / Problem(s)		To ensure equality of opportunities at the UPC		
Goals / Priorities		To set up safeguards to prevent sexual harassment; harassment on grounds of sex, sexual orientation, gender identity and expression; and discrimination.		
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To draft and disseminate manuals, guidelines and protocols to ensure equality. To design an online educational material project on harassment on the grounds of sex, sexual orientation and gender identity and make it available to the UPC community. Design online awareness material and practical tools for people who have to pay attention to cases. Review sexual harassment protocol for students. Implement a clause in the educational cooperation agreements (on the knowledge of tolerance 0 of UPC towards harassment).	GIC, Office of the General Manager, Network of Equality Officers, Students' Union, Gender Equality Unit	01/17-12/20	Number of documents written and disseminated. Number of people following the trainings.	4 PM + Specific budget

Strategic line: Gender dimension in research and teaching	
Main issue(s) / Problem(s)	Gender dimension in research and teaching

Goals / Priorities	To foster the inclusion of the gender dimension in research projects and to promote the participation of the UPC in research projects related to gender equality. To foster and facilitate the inclusion of the gender dimension in teaching.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To submit projects to H2020 calls on gender equality.	RDI, GIOPACT research group	01/16-12/21 (at least two proposals in two different years)	Number of proposals submitted	3 PM
To facilitate the inclusion of the gender dimension in all research projects carried out at the UPC (trainings, tools and guidelines).	RDI, GEECCO, ICE	01/18-12/21	Trainings and workshops on gender and research. Tools and guidelines disseminated to researchers.	3 PM
To facilitate the inclusion of the gender dimension in teaching. To design and implement a pilot project for including gender dimension in teaching. To elaborate a good practice guideline for including gender dimension in teaching at UPC courses. To offer a permanent training to academic staff (once a year). To appoint a coordinator for including gender dimension in UPC teaching. To include a gender competence in all UPC BA and MSc.	GIC, GEECCO, ICE	01/19-12/21	Trainings. Courses including gender dimension in teaching. Guideline for including gender dimension in UPC courses.	5 PM + Specific budget for trainings

Strategic line: Communication for cultural change				
Main issue(s) / Problem(s)	To raise awareness among UPC members on equal opportunities			
Goals / Priorities	To include cross-cutting values of integration and social responsibility in the UPC's communication.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To plan institutional communication actions on equality annually. To increase the use of social networks.	GIC, Communication Service, Network of Equality Officers, GEECCO, Equality Unit	01/17 – 12/21	Number of actions. Social network activity.	2 PM
To disseminate external social awareness initiatives among the community.	GIC, Communication Service, Network of Equality Officers, Equality Unit	01/17 – 12/21	Number of initiatives	1 PM
To give more visibility to women at UPC. To create the annual UPC Women Week with activities in different schools and faculties (exhibitions, lectures, round tables, debates, etc.)	VRGE, Network of Equality Officers, Equality Unit	05/19-12/21	Number of women in relevant events. Number of activities organized within the annual UPC women weeks of 2020 and 2021.	2 PM

Strategic line: Monitoring and Sustainability				
Main issue(s) / Problem(s)	To ensure equality of opportunities at the UPC			
Goals / Priorities	To measure the impact of the actions of the Third UPC Gender Equality Plan. To prepare the 4 th Gender Equality Plan.			
(Planned) actions / activities	Responsibilities	Timeline	Targets / Indicators	Resources required
To draft the Monitoring Report of the Third UPC Gender Equality Plan and to disseminate it to the community.	VRGE, GIC, working groups leaders, GEECCO	01/18 – 12/20	Monitoring reports. Gender Equality Plan dissemination events	0.5 PM
To create an observatory for gender equality (indicators on gender equality at UPC)	GIC, GPAQ, Equality Unit	01/19-02/20	Gender Equality observatory in the Gender Equality website.	6 PM
To create a working group (strategic group) for defining the strategic lines and goals of the 4 th GEP	VRGE, GIC	01/21	Decision approved by the UPC Governing Council	0.1 PM
To analyse the results and the report of the Third UPC Gender Equality Plan	VRGE, GIC	01/21-03/21	Equality Unit and Committee and Equality officers meeting and minutes	0.5 PM
To identify new strategic lines and priorities and to design the 4 th GEP	VRGE, GIC, Strategic working group, Gender Equality Unit	03/21-06/21	Equality Unit and Committee and Equality officers meeting and minutes	2 PM

Universitat Politècnica de Catalunya

The Statutes of the Universitat Politècnica de Catalunya. Equality and social responsibility are dealt with in Article 5 (Informing principles), point 5.5, “University activity at the Universitat Politècnica de Catalunya shall be based on the principles of freedom, democracy, equality and solidarity, and on respect for ideological diversity. The University shall ensure that these principles are effective.” and in point 5.6, “The Universitat Politècnica de Catalunya shall promote social responsibility, education in values, and the search for excellence in teaching, research, transfer of research results and management, and it shall require responsibility of all its members.” They are also dealt with in Article 6, (Equal opportunities between women and men), “The University shall guarantee equal opportunities between women and men in all areas of the University and the right to non-sexist treatment. It shall also promote a balanced presence in collegial bodies and staff recruitment committees.” Finally, it is dealt with in the additional provision 2 (The Equality Unit).

Autonomous Community

Law 17/2015, of 21 July, on equality between women and men (Official Gazette of the Catalan Government 6919, 23 July 2015).

Law 1/2014, of 10 October, to ensure the rights of lesbian, gay, bisexual, transgender and intersex people and to eradicate homophobia and transphobia (Article 13, Universities).

Spanish State

Law 3/2007 of 22 March, on effective equality between women and men.

The Organic Law on Universities (Official Gazette of the Spanish Government 89, 13 April 2007), which states that equal treatment of women and men and equal opportunities are values that universities must incorporate in their structure and functioning. Additional provision 12 (Equality Units) of the Organic Law amending the Organic Law on Universities, states that universities must have equality units in their organisational structures to carry out functions related to the principle of equality between women and men.