

Systemic, Structural, and Systematic: A 3S Approach to Gender Equality at U.Porto

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Following a systemic, structural, and systematic approach, U.Porto developed its 1st Plan for Gender Equality – UP Equality, consisting of 4 areas and 60 measures. Its implementation, which runs until the end of 2024, has 77% of actions completed and 23% ongoing. The preparation of the new Plan began with the development of co-design activities and collection of indicators, resulting in new proposals and the maintenance of some measures. The need for constant monitoring and reflection on the topic of gender equality is therefore recognized, capitalizing on the path taken.

Introduction

Gender Equality is a priority in European Commission policies (2021)

- Mechanisms and recommendations for its promotion have been implemented;
- Having a Gender Equality Plan (GEP) is a prerequisite for higher education institutions to obtain European research funding.

Gender Equality Plan as a strategic tool (EIGE, n.d.)

- Outline priorities and objectives;
- Based on a diagnosis of the situation;
- Contains specific measures to be implemented.

UP Equality - Gender Equality Plan of the University of Porto

- U.Porto's first plan, in effect from July 2022 to December 2024;
- Developed with an intersectional perspective and a co-design methodology;
- **Systemic** - 60 measures aimed at different target groups and different levels of organisational functioning;
 - 34 completed and 26 in progress;
- **Structural** - creates conditions for progressive implementation and continuous monitoring of the different actions;
- **Systematic** - Continuous assessment of progress towards gender equality;
 - analysis of indicators disaggregated by gender;
 - women's and men's experiences at university surveyed;
 - Informs future policies and practices.

This poster presents the implementation and monitoring of the first Gender Equality Plan, which is closely linked to the co-design of the new plan that establishes a commitment to the continuity of specific actions to promote Gender Equality at the University of Porto.

Concluding remarks

The Gender Equality Plan of the University of Porto - UP Equality, marks a significant achievement in the mission to create a more just and equitable academic environment. Through the progressive implementation of 60 broad measures, guided by an intersectional perspective and co-design methodology, we are addressing barriers to equal opportunities and promoting a culture of inclusion for all people.

The implementation of the Gender Equality Plan is a collective effort that demands the commitment and active involvement of the whole academic community. The implementation rate shows significant improvements, yet this is an unfinished journey. With the conclusion of the first plan, preparations are now underway for the follow-up plan.

Along this systemic, structural and systematic path, ambitious new objectives and strategic actions are being defined to achieve even deeper and more extensive gender equality, with the aim of building a fairer, more inclusive and equal University of Porto for all persons.

References

- European Commission, Directorate-General for Research and Innovation, (2021). Horizon Europe guidance on gender equality plans, <https://data.europa.eu/doi/10.2777/876509>
- European Institute for Gender Equality (s/d). What is a Gender Equality Plan. Available at: https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep?language_content_entity=en

Implementation

Systemic

With a holistic perspective of the university and the U.Porto community, the aim was to engage stakeholders and services from various levels of institutional and academic operation.

1

Participants in plan development

RESET Team
Gender Equality Board (GEB)
Central Services of the University of Porto
Administrator of U.Porto
Vice-rectories
Directors of the Faculties

Human Resources
Legal Support Service
Research and Projects Service
Communication and Image Service
UPdigital Service
Teachers
Researchers
Staff

Structural

It aimed at a structural change that embraces the active integration of the gender and diversity perspective into the organisational culture, production (research content) and knowledge transfer (teaching).

2

77% of measures are executed

In the first phase of the plan's implementation, actions were prioritised to lay the foundations for this path, such as:

- Affirmation of U.Porto's commitment to Gender Equality
- Creation of mechanisms to monitor gender indicators
- Specific training for different professional groups
- Implementation of a portal for reporting harassment and discrimination

Systematic

The progressive implementation of the proposed actions has been accompanied by a process of self-monitoring, which makes it possible to measure their rate of implementation and, at the same time, to continually diagnose needs.

3

Preparation of the new plan

Drawing from the implementation experience of the first plan, along with the gathered indicators and needs, stakeholders were once again engaged in co-designing the upcoming GEP:

UP Equality 2025-2028, has already been prepared and covers 6 thematic areas:

- A | Leadership and Decision Making
- B | Recruitment and Career Progression
- C | Conciliation and Organizational Culture
- D | Gender Dimension in Research and Knowledge Transfer
- E | Gender Violence and Harassment
- F | Specific Measures for Organic Units