Gender Equality Plan – Colab4Ageing

1. Principles for Gender Equality

The **Colab4Ageing** has on its goal the promotion of an active and inclusive citizenship, ensuring the right to have rights, the respect for dignity and for equality and the right to be different. Implementing and ensuring these goals implies, on the one hand, to consider the potential of everyone to reach their maximum, considering their social and professional circumstances. On the other hand, it is necessary to convene a set of principles and internal policies that promote the integration of equity and diversity in the different levels of action, that contribute to different perspectives of the community and that ensure the integration of equality and, simultaneously, of diversity in different performance levels.

In this way, ten principles for Equality, Equity and Diversity are established, structuring the practices of Colab4Ageing, which are the guiding thread and guideline to combat inequalities and contribute to equal opportunities for access and enjoyment of rights, in line with the United Nations Sustainable Development goals, regarding Sustainable Development Goals 5 and 10 (SDG 5 – Gender Equality; SDG 10 – Reduce Inequalities). These principles are also the guiding principles of this Action Plan.

The principles in question are as follows:

1.Inclusion. Promotion of an inclusive culture, based on respect for dignity, equality, and the right to difference, fighting stereotypes, discrimination, harassment or violence of any form or type;

2.Citizenship. Promoting an active and participatory posture and safeguarding the full rights of all individuals;

3.Diversity. Tolerant coexistence and mutual respect between different individuals, from different cultural backgrounds, promoting respect for their diversity and taking responsibility for the influence of these circumstances in the production and dissemination of scientific knowledge;

4.Gender equity. Promotion in the Colab4Ageing policies and practices of a balanced representation of gender, at the scientific, academic, management and decision-making levels;

5. Equality. Promotion of conditions for equal opportunities for access and enjoyment of rights, in the areas of research, project management and human resources management;

6. Balance. Implementation of conditions for the achievement of individual and collective well-being of the different stakeholders and teams of Colab4Ageing, promoting the conciliation between professional, personal, and family life of all;

7.Transparency and integrity. Promoting relational transparency and justice, ensuring equal opportunities and the expression of diversity, fighting fraud, and defending scientific honesty for all;

8. **Accessibility**. Promote accessibility practices to all individuals with special needs, both in the production and dissemination of the knowledge produced;

9. Freedom. Encouraging critical thinking and freedom of expression for everyone, promoting safety conditions for that same expression;

10. Human Development. Valuing the individual potential of all collaborators, ensuring the defense of their rights and duties.

2. Action Plan

This Plan assumes as its own the vision defined by the Citizenship, Equality and Inclusion pillar in the UC Strategic Plan 2019-2023:

TO PROMOTE ACTIVE AND REFLECTIVE CITIZENSHIP, SOCIALLY RESPONSIBLE AND INCLUSIVE, PRESERVING THE RIGHT TO HAVE RIGHTS, WITH RESPECT FOR DIGNITY, EQUALITY AND THE RIGHT TO DIFFERENCE, SO THAT EVERYONE CAN REACH THEIR POTENTIAL, IN A COLLECTIVE CONSTRUCTION OF GOALS AND COMMON CHALLENGES

Based on these guiding principles, a set of thematic areas are defined below. These thematic areas are based on a diagnosis already carried out, between 2018 and 2019, in the context of the University of Coimbra, by the *SUPERA project – Supporting the Promotion of Equality in Research and Academia.* The analysis and diagnosis carried out were based on a list of quantitative and qualitative indicators, covering key areas of intervention, whose objective was to assess the situation of the University of Coimbra in terms of gender equality. This study showed the need for significant improvements in the thematic areas mentioned below, which are also presented here as the thematic areas of intervention of this Plan.

• Gender dimension in teaching and research
• Equality of mission, institutional structures, and policies
• Bodies and decision-making process
• Policies for articulating professional life with personal and family life
• Recruitment, retention, and career development
• Sexism, bullying and sexual and moral harassment

The United Nations 2030 Agenda for Sustainable Development is an opportunity to define principles of action, define a plan for their implementation and monitor their implementation.

Based on the work already carried out by the *SUPERA* project in the context of the University of Coimbra and adapting it to the reality of **Colab4Ageing**, a table is presented below that presents a set of strategic objectives for this action plan, as well as with a set of actions for its realization. Some indicators are also suggested to evaluate the implementation of this plan.

Strategic objectives	Actions	Indicators - Examples
• Mitigate horizontal segregation, promoting the integration of women and men in lines of action where they are underrepresented	- Integrate the perspective of gender equality in Colab, promoting choices of future employees free from gender stereotypes - make researchers of the underrepresented sex visible	- Number of distinguished members - Number of good practices identified
• Fighting vertical segregation, removing barriers to progression, and supporting career development	- hold co-creation training workshops on barriers to gender equality -promote the use/development of guides for the recruitment of human resources	- number of participants in the workshops - number of guides and guidelines produced
• Improve conciliation and balance between the spheres of work and personal and family life	- hold forums between Colab4Ageing members with professionals (i.e. sociologists) to identify measures/recommendations that can balance the family, professional and personal sphere	- number of participants and division by sex and group - number of measures
• Integrate equality, equity and diversity into CoLab's governance structures	- Integrate information collection systems on the family situation of the team and direct employees of CoLab - Communicate the equality, equity and diversity policy and objectives to the entire CoLab community of researchers and partners	- guidelines for the inclusion of the gender variable + public documents in which this guideline is applied - number of communication initiatives and audience covered
• Integrate the gender perspective in all scientific actions as a component of academic excellence	- train all CoLab professionals on integrating a gender perspective into their work - implement pilot projects within CoLab that favor the integration of a gender	- number of professionals covered - number of publications or scientific reports -identification of the % of women and men

	perspective in research projects -promote the balanced presence of women and men in research teams	
• sensitize CoLab professionals and employees to the gender perspective	- create a sub-page of the website dedicated to equality, equity and diversity -integrate equality, equity and diversity in training plans	- subpage creation -number of visits - number of specific training actions and number of trainees
• Promoting policies for the inclusion and protection of minorities, preventing discrimination, and combating harassment and violence at all levels (moral, sexual, sexist)	-creation of a code of conduct to prevent and combat harassment	- code of conduct

3. Action Plan monitorization and results

For the implementation of this action plan, it is essential to have a human resource with an adequate profile for these functions. Colab4Ageing will therefore have to ensure a person associated with the structure who can be dedicated to monitoring the results of the Implementation of this Plan (i.e., CEO and/or Chief Operational Officer).

By publishing this document, we make a public commitment to gender equality

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