



SELF-DECLARATION Gender Equality Plan (GEP) and Equality & Diversity Policies

The University of Trento deems the principles of equal opportunities fundamental, and in order to implement them:

- a) promotes a culture of valorizing differences as well as ensuring the well-being of the people and the organisation;
- b) puts its competence into practice to prevent and remove any type of discrimination (direct and indirect) within the organization, and to combat gender-based violence, harassment and sexual harassment;
- c) plans and carries out positive actions, aimed, inter alia, at overcoming gender asymmetries, while monitoring the results on an annual basis;
- d) spreads a culture of equal opportunities throughout the territory.

1. Areas and policy instruments

The University identifies the following priority areas in the definition of its objectives and interventions: gender equality, work-life balance, organizational and individual well-being, health and safety, inclusion, disability and other special needs, ethno-cultural backgrounds, religious beliefs and academic freedom, sexual orientation and gender identity, different generations at work.

Particular attention is paid to the issue of gender equality, which is developed through the adoption of measures designed to:

- create a favourable environment for women with actions aimed at:
 - changing the organisational culture and overcoming gender stereotypes;
 - supporting, starting from the initial stages, female research, administrative and technical staffs' careers;
 - increasing the number of women in top positions and decision-making bodies.
 - meeting work-life balance needs and promoting the well-being of the people and the organisation;
 - promoting initiatives aimed at preventing and combating gender-based violence and sexual harassment;



- encourage the integration of the gender dimension in science by:
 - improving research and teaching content through gender mainstreaming initiatives in subject areas.
 - promoting the overcoming of forms of horizontal gender segregation and a more balanced presence of women in the area of Science, Technology, Engineering and Mathematics (STEM) disciplines;
- support the scientific leadership of women in Research and Innovation areas by:
 - promoting a wider presence of the female component in research groups and conferences;
 - giving visibility to female scientists, valuing their contribution to scientific progress and using the appropriate language to express gender differences;
 - sharing what has been achieved through awareness-raising and communication measures, including scientific ones, within the organization, the science-society relationship and the network (e.g. in scientific communities related to specific disciplines).

The University of Trento has included these measures among the actions of its own strategic planning, as well as financed the interventions with adequate resources and equipped itself with specific tools for planning and periodic monitoring (Plan for Positive Action, Gender Budgeting, Annual Report on Equal Opportunities, Annual Report by the Committee for Equal Opportunities (CUG), valuing the well-being of those who work against discrimination). The University is currently working towards the adoption of a Gender Equality Plan (GEP) for the years 2022 – 2024.

2. Parties involved

In 2017, the University of Trento created a dedicated structure within the Rector's Office (Diversity Management / Equality & Diversity Office) with the functions of planning, designing, coordinating and monitoring interventions in the field of equality, diversity and inclusion. The Office works closely with the Vice-Rector for Equity & Diversity Policies, the Vice-Rectors and the Rector's Delegates, as well as with the Departments / Centres, the Centre of Interdisciplinary Gender Studies, the Director General and the Directorates; it pays specific attention to gender equality while providing expertise, planning measures and interventions and promoting networking as well as the transversal involvement of the structures, bodies, services and various subjects involved in the University.



3. Reference documents

On the websites “[Equality&Diversity](#)” and “[Inclusion, disability, specific learning disabilities and special needs](#)” of the University of Trento are available:

- [Code of Ethics of the University](#);
- Strategic planning and monitoring documents: Strategic Plan 2017-2021 (2017), Report on Equal opportunities at the University of Trento 2020 (in Italian) (2020); Gender Budgeting (in Italian) (2021); Two-year plan of Positive Action 2020-2021 (2021); others.
- Regulations and Guidelines on equal opportunities: Guidelines for respectful language (in Italian) (2019); Guidelines to promote inclusion, starting from gender equality, in events organised by the University of Trento (2020); Guidelines for inclusive language (2020); Regulations for the activation and management of alias identities for transgender people or people with a non-binary (2020); Regulations for the protection of the dignity of the person and for the prevention and contrast of mobbing, straining, harassment and discrimination (in Italian) (2019);

4. For more information:

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Vice-Rector for Equity and Diversity Policies

University of Trento

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