



Gender Equality Plan 2020-2024

Equality Unit

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Universitat Oberta
de Catalunya

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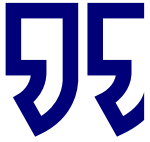
Introduction



When in July 2016 I took up the baton from Vice President Marta Aymerich as president of the UOC Equality Unit, thus forging ahead on the journey set in motion ten years earlier with the creation of the Equal Opportunities Committee, the primary challenge was to spread our message to the entire University community and mainstream gender equality into all areas of the UOC. Four years and one pandemic later, we are launching the UOC's fourth gender equality action plan: the Gender Equality Plan 2020-2024.

Making progress towards gender equality throughout the University means harnessing feminism to generate and share non-androcentric knowledge that neither perpetuates existing inequalities nor gives rise to new ones. Therefore, among other objectives, the new plan foresees bringing the gender perspective to our teaching and research output, setting up teams to remove biases from this output and from the learning resources, and shining a light on the work that women are doing at the University to become leaders in areas where their prominence is less common. We are launching the latest plan just as we celebrate 25 years as a university, with a slogan that fits greatly with the objective we have set for ourselves: learning is transforming.

Making progress towards gender equality in the university sphere also means detecting and putting an end to any sexual harassment on the basis of one's sex, gender identity or expression, or sexual orientation. Our University is an extension of society and is thus equally susceptible to the same situations of violence that gender inequalities may trigger anywhere else. With this in mind, through the new plan, we have defined a set of regulations that comprehensively provides for situations arising from discrimination for reasons of sex, gender identity or expression, and/or sexual orientation. In addition, we have outlined a prevention strategy based on training and awareness-raising, to nurture an organizational culture that acknowledges difference as a source of wealth; encourages the use of diverse, inclusive language, and takes an unwavering stance in favour of equal rights and freedoms for women, men and individuals identifying as non-binary.



Lastly, making progress towards gender equality in higher education means rounding out a people management policy that effectively guarantees equal treatment and opportunities in the workplace by closing the pay gap and reducing vertical segregation among academic and management staff, as well as improving work-life balance measures by putting forth a model characterized by co-responsibility.

All the objectives that we aim to reach by 2025 are transformative and, therefore, highly ambitious. The Gender Equality Plan 2020-2024 is structured into five strategic areas that are further broken down into over 100 specific actions. They are teaching, research, communication, organization, and monitoring and assessment. Taking on this monumental endeavour would not have been possible without the involvement, ingenuity and generosity of many of our fellow community members, over 70 to be more precise. Only by working together were our academic and administrative colleagues and our students able to craft this plan into what it is today. Now it will be up to the Equality Unit, the Office of the Deputy General Manager for Teaching, the Office of the Deputy General Manager for Research and Innovation, Personnel and Communications to lead the way.

The publication of this plan marks a turning point in our society and in our role as a university in the struggle against inequality. And so, what was once an institutional objective now becomes a commitment shared by hundreds of people. Here at the Equality Unit, our new task will be to involve the entire UOC community in deploying and implementing the plan's measures over the next five years. We know we can count on you. The Gender Equality Plan 2020-2024 is your plan.

Pastora Martínez Samper

Vice President for Globalization and Cooperation and president for the Equality Unity



Context and background

The UOC 2020-2024 Gender Equality Plan is the fourth of its kind to be published at the university, and is shaped by exceptional circumstances that have had a significant impact on its contents. Work on the Plan began in 2019, with political movements such as #MeToo, #Cuéntalo and #YoSíTeCreo still at their height on social media. The first stages of its roll-out occurred against the backdrop of a strong social consensus in favour of gender equality and an unmistakable call to higher education institutions to join the cause.

The legal framework that underpins this plan is consistent with this trend, in that it is broader and more robust than the previous one, the Equality Plan for Men and Women at the UOC 2015-2019. In addition to the fundamental legislation included in Organic Law 3/2007 of 22 March for effective equality between women and men and Law 17/2015 of 21 July for effective equality of women and men, there are provisions that cover various areas in which gender inequality is reproduced or sustained. Accordingly, with the incorporation of Law 11/2014 of 10 October to guarantee the rights of lesbians, gays, bisexuals, transgender and intersexual people and to eradicate homophobia, biphobia and transphobia, this Plan includes measures for the recognition of diversity of gender identity or expression and sexual orientation in the institution's activities. The 2020-2024 Plan also includes the most recent additions to legislation on equality, set out in Royal Decree-Law 6/2019 of 1 March on urgent measures to guarantee equal treatment and opportunities for women and men at work and in employment, Royal Decree 901/2020 of 13 October regulating equality plans and the registration thereof and amending Royal Decree 713/2010 of 28 May on the registration and depositing of workplace collective agreements, and Royal Decree 902/2020 of 13 October on equal remuneration for women and men, as well as specific measures, such as the obligation to establish a Negotiating Committee for the Equality Plan with the Workers' Committee and the implementation of a salary audit with a gender perspective and an action plan to reduce any pay inequalities identified. This Equality Plan complies with these requirements. Lastly, the new Equality Plan is aligned with the criteria set forth by the AQU (Catalan University Quality Assurance Agency) in its General Framework for Incorporating the Gender Perspective in Higher Education Teaching, and contains specific measures to respond to them.



The Plan's design and approval were also affected by the COVID-19 pandemic. The Executive Board approved the document just as the pandemic began, in March 2020. The realization that the health crisis had unleashed other crises, including that of gender inequality, made it abundantly clear that the new Plan had to include measures that could tackle the specific needs of the UOC community arising from the pandemic.

The 2020-2024 Equality Plan has not only been created on a participatory basis, but it is also based on an evaluation of the previous 2015-2019 Plan, and on the fourth diagnosis of gender equality at the Universitat Oberta de Catalunya, which was carried out in 2018, and the workplace diagnosis undertaken in 2021. The 2020-2024 Plan is based on conclusions drawn from those diagnoses, which show that:

- Decision-making is masculinized, while management is feminized.
- There is significant gender disparity in terms of students and teaching staff in certain fields of knowledge, with many more women in fields involving care and education and many more men in those related to technology.
- There is gender bias in the content and resources offered to students.
- There are few women at the helm of research projects, and those who are do not feature prominently enough.
- Not enough systematized data are gathered to measure inequality at the university.
- There is a lack of gender perspective training in various areas: conflict resolution for gender reasons, protocols against sexual harassment, non-sexist language, and non-discriminatory awareness.

The UOC's Equality Unit has coordinated the production of this Plan, which contains more than one hundred measures in five strategic areas, in order to address all the challenges identified: teaching, research, communication, organization, and monitoring and assessment. In this publication, we present an action plan for each of these areas, with the corresponding strategic and operational objectives, the actions required to reach them, the areas responsible for them and a timeline providing a visual map of their implementation over the next five years.



Regulatory framework

Gender inequality is everywhere: in homes, in public life, in public administrations and in companies. Situations involving sexism or inequality are sometimes very obvious, but in most cases they can be traced to unconscious or indirect actions. Gender inequality is a type of social inertia that must first be understood, and then challenged.

Equality plans are documents that plan the promotion of gender equality and ensure the application of the mechanisms that make people's rights related to gender equality and non-discrimination effective. They are produced after a diagnosis of the situation has been carried out, and they must subsequently be monitored and evaluated.

Promoting and guaranteeing effective equality and equity by means of equality plans is not only an ethical imperative, it is also a legal obligation. The main laws that govern this issue are:

Main Spanish and Catalan laws

- **Law 19/2020 of 30 December on equal treatment and non-discrimination.** This legislation regulates and establishes the principles of action that govern the measures taken by public authorities aimed at preventing, eliminating and remedying all forms of discrimination, both direct and indirect, in the public and private sectors.
- **Law 17/2020 of 22 December amending Law 5/2008 on the right of women to eradicate sexist violence.** This law focuses on the phenomenon of gender violence as a problem that is also linked to social and legal recognition for women. It states that mainstreaming the gender perspective in all areas is a contribution to enable the exercise of a full democracy.
- **Royal Decree 902/2020 of 14 October on equal remuneration for women and men (Official State Gazette (BOE) no. 272).** This legislation stipulates that all companies with more than 50 workers must have a remuneration record to determine whether a job is overvalued or undervalued according to gender. Companies must prepare a remuneration audit which analyses this, and formulate an action plan in order to remedy and prevent the differences.



- **Royal Decree 901/2020 of 13 October regulating equality plans and the registration thereof and amending Royal Decree 713/2010 of 28 May on the registration and depositing of workplace collective agreements (Official State Gazette (BOE) no. 272).** All companies must respect equal treatment and opportunities. This legislation states that companies with 50 or more workers must draw up an equality plan, as well as companies in which this obligation is set out in the collective agreement or arises from the application of a penalty agreement adopted by the Authority. The equality plans must cover the company's entire workforce, and will apply to workers assigned by temporary employment agencies while they render their services (Art. 10).
- **Royal Decree-Law 6/2019 of 1 March on urgent measures to guarantee equal treatment and opportunities for women and men in employment (Official State Gazette (BOE) no. 57).** The obligation to have an equality plan is extended to cover all companies with fifty or more workers. A prior diagnosis negotiated with the workers' legal representatives must be undertaken. It also maintains the workers' right to remuneration that corresponds to the work carried out, to which end a remuneration record of the average salaries, salary supplements and salaries received by the staff must be kept. Staff records must be broken down by sex and professional category. The duration of leaves of absence due to the birth of a son or daughter is also gradually rendered the same for both parents, and the duration of leaves of absence for adoption or foster care is increased.
- **Law 17/2015 on effective equality for women and men (Official Journal of the Government of Catalonia no. 6919, 23 July 2015).** On the subject of gender equality, this law defines equality as men and women being equal in terms of opportunities for personal development and decision-making, without the limitations imposed by traditional gender roles, so that the different behaviours, aspirations and needs of women and men are considered, valued and favoured in equal terms. It establishes and regulates the mechanisms and resources to make the right to equality and non-discrimination on the grounds of



sex effective in all spheres, stages and situations of life. Among other provisions, public institutions and bodies must approve an equality plan for women and men for the staff working there within a period of two years. This must be defined in the workers' collective agreement or in the agreement on working conditions. This plan must meet a series of requirements, including the prior preparation of a diagnosis, objectives and strategies, and effective monitoring and evaluation systems; it must take into account various aspects of action, such as access, selection, promotion and working conditions; and take into account the workers' representatives when they are prepared and approved.

- **Royal Legislative Decree 2/2015 of 23 October approving the revised text of the Workers' Statute Law (Official State Gazette (BOE) no. 255, 24 October 2015).** Among other provisions, this law states that collective bargaining must establish criteria and procedures aimed at achieving a balanced presence of men and women associated with the company through training contracts, and how collective bargaining can establish measures for positive action to promote women's access to all professions and positions.
- **Law 11/2014 to guarantee LGBTI rights and to eradicate homophobia, biphobia and transphobia.** This legislation establishes and recommends the adoption of measures aimed at avoiding and preventing any type of discrimination based on sexual orientation, gender identity or gender expression. The Government of Catalonia and the local authorities must ensure compliance with the legislation and enforce the duty of intervention of the staff of the public administrations, as set out in the *Protocol that implements the obligation of intervention of employees working in the public administrations of Catalonia to effectively apply the approach to homophobia, biphobia and transphobia in Catalonia.*



- **Law 38/2007 of 16 November amending the revised text of the Workers' Statute Law, approved by Royal Legislative Decree 1/1995 of 24 March.** As regards to workers' information and consultation, this law includes the right to receive information on at least an annual basis relating to the company's application of the right to equal treatment and opportunities for women and men. This information must include data on the proportion of women and men employed at the various professional levels, and where appropriate, on the measures that have been adopted to promote equality between women and men in the company and if an equality plan has been established, about its application.
- **Organic Law 3/2007 on the effective equality of men and women (Official State Gazette (BOE) no. 71, 23 March 2007).** Among other provisions, this law aims to guarantee effective and real equality between women and men, establishing the principle of mainstreaming and the integration of the gender perspective in the ordinary work of public authorities. There are three decrees that cover and specify equality in the workplace which have recently been approved.
- **Law 1/2003 of 19 February on universities in Catalonia (Official Journal of the Government of Catalonia, no. 3826, 20 February 2003).** This law states that universities must guarantee all students' rights not to be discriminated against on the grounds of birth, gender, sexual orientation, ethnicity, opinion, religion or any other personal or social situation.
- **Statute of Autonomy of Catalonia, 2006.** This Statute states that public authorities must promote the values of freedom, democracy, equality, pluralism, peace, justice, solidarity and social cohesion, gender equity and sustainability. It also acknowledges the public authorities' obligation to implement the principle of gender mainstreaming in all public policies.



- **Organic Law 11/1985 of 2 August on freedom of association (Official State Gazette (BOE) no. 189, 8 August 1985).** This law includes the right to free association within a trade union. Among other provisions, it states that regulations, clauses in collective agreements, individual agreements and unilateral decisions by the employer that contain or imply any type of discrimination in employment or working conditions are null and void, whether they are favourable or otherwise to the worker, on the grounds of membership or non-membership of a trade union, its agreements or in general, engaging in trade union activities.
- **Spanish Constitution of 1978.** The Spanish Constitution includes the principle of equality and non-discrimination, and makes the public authorities responsible for making equality and freedom effective and for removing obstacles to the participation of all citizens in political, economic, cultural and social life.

Main international and European regulations

- **ABC of Women Workers' Rights and Gender Equality.** International Labour Organization, 2008.
- **Directive implementing the principle of equal treatment between men and women in the access to and supply of goods and services – Directive 2004/113/EC of 21 December 2004, p. 37.**
- **Directive 2002/73/EC of the European Parliament and of the Council on equal treatment for men and women as regards working conditions.**
- **Review of the Beijing Platform for Action. 2000 and 2005**
- **Entry into force of the Treaty of Amsterdam, 1999.**
- **Fourth World Conference on Women, Beijing. 1995**
- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).** United Nations General Assembly Resolution 48/104 of 20 December 1993
- **Equal treatment for men and women in occupational social security schemes – Directive 86/378/CEE of 24 July 1986 (p. 40).**
- **Third World Conference on Women, Nairobi. 1985**



- **Second World Conference on Women, Copenhagen. 1980.**
- **Equal treatment for men and women in matters of social security** – Council Directive 79/7/EEC of 19 December 1978.
- **Equal treatment for men and women in relation to access to work, training and vocational training, and working conditions** – Council Directive 76/207/CEE of 9 February 1976.
- **First World Conference on Women, Mexico. 1975**
- **Equal pay** – Council Directive 75/117/EEC.
- **International Covenant on Economic, Social and Cultural Rights, Articles 2, 6 and 7.** United Nations General Assembly Resolution 2200 A (XXI), of 16 December 1966.
- **Convention C100 on equal remuneration for men and women.** International Labour Organization, 1951.
- **Convention for the Protection of Human Rights and Fundamental Freedoms, Articles 1 and 14, and Additional Protocols.** Adopted by the Council of Europe on 4 November 1950.
- **Universal Declaration of Human Rights, Preamble and Articles 7 and 23.** United Nations General Assembly Resolution 217 A (III) of 10 December 1948.

Guiding principles



Continuous improvement

Gather data to monitor the Gender Equality Plan's progress, measure its impact and pinpoint aspects that need to be improved upon to continue making strides towards gender equality throughout the University.

Knowledge transformation

Generate and disseminate non-androcentric knowledge that strengthens equality and neither causes nor perpetuates inequality of any kind.

Non-discrimination

Detect and put an end to sexual harassment and discrimination on the basis of one's sex, gender identity or expression, or sexual orientation in any area of the University.

Equity

Strive to ensure parity of representation between women and men (60-40), and back this up with measures which fortify our egalitarian organizational culture.

Care perspective

Integrate the care and co-responsibility perspective in team management and in the relationships between individuals from any area of the University.

Diversity recognition

Acknowledge difference as a source of wealth and encourage the use of diverse, inclusive language and discourse that reflect society in all its complexity, so that everyone feels represented.

Gender mainstreaming

Incorporate the gender perspective in all the University's areas and processes, remaining vigilant of situations in which the issue of gender generates inequality and designing appropriate actions to stamp out discrimination of any kind.

Feminism

Take an unwavering stance in favour of equal rights and freedoms for women, men and individuals identifying as non-binary.

Area 1. Teaching

Strategic objective	Operational objective	Actions	Area responsible	Period of implementation						
				2020	2021	2022	2023	2024	2025	
T/SD 1 Mainstream the gender perspective in teaching	T/00 1.1 Ensure that all courses offer learning resources and contents without gender bias, thereby raising the profile of leading female figures	T/A 1.1.1 Design a tool to verify whether the gender perspective criterion is being met in course design	Office of the Deputy General Manager (Teaching)							
		T/A 1.1.2 Design a tool to verify whether the gender perspective criterion is being met in the content creation process	Office of the Deputy General Manager (Teaching)							
		T/A 1.1.3 Design a tool to verify whether the gender perspective criterion is being met in the creation and selection of learning resources	Office of the Deputy General Manager (Teaching)							
		T/A 1.1.4 Create a collection of UOC-made learning resources that address the topics of gender, women, feminism and sexuality	Library for Learning							
		T/A 1.1.5 Make a woman's voice available for multi-format materials	Library for Learning							
		T/A 1.1.6 Encourage students to undertake participatory final projects with organizations that embody the gender perspective	Office of the Deputy General Manager (Teaching)							
		T/A 1.1.7 Add statements to the final project guide that prompt students to adopt the gender perspective in their research	Office of the Deputy General Manager (Teaching)							
		T/A 1.1.8 Incorporate the gender perspective in the design and performance of student internships in businesses and organizations	Professional Guidance and Career Services							
	T/00 1.2 Make global ethical commitment, which includes the gender perspective, a cross-disciplinary competency in every official bachelor's and master's degree programme	T/A 1.2.1 Sort out which programmes already nurture this cross-disciplinary competency and which ones have the potential to do so	Office of the Deputy General Manager (Teaching)							
		T/A 1.2.2 Include global ethical commitment as a cross-disciplinary competency in all annual reports on new degree programmes for the 2021/2022 academic year and every year thereafter	Office of the Deputy General Manager (Teaching)							
		T/A 1.2.3 Offer the Global Ethical Commitment in UOC Classrooms course to coordinating professors	Office of the Deputy General Manager (Teaching)							
	T/00 1.3 Work the gender perspective into online classroom dynamics	T/A 1.3.1 Study the guides to using gender-inclusive written and audiovisual language in the induction and initial training sessions for coordinating professors and affiliated teaching staff	Office of the Deputy General Manager (Teaching)							
		T/A 1.3.2 Employ gender-inclusive language throughout the Virtual Campus	Office of the Deputy General Manager (Teaching)							
		T/A 1.3.3 Create a student resource to raise awareness of the value of gender equality in the learning process	Office of the Deputy General Manager (Teaching)							
		T/A 1.3.4 Create a tutoring resource that addresses matters related to gender equality in the UOC's online environment, to be gone over with students during the welcome process	Office of the Deputy General Manager (Teaching)							
		T/A 1.3.5 Write up a protocol to instruct teaching staff (coordinating professors and course instructors) on how to manage potential classroom conflict stemming from the roll out of the gender perspective in teaching	Office of the Deputy General Manager (Teaching)							
	T/00 1.4 Map out a specific gender perspective training plan for all UOC teaching staff	T/A 1.4.1 Train coordinating professors in specific aspects of the gender perspective so that they can work it into their teaching	Office of the Vice President for Teaching and Learning; Personnel							
		T/A 1.4.2 Have affiliated teaching staff undergo specific training, namely Dive into Gender Equality	Office of the Vice President for Teaching and Learning; Personnel							
		T/A 1.4.3 Instruct coordinating professors and affiliated teaching staff on how to use the Vives Network guides to gender perspective teaching, so that they can refer to and follow them	Office of the Vice President for Teaching and Learning; Equality Unit							
		T/A 1.4.4 Host events for coordinating professors so that they can share experiences and agree on best practices when it comes to the gender perspective in teaching	Office of the Vice President for Teaching and Learning; Equality Unit							
	T/SD 2 Launch specific courses and programmes focused on gender	T/00 2.1 Determine which portfolio strategy is most optimal: official programmes, UOC-certified programmes, short-term activities, etc.	T/A 2.1.1 Coordinate with the faculties and research centres to put together an initial proposal	Office of the Deputy General Manager (Teaching)						
			T/A 2.1.2 Conduct a market analysis and a feasibility study	Office of the Deputy General Manager (Teaching); Office of the Deputy General Manager (UOC X)						
			T/A 2.1.3 Validate the final proposal and its deployment	Office of the General Manager; Office of the Vice President for Teaching and Learning; Office of the Vice President for Competitiveness and Employability						
	T/SD 3 Reduce horizontal student segregation in the UOC faculties	T/00 3.1 Raise awareness within the UOC community of the importance of eliminating gender roles	T/A 3.1.1 Create promotional material for bachelor's and master's degrees that defy gender roles and adhere to the principle of equity	Dean of the Faculty of Computer Science, Multimedia and Telecommunications						
			T/A 3.1.2 Encourage students to pursue topics with a gender perspective for their final projects	Dean of the Faculty of Computer Science, Multimedia and Telecommunications						
			T/A 3.1.3 Identify and shine a spotlight on female and male pathfinders who challenge horizontal segregation in the faculties	Dean of the Faculty of Computer Science, Multimedia and Telecommunications						
		T/00 3.2 Instil in children and young people the importance of defying gender roles when choosing their degrees	T/A 3.2.1 Encourage the prominence of women scientists as active agents of change in traditionally male-dominated fields	Dean of the Faculty of Computer Science, Multimedia and Telecommunications						
T/A 3.2.2 Promote technology-related social mentoring and volunteer programmes that motivate young and teen girls to hone their skills in traditionally male-dominated fields			Dean of the Faculty of Computer Science, Multimedia and Telecommunications							
T/00 3.3 Carry out actions that have a positive impact on student admission and success		T/A 3.3.1 Create scholarships to reduce horizontal segregation	Office of the Deputy General Manager (Teaching); Dean of the Faculty of Computer Science, Multimedia and Telecommunications							

Area 1. Teaching

Strategic objective T/SO 1

Mainstream the gender perspective in teaching

Operational objective

T/00 1.1 Ensure that all courses offer learning resources and contents without gender bias, thereby raising the profile of leading female figures

Actions

T/A 1.1.1 Design a tool to verify whether the gender perspective criterion is being met in course design

Area responsible: Office of the Deputy General Manager (Teaching). **Implementation:** 2020, 2021

T/A 1.1.2 Design a tool to verify whether the gender perspective criterion is being met in the content creation process

Area responsible: Office of the Deputy General Manager (Teaching). **Implementation:** 2020, 2021

T/A 1.1.3 Design a tool to verify whether the gender perspective criterion is being met in the creation and selection of learning resources

Area responsible: Office of the Deputy General Manager (Teaching).

Implementation: 2020, 2021

T/A 1.1.4 Create a collection of UOC-made learning resources that address the topics of gender, women, feminism and sexuality

Area responsible: Library for Learning

Implementation: 2021, 2022, 2023, 2024, 2025

T/A 1.1.5 Make a woman's voice available for multi-format materials

Area responsible: Library for Learning

Implementation: 2021

T/A 1.1.6 Encourage students to undertake participatory final projects with organizations that embody the gender perspective

Area responsible: Office of the Deputy General Manager

(Teaching). **Implementation:** 2020, 2021

T/A 1.1.7 Add statements to the final project guide that prompt students to adopt the gender perspective in their research

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021

T/A 1.1.8 Incorporate the gender perspective in the design and performance of student internships in businesses and organizations

Area responsible: Professional Guidance and Career Services

Implementation: 2022, 2023, 2024

Area 1. Teaching

Strategic objective T/OE 1

Mainstream the gender perspective in teaching

Operational objective

T/OO 1.2 Make global ethical commitment, which includes the gender perspective, a cross-disciplinary competency in every official bachelor's and master's degree programme

Actions

T/A 1.2.1 Sort out which programmes already nurture this cross-disciplinary competency and which ones have the potential to do so

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020

T/A 1.2.2 Include global ethical commitment as a cross-disciplinary competency in all annual reports on new degree programmes for the 2021/2022 academic year and every year thereafter

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020

T/A 1.2.3 Offer the Global Ethical Commitment in UOC Classrooms course to coordinating professors

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 1. Teaching

Strategic objective T/OE 1

Mainstream the gender perspective in teaching

Operational objective

T/00 1.3 Work the gender perspective into online classroom dynamics

Actions

T/A 1.3.1 Study the guides to using gender-inclusive written and audiovisual language in the induction and initial training sessions for coordinating professors and affiliated teaching staff

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021

T/A 1.3.2 Employ gender-inclusive language throughout the Virtual Campus

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: TBD

T/A 1.3.3 Create a student resource to raise awareness of the value of gender equality in the learning process

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021

T/A 1.3.4 Create a tutoring resource that addresses matters related to gender equality in the UOC's online environment, to be gone over with students during the welcome process

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021

T/A 1.3.5 Write up a protocol to instruct teaching staff (coordinating professors and course instructors) on how to manage potential classroom conflict stemming from the roll out of the gender perspective in teaching

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2020, 2021

Area 1. Teaching

Strategic objective T/OE 1

Mainstream the gender perspective in teaching

Operational objective

T/OO 1.4 Map out a specific gender perspective training plan for all UOC teaching staff

Actions

T/A 1.4.1 Train coordinating professors in specific aspects of the gender perspective so that they can work it into their teaching

Area responsible: Office of the Vice President for Teaching and Learning; Personnel

Implementation: 2022, 2023

T/A 1.4.2 Have affiliated teaching staff undergo specific training, namely Dive into Gender Equality

Area responsible: Office of the Vice President for Teaching and Learning; Personnel

Implementation: 2023, 2024

T/A 1.4.3 Instruct coordinating professors and affiliated teaching staff on how to use the Vives Network guides to gender perspective teaching, so that they can refer to and follow them

Area responsible: Office of the Vice President for Teaching and Learning; Equality Unit

Implementation: 2021, 2022

T/A 1.4.4 Host events for coordinating professors so that they can share experiences and agree on best practices when it comes to the gender perspective in teaching

Area responsible: Office of the Vice President for Teaching and Learning; Equality Unit

Implementation: 2022, 2023

Area 1. Teaching

Strategic objective T/SO 2

Launch specific courses and programmes focused on gender

Operational objective

T/00 2.1 Determine which portfolio strategy is most optimal: official programmes, UOC-certified programmes, short-term activities, etc.

Actions

T/A 2.1.1 Coordinate with the faculties and research centres to put together an initial proposal

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2022, 2023

T/A 2.1.2 Conduct a market analysis and a feasibility study

Area responsible: Office of the Deputy General Manager (Teaching); Office of the Deputy General Manager (UOC X)

Implementation: 2022, 2023

T/A 2.1.3 Validate the final proposal and its deployment

Area responsible: Office of the General Manager; Office of the Vice President for Teaching and Learning; Office of the Vice President for Competitiveness and Employability

Implementation: 2022, 2023

Area 1. Teaching

Strategic objective T/SO 3

Reduce horizontal student segregation in the UOC faculties

Operational objective

T/00 3.1 Raise awareness within the UOC community of the importance of eliminating gender roles

Actions

T/A 3.1.1 Create promotional material for bachelor's and master's degrees that defy gender roles and adhere to the principle of equity

Area responsible: Dean of the Faculty of Computer Science, Multimedia and Telecommunications

Implementation: 2022

T/A 3.1.2 Encourage students to pursue topics with a gender perspective for their final projects

Area responsible: Dean of the Faculty of Computer Science, Multimedia and Telecommunications

Implementation: 2022

T/A 3.1.3 Identify and shine a spotlight on female and male pathfinders who challenge horizontal segregation in the faculties

Area responsible: Direcció dels Estudis d'Informàtica, Multimèdia i Telecomunicació

Implementation: 2022, 2023

Area 1. Teaching

Strategic objective T/SO 3

Reduce horizontal student segregation in the UOC faculties

Operational objective

T/OO 3.2 Instil in children and young people the importance of defying gender roles when choosing their degrees

Actions

T/A 3.2.1 Encourage the prominence of women scientists as active agents of change in traditionally male-dominated fields

Area responsible: Dean of the Faculty of Computer Science, Multimedia and Telecommunications

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

T/A 3.2.2 Promote technology-related social mentoring and volunteer programmes that motivate young and teen girls to hone their skills in traditionally male-dominated fields

Area responsible: Dean of the Faculty of Computer Science, Multimedia and Telecommunications

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 1. Teaching

Strategic objective T/SO 3

Reduce horizontal student segregation in the UOC faculties

Operational objective

T/OO 3.3 Carry out actions that have a positive impact on student admission and success

Actions

T/A 3.3.1 Create scholarships to reduce horizontal segregation
Area responsible: Office of the Deputy General Manager (Teaching); Dean of the Faculty of Computer Science, Multimedia and Telecommunications
Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 2. Research

Strategic objective	Operational objective	Actions	Area responsible	Period of implementation					
				2020	2021	2022	2023	2024	2025
R/SO 1 Make gender equality a key part of the UOC's research and innovation strategy	R/00 1.1 Ensure gender parity and the gender perspective in the UOC's councils, boards, committees, and research and innovation teams	R/A 1.1.1 Analyse the make-up and selection criteria of the R&I governing units	Office of the Deputy General Manager (Research and Innovation)						
		R/A 1.1.2 Single out any panels that should be updated to ensure parity	Office of the Deputy General Manager (Research and Innovation)						
		R/A 1.1.3 Incorporate the gender perspective in the faculties' and research centres' research plans	Office of the Deputy General Manager (Research and Innovation)						
	R/00 1.2 Support women's progress throughout their academic careers	R/A 1.2.1 Provide UOC research staff with leadership training that helps them adopt the gender perspective	Personnel						
		R/A 1.2.2 Review, update and publicize the work-life balance policy for non-permanent principal investigators	Personnel						
	R/SO 2 Promote and draw attention to gender equality in research and transfer output	R/00 2.1 Train and educate research staff so that they can approach their work from the gender perspective	R/A 2.1.1 Train research staff to work the gender perspective into their research	Personnel					
R/A 2.1.2 Roll out measures to involve the gender perspective in projects submitted to competitive calls			Office of the Deputy General Manager (Research and Innovation)						
R/A 2.1.3 Draw up an awareness-raising strategy to familiarize research staff with the gender perspective and what it means for their work			Communications						
R/00 2.2 Put all the knowledge generated at the UOC about gender at the disposal of the entire community		R/A 2.2.1 Hold brainstorming sessions to decide how to turn knowledge about gender into measures that improve the UOC's internal policies or into best practices that can be shared with other universities	Equality Unit						
		R/A 2.2.2 Add any best practices that come out of these sessions to the Gender Equality Plan 2020-2025	Equality Unit						
*C/A 3.1.3 Design specific outreach strategies to disseminate gender-related research results		Communications							
R/A 2.2.3 Curate a collection of final projects related to gender in the UOC's institutional repository, O2		Library and Learning Resources							
R/A 2.2.4 Carry out a gender analysis of the open access e-journals promoted by the UOC		Office of the Deputy General Manager (Research and Innovation)							
R/A 2.2.5 Encourage a publish collection on gender, women, feminism and sexuality		Library and Learning Resources							
R/SO 3 Promote gender equality in entrepreneurship programmes	R/00 3.1 Train and educate entrepreneurs so that they involve the gender perspective in their projects	R/A 3.1.1 Locate and draw attention to materials that raise awareness of the gender perspective in entrepreneurship	Office of the Deputy General Manager (Research and Innovation)						
		R/A 3.1.2 Familiarize the UOC community of entrepreneurs with the gender perspective	Office of the Deputy General Manager (Research and Innovation)						
	R/00 3.2 Include the gender perspective in activities aimed at fostering entrepreneurship	R/A 3.2.1 Employ gender-inclusive written and audiovisual language on the Hubbik website and in any outreach materials it publicizes	Office of the Deputy General Manager (Research and Innovation)						

Area 2. Research

Strategic objective R/SO 1

Make gender equality a key part of the UOC's research and innovation strategy

Operational objective

R/00 1.1 Ensure gender parity and the gender perspective in the UOC's councils, boards, committees, and research and innovation teams

Actions

R/A 1.1.1 Analyse the make-up and selection criteria of the R&I governing units

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2021, 2022

R/A 1.1.2 Single out any panels that should be updated to ensure parity

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2021, 2022

R/A 1.1.3 Incorporate the gender perspective in the faculties' and research centres' research plans

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2022, 2023

Area 2. Research

Strategic objective R/SO 1

Make gender equality a key part of the UOC's research and innovation strategy

Operational objective

R/00 1.2 Support women's progress throughout their academic careers

Actions

R/A 1.2.1 Provide UOC research staff with leadership training that helps them adopt the gender perspective

Area responsible: Personnel

Implementation:

R/A 1.2.2 Review, update and publicize the work-life balance policy for non-permanent principal investigators

Area responsible: Personnel

Implementation: 2022, 2023

Area 2. Research

Strategic objective R/SO 2

Promote and draw attention to gender equality in research and transfer output

Operational objective

R/00 2.1 Train and educate research staff so that they can approach their work from the gender perspective

Actions

R/A 2.1.1 Train research staff to work the gender perspective into their research

Area responsible: Personnel

Implementation: 2022, 2024

R/A 2.1.2 Roll out measures to involve the gender perspective in projects submitted to competitive calls

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2020, 2021

R/A 2.1.3 Draw up an awareness-raising strategy to familiarize research staff with the gender perspective and what it means for their work

Area responsible: Communications

Implementation: 2024, 2025

Area 2. Research

Strategic objective R/SO 2

Promote and draw attention to gender equality in research and transfer output

Operational objective

R/OO 2.2 Put all the knowledge generated at the UOC about gender at the disposal of the entire community

Actions

R/A 2.2.1 Hold brainstorming sessions to decide how to turn knowledge about gender into measures that improve the UOC's internal policies or into best practices that can be shared with other universities

Area responsible: Equality Unit

Implementation: 2022, 2023

R/A 2.2.2 Add any best practices that come out of these sessions to the Gender Equality Plan 2020-2025

Area responsible: Equality Unit

Implementation: 2022, 2023

***C/A 3.1.3 Design specific outreach strategies to disseminate gender-related research results**

Area responsible: Communications

Implementation: 2021, 2022, 2023, 2024, 2025

R/A 2.2.3 Curate a collection of final projects related to gender in the UOC's institutional repository, O2

Area responsible: Library and Learning Resources

Implementation: 2021, 2022, 2023, 2024, 2025

R/A 2.2.4 Carry out a gender analysis of the open access e-journals promoted by the UOC

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

R/A 2.2.5 Encourage a publish collection on gender, women, feminism and sexuality

Area responsible: Library and Learning Resources

Implementation: 2020, 2021

Area 2. Research

Strategic objective R/SO 3

Promote gender equality in entrepreneurship programmes

Operational objective

R/00 3.1 Train and educate entrepreneurs so that they involve the gender perspective in their projects

Actions

R/A 3.1.1 Locate and draw attention to materials that raise awareness of the gender perspective in entrepreneurship
Area responsible: Office of the Deputy General Manager (Research and Innovation)
Implementation: 2022, 2023

R/A 3.1.2 Familiarize the UOC community of entrepreneurs with the gender perspective
Area responsible: Office of the Deputy General Manager (Research and Innovation)
Implementation: 2022, 2023, 2024, 2025

Area 2. Research

Strategic objective R/SO 3

Promote gender equality in entrepreneurship programmes

Operational objective

R/00 3.2 Include the gender perspective in activities aimed at fostering entrepreneurship

Actions

R/A 3.2.1 Employ gender-inclusive written and audiovisual language on the Hubbik website and in any outreach materials it publicizes

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2022, 2023, 2024, 2025

Area 3. Communication

Strategic objective	Operational objective	Actions	Area responsible	Period of implementation						
				2020	2021	2022	2023	2024	2025	
C/SO 1 Make the gender perspective a part of the UOC's brand narrative	C/00 1.1 Portray the University with the gender perspective in mind	C/A 1.1.1 Settle on a position statement regarding gender equality that helps to expand the UOC's narrative	Communications							
		C/A 1.1.2 Ensure that the gender perspective is portrayed in any future updates to corporate products	Communications							
		C/A 1.1.3 Create new corporate products that illustrate the gender perspective	Communications							
		C/A 1.1.4 Review our communication policies (campaigns and social media strategies) and sales pitches	Communications							
	C/00 1.2 Provide tools that foster gender-inclusive communication	C/A 1.2.1 Refashion the written guide to using gender-inclusive language into a tool that helps users apply it	Communications							
		C/A 1.2.2 Improve the audiovisual guide to using gender-inclusive language	Communications							
		C/A 1.2.3 Distribute the written and audiovisual guides to using gender-inclusive language to anyone involved in communication at the UOC	Communications							
		C/A 1.2.4 Offer training on how to use the guides, ensuring it is adapted to fits the specific needs of the areas involved	Personnel							
	C/SO 2 Make the gender perspective a part of the organizational culture	C/00 2.1 Raise awareness in order to effectively mainstream the gender perspective	* C/A 2.1.1 Develop an internal awareness-raising strategy to promote and foster gender equality at the University	Communications						
			C/A 2.1.2 Make the Government of Catalonia's training and resources on LGBTI diversity available to the University community as part of the celebrations surrounding Pride Day on June 28	Communications						
	C/SO 3 Make the gender perspective a part of the UOC's talent management	C/00 3.1 Raise the outward visibility of gender equality initiatives carried out within the UOC	C/A 3.1.1 Make shining a light on those working to ensure gender equality at the UOC a key priority	Communications						
			C/A 3.1.2 Highlight gender equality promotion as a competitive advantage for attracting new talent	Personnel						
*C/A 3.1.3 Design specific outreach strategies to disseminate gender-related research results			Communications							
C/00 3.2 Guarantee gender equality in recruitment and induction processes		C/A 3.2.1 Reflect the UOC's commitment to equal treatment and opportunities in any materials used in recruitment processes	Personnel							
		C/A 3.2.2 Draw attention to the University's gender equality measures during the induction process for new UOC hires	Communications							
		C/A 3.2.3 Make sure that the printed induction packet contains the institutional actions under way to ensure gender equality	Communications							
C/SO 4 Make the gender perspective a part of the UOC's visibility and dissemination actions	C/00 4.1 Prioritize the prominence of women experts in the work carried out by Media and Knowledge Communication	C/A 4.1.1 Take women teachers and researchers under our wing to guide and train them so that they feel encouraged to become future UOC experts	Communications							
		C/A 4.1.2 Develop and disseminate a UOC women experts guide	Communications							
		C/A 4.1.3 Ensure the presence of women experts in the UOC's current experts guides	Communications							
	C/00 4.2 Ensure gender parity among the people invited to speak at public events put on by the University	C/A 4.2.1 Draft and roll out a parity policy regarding the organization of conferences, institutional events, etc.	Equality Unit							
	C/00 4.3 Agree on how we want to portray ourselves as an institution	C/A 4.3.1 Conduct a gender perspective analysis on how we portray ourselves, for instance on the UOC's websites and social media and in marketing campaigns and audiovisual content	Communications							
		C/A 4.3.2 Target the stereotypes we want to break and decide on the image we want to project	Communications							
		C/A 4.3.3 Put together a reference document with guidelines on breaking the targeted stereotypes	Communications							

Area 3. Communication

Strategic objective C/SO 1

Make the gender perspective a part of the UOC's brand narrative

Operational objective

C/00 1.1 Portray the University with the gender perspective in mind

Actions

C/A 1.1.1 Settle on a position statement regarding gender equality that helps to expand the UOC's narrative

Area responsible: Communications

Implementation: 2021, 2022

C/A 1.1.2 Ensure that the gender perspective is portrayed in any future updates to corporate products

Area responsible: Communications

Implementation: 2021, 2022, 2023

C/A 1.1.3 Create new corporate products that illustrate the gender perspective

Area responsible: Communications

Implementation: 2021, 2022, 2023

C/A 1.1.4 Review our communication policies (campaigns and social media strategies) and sales pitches

Area responsible: Communications

Implementation: 2021, 2022, 2023, 2024, 2025

Area 3. Communication

Strategic objective C/SO 1

Make the gender perspective a part of the UOC's brand narrative

Operational objective

C/00 1.2 Provide tools that foster gender-inclusive communication

Actions

C/A 1.2.1 Refashion the written guide to using gender-inclusive language into a tool that helps users apply it

Area responsible: Communications

Implementation: 2021, 2022

C/A 1.2.2 Improve the audiovisual guide to using gender-inclusive language

Area responsible: Communications

Implementation: 2021, 2022

C/A 1.2.3 Distribute the written and audiovisual guides to using gender-inclusive language to anyone involved in communication at the UOC

Area responsible: Communications

Implementation: 2021, 2022

C/A 1.2.4 Offer training on how to use the guides, ensuring it is adapted to fits the specific needs of the areas involved

Area responsible: Personnel

Implementation: 2022, 2023

Area 3. Communication

Strategic objective C/ SO 2

Make the gender perspective a part of the organizational culture

Operational objective

C/00 2.1 Raise awareness in order to effectively mainstream the gender perspective

Actions

*** C/A 2.1.1 Develop an internal awareness-raising strategy to promote and foster gender equality at the University**

Area responsible: Communications

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

C/A 2.1.2 Make the Government of Catalonia's training and resources on LGBTI diversity available to the University community as part of the celebrations surrounding Pride Day on June 28

Area responsible: Communications

Implementation: 2021

Area 3. Communication

Strategic objective C/ SO 3

Make the gender perspective a part of the UOC's talent management

Operational objective

C/00 3.1 Raise the outward visibility of gender equality initiatives carried out within the UOC

Actions

C/A 3.1.1 Make shining a light on those working to ensure gender equality at the UOC a key priority

Area responsible: Communications

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

C/A 3.1.2 Highlight gender equality promotion as a competitive advantage for attracting new talent

Area responsible: Personnel

Implementation: 2022, 2023

***C/A 3.1.3 Design specific outreach strategies to disseminate gender-related research results**

Area responsible: Communications

Implementation: 2022, 2023, 2024, 2025

Area 3. Communication

Strategic objective C/ SO 3

Make the gender perspective a part of the UOC's talent management

Operational objective

C/00 3.2 Guarantee gender equality in recruitment and induction processes

Actions

C/A 3.2.1 Reflect the UOC's commitment to equal treatment and opportunities in any materials used in recruitment processes

Area responsible: Personnel
Implementation: 2020, 2021

C/A 3.2.2 Draw attention to the University's gender equality measures during the induction process for new UOC hires

Area responsible: Communications
Implementation: 2020, 2021

C/A 3.2.3 Make sure that the printed induction packet contains the institutional actions under way to ensure gender equality

Area responsible: Communications
Implementation: 2022, 2023

Area 3. Communication

Strategic objective C/ SO 4

Make the gender perspective a part of the UOC's visibility and dissemination actions

Operational objective

C/00 4.1 Prioritize the prominence of women experts in the work carried out by Media and Knowledge Communication

Actions

C/A 4.1.1 Take women teachers and researchers under our wing to guide and train them so that they feel encouraged to become future UOC experts

Area responsible: Communications

Implementation: 2021, 2022, 2023, 2024, 2025

C/A 4.1.2 Develop and disseminate a UOC women experts guide

Area responsible: Communications

Implementation: 2023, 2024

C/A 4.1.3 Ensure the presence of women experts in the UOC's current experts guides

Area responsible: Communications

Implementation: 2023, 2024

Area 3. Communication

Strategic objective C/ SO 4

Make the gender perspective a part of the UOC's visibility and dissemination actions

Operational objective

C/00 4.2 Ensure gender parity among the people invited to speak at public events put on by the University

Actions

C/A 4.2.1. Draft and roll out a parity policy regarding the organization of conferences, institutional events, etc.

Area responsible: Equality Unit

Implementation: 2021

Area 3. Communication

Strategic objective C/ SO 4

Make the gender perspective a part of the UOC's visibility and dissemination actions

Operational objective

C/00 4.3 Agree on how we want to portray ourselves as an institution

Actions

C/A 4.3.1 Conduct a gender perspective analysis on how we portray ourselves, for instance on the UOC's websites and social media and in marketing campaigns and audiovisual content

Area responsible: Communications

Implementation: 2021, 2022, 2023, 2024, 2025

C/A 4.3.2 Target the stereotypes we want to break and decide on the image we want to project

Area responsible: Communications

Implementation: 2022, 2023

C/A 4.3.3 Put together a reference document with guidelines on breaking the targeted stereotypes

Area responsible: Communications

Implementation: 2023, 2024

Area 4. Organization

Strategic objective	Operational objective	Actions	Area responsible	Period of implementation					
				2020	2021	2022	2023	2024	2025
O/SO 1 Consolidate the gender perspective in our organizational culture	O/00 1.1 Include the gender perspective in all UOC policies and plans across the board	O/A 1.1.1 Design and circulate a checklist for policymakers to use when reshaping the organization's policies to include the gender perspective	Office of the Deputy General Manager (Global Business Development)						
		O/A 1.1.2 Draft a list of resources that promote gender equality at the University	Equality Unit						
		O/A 1.1.3 Add a specific term to the Code of Ethics on gender-inclusive written and audiovisual language	Office of the Deputy General Manager (Teaching)						
	O/00 1.2 Train UOC staff as necessary to effectively mainstream the gender perspective	O/A 1.2.1 Put on gender perspective training for non-management staff	Personnel						
		O/A 1.2.2 Put on gender perspective training for management staff	Personnel						
	O/00 1.3 Carry out awareness-raising activities to effectively mainstream the gender perspective	*C/A 2.1.1 Develop an internal awareness-raising strategy to promote and foster gender equality at the University	Communications						
		O/A 1.3.1 Develop a strategy to increase the Equality Unit's visibility	Office of the Vice President for Globalization and Cooperation						
	O/00 1.4 Ensure that the matter of gender equality is properly handled at the University by those in charge of the Equality Unit	O/A 1.4.1 Approve and communicate the Equality Unit's by-laws	Equality Unit						
		O/A 1.4.2 Raise the number of members who comprise the Equality Unit	Equality Unit						
		O/A 1.4.3 Coordinate the Equality Plan 2020-2025	Equality Unit						
		O/A 1.4.4 Draft an annual report on the actions carried out by the Equality Unit	Equality Unit						
		O/A 1.4.5 Curate an Equality Unit collection in the UOC Library	Library and Learning Resources						
	O/00 1.5 Build the gender perspective into the UOC's analysis of and response to the COVID-19 crisis	O/A 1.5.1 Take part in the vehicles set up to handle the state of emergency at the University	Office of the Vice President for Globalization and Cooperation						
		O/A 1.5.2 Include the gender perspective in all communications related to the COVID-19 crisis	Office of the Vice President for Globalization and Cooperation						
		O/A 1.5.3 Assess the differential impact of the crisis in terms of gender and drive measures to overcome the effects of COVID-19	Office of the Vice President for Globalization and Cooperation						
	O/00 1.6 Participate in interuniversity networks to mainstream gender in higher education	O/A 1.6.1 Take part in the meetings, conferences and actions organized by the Network of Gender Equality Units for University Excellence (RUIGEU)	Equality Unit						
		O/A 1.6.2 Take part in the meetings, conferences and actions regarding equality organized by the Vives Network	Equality Unit						
		O/A 1.6.3 Take part in the meetings, conferences and actions organized by the Women and Science Committee (CIC)	Equality Unit						
		O/A 1.6.4 Take part in the meetings, conferences and actions organized by the nationwide university LGBTI network	Equality Unit						
		O/A 1.6.5 Take part in any other interuniversity coordination vehicles operating on an international scale	Equality Unit						
	O/SO 2 Promote the recognition of sexual diversity, gender identity and expression, and sexual orientation in all the UOC's relational settings, including both in-person and online environments	O/00 2.1 Take specific corrective measures to rectify management procedures that fail to recognize or respect sexual and gender diversity	O/A 2.1.1 Conduct an analysis to root out any shortcomings concerning the right to sexual and gender diversity	Equality Unit					
			O/A 2.1.2 Develop a protocol to ensure transgender students and employees are addressed using their correct name and pronouns	Equality Unit					
			O/A 2.1.3 Develop a data collection protocol for University forms	Equality Unit					
		O/00 2.2 Take specific corrective measures to rectify in-person and online environments that fail to recognize or respect sexual and gender diversity	O/A 2.2.1 Draft a policy regarding UOC settings that demands respect for sexual and gender diversity	Equality Unit					
			O/A 2.2.2 Make headway in analysing and fleshing out the conditions required to ensure that our online environments respect sexual and gender diversity	Equality Unit					
			O/A 2.2.3 Make headway in analysing and fleshing out the conditions required to ensure that our online environments respect sexual and gender diversity	Equality Unit					
	O/SO 3 Settle on a people management policy that respects the gender perspective	O/00 3.1 Promote work-life balance within the UOC's labour policies	O/A 3.1.1 Draft an assessment report on the suitability of the work-life balance measures taken by the UOC	Personnel					
O/A 3.1.2 Work with the Network of Gender Equality Units for University Excellence (RUIGEU) to put together various guides to teleworking and responsible work-life balance			Equality Unit						
O/A 3.1.3 Spread the news of available work-life balance measures to all UOC staff			Communications						
O/00 3.2 Ensure equal treatment and opportunities are given to everyone taking part in recruitment and promotion processes at the UOC		O/A 3.2.1 Update the recruitment and hiring processes so that they include the gender perspective	Personnel						
		O/A 3.2.2 Draft and deploy policies that reduce horizontal segregation among academic and management staff	Personnel						
		O/A 3.2.3 Draft and deploy policies that reduce vertical segregation	Personnel						
O/00 3.3 Ensure equal treatment and non-discrimination among men and women with regard to pay, in compliance with the most recent legislation on equality in companies		O/A 3.3.1 Conduct a salary audit	Personnel						
		O/A 3.3.2 Examine the pay situation, assessing jobs according to the remuneration and promotion systems in place and determining whether other factors may trigger pay differences	Personnel						
		O/A 3.3.3 Draw up an action plan to correct any cases of unequal pay and follow up on them	Personnel						
		O/A 3.3.4 Develop a mechanism to include equal pay in our people management policy (e.g. a system for assessing jobs according to the job classification system and the collective agreement)	Personnel						
O/00 3.4 Ensure gender equality in the induction processes		O/A 3.3.1 Review the induction website to ensure that it is gender inclusive	Personnel; Communications						
		O/A 3.3.2 Review the induction packet to ensure that it contains the list of resources contributing to gender equality at the University	Personnel; Communications						
O/SO 4 Examine cases of violence arising from discrimination on the basis of sex, gender identity or sexual orientation	O/00 4.1 Arm the UOC with a regulatory framework that comprehensively covers violence arising from discrimination on the basis of sex, gender or sexual orientation	O/A 4.1.1 Approve a regulation stipulating non-discrimination on the basis of sex, gender identity or expression, or sexual orientation at the UOC	Equality Unit						
		O/A 4.1.2 Develop a protocol for preventing, detecting, acting upon and resolving cases of sexual harassment on the basis of sex, gender or sexual orientation at the UOC	Equality Unit						
		O/A 4.1.3 Consider the option of setting up a sexual assault information point in the UOC's leisure areas where people can receive guidance and support	Personnel						
	O/00 4.2 Make the UOC community aware of the protocols available for investigating cases of violence arising from discrimination on the basis of sex, gender or sexual orientation	O/A 4.2.1 Train management staff in the mechanisms and procedures involved in the protocol	Personnel						
		O/A 4.2.2 Launch outreach initiatives to raise awareness of the protocol and facilitate access to the care routes it sets out	Personnel						
		O/A 4.2.3 Disseminate the Government of Catalonia's tutorials on the "duty to intervene" when in witness of LGBTIphobia-based discrimination	Communications						
		O/A 4.2.4 Set up a specific channel where cases of discrimination can be reported and where gender inequalities can be addressed	Compliance Officer						

Area 4. Organization

Strategic objective O/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.1 Include the gender perspective in all UOC policies and plans across the board

Actions

O/A 1.1.1 Design and circulate a checklist for policymakers to use when reshaping the organization's policies to include the gender perspective

Area responsible: Office of the Deputy General Manager (Global Business Development)

Implementation: 2021

O/A 1.1.2 Draft a list of resources that promote gender equality at the University

Area responsible: Equality Unit

Implementation: 2022, 2023

O/A 1.1.3 Add a specific term to the Code of Ethics on gender-inclusive written and audiovisual language

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2021

Area 4. Organization

Strategic objective O/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.2 Train UOC staff as necessary to effectively mainstream the gender perspective

Actions

O/A 1.2.1 Put on gender perspective training for non-management staff

Area responsible: Personnel
Implementation: 2023, 2024

O/A 1.2.2 Put on gender perspective training for management staff

Area responsible: Personnel
Implementation: 2023, 2024

Area 4. Organization

Strategic objective O/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.3 Carry out awareness-raising activities to effectively mainstream the gender perspective

Actions

***C/A 2.1.1 Develop an internal awareness-raising strategy to promote and foster gender equality at the University**

Area responsible: Communications

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.3.1 Develop a strategy to increase the Equality Unit's visibility

Area responsible: Office of the Vice President for Globalization and Cooperation

Implementation: 2021

Area 4. Organization

Strategic objective O/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.4 Ensure that the matter of gender equality is properly handled at the University by those in charge of the Equality Unit

Actions

O/A 1.4.1 Approve and communicate the Equality Unit's by-laws
Area responsible: Equality Unit
Implementation: 2020

O/A 1.4.2 Raise the number of members who comprise the Equality Unit
Area responsible: Equality Unit
Implementation: 2020

O/A 1.4.3 Coordinate the Equality Plan 2020-2025
Area responsible: Equality Unit
Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.4.4 Draft an annual report on the actions carried out by the Equality Unit
Area responsible: 2
Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.4.5 Curate an Equality Unit collection in the UOC Library
Area responsible: Library and Learning Resources
Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 4. Organization

Strategic objective O/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.5 Build the gender perspective into the UOC's analysis of and response to the COVID-19 crisis

Actions

O/A 1.5.1 Take part in the vehicles set up to handle the state of emergency at the University

Area responsible: Office of the Vice President for Globalization and Cooperation

Implementation: 2020

O/A 1.5.2 Include the gender perspective in all communications related to the COVID-19 crisis

Area responsible: Office of the Vice President for Globalization and Cooperation

Implementation: 2020

O/A 1.5.3 Assess the differential impact of the crisis in terms of gender and drive measures to overcome the effects of COVID-19

Area responsible: Office of the Vice President for Globalization and Cooperation

Implementation: 2020

Area 4. Organization

Strategic objective 0/ SO 1

Consolidate the gender perspective in our organizational culture

Operational objective

O/00 1.6 Participate in interuniversity networks to mainstream gender in higher education

Actions

O/A 1.6.1 Take part in the meetings, conferences and actions organized by the Network of Gender Equality Units for University Excellence (RUIGEU)

Area responsible: Equality Unit

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.6.2 Take part in the meetings, conferences and actions regarding equality organized by the Vives Network

Area responsible: Equality Unit

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.6.3 Take part in the meetings, conferences and actions organized by the Women and Science Committee (CIC)

Area responsible: Equality Unit

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.6.4 Take part in the meetings, conferences and actions organized by the nationwide university LGBTI network

Area responsible: Equality Unit

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

O/A 1.6.5 Take part in any other interuniversity coordination vehicles operating on an international scale

Area responsible: Equality Unit

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 4. Organization

Strategic objective O/ SO 2

Promote the recognition of sexual diversity, gender identity and expression, and sexual orientation in all the UOC's relational settings, including both in-person and online environments

Operational objective

O/00 2.1 Take specific corrective measures to rectify management procedures that fail to recognize or respect sexual and gender diversity

Actions

O/A 2.1.1 Conduct an analysis to root out any shortcomings concerning the right to sexual and gender diversity

Area responsible: Equality Unit

Implementation: 2022, 2023

O/A 2.1.2 Develop a protocol to ensure transgender students and employees are addressed using their correct name and pronouns

Area responsible: Equality Unit

Implementation: 2021

O/A 2.1.3 Develop a data collection protocol for University forms

Area responsible: Equality Unit

Implementation: 2022, 2023

Area 4. Organization

Strategic objective O/ SO 2

Promote the recognition of sexual diversity, gender identity and expression, and sexual orientation in all the UOC's relational settings, including both in-person and online environments

Operational objective

O/00 2.2 Take specific corrective measures to rectify in-person and online environments that fail to recognize or respect sexual and gender diversity

Actions

O/A 2.2.1 Draft a policy regarding UOC settings that demands respect for sexual and gender diversity

Area responsible: Equality Unit

Implementation: 2020, 2021

O/A 2.2.2 Make headway in analysing and fleshing out the conditions required to ensure that our online environments respect sexual and gender diversity

Area responsible: Equality Unit

Implementation: 2023, 2024, 2025

Area 4. Organization

Strategic objective 0/ SO 3

Settle on a people management policy that respects the gender perspective

Operational objective

O/00 3.1 Promote work-life balance within the UOC's labour policies

Actions

O/A 3.1.1 Draft an assessment report on the suitability of the work-life balance measures taken by the UOC

Area responsible: Personnel

Implementation: 2020, 2021

O/A 3.1.2 Work with the Network of Gender Equality Units for University Excellence (RUIGEU) to put together various guides to teleworking and responsible work-life balance

Area responsible: Equality Unit

Implementation: 2021

O/A 3.1.3 Spread the news of available work-life balance measures to all UOC staff

Area responsible: Communications

Implementation: 2022

Area 4. Organization

Strategic objective O/ SO 3

Settle on a people management policy that respects the gender perspective

Operational objective

O/00 3.2 Ensure equal treatment and opportunities are given to everyone taking part in recruitment and promotion processes at the UOC

Actions

O/A 3.2.1 Update the recruitment and hiring processes so that they include the gender perspective

Area responsible: Personnel

Implementation: 2020, 2021

O/A 3.2.2 Draft and deploy policies that reduce horizontal segregation among academic and management staff

Area responsible: Personnel

Implementation: 2022, 2023, 2024, 2025

O/A 3.2.3 Draft and deploy policies that reduce vertical segregation

Area responsible: Personnel

Implementation: 2021, 2022, 2023, 2024, 2025

Area 4. Organization

Strategic objective O/ SO 3

Settle on a people management policy that respects the gender perspective

Operational objective

O/00 3.3 Ensure equal treatment and non-discrimination among men and women with regard to pay, in compliance with the most recent legislation on equality in companies

Actions

O/A 3.3.1 Conduct a salary audit

Area responsible: Personnel

Implementation: 2022

O/A 3.3.2 Examine the pay situation, assessing jobs according to the remuneration and promotion systems in place and determining whether other factors may trigger pay differences

Area responsible: Personnel

Implementation: 2022

O/A 3.3.3 Draw up an action plan to correct any cases of unequal pay and follow up on them

Area responsible: Personnel

Implementation: 2022

O/A 3.3.4 Develop a mechanism to include equal pay in our people management policy (e.g. a system for assessing jobs according to the job classification system and the collective agreement)

Area responsible: Personnel

Implementation: 2022

Area 4. Organization

Strategic objective O/ SO 3

Settle on a people management policy that respects the gender perspective

Operational objective

O/00 3.4 Ensure gender equality in the induction processes

Actions

O/A 3.3.1 Review the induction website to ensure that it is gender inclusive

Area responsible: Personnel; Communications

Implementation: 2022, 2023, 2024, 2025

O/A 3.3.2 Review the induction packet to ensure that it contains the list of resources contributing to gender equality at the University

Area responsible: Personnel; Communications

Implementation: 2022, 2023, 2024, 2025

Area 4. Organization

Strategic objective O/ SO 4

Examine cases of violence arising from discrimination on the basis of sex, gender identity or sexual orientation

Operational objective

O/00 4.1 Arm the UOC with a regulatory framework that comprehensively covers violence arising from discrimination on the basis of sex, gender or sexual orientation

Actions

O/A 4.1.1 Approve a regulation stipulating non-discrimination on the basis of sex, gender identity or expression, or sexual orientation at the UOC

Area responsible: Equality Unit

Implementation: 2020, 2021

O/A 4.1.2 Develop a protocol for preventing, detecting, acting upon and resolving cases of sexual harassment on the basis of sex, gender or sexual orientation at the UOC

Area responsible: Equality Unit

Implementation: 2020, 2021

O/A 4.1.3 Consider the option of setting up a sexual assault information point in the UOC's leisure areas where people can receive guidance and support

Area responsible: Personnel

Implementation: 2022, 2023, 2024, 2025

Area 4. Organization

Strategic objective O/ SO 4

Examine cases of violence arising from discrimination on the basis of sex, gender identity or sexual orientation

Operational objective

O/OO 4.2 Make the UOC community aware of the protocols available for investigating cases of violence arising from discrimination on the basis of sex, gender or sexual orientation

Actions

O/A 4.2.1 Train management staff in the mechanisms and procedures involved in the protocol

Area responsible: Personnel

Implementation: 2021

O/A 4.2.2 Launch outreach initiatives to raise awareness of the protocol and facilitate access to the care routes it sets out

Area responsible: Personnel

Implementation: 2021

O/A 4.2.3 Disseminate the Government of Catalonia's tutorials on the "duty to intervene" when in witness of LGBTIphobia-based discrimination

Area responsible: Communications

Implementation: 2021

O/A 4.2.4 Set up a specific channel where cases of discrimination can be reported and where gender inequalities can be addressed

Area responsible: Compliance Officer

Implementation: 2020, 2021, 2022, 2023, 2024, 2025

Area 5. Monitoring and assessment

Strategic objective	Operational objective	Actions	Area responsible	Period of implementation					
				2020	2021	2022	2023	2024	2025
MA/SO 1 Monitor the development of the Plan's strategic areas and assess their impact on gender equality at the UOC	MA/DO 1.1 Set up a single system for data collection and organization	MA/A 1.1.1 Identify internal and for-third-party indicators that measure the gender perspective in teaching	Office of the Deputy General Manager (Teaching)						
		MA/A 1.1.2 Identify internal and for-third-party indicators that measure the gender perspective in research and innovation	Office of the Deputy General Manager (Research and Innovation)						
		MA/A 1.1.3 Identify internal and for-third-party indicators that measure the gender perspective in communication	Communications						
		MA/A 1.1.4 Identify internal and for-third-party indicators that measure the gender perspective in institutional policies and the organizational culture	Personnel						
		MA/A 1.1.5 Join the data governance project	Office of the Deputy General Manager (Operations)						
		MA/A 1.1.6 Design a tool for collating and organizing the identified indicators	Equality Unit						
	MA/DO 1.2 Establish monitoring mechanisms	MA/A 1.2.1 Establish a monitoring mechanism to track whether the University is meeting its external obligations	Equality Unit						
		MA/A 1.2.2 Include the gender perspective in the monitoring and review of the Internal Quality Assurance System processes for teaching	Planning and Quality						
		MA/A 1.2.3 Include the gender perspective in the monitoring of centres and teaching programmes	Planning and Quality						
		MA/A 1.2.4 Design and set up a system to monitor and track compliance with the gender perspective in research and innovation, communication, policies and the organizational culture	Office of the Deputy General Manager (Teaching); Office of the Deputy General Manager (Research and Innovation); Communications; Personnel						
		MA/A 1.2.5 Set up mechanisms to correct any situations in which the gender perspective is lacking in research and innovation, communication, policies or the organizational culture	Equality Unit						
	MA/DO 1.3 Establish assessment mechanisms	MA/A 1.3.1 Integrate the gender perspective in the student satisfaction survey	Planning and Quality						
		MA/A 1.3.2 Integrate the gender perspective in the Docentia faculty assessment	Office of the Vice President for Teaching and Learning						
		MA/A 1.3.3 Carry out gender equality analyses at the University	Equality Unit						

Area 5. Monitoring and assessment

Strategic objective MA / SO 1

Monitor the development of the Plan's strategic areas and assess their impact on gender equality at the UOC

Operational objective

MA/00 1.1 Set up a single system for data collection and organization

Actions

MA/A 1.1.1 Identify internal and for-third-party indicators that measure the gender perspective in teaching

Area responsible: Office of the Deputy General Manager (Teaching)

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.1.2 Identify internal and for-third-party indicators that measure the gender perspective in research and innovation

Area responsible: Office of the Deputy General Manager (Research and Innovation)

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.1.3 Identify internal and for-third-party indicators that measure the gender perspective in communication

Area responsible: Communications

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.1.4 Identify internal and for-third-party indicators that measure the gender perspective in institutional policies and the organizational culture

Area responsible: Personnel

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.1.5 Join the data governance project

Area responsible: Office of the Deputy General Manager (Operations)

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.1.6 Design a tool for collating and organizing the identified indicators

Area responsible: Equality Unit

Implementation: 2021, 2022, 2023, 2024, 2025

Area 5. Monitoring and assessment

Strategic objective MA / SO 1

Monitor the development of the Plan's strategic areas and assess their impact on gender equality at the UOC

Operational objective

MA/00 1.2 Establish monitoring mechanisms

Actions

MA/A 1.2.1 Establish a monitoring mechanism to track whether the University is meeting its external obligations

Area responsible: Equality Unit

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.2.2 Include the gender perspective in the monitoring and review of the Internal Quality Assurance System processes for teaching

Area responsible: Planning and Quality

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.2.3 Include the gender perspective in the monitoring of centres and teaching programmes

Area responsible: Planning and Quality

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.2.4 Design and set up a system to monitor and track compliance with the gender perspective in research and innovation, communication, policies and the organizational culture

Area responsible: Office of the Deputy General Manager (Teaching); Office of the Deputy General Manager (Research and Innovation); Communications; Personnel

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.2.5 Set up mechanisms to correct any situations in which the gender perspective is lacking in research and innovation, communication, policies or the organizational culture

Area responsible: Equality Unit

Implementation: 2021, 2022, 2023, 2024, 2025

Area 5. Monitoring and assessment

Strategic objective MA / SO 1

Monitor the development of the Plan's strategic areas and assess their impact on gender equality at the UOC

Operational objective

MA/00 1.3 Establish assessment mechanisms

Actions

MA/A 1.3.1 Integrate the gender perspective in the student satisfaction survey

Area responsible: Planning and Quality

Implementation: 2021, 2022, 2023, 2024, 2025

MA/A 1.3.2 Integrate the gender perspective in the Docentia faculty assessment

Area responsible: Office of the Vice President for Teaching and Learning

Implementation: 2022, 2023, 2024, 2025

MA/A 1.3.3 Carry out gender equality analyses at the University

Area responsible: Equality Unit

Implementation: 2022, 2023, 2024, 2025

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