

Gender equality plan of the University of Cagliari



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The way in which scientific knowledge is generated, applied and disseminated is not disconnected from the global structural system, that replicates gender inequalities leading to significant role asymmetries between men and women within the organizations linked to research and to its financing. Gender equality plans act in this perspective as key tools to generate structural change in training organizations and to overcome gender gaps between men and women. Through the adoption of this Plan, the University of Cagliari acts as a strategic agent for the promotion of the European founding principle of gender equality, in two ways: as a place to socialize with possible contrast actions against inequalities and apply the principles of equal citizenship; and as an employer dealing with the possible risks of inequalities in the distribution of positions and in progression along professional paths.

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Gender bias and stereotypes, sexism and sexual harassment

Introduction

UNICA's Gender Equality Plan (GEP) originates from the project Horizon 2020 SUPERA - Supporting the Promotion of Equality in Research and Academia (<https://www.superaproject.eu/>), that started in 2018, and ended in 2022. The SUPERA project has been a precious opportunity for UNICA to strengthen, through the interaction with other European experiences, an already ongoing process of reflection and operational investment, starting from some premises: the awareness that the way in which scientific knowledge is generated, applied and disseminated is not disconnected from the global structural system, which reproduces gender inequalities within organizations linked to research and to its funding, and in which relevant role asymmetries between men and women may emerge; the assumption that a research activity that is not free from gender stereotypes can fuel discriminations and limit equal opportunities; the peculiarity of the research sector and of university and post-university education, whose educational mission requires the adoption of specific actions aimed at contrasting and overcoming persistent gender gaps. These assumptions correspond to the objectives of the gender equality strategy supported by the European research funding program Horizon 2020:

1. Promote gender balance in research groups in order to reduce the gaps in female participation;
2. Ensure gender balance in decision-making processes within

- excellent educational organizations;
3. Integrate the gender dimension in research and innovation contents, to improve the scientific quality and the dissemination to the wider social context of knowledge and technologies produced.




The GEP - Gender Equality Plan is a key tool to generate structural changes in excellent educational organizations and to overcome the gender gaps, in line with the declaration by the Commission's Directorate for *Research and Innovation* of the European Union, which envisaged, within the framework of the Horizon Europe program, the obligation to have a GEP for all public institutions wishing to access to research funding. Since 2014, 25 projects like SUPERA have accompanied consortia of European universities and research centers in the development of gender equality plans under Horizon 2020. The GEP of UNICA is consistent with the frame traced at the national Italian level by the L.183/2010, which establishes the creation of the CUGs (Unique Guarantee Committees for Equal Opportunities), the enhancement of internal organizational well-being and the fight against discriminations in all public administrations, and by the D.L. 198/2006, establishing the Code of equal opportunities between men and women, in order to provide a three-year Plan of positive actions by the public administrations. It is also consistent with the gender-sensitive policies carried out by our university from 2015. In fact, the Strategic Integrated Planning Document and the Positive Action Plan of the University identify the promotion of equal opportunities and the promotion of organizational well-being as strategic objectives, to which various actions and indicators are linked and constantly monitored. Through the adoption of the GEP and thanks to the synergic and supportive role played by the Governance and the CUG, the University of Cagliari can qualify itself as a strategic agent for promoting the European fundamental principle of gender equality, in a dual role: as a place to socialize with possible contrast actions against inequalities and apply the principles of equal citizenship, and as an employer dealing with the possible risks of inequalities in the distribution of positions and in progression along professional paths.

The actions described in this document develop, in part, practices already undertaken by the University, while others have been introduced thanks to the European SUPERA project and will be piloted within the same project; they will then be institutionalized and included in the ordinary management of the University thanks to the alignment of the DSPI (Strategic Integrated Planning Document) and PAP (Plan for Positive Actions) for the next three years. To this end, specific persons responsible for the implementation of each proposed action have been identified. The set of activities contained in the GEP are related to four key action areas:

- I. Recruitment, career support and progression, work-family balance policies (horizontal and vertical segregation);
- II. Leadership and decision-making processes (accountability, transparency, inclusion);
- III. Gender dimension in research and teaching;
- IV. Gender bias and stereotypes, sexism and sexual harassment.

Divided in specific sub-sections, the actions within each key area aim to: indicate adequate procedures to detect gender bias and discrimination; define and implement innovative strategies to fix and combat any inequality that has emerged in the areas of research, teaching and training courses at the University; establish medium and long-term objectives for the promotion of gender equality among all components (teaching and research staff, technical, administrative and librarian staff, students); monitor the progress of the related policy actions through effective indicators. For each proposed sub-action, the GEP defines the target directly involved and a set of subjects responsible for the actual implementation of the measures. Each measure provides specific expected outcomes, in terms of output (tangible products) and outcome (effects of policies carried out), which frame the expected transformative impact within the University.

It should be noted that the Rector, the Academic Senate and the Board of Directors appear only sometimes among the responsible persons indicated, but their involvement is to be considered permanent and concerns the entire document.

-  Regulations and evaluation processes: procedures and policies
-  Training and guidance
-  Communication and information

We would like to thank the SUPERA hub for its contribution to the definition of the actions included in the Plan:

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AREA I

**Recruitment, career support and
progression, work-family balance
policies**

Objective

Promotion of UNICA's mission as an equal and gender-inclusive educational and work environment

1 Collection and systematization of quantitative and qualitative data disaggregated by gender and creation of an integrated system for providing gender-sensitive statistics; monitoring of existing measures and definition of new measures

Sub-actions	1. Collection of quantitative and qualitative data (on staff, research products, student body) disaggregated by gender 2. Monitoring of specific indicators on gender equity and staff well-being 3. Systematic analysis of the indicators
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, PhD students, students
Indirect target	Society as a whole
Key-people	SUPERA core team, CUG (Unique guarantee committee), IT management, Staff management – Focal points
Output	1. Database 2. Annual report
Outcome	Strategic University policies geared towards gender equity and people's well-being
Timing	Second half 2020 – first half 2021
KPI SUPERA	8 9 22

Objective

Improvement of equal opportunities in career progression

2 Support for returning to work after leave, maternity leave, parental leave and sickness, aimed at maintaining the career path

Sub-actions	<ol style="list-style-type: none"> 1. Definition of an internal regulation that establishes facilitations (for example, a reduction in the workload in the 12 months after returning) and specific evaluation criteria (in the case of personnel subject to evaluation) for workers returning to work after the birth or adoption of a child or after an illness period 2. Definition of implementation procedures 3. Implementation
Direct target	Teachers, researchers, technical, administrative and librarian staff returning after leave
Indirect target	Teachers, researchers, technical, administrative and librarian staff and their families
Key-people	CUG, Education and Orientation Management, Staff management
Output	University regulation
Outcome	Maintenance of productivity standards; number of male and female workers who benefit from the measure
Timing	Second half 2020 – first half 2021
KPI SUPERA	7 8 9 11 12

3 Support to researchers for their participation in international scientific groups, conferences, panels and commissions of experts

Sub-actions	Activation of agreements for subsidized rates to support childcare services (e.g. micro-nurseries, nursery schools, playrooms, summer camps) and assistance services for non-self-sufficient individuals (e.g. cooperatives) to cover periods of absence for scientific reasons
Direct target	Researchers with family care duties
Indirect target	University community and their families
Key-people	Staff management, Students' services management
Output	Formal agreements
Outcome	Attendance guaranteed in scientific activities and research projects that require mobility
Timing	First half 2021 - first half 2022
KPI SUPERA	10 11 12

4 Promotion of inclusiveness and gender equality in organizing scientific and educational events and in assuring their visibility

Sub-actions	1. Guidelines adoption 2. Guidelines dissemination
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff
Indirect target	Teachers, researchers (including early stage), technical, administrative and librarian staff, phd students, students, society as a whole
Key-people	SUPERA core team, CUG
Output	1. Guidelines for the organization of scientific and educational events 2. Reports and statistics on the frequency and share of inclusive events
Outcome	Accreditation of the role of UNICA as an organization for the promotion of gender equality in debate and scientific communication at local, national and international level
Timing	First half 2021 - second half 2024
KPI SUPERA	10 11 12

Objective

Support policies for people with family care responsibilities

5 Extension/improvement of childcare services within the workplace

Sub-actions	<ol style="list-style-type: none"> 1. Extension of the "Baby area - Playroom" service 2. Monitoring / readjustment of the "Baby area - Playroom" service 3. Agreements for discount rates for sports and recreational centers during the school holiday periods
Direct target	Teachers, researchers (including early stage), technical administrative and librarian staff, students with family care duties, visiting researchers and external speakers with family care duties
Indirect target	Their families and colleagues
Key-people	CUG, Maintenance management, Students' service management
Output	<ol style="list-style-type: none"> 1. Service extension/reorganization 2. Agreements 3. Report with indicators for assessing the access to services and the frequency of their use
Outcome	Strengthening welfare / well-being measures aimed at balancing work-life responsibilities
Timing	Second half 2020 - second half 2022
KPI	6 7 8
SUPERA	

6 Guidelines for scheduling institutional and teaching commitments aligned with family-work balance needs (children's school schedules, etc.)

Sub-actions	Drafting of guidelines for a family-friendly organization aimed at family-work balance in the ordinary management of teaching, institutional and administrative duties
Direct target	Teachers, researchers, technical administrative and librarian staff with family care duties
Indirect target	Their families, colleagues and society as a whole
Key-people	SUPERA core team, CUG, Education and Orientation Management, Faculty Councils presidents
Output	Guidelines
Outcome	Strengthening of welfare / well-being measures aimed at family-work balance
Timing	First half 2021 - second half 2024
KPI SUPERA	6 7 8 9 10 11 15 16

Objective

Training & guidance

Develop knowledge and skills on GE throughout UNICA community to foster virtuous behaviors in daily routine

7 Individual mentoring for female staff

Sub-actions	1. Design of paths to support careers through mentoring programs (identification of peers within the structures) 2. Workshops focused on soft skills considering the various direct targets; annual planning of activities aimed at supporting networking with senior female figures and role models; design and planning of training activities on gender equality in Academia
Direct target	Teachers, postgraduate students, administrative staff
Indirect target	Rector, teachers, administrative staff, students' networks, society as a whole
Key-people	SUPERA core team, Rectoral delegates, Managers
Output	Activation of mentoring programs
Outcome	Support for women's careers
Timing	First half 2021 - second half 2024
KPI SUPERA	6 7 8 9 10 11 15 16

8 Interdepartmental research center on gender issues

Sub-actions	1. Survey on the interest among teachers in establishing an interdepartmental (possibly inter-university) research center on gender issues 2. Activation of the procedures for the establishment of the Center
Direct target	Teachers, departments
Indirect target	Society as a whole, Academia
Key-people	SUPERA core team, CUG
Output	Opening of the Center
Outcome	Dissemination of knowledge and inter-disciplinary implementation of scientific research on gender issues
Timing	First half 2022 - second half 2024
KPI SUPERA	6 7 8 9 10 11 12 15 16

9 Student Training - Training module (with CFU assignment) for the students

Sub-actions	<ol style="list-style-type: none"> 1. Design, planning of training activities focused on the influence of gender bias on professional and career choices 2. Learning material 3. Training activities 4. Planning of internship activities (anti-violence associations) 5. Monitoring of results 6. Integration of dedicated CFUs in the study plans
Direct target	Students
Indirect target	University community
Key-people	SUPERA core team, Education and Orientation Management Students' services management, Students council
Output	<ol style="list-style-type: none"> 1. Training activities provided 2. Report on participation 3. Self-assessment form on the effectiveness of the activity
Outcome	Increase in non-stereotypical professional and career choices
Timing	First half 2022 - second half 2024
KPI SUPERA	6 7 8 9 10 11 12 15 16

10 Training for PhD students - Mandatory annual course for PhD students

Sub-actions	<ol style="list-style-type: none"> 1. Design, planning of training activities focused on the influence of gender bias in professional and career choices 2. Learning material 3. Systematization of training activities 4. Monitoring of results
Direct target	PHD students, early stage researchers (on a voluntary basis)
Indirect target	University community
Key-people	SUPERA core team, Council of pdh courses coordinators, Education and Orientation Management (phd courses), Staff management (training), President of Medicine Faculty
Output	<ol style="list-style-type: none"> 1. Training activities provided 2. Report on participation 3. Self-assessment form on the effectiveness of the activity
Outcome	Increase in non-stereotypical professional and career choices
Timing	2021
KPI SUPERA	6 7 8 9 10 11 12 15 16

11 Train the trainers - Training modules for teachers on GE

Sub-actions	<ol style="list-style-type: none"> 1. Design and planning of training activities on: Work-life balance; Gender asymmetries; Regulatory and policy framework 2. Learning material 3. Systematization of training activities 4. Monitoring of results
Direct target	Teachers (especially the newly hired)
Indirect target	University community
Key-people	SUPERA core team, CUG, Staff management (training)
Output	<ol style="list-style-type: none"> 1. Training activities provided 2. Report on participation 3. Self-assessment form on the effectiveness of the activity
Outcome	Inclusive organizational culture
Timing	2022
KPI SUPERA	6 7 15

12 Training for the technical-administrative-librarian staff – Annual training modules on gender equality

Sub-actions	1. Design, planning of training activities on: Work-life balance; Gender asymmetries; Regulatory and policy framework 2. Learning material 3. Systematization of training activities
Direct target	Technical, administrative and librarian staff
Indirect target	University community
Key-people	SUPERA core team, CUG, Staff management (training)
Output	1. Training activities provided 2. Report on participation 3. Self-assessment compiled on the effectiveness of the training
Outcome	Inclusive organizational culture
Timing	2022
KPI SUPERA	6 15 16

13 Biennial international workshop on gender issues

Sub-actions	1. Design and organization of workshops (including both scientific and dissemination sessions) 2. Monitoring of results
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, phd students, students
Indirect target	National and international scientific community, society as a whole
Key-people	SUPERA core team, CUG, Press and media office, Staff management, Department of Pedagogy, Psychological Sciences and Philosophy, Department of Political and Social Sciences
Output	1. Workshop 2. Results report
Outcome	Networking on a national and international scale
Timing	Second half 2024
KPI SUPERA	6 7 8 9 10 11 12 15 16 18 19 20

AREA II

Leadership and decision-making processes

Objective

Improvement of internal decision-making processes to support gender equity; increase in the representation of women in top positions (Accountability)

1 Integration of the activities included in the GEP with the measures envisaged in the Strategic Integrated Planning Document (DSPI) and in the Positive Action Plan (PAP)

Sub-actions	1. Periodic synchronization with the actions of the Strategic Integrated Planning Document (DSPI) 2. Periodic synchronization with the actions of the Positive Action Plan (PAP)
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, phd students, students
Indirect target	Society as a whole
Key-people	CUG, SUPERA core team
Output	Periodic harmonization of planning documents on gender issues
Outcome	Strategic frame of all University policies
Timing	First half 2021 - second half 2024
KPI SUPERA	7 8 10 15 16

2 Institutionalization of the role of delegate for gender equality

Sub-actions	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Direct target	Media, society as a whole, Delegates in other
Indirect target	Rector, academic organs
Key-people	SUPERA core team, CUG
Output	Inclusion of GE Office in the Top Governance
Outcome	Structural integration of gender policies in the university action plan
Timing	First half 2021 - second half 2022
KPI SUPERA	7 8 10 15 16

3 Promotion of an equal gender composition in the evaluation committees for the recruitment of teaching, research, technical, administrative and librarian staff, starting from the current legislation on gender balance in teaching evaluation committees

Sub-actions	1. Revision of the regulations on the composition of the commissions for TAB personnel 2. Monitoring of the increase in gender symmetry in the evaluation committees
Direct target	Applicants to the public contests
Indirect target	University community
Key-people	Academic senate and Board of directors, Staff management
Output	1. Regulation 2. Monitoring report
Outcome	Gender gap reduction in career paths
Timing	Second half 2020 - second half 2024
KPI SUPERA	7 8 10 15 16 17

Objective

Training & guidance

Improvement of internal decision-making processes aimed at strengthening gender equity, increase in the representation of women in top positions (Inclusiveness)

4

Training for staff in leadership positions

Sub-actions	Design and organization of training courses and workshops aimed at developing empowerment and inclusiveness in decision-making processes
Direct target	Leadership staff
Indirect target	Teachers, technical, administrative and librarian staff
Key-people	Rector, Delegate, SUPERA
Output	Courses, workshops
Outcome	Increase of the female share in the composition of leadership staff; inclusive policies
Timing	First half 2022 - second half 2024
KPI SUPERA	7 8 10 15 16

5 Suggestions for improving the UNICA Statute to increase gender equity in the composition of offices / bodies

Direct target	Teachers, researchers, technical, administrative and librarian staff
Indirect target	Beneficiaries of the decision-making processes
Key-people	Rector, General manager, Rector's staff
Output	New regulation
Outcome	Gender equity in the composition of offices/ bodies
Timing	First half 2022 - second half 2024
KPI SUPERA	7 8 10 15 16

Objective

Improvement of internal decision-making processes aimed at strengthening gender equity; increase in the representation of women in top positions (Transparency)

6 Communication campaign to give visibility to researchers of the under-represented gender in every research field

Sub-actions	1. Production and dissemination of information material 2. Organization of workshops/seminars involving female role models in various disciplinary fields
Direct target	Researchers, students
Indirect target	Teachers, researchers, technical, administrative and librarian staff, society as a whole, the media
Key-people	SUPERA core team, all Departments
Output	1. Informative material 2. Workshop
Outcome	Promotion of UNICA's mission, in relation to gender equality, as an inclusive educational and work environment
Timing	First half 2021 - second half 2024
KPI SUPERA	15 17 21

7 Definition of easily accessible information system showcasing UNICA initiatives to promote gender equality

Sub-actions	1. Design and implementation of an ad hoc section on the institutional website dedicated to gender equality 2. Provision and distribution of information brochures
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Indirect target	Media, society as a whole
Key-people	SUPERA core team
Output	1. Web pages dedicated to the topic of inclusion and GE 2. Information brochures
Outcome	Promotion of the visibility of UNICA as an inclusive organization
Timing	First half 2021 - second half 2024
KPI SUPERA	15 16

AREA III

Gender dimension in research and teaching

Promote the integration of gender dimension in research contents

1 Awareness raising on the importance of integrating gender dimension in research results and producing data disaggregated by gender, starting from the knowledge cumulated thanks to previous EU projects

Sub-actions	<ol style="list-style-type: none"> 1. Design and organization of departmental workshops including a gender approach in different disciplinary fields 2. Planning and organization of training activities 3. Monitoring on the effects produced by workshops and training 4. Definition of a format for the inclusion of a gender approach in research
Direct target	Teachers, researchers (including early stage), pdh students
Indirect target	Students, policy-makers, dissemination offices, society as a whole
Key-people	SUPERA core team, Research and territory management, all Departments
Output	<ol style="list-style-type: none"> 1. Workshop and training 2. Information material 3. Format 4. Report
Outcome	Gender-sensitive scientific culture
Timing	First half 2022 - second half 2024
KPI SUPERA	10 11 18 19 20 22

2 Annual awards to promote the integration of gender dimension in research

Sub-actions	Publication of the announcement for an annual University award for the best dissertation thesis that includes a gender dimension (for PhD students and Faculties)
Direct target	Students, phd students
Indirect target	Media, society as a whole
Key-people	Rector, Coordinator of PHD schools, President of Medicine Faculty, Education and Orientation Management, Faculties, Rector's staff
Output	1. Publication of the ranking for the prizes awarding 2. Award ceremony
Outcome	Increase in research projects and dissertations related to GE
Timing	Second half 2021 - second half 2024
KPI SUPERA	18 19 20

Promote the integration of gender dimension in research contents

3

Inclusion of gender dimension in teaching contents

Sub-actions	1. Training and co-design activities provided to teachers on a voluntary basis for the integration of gender dimension in teaching 2. Inserting the "gender" field within the syllabus compilation format
Direct target	Teachers, researchers
Indirect target	Early stage researchers, phd students, students
Key-people	SUPERA core team, CUG, IT Management, Education and Orientation Management, Faculty presidents
Output	Increase in the inclusion of gender dimension in syllabi
Outcome	Gender-sensitive approach to teaching contents
Timing	First half 2021 - second half 2024
KPI SUPERA	6 7 8 9 10 11 12 15 16

AREA IV

Gender bias and stereotypes, sexism and sexual harassment

Objective

Improve recruitment and career progression regulations to ensure gender equality

1

Definition of new procedures aimed at reducing gender bias in public evaluations

Sub-actions	1. Inclusion of blind assessment strategies as steps of any selection procedure, consistently with the current law 2. Guidelines for Evaluation Commissions on the use of specific techniques for the recognition/control of prejudices and stereotypes. Specific statement on the importance for UNICA of a fair evaluation
Direct target	Applicants for teaching/research positions, for administrative staff positions, for early stage researcher positions
Indirect target	Evaluators
Key-people	Staff management, general management
Output	1. Process review 2. Guidelines
Outcome	Inclusive organizational culture with regard to gender
Timing	First half 2022 - second half 2024
KPI SUPERA	10 18 19 20

2 UNICA - RAS (Autonomous Region of Sardinia) memorandum for the integration of gender equality in research funding programs

Sub-actions	1. Agreement definition 2. Communication Plan
Direct target	Teachers, researchers
Indirect target	Technical, administrative and librarian staff, early stage researchers
Key-people	Rector, Academic senate and Board of Directors, Research and territory management
Output	Memorandum
Outcome	Increase of the female representation as P.I. in funded research projects
Timing	2021
KPI SUPERA	8 9 19 20

Objective

Active engagement for the reduction of gender bias and stereotypes

3 Awareness raising on the influence of stereotypes in the design of a professional path

Sub-actions	<ol style="list-style-type: none"> 1. Planning and organization of orientation workshops in Secondary schools 2. Talk with testimonials 3. Agreements with RAS (Autonomous Region of Sardinia) for the organization of a Summer School or Open week STEM degree event
Direct target	Secondary school students
Indirect target	Teachers and technical staff of secondary schools, society as a whole
Key-people	SUPERA core team, CUG, Education and Orientation Management, Regional school office
Output	<ol style="list-style-type: none"> 1. Projects between UNICA - Departments and secondary schools 2. Summer schools or Open weeks for the STEM field 3. Information material
Outcome	Increased awareness of the gender biases in academic choices; reduction of the gender gap in the access to university courses
Timing	First half 2021 - second half 2024
KPI SUPERA	6

Objective

Increase awareness of GE issues within the UNICA community and over, for the deconstruction of gender stereotypes

4 Communication campaigns supporting the implementation of the GEP, always giving visibility to the under-represented gender

Sub-actions	<ol style="list-style-type: none"> 1. Design and organization of communication campaigns in which the male and female gender are balanced in the various research sectors 2. Design and organization of communication campaigns to make visible researchers who work in anti-stereotypical areas during orientation days at the University and in secondary schools 3. Design and organization of communication campaigns supporting GEP's actions 4. Adoption of SUPERA guidelines on gender-sensitive communication for all institutional campaigns
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Indirect target	Media and society as a whole
Key-people	SUPERA core team, CUG, Press and media office
Output	Campaigns promoted
Outcome	Promotion of UNICA as an inclusive organization
Timing	8 9 12 17 21
KPI SUPERA	6

5 Adoption of a gender-sensitive institutional / administrative language

Sub-actions	1. Adjustment of internal regulations and related forms starting with the inclusion of the female gender in addition to the male option 2. Promotion of the use of a gender-sensitive language in institutional communications
Direct target	Teaching staff with management responsibilities, administrative staff
Indirect target	University community
Key-people	General management, all management units
Output	1. Guidelines for a gender-sensitive administrative language 2. Provision of forms including the gender dimension: adaptation of regulations to the guidelines
Outcome	Promotion of a gender-inclusive culture
Timing	First half 2022 - second half 2024
KPI SUPERA	21

6 Evaluation of the opportunity to formally adopt the SUPERA guidelines on communication

Sub-actions	<ol style="list-style-type: none"> 1. Analysis and evaluation of the SUPERA guidelines on gender-sensitive communication 2. Translation and adaptation of the SUPERA guidelines on gender-sensitive communication 3. Sharing of the guidelines at all UNICA levels 4. Pilot projects for the adoption of these guidelines in selected departments
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Indirect target	Media, society as a whole
Key-people	Rectoral delegate for Gender equality, SUPERA core team, CUG, Media and press office, a pilot department
Output	<ol style="list-style-type: none"> 1. UNICA gender-sensitive communication guidelines 2. Activation of pilot projects
Outcome	Mainstreaming of a gender-inclusive culture
Timing	First half 2021
KPI SUPERA	21

Objective

Regular publication of updated data on the current state of gender equality in UNICA and on in progress GE policies, services and rules

7	Provision of a dynamic dashboard aimed at giving visibility to selected indicators relating to the reduction of gender gaps in UNICA, consistently with the Gender Balance Guidelines promoted by the CRUI (Conference of Italian University Rectors)
Sub-actions	<ol style="list-style-type: none"> 1. Selection of indicators to be included in the dashboard 2. Continuous update of the database 3. Creation of an ad hoc web page dedicated to gender equality on the institutional website 4. Dissemination of these contents
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Indirect target	Media and society as a whole
Key-people	CUG, IT Management, focal point group
Output	<ol style="list-style-type: none"> 1. Database updated 2. Online webpage updated
Outcome	Accreditation of the role of UNICA as an active agent for the promotion of gender equality
Timing	2021
KPI SUPERA	22

Objective

Prevent, identify and manage cases of sexual harassment among teaching staff, technical and administrative staff, students

8

Updating of reporting procedures on discriminatory behavior and sexual harassment

Sub-actions	<ol style="list-style-type: none"> 1. Implementation of recommendations in force at European and national level 2. Creation of a dedicated working group 3. Drafting of a handbook for reporting discriminatory behaviors and situations of sexual harassment 4. Implementation of an awareness campaign 5. Monitoring of reports
Direct target	Teachers, researchers (including early stage), technical, administrative and librarian staff, students
Indirect target	Society as a whole
Key-people	Guarantor for students, General management – Legal office and Trade Unions relations office, Rector and rector's staff, Staff management, SUPERA core team
Output	<ol style="list-style-type: none"> 1. Vademecum 2. Report/Statistics
Outcome	Accreditation of UNICA's role as an active agent to combat discriminations
Timing	2021
KPI	1 21
SUPERA	

9 Adaptation of the Ethical and Conduct Code on the basis of gender dimension

Direct target	Teachers, researchers, technical, administrative and librarian staff
Indirect target	Phd students, early stage researchers, students, society as a whole
Key-people	Ethics commission, Responsible for the prevention of corruption and transparency, Rector and rector's staff
Output	Rectoral decree n° 274/2019 «Adoption of the Ethical and conduct unique code»
Outcome	Qualification of UNICA's role as an organization to combat gender inequalities and promote organizational well-being
Timing	2021
KPI SUPERA	1 22

The Gender Equality Plan of the University of Cagliari has been developed by a working group set up as part of the Horizon 2020 project SUPERA. This group, coordinated by prof. Luigi Raffo, Delegate for international projects and professor at the Department of Electrical and Electronic Engineering, also includes prof. Silvia Balia, prof. Francesco Mola (President of the Unique Guarantee Committee) and prof. Giovanni Sulis of the Department of Economics and Business Sciences, prof. Barbara Barbieri, prof. Ester Cois and prof. Alessandro Lovari of the Department of Political and Social Sciences, prof. Cristina Cabras and prof. Silvia De Simone of the Department of Pedagogy, Psychology, Philosophy, prof. Paola Fadda of the Department of Biomedical Sciences, dr. Paola Carboni and dr. Simona Scalas of the Head office for Research and Territory. Finally, the group includes the research fellows Manuela Aru, Giorgia Cadeddu and Erika Sois. The multidisciplinary composition of the group, the affiliation to different Departments and Faculties, the various academic and professional backgrounds have allowed an in-depth discussion on the best actions to be proposed to the governance for the approval of the Plan. In this process, the support of the whole University and of its top figures has never been lacking.

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