GDAŃSK UNIVERSITY OF TECHNOLOGY



# EQUALITY AND DIVERSITY PLAN

## 2025–2028

# Gender Equality Plan 2021–2024

In response to global trends and regulations, in 2021 Gdańsk University of Technology introduced Gender Equality Plan (GEP), i.e. a document aimed at ensuring equal opportunities in work, education and study environment, in which everyone, regardless of gender, are able to develop their talents.

Gender Equality Plan 2021-2024, proposed new, an developed and integrated the university's existing efforts to treat all persons involved in academic life equally: research and teaching staff, those studying and conducting research at the doctoral level, those employed in the technical and administrative positions, as well as all those involved in the process of enrolling students - regardless of their type, level - and in doctoral schools.

# Gender Equality Plan 2025–2028

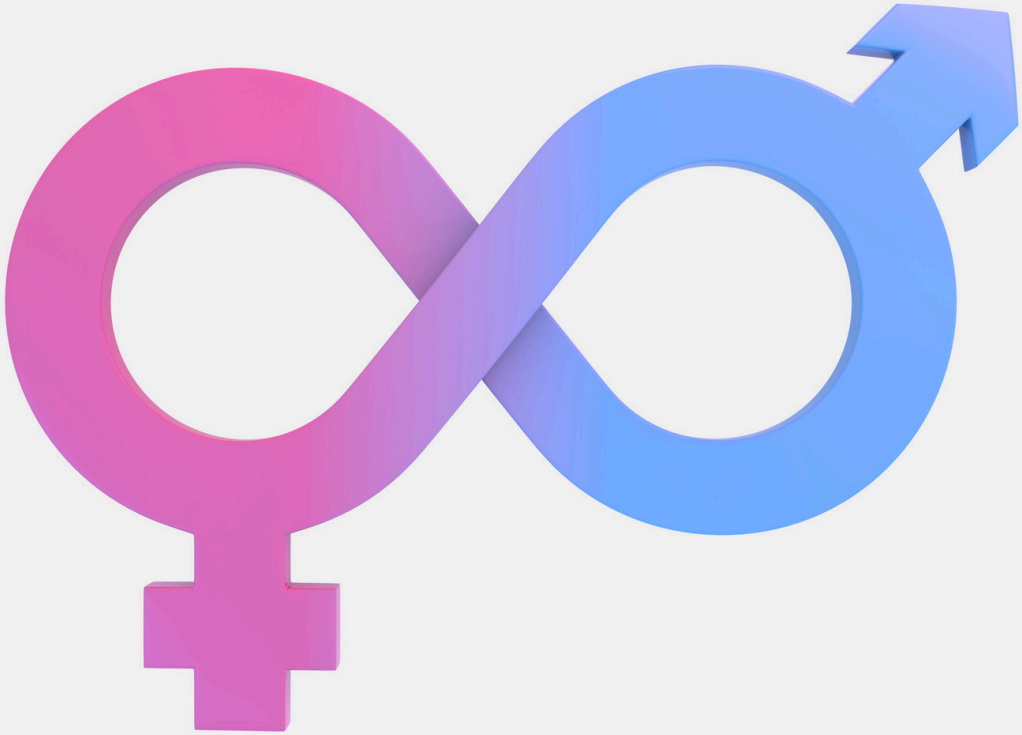
This Equality and Diversity Plan is aimed at developing, introducing and monitoring a complementary equality and diversity policy system, through activities that engage and integrate the academic community.

This document is consistent with the Strategy of Gdańsk University of Technology for 2020-2030 and supports the thesis of the Gender Equality Plan 2021-2024: “In order for Gdańsk University of Technology to become a place open to all, with a strong scientific and research position in a competitive environment, and for its campus to be a safe, welcoming place for members of the academic community, cooperation and respect for equality and diversity are necessary.”



# ACTIONS TAKEN IN THE YEARS 2021-2024

## GENDER EQUALITY PLAN OF GDAŃSK UNIVERSITY OF TECHNOLOGY



## Strategy for the years 2020-2030

Gdańsk University of Technology supports the universal values of dignity and freedom of the individual, social equality, interpersonal solidarity, tolerance and affirmation of diversity, and social inclusion.

## IMPLEMENTATION OF THE GENDER EQUALITY PLAN 2021-2024

- PLANNED ACTIVITIES: **33**
- IMPLEMENTED: **24**
- PARTIALLY IMPLEMENTED: **2**
- IN PROGRESS: **5**
- NOT IMPLEMENTED: **2**

Activities that have not been implemented and these in progress, will be continued within the scope of the Equality and Diversity Plan for the years 2025-2028.

# Results of survey on the Equality and Diversity Plan 2021-2024

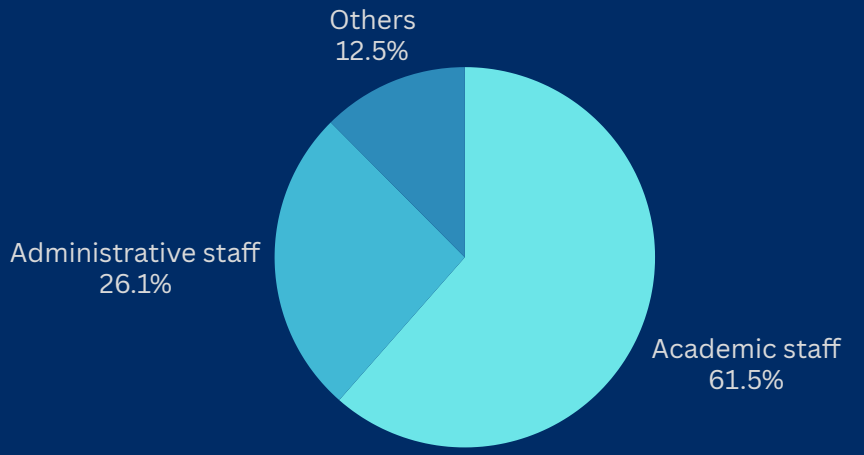
## Profile of the respondents

**Number of respondents:**

**2937**

**PResponse rate:**

**20.8%**

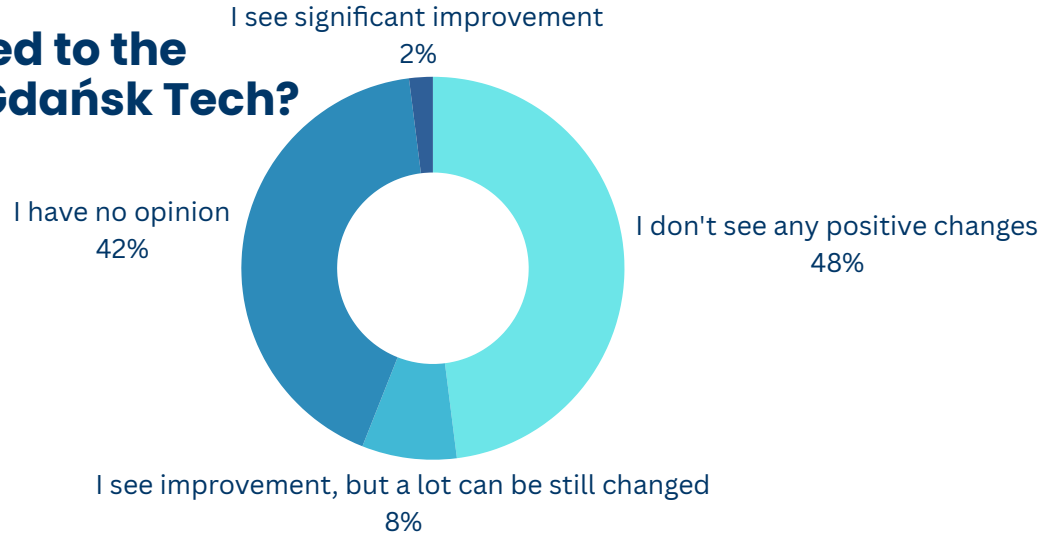



## Knowledge of the Gender Equality Plan

More than half of the respondents are aware of the Gender Equality Plan at Gdańsk Tech, while only 15% of those surveyed have read the document.
**More than a third of those taking part in the survey are not aware of the Gender Equality Plan at Gdańsk Tech.**

## Has the 2021-2024 Gender Equality Plan contributed to the improvement of the gender equality situation at Gdańsk Tech?

Nearly half of the respondents do not see positive changes resulting from implementation of the Gender Equality Plan at Gdańsk Tech.




*detailed results available in report: Results of survey on the Equality and Diversity Plan, Strategic Analysis Center, October 2024

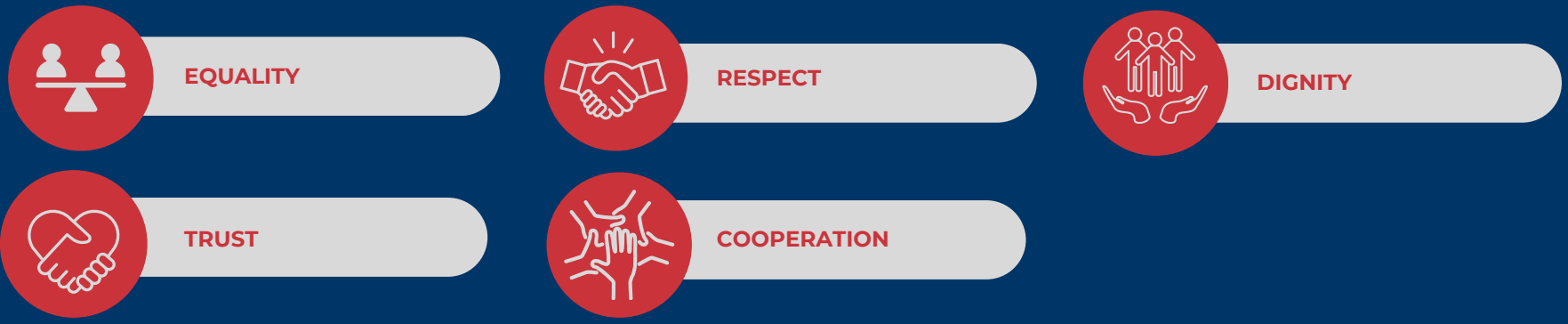
Equality and Diversity Plan of Gdańsk University of Technology for the years 2025-2028

# Strategic goals of the Equality and Diversity Plan at Gdańsk Tech

## Introduction

In order to develop the Equality and Diversity Plan at Gdańsk University of Technology, detailed analysis of the Gender Equality Plan for the yars 2021-2024 was made. It was decided to continue the ongoing activities and one of the unfinished goals. Based on the results of the survey evaluating the implementation of the Gender Equality Plan for 2021-2024, activities related to equality and diversity awareness campaigns have been planned. Strategic equality and diversity goals for 2025-2028 have been defined, including detailed indicators for their implementation.

## Values




## Strategic goals




**C1 Create an inclusive academic environment**
**C2 Ensure equality of development opportunities**
**C3 Integrate the equality and diversity principles in university's activity**
**C4 Monitor and improve the equality and diversity situation**

# Create an inclusive academic environment

Promote an organizational culture based on equality, respect and openness. Eliminate all forms of discrimination and support diversity.

| Specific goal | Addressees | Planned activities | Indicators | Units responsible |
|---|---|---|---|---|
| **1.1 Raise awareness of gender equality in the academic community** | employees | Encourage Gdańsk Tech employees to become active in the FarU Women's Club and other equality organizations | 1.1.W1 Increased number of Gdańsk Tech employees in the FarU Women's Club by 20% | Vice-rector responsible for development, faculty authorities |
| **1.2 Improve the psychological support system for students and doctoral students** | students and doctoral students (foreign) | Organize an annual team-building meeting for students and doctoral students | 1.2.W1 Annual team-building meeting | International Relations Office, Doctoral School |
| | university community | Awareness campaign on countering hate speech | 1.2.W2 Organization of a competition for students to run the campaign | Student Government, Promotion and Press Release Office |
| | | | 1.2.W3 Article on homepage, in Gdańsk Tech newsletter, social media campaign | |
| | students | Organize mediation workshops | 1.2.W4 Conduct workshops (min. 50 participants) | International Relations Office |
| **1.3 Implementation of accessibility improvement activities** | university community | Carry out “Accessible University” project | 1.3.W1 Improve accessibility - implementation of project indicators | Strategic Projects Office |
| **1.4 Create a collaborative environment with equality and diversity in mind** | employees | Develop guidelines for events at Gdańsk Tech to comply with equality and diversity principles | 1.4.W1 Guidelines/guide developed | Office of the ombudsman for academic rights and values, Rector’s Office |
| | university community | Identify the needs of Gdańsk Tech community to include different religions in the work calendar and academic year calendar | 1.4.W2 Implement regulations that include different religions in the work calendar and academic year calendar | Faculty authorities, HR Center |

# Ensure equality of development opportunities

Guarantee equitable access to education, research, resources, career advancement and training, regardless of gender, age, background, disability or other personal characteristics.

| Specific goal | Addressees | Planned activities | Indicators | Units responsible |
|---|---|---|---|---|
| **2.1 Strengthen staff competences to ensure equality and diversity** | teachers | Training on working with a multicultural group | 2.1.W1 Organization of training on working with a multicultural group | International Relations Office |
| | teachers | Include equality and diversity issues in the teaching process | 2.1.W2 Organization of workshops for male/female teachers on anti-discrimination in teaching | Office of the ombudsman for academic rights and values |
| | students | Make students aware of the available financial support | 2.1.W3 Information campaign on accessible financial assistance | Students Affairs Office |
| | teachers | Support of teacher communication competence | 2.1.W4 Awareness campaign on how to communicate between generations | Center for Innovative Education |
| **2.2 Support career advancement with equality and diversity in mind** | university community | Encourage underrepresented groups to run for decision-making positions | 2.2.W1 Social media promotional campaign | Faculty authorities, heads of centers/central units, Promotion and Press Release Office |
| **2.3 Provide support to neuroatypical persons** | university community | Plan quiet rooms for neuroatypical persons | 2.3.W1 At least 5 quiet rooms for neuroatypical persons | Vice-rector for development, faculty authorities, chancellor |
| | | Support for the Office for People with Functional Diversity | 2.3.W2 Organization of meetings of the Office for People with Functional Diversity at Faculties and Teaching Centers and for central units | Office for People with Functional Diversity |
| **2.4 Build an organizational culture that supports seniors** | university community | Active inclusion of seniors in the life of the university | 2.4.W1 Development and implementation ofmin. 2 academic activities that include senior citizens | Faculty authorities, heads of centers/cental units, Promotion and Press Release Office |

# Integrate the equality and diversity principles in university's activity

Integrating equality and diversity aspects into the university's policies, decision-making processes and research and teaching activities, with an emphasis on interdisciplinarity, innovation and sustainability.

| Specific goal | Addressees | Planned activities | Indicators | Units responsible |
|---|---|---|---|---|
| **3.1 Strengthen an inclusive academic environment by promoting equality, diversity, and respect for academic rights and values** | university community | Promotion of the Office of Ombudsman for Academic Rights and Values | 3.1.W1 Awareness campaign to promote the university academic rights and values | Biuro Rzecznika Praw i Wartości Akademickich |
| | | Develop guidelines for the use of an inclusive language | 3.1.W2 Guidelines for language inclusding masculine and feminine endings - (published) | Prorektor właściwy ds. rozwoju |
| | iteachers, doctoral students | Develop and implement mandatory online training raising awareness of the importance of equality and diversity | 3.1.W3 Conduct training sessions (min. 400 participants) | Biuro Rzecznika Praw i Wartości Akademickich |
| **3.2 Incorporate equality and diversity subject matter into Sustainability Week event** | university community | Organize equality and diversity day | 3.2.W1 Sustainable Development Week with elements of equality and diversity (press notes) | Centrum Analiz Strategicznych, Biuro Rzecznika Praw i Wartości Akademickich |
| **3.3 Ensure safe and privacy-respecting identification of transgender and non-binary people** | university community | Identify the needs of transgender and non-binary people for their identification privacy | 3.3.W.1 Enable transgender and non-binary people to use their preferred data in selected processes at the university | Prorektor właściwy ds. rozwoju, Prorektor właściwy ds. studenckich |

# Monitor and improve the equality and diversity situation

Develop and implement mechanisms to monitor progress on equality and diversity goals, including analysis of compensation, availability of resources, and representation of different groups in decision-making structures.

| Specific goal | Addressees | Planned activities | Indicators | Units responsible |
|---|---|---|---|---|
| **4.1 Ensure fair remuneration** | employees | Monitoring remuneration that takes into account its level on identical/similar positions by gender | 4.1.W1 Develop guidelines for faculty and center managers to reduce existing gender pay inequalities to a level not exceeding +/- 5% | Faculty authorities, heads of centers/central units, HR Center |
| **4.2 Increase the level of English proficiency among employees in contact with people from abroad** | university community working with people from abroad | Language training for employees working with foreigners | 4.2.W1 Identify the group of employees requiring language training | Faculty authorities, heads of centers/central units |
| | | | 4.2.W2 Provide language training for the selected group of employees | Language Center |
| **4.3 Implement a recruitment mechanism that takes into account diversity** | job applicants | Develop a non-discriminatory hiring procedure that includes equality elements (e.g., use of inclusive language) | 4.3.W1 Recruitment procedure | HR Center |

# Team for Equality and Diversity Plan of Gdańsk Tech for the years 2025–2028

| | |
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