




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

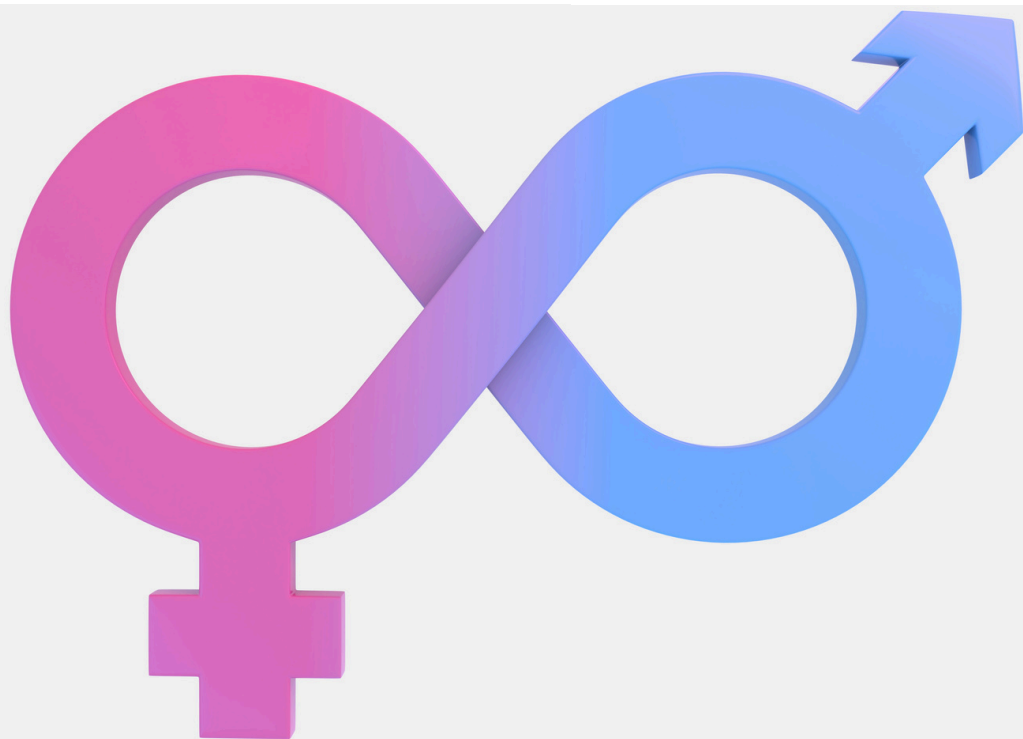
This Equality and Diversity Plan is aimed at developing, introducing and monitoring a complementary equality and diversity policy system, through activities that engage and integrate the academic community.

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.

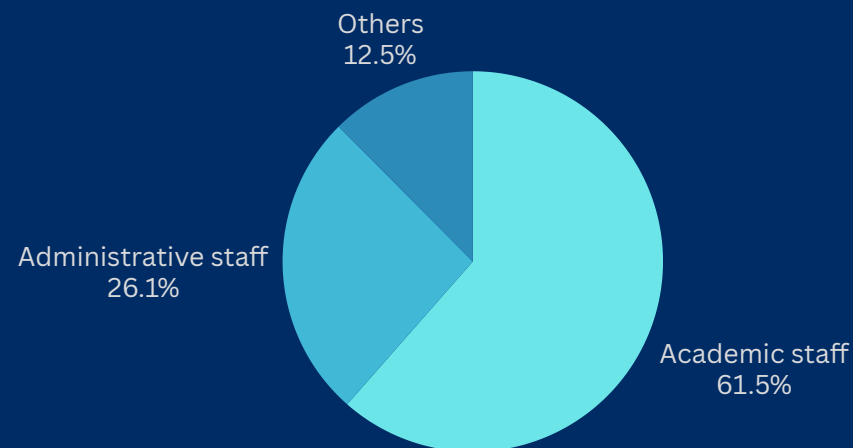
Results of survey on the Equality and Diversity Plan 2021–2024

Profile of the respondents

Number of respondents:



Response rate:

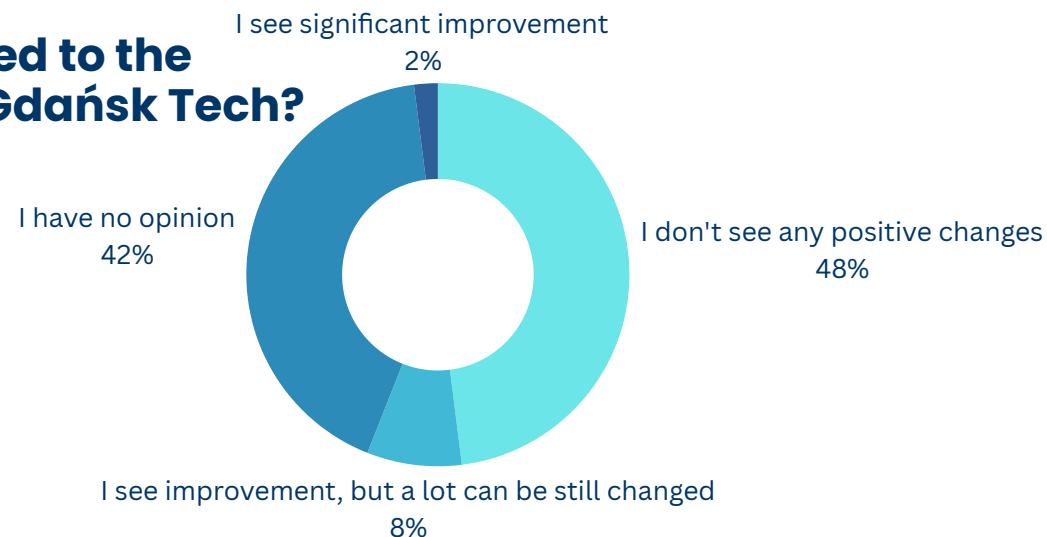


Knowledge of the Gender Equality Plan

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.



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 years 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**



Strategic goal 1

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 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 of min. 2 academic activities that include senior citizens	Faculty authorities, heads of centers/central 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	Office of the ombudsman for academic rights and values
		Develop guidelines for the use of an inclusive language	3.1.W2 Guidelines for language including masculine and feminine endings - (published)	Vice-Rector for development
	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)	Office of the ombudsman for academic rights and values
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)	Strategic Analyses Center, Office of the ombudsman for academic rights and values
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.W1 Enable transgender and non-binary people to use their preferred data in selected processes at the university	Vice-Rector for development, Vice-Rector for Student Experience

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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