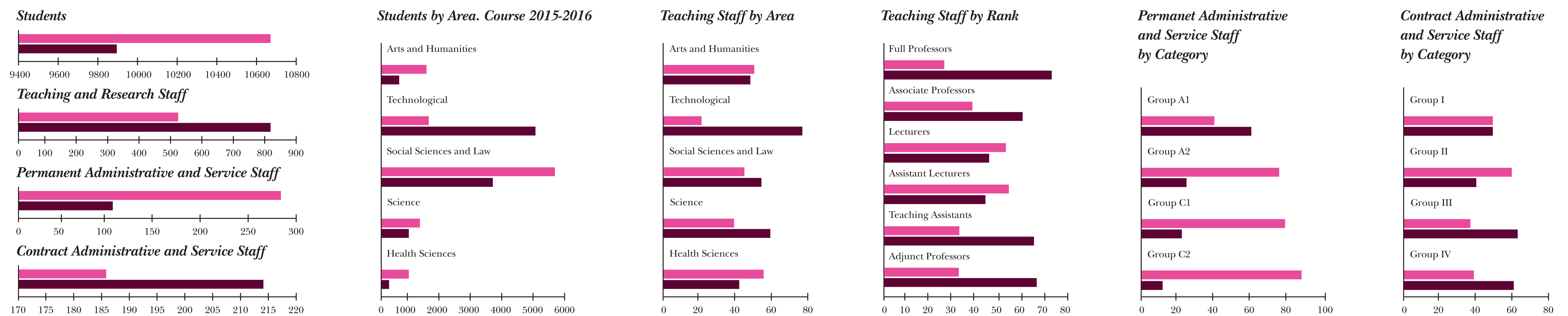


I EQUALITY PLAN IN THE UNIVERSITY OF VIGO: FROM THE BEGINNING TO II PLAN

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Data from the University of Vigo



Precedents

- In 2000 a Feminist Studies Section was created.
- I Master in Education in Gender Equality and Equality Politics – 2014-2015 school year.
- The Equality Area existed in 2006, prior to being legally required.
- In 2007, the modification of the Organic Law of Universities required all Spanish universities to include an Equality Unit as part of their structure.
- Strategic line 6 of the University of Vigo Strategic plan (2008-2012) is the development of a policy for equality courses.

First steps towards G.E.

- Draw up the diagnosis report on equality in the University of Vigo.
- Designating a full-time director of the Equality Department.
- Create the Commission for Equality at the University of Vigo, presided over by the Rector.
- The production of the I Plan for equality between men and women at the University of Vigo is ordered.
- A Manual for Inclusive Language in the University Community is written.
- All administrative and service personal are required to receive training in the use of inclusive language and are obligated to use it in institutional documents.
- Reports on the impact of gender on all the regulations approved by the University as well as all of the hiring processes are required.

First gender equality plan (2012/14)

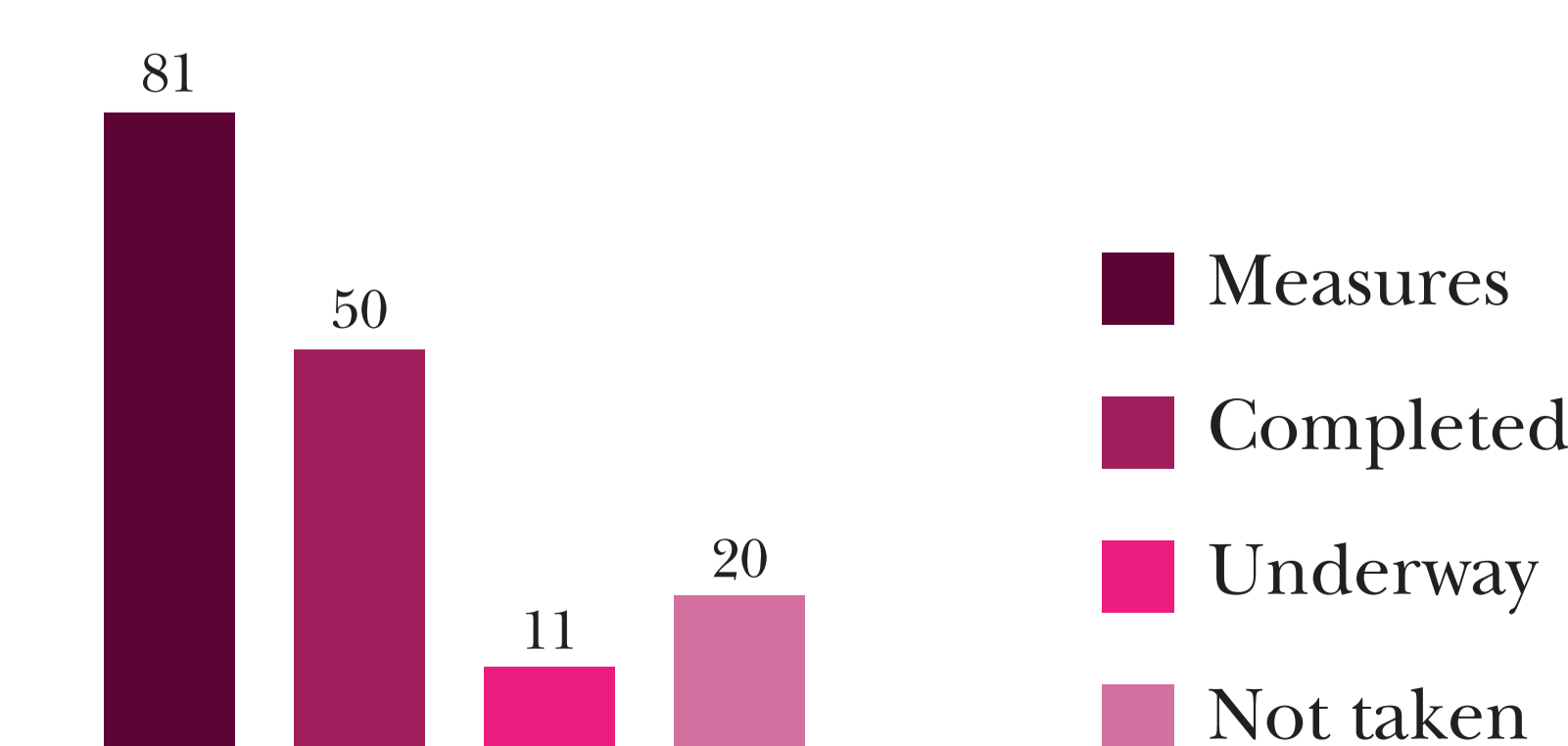
The Plan is designed as a strategic, transversal, realistic and feasible document. It is transparent, participative and flexible and always being improved.

It was in effect for 2 years.

It contained 81 actions structured along 4 axes.

- Axis 1. The University of Vigo's commitment to gender equality.
- Axis 2. A culture of equality at the University of Vigo.
- Axis 3. Teaching, research and transference of knowledge with a gender perspective.
- Axis 4. Social relationships and working conditions within an environment of equality.

Evaluation



Specific actions and activities

EQUALITY = QUALITY

The Equality Unit intervened in all the quality processes so as to incorporate a gender perspective and the Unit's director is a member of the Quality Commission UVigo.

CAMPUS CAMP

This measure is designed to facilitate the work-life balance on-site during the summer holidays for all personal at the University of Vigo who have children.

EQUALITY OBSERVATORY

Reports on the situation are drawn-up informing on existing inequalities and their causes so as to better understand the policies adopted by the organization and their reasoning.

TRAINING

Knowledge on gender equality and feminism is incorporated into all training programs for administrative and service personal as well as teaching and research staff to improve professional abilities and favor equality based work environments.

AWARENESS ACTIVITIES

In collaboration with teaching and research staff, a constant program of activities related to gender equality, feminism and equality based affective-sexual relationships is organized especially for students which, in some cases, are part of the teaching activities.

AWARDS

Uviguala: recognises the commitment to gender equality from any person, structure, centre, department, service or research group at the UVigo.

Antonia Ferrín Moreiras: awarded to teaching staff that develop teaching materials and resources that include a gender perspective.

Egeria: awarded to degree and masters level research projects that include a gender perspective.

COMMUNITY ENGAGEMENT

We collaborate with institutions and festivals in the cities where the UVigo has a campus to make women's contributions to knowledge and culture visible.

ARTISTS

This program accompanies female students in their final years at the Fine Arts Faculty to improve their incorporation into the professional field of fine arts. This year a student will exhibit at the Museum of Contemporary Art in Vigo (MARCO).

Sexual and gender-based harassment

Protocol of the framework for action on the prevention and penalization of sexual and gender-based harassment at the University of Vigo.

The objectives of this Protocol are as follows:

1. To prevent situations of sexual and gender-based harassment that may occur in the environment of the University of Vigo in accordance with the terms defined in the LOI.
2. To provide information promoting awareness-raising, education and assessment to the entire university community on matters related to sexual and gender-based harassment.
3. To adopt the necessary measures to resolve situations of sexual and gender-based harassment.

The steps for reporting situations of sexual and gender-based harassment are:

1. Report the situation to the Commission on Sexual Harassment (CAS).
2. The claim can be presented by the victim or by a third party and must be presented within three months of the occurrence.
3. Once the claim has been reviewed, the CAS can decide not to admit it if it does not fit within the outlines established by the Protocol, or admit it for investigation, in which case someone will be assigned the investigation.
4. Once the investigation has been completed, the CAS will offer a proposal for resolution that will be taken before the rector.

Second gender equality plan (2016/19)

The second Plan was developed as an integrative, transversal, participative, dynamic and four-year document adapted to the real situation.

It will be in effect for 4 years

In is comprised of 85 actions structured along 4 axes

Axis I: A culture of equality at the University of Vigo

Axis II: Social engagement with a gender perspective of the University of Vigo

Axis III: Teaching, research and transference of knowledge with a gender perspective

Axis IV: Social and labour conditions that include a gender perspective



Erín Moure, Honoris Causa

Conclusions

- Equality plans are efficient instruments for introducing a culture of equality into the university
- In order to be effective, a commitment to gender equality is necessary at the highest institutional level
- It is important that equality plans be accompanied by economic support
- It is fundamental that members of the university community be participants in gender equality policies designed to generate awareness

References

1. Diagnostic report from the University of Vigo
2. Manual for inclusive language in the university environment
3. I Plan for equality between women and men at the University of Vigo 2014/16
4. Evaluation report on I Plan for equality
5. Protocol of the framework for action on the prevention and penalisation of sexual and gender-based harassment of the University of Vigo.
6. II Plan for equality between women and men at the University of Vigo 2016/19