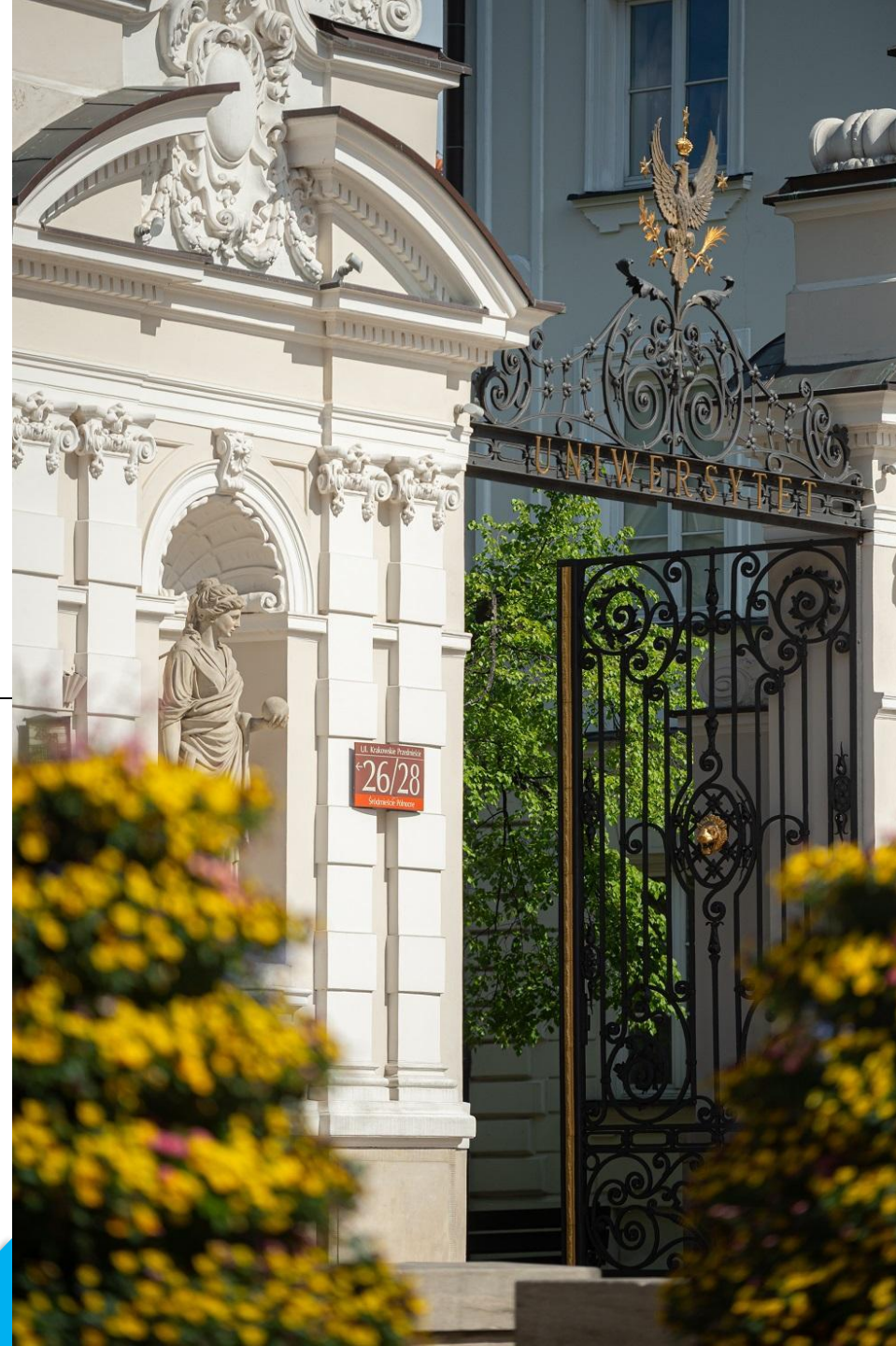




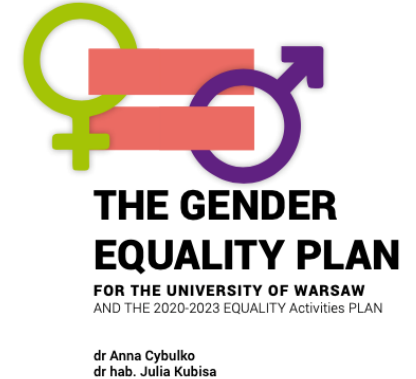
UNIVERSITY
OF WARSAW

GENDER EQUALITY PLAN AT THE UNIVERSITY OF WARSAW – TOWARDS SYSTEMIC EQUALITY SOLUTIONS

dr hab. Julia Kubisa
Chief Equality Officer at the UW
rownouprawienie@uw.edu.pl and
kubisaj@is.uw.edu.pl

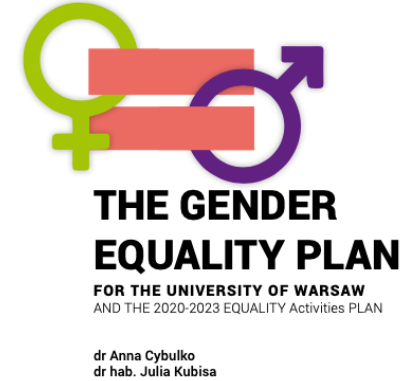


GENDER EQUALITY PLAN FOR UNIVERSITY OF WARSAW



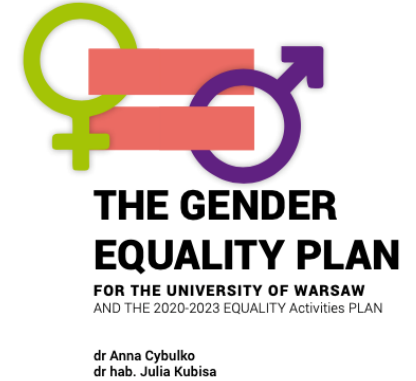
- Equality, diversity and prevention of discrimination action plan for 2020-2023. First GEP at a university in Poland
- Based on (from 2017):
 - Internal diagnosis, supported by qualitative, quantitative and desk research projects,
 - Internal workshops and consultations,
 - Good practices at foreign universities,
 - Internal and external expert reviews.
- Formulated in 5 objectives that include actions and indicators
- Prepared by Chief equality specialist and Ombudsman at UW

GEP FOR UNIVERSITY OF WARSAW - BASED ON 5 OBJECTIVES

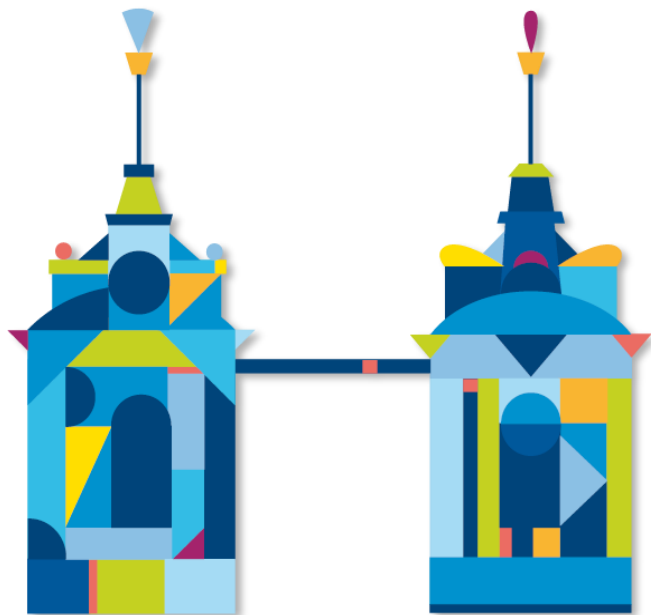


- **OBJECTIVE 1. Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.**
- Actions include: equality trainings for students and staff (online and offline), antidiscrimination procedure, anti-sexual harassment recommendations, creation of Equality Observatory that collects data and equality officers at faculties level.
- Development of Equality&diversity structures and Antidiscrimination structures
- **OBJECTIVE 2. Supporting the development of women's scientific careers.**
- Actions include networking for women phd students, mentoring programme for young women researchers, gathering of statistical data on gender and research activity and recruitment to doctoral schools

GEP FOR UNIVERSITY OF WARSAW - BASED ON 5 OBJECTIVES



- **OBJECTIVE 3. Ensuring gender equality in recruitment of female and male employees, and in doctoral schools.**
 - Actions include: broadening recruitment strategies to include underrepresented genders – based on confirmed procedures, gender balanced recruitment committees, research on gender pay gap
- **OBJECTIVE 4. Easier combination of work and family life.**
 - Actions include: investments in care infrastructure, homeoffice, recognition of care duties in periodical evaluation
- **OBJECTIVE 5. Increasing balanced sex representation with respect to chairpersons of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific and popularisation events.**
 - Actions include: formulation of recommendations for gender balance in decision making committees and in events organized at the university.



UNIVERSITY OF WARSAW

Krakowskie Przedmieście 26/28
Warsaw, Poland

<https://en.uw.edu.pl>

www.rownowazni.uw.edu.pl