



UNIVERSITY
OF WARSAW

Equality policies in HEIs

- how to develop and implement efficient solutions supporting equality and diversity at the university

Anna Grędzińska
equal opportunities chief specialist at the UW



Facts and figures

- ❑ Women scientists are leading ground-breaking research across the world.
- ❑ But despite their remarkable discoveries, women still represent just **33,3 %*** **of researchers** globally, and their work rarely gains the recognition it deserves.
- ❑ Less than 4 % of Nobel Prizes for science have ever been awarded to women, and only 11 %* of senior research roles are held by women in Europe.

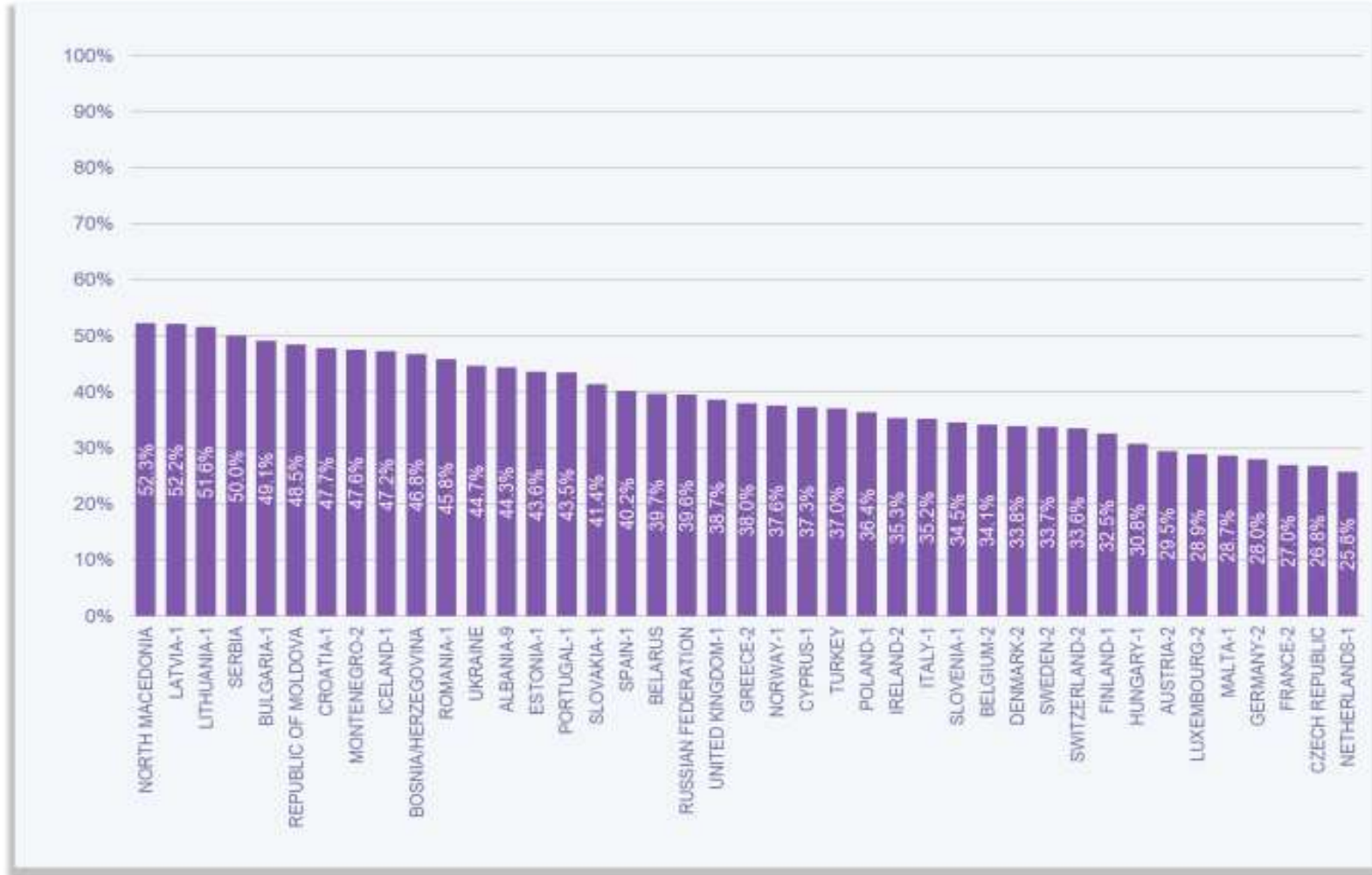
*UNESCO Science Report: towards 2030 (2021)

Facts and figures

- ❑ Even though more girls are in school today than ever before, women and girls are underrepresented in STEM (science, technology, engineering, and mathematics) according to the UN Educational, Scientific and Cultural Organization ([UNESCO](#)).
- ❑ Women account for just 35 per cent of graduates in STEM-related fields.
- ❑ The numbers are even smaller in cutting edge fields such as Artificial Intelligence, where only **one in five professionals is a woman**.

Figure 3. Participation of female researchers in Europe

Female researchers as a percentage of total researchers (HC), 2017 or latest year available

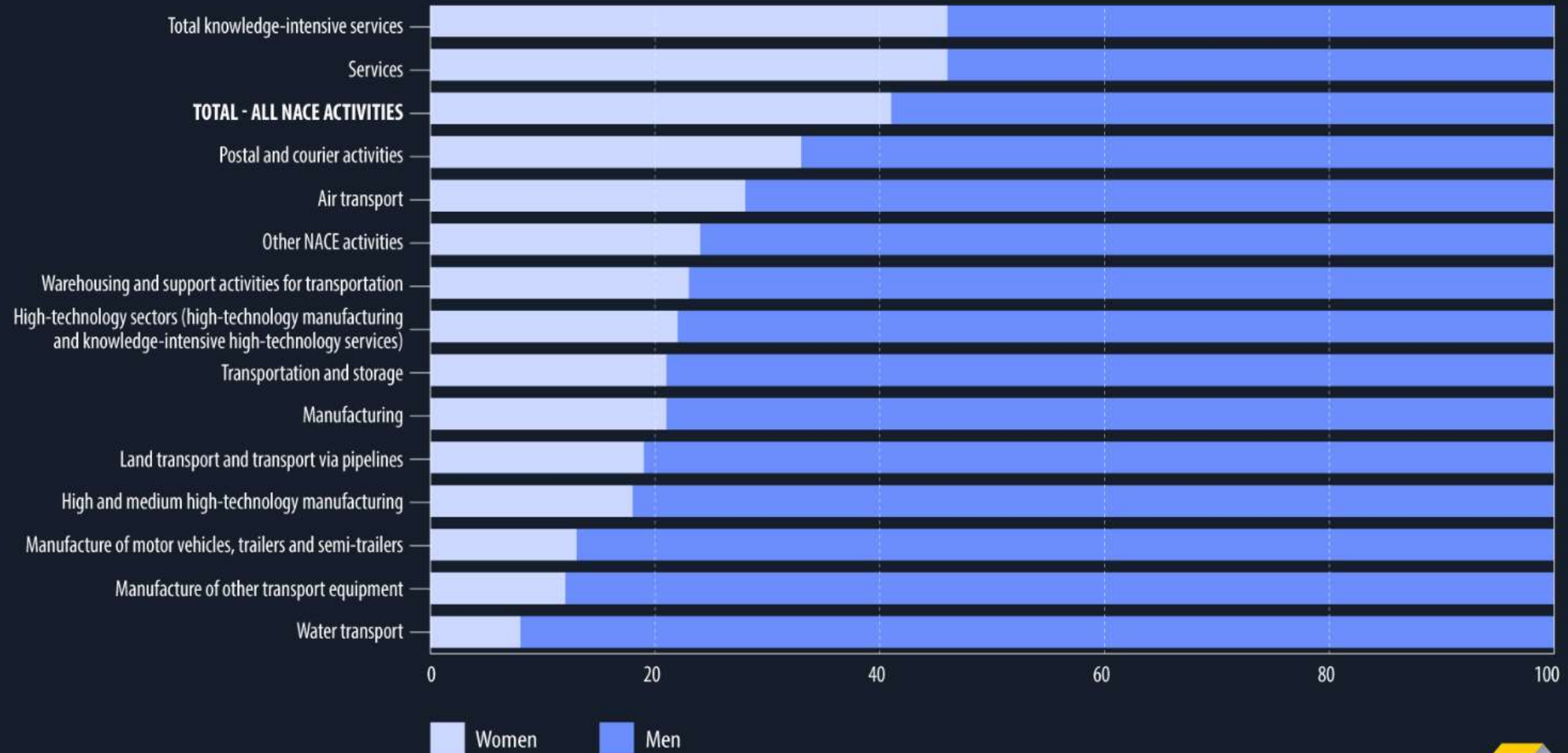


Notes: -1 = 2016, -2 = 2015, -9 = 2008.

Source: UNESCO Institute for Statistics, June 2019.

Scientists and engineers in the EU, 2021

(% of the total, by sex)

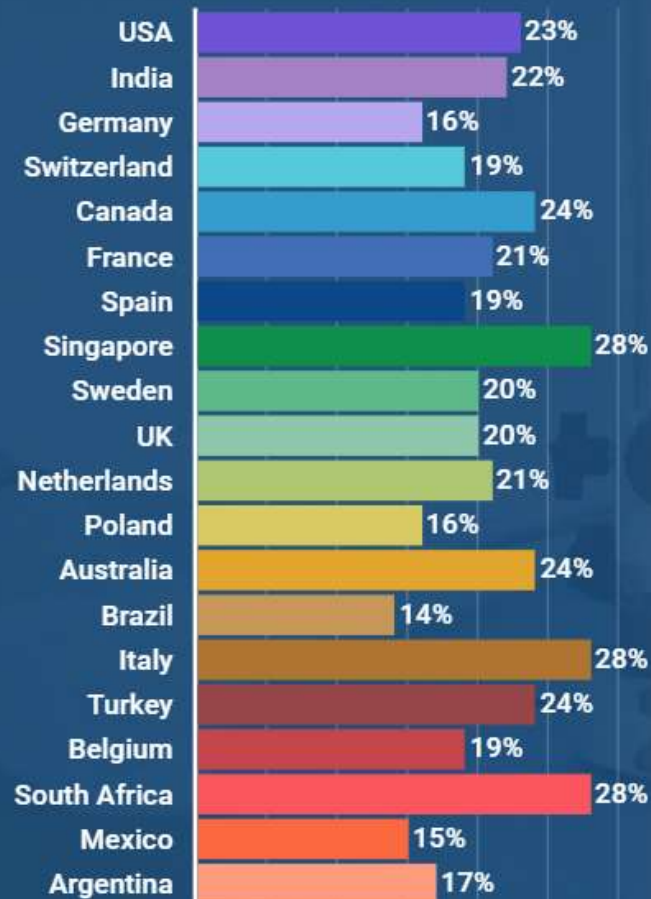


Source: <https://ec.europa.eu/eurostat/documents/4187653/16022092/10.02-girls-science-sectors-web.png/d3f0f65b-4c66-25ac-9ba3-5343bb9b4506?t=1675950209729>

In cutting edge fields such as artificial intelligence, only 1 in 5 professionals (22%) is a woman.



Share of women in top 20 countries for share of professionals with AI skills, 2017 (%) in descending order for top countries:



Despite a shortage of skills in most of the technological fields driving the Fourth Industrial Revolution, women still account for only:



28%

28% of **engineering** graduates



40%

40% of graduates in **computer science and informatics**

Women are typically given smaller research grants than their male colleagues, and:



33.3%

while women represent 33.3% of **all researchers**



12%

only 12% of members of **national science academies** are women.

Women and Girls in Science

Source: United Nations
<https://news.un.org/en/story/2023/02/1133367>

Situation in Poland

- ❑ Only 35% of all students of public technical universities in PL are women, but there are fields (e.g. automation and industrial robotics) where the number of students is less than 5%.
- ❑ Even in those universities where women constitute the vast majority, new technology fields are dominated by men (at both public and private universities, the share of women among students of IT fields did not exceed one fifth; the highest was in second-cycle studies at public universities: 23%).

Source: [Report „Women in technical universities”](#)

Leaky pipeline phenomenon

- ❑ Women losing their scientific potential during the development of their scientific and teaching careers.
- ❑ Statistically, the majority of women undertake studies and doctoral studies, but the higher in the scientific career, the fewer women.
- ❑ In the European Union, women account for around 48% of PhD graduates but only 40% of associate professors and 26% of full professors (European Commission, 2021).
- ❑ A slight increase in the proportion of women holding the highest academic positions (24.1%) in 2018 compared to the 2021 (26.2%) (European Commission, She figures 2021).

Reasons for gender inequality in the academic environment

The root causes of inequality:

- Stereotypes and unspoken gender biases
- Prejudices which translate into behaviour
- Barriers and obstacles in building networks of scientific contacts/access to international mobility due to family/care obligations
- Entrusting less ambitious tasks
- Lack of comprehensive support at the institutional (e.g. care infrastructure)
- Lack of/few role models, sticking to the tradition

Reasons for gender inequality in the academic environment

All these result in:

- Men hold functional/higher positions
- Men are more likely to receive grants and scholarships
- Women scientists are less often cited
- Women are less often invited to research teams created by men
- Women have much less influence on key decisions, including determining the composition of university research teams and scientific committees/councils

Women In Science



<https://www.youtube.com/watch?v=wqyfIAzI-JI>

What can be done to improve the situation – brainstorming session

Think of remedies addressing gender inequality in the academic environment

What can be done – remedies for gender inequality in the academic environment

The positive actions to address inequality:

- Positive actions including quotas or parities (in decision making bodies and scientific committees)
- Initiatives such as scholarships, internships, and training schemes
- Raising awareness: training in the field of diversity, counteracting discrimination, including harassment and sexual harassment
- Incentives and mentorship programmes for women
- Networking programmes for women scientist
- Development of care infrastructure and solutions dedicated to parents and people caring for dependent people
- Encouraging women (active search for women scientist, inclusive language/transparent procedures in recruitment)
- Creating lists of women experts in various fields of science
- Monitor the share of male and female (grant holders, composition of bodies etc.)

Integrating gender dimension into research and innovation

- ❑ The gender dimension implies analysing and taking into account the possible differences between men and women (biological characteristics as well as the social and cultural features), boys and girls/ males and females, in the R&I content of the project.
- ❑ Integrating gender dimension is now a mandatory requirement in all research and innovation projects across Horizon Europe, unless a topic explicitly specifies otherwise.
- ❑ Examples of the lack of taking account of gender dimension in scientific activities:
 - ✓ mannequins used in crash tests
 - ✓ medical research and tests
 - ✓ developing diagnostic tools (e.g. used for autism spectrum)
 - ✓ creating software (e.g. voice/facial recognition)

Gender-Based Analysis: What is it and Why?



<https://www.youtube.com/watch?v=p6w-d1mmjFU>

Gender balance

- ❑ Gender balance is the balance between women and men in a given group/ institution/ research team etc.
- ❑ Horizon Europe projects should aim to have an even, 50/50 participation rate of both men and women amongst teams and in leading roles.
- ❑ In Horizon Europe, gender balance among researchers is a ranking criterion for proposals with the same evaluation scores.

Why equality matters and pays off?

- ❑ Fairness – equal rights, opportunities and responsibilities
- ❑ Gender equality triggers broader cultural changes that spread a more diverse, creative and inclusive work environment
- ❑ Vital role in research and innovation allows to address the diverse needs of users
- ❑ It enhances the societal relevance of the knowledge, technologies and innovations produced, and contributes to the production of greater goods and services
- ❑ Methods of sex and gender analysis in research serve to enhance research excellence as well as to enhance the lives of men and women

Why equality matters and pays off?

- ❑ Gender in research and innovation contributes to increased reproducibility and business opportunities. It also contributes to the production of goods and services better suited to new markets.
- ❑ Gender-diverse teams have better problem-solving skills and greater creativity, and are able to incorporate a broader set of needs, expectations and applications into their research and innovation processes.
- ❑ Financing of programs and activities by European Research Area (ERA) agencies is increasingly taking into account the gender equality aspect, which is mentioned as a criterion for access to public funding.

Why equality matters and pays off?

- ❑ More and more scientific journals pay attention to whether the authors of publications take into account the issue of gender in the analysis of the presented research problem (e.g. Journal of Inorganic Biochemistry, Trends in Biochemical Sciences) - taking this aspect into account guarantees a greater chance of publishing scientific articles in prestigious journals
- ❑ It helps scientists and innovators question harmful gender norms and stereotypes and rethink standards and reference models, leading to a reduction in the gender gap
- ❑ Integrating gender equality into research and innovation is key to ensuring leadership in science and technology and supporting inclusive and sustainable development.

Institutional solutions – exchanging of best practices

- what kind of discrimination/unequal treatment is most visible/significant in your home institution/faculty/unit?
- what kind of anti-discrimination and equality solutions are available in your institution?
- are there people/institutions whom you can reach out with problems related to unequal treatment?
- are there any anti-discrimination procedures in place?
- does your university adopt the Gender Equality Plan?

EQUALITY AND ANTIDISCRIMINATION POLICY AT THE UNIVERSITY OF WARSAW

Equality institutional framework

- Equality Team
- Academic Ombudsman Team
- Equality representatives at faculties and doctoral schools (other organisational units – soon)
- Team of Coordinators for counteracting unequal treatment, discrimination, mobbing and other undesirable behaviour
- Unequal Treatment and Discrimination Commission
- Mobbing and Other Undesirable Behaviour Commission
- Centre for Dispute and Conflict Resolution
- Law Clinic
- The Psychological and Counselling Services Centre (CPP UW)
- Office for Persons with Disabilities
- Welcome Point

EQUALITY AND ANTIDISCRIMINATION POLICY AT THE UNIVERSITY OF WARSAW

Equality in strategic documents and actions

- Statute of the UW
- HR Excellence in Research Strategy and the Action Plan
- The University of Warsaw Strategy for 2023–2032
- Gender Equality Plan for the UW 2020-2024
- Excellence Initiative – Research University (2020-2026) - a programme of the Ministry of Science and Higher Education (a subsidy)

Education and Training

Workshop developing equality attitudes in academic teaching at UW

+

E-course: Understanding Equality

+

E-course: The prevention of sexual harassment at the university

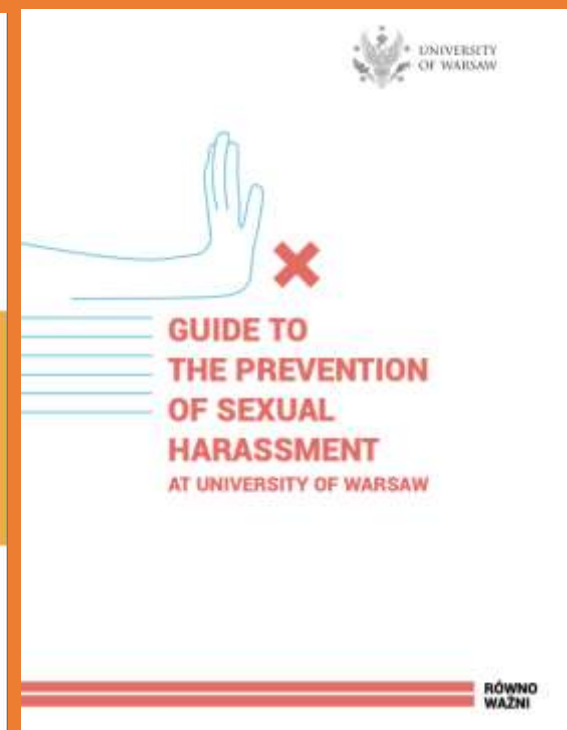
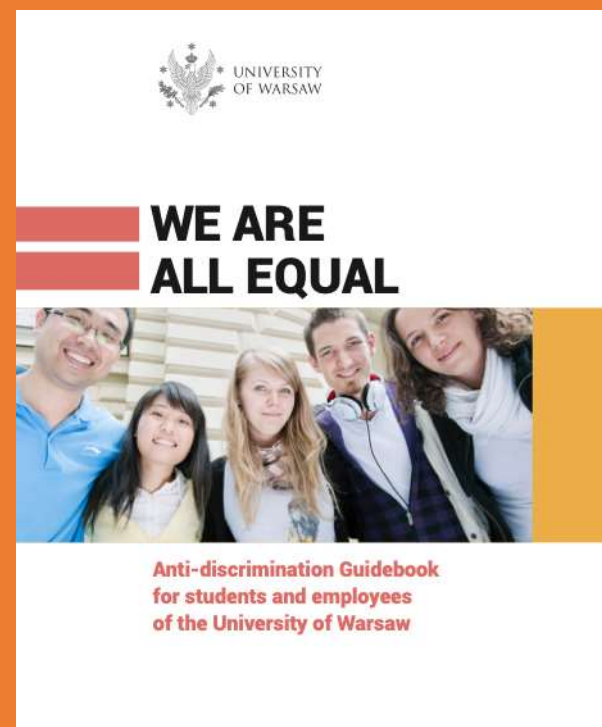
+

Training: How to deal with people who have experienced sexual violence?

+

E-course: Mobbing at work - prevention, recognition and responses

+



Preparation of the GEP

- ❑ International requirements (HR Excellence in Research, Horizon Europe)
- ❑ Support from the hierarchy
- ❑ Person/unit responsible for GEP
 - well embedded (dedicated job position/s)
 - secured financing
- ❑ Sufficient and sustainable funding (long-term perspective)
 - UE, national, own resources



Creating the GEP

- ❑ Context matters
- ❑ Identifying of (potential) allies and opponents
- ❑ Broad co-operation and consultation (students, student organizations, doctoral schools, deans, administration, academics, unions)
- ❑ Communication (co-operation with Promotion Office and Press Office)
- ❑ Top-down and bottom-up approach



GEP components

- ❑ Diagnosis and analysis (context)
- ❑ Defining objectives
- ❑ Setting clear actions and persons/units responsible for implementation
- ❑ Defining indicators (qualitative, quantitative)
- ❑ Determining the timeline
- ❑ Evaluation and monitoring
- ❑ GEP well established (e.g. rector's ordinance)



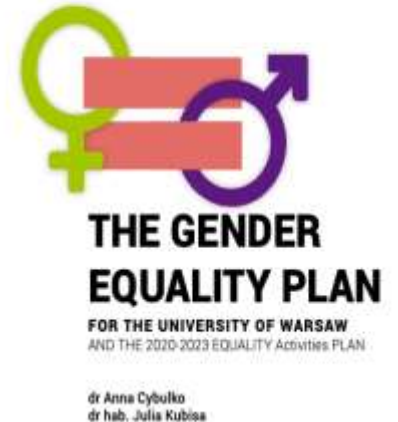
Research

The research area covered the following issues:

- ❑ barriers and differences in the career development of women and men
- ❑ barriers and differences in the access of women and men to decision-making positions
- ❑ experience of discrimination and violence
- ❑ the possibility of reconciling work, family and private life
- ❑ desk research on equality regulations at the UW

GENDER EQUALITY PLAN FOR UNIVERSITY OF WARSAW

- Equality, diversity and prevention of discrimination action plan for 2020-2024. First GEP at a university in Poland
- Based on:
 - 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



GEP FOR UNIVERSITY OF WARSAW - BASED ON 5 OBJECTIVES



- 1. Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity
- 2. Supporting the development of women's scientific careers
- 3. Ensuring gender equality in recruitment of female and male employees, and in doctoral schools
- 4. Reconciliation of work and family life
- 5. Increasing balanced representation of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific and public events

Developing of the Inclusive GEP for the UW

- ✓ Evaluation of the 1st edition of GEP – finding conclusions and recommendations
- ✓ Broad consultation with stakeholders
- ✓ Multi-method research - quantitative (online survey) and qualitative (focus interviews)
- ✓ Intersectional approach
- ✓ Involving the whole academic community
- ✓ Ensuring visibility of actions (promotion, dissemination, easy access, updated equality website)

Other equality initiatives at the UW

- ✓ Networking Group for Women PhD Candidates at the University of Warsaw
- ✓ Support for transgender persons (data systems: <https://rownowazni.uw.edu.pl/en/activities-for-the-lgbtq-community/>)
- ✓ Support for neurodiverse persons (tutoring program, guidebook, space/clubs: <https://rownowazni.uw.edu.pl/en/activities-for-neurodiverse-persons/>)
- ✓ Support for parents (research, diagnosis, support actions: <https://rownowazni.uw.edu.pl/en/parenthood-at-university/>)
- ✓ Submitting complaints: <https://rownowazni.uw.edu.pl/en/filing-a-formal-complaint-of-discrimination/>
- ✓ More information at: <https://rownowazni.uw.edu.pl/en/>
- ✓ Support social campaigns: [Girls as Engineers!](#) Girls go Science!

Examples of Ukrainian equality initiatives

- ✓ Olha Maslova, PhD in Biology, hosts a program [‘Science Like Clockwork’](#) and is a co-founder of many initiatives promoting science, especially discoveries that got the Nobel Prize. Also, she is a speaker at the [‘STEM is FEM’](#) project, dedicated to motivating as many Ukrainian girls as possible to choose STEM-related jobs.
- ✓ One of many educational initiatives within the project is [‘She is science’](#), which tells about the achievements of even more female researchers.
- ✓ A documentary project [‘Women in science’](#). Its four episodes reveal the stories behind each female scientist who participates. The main character, Masha, a 15-year-old girl dreaming about a scientific career and looking for corresponding female role models to follow, asks her interlocutors about their research, discoveries, hobbies and challenges they were to overcome.
- ✓ [Girls STEM](#) - Ukrainian initiative overcomes gender stereotypes in science and technology studies specialties
- ✓ In 2018, the [‘For Women in Science’](#) prize was established in Ukraine. It is a part of the global L’Oréal-UNESCO program with the same name, founded back in 1998.

References

Useful publications and websites:

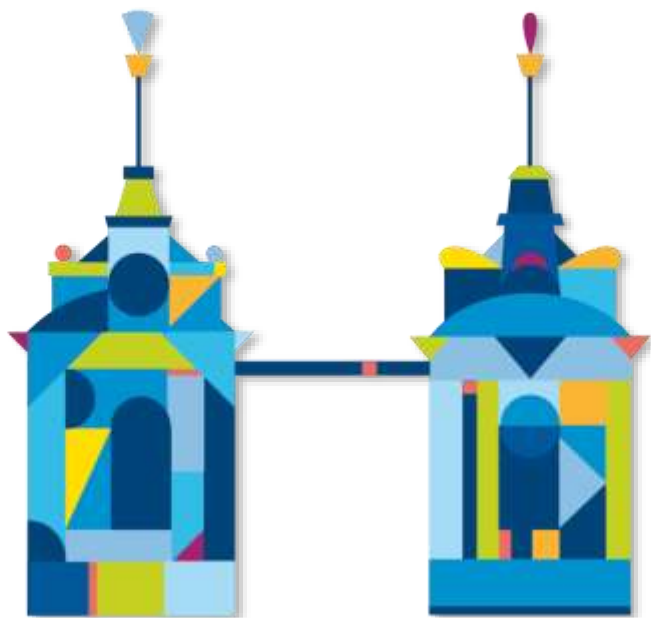
- ❑ [Horizon Europe Guidance on Gender Equality Plans](#)
- ❑ [European Institute for Gender Equality](#)
- ❑ [Gender Equality in Academia and Research - GEAR tool](#)
- ❑ [Toolkit for Integrating Gender Sensitive Approach into Research and Teaching](#)
- ❑ [Developing gender statistics: A Practical Tool](#)
- ❑ [Gender Impact Assessment: Gender Mainstreaming Toolkit](#)
- ❑ [Gender Equality Audit and Monitoring \(GEAM\) tool](#)
- ❑ [Gender equality in research and innovation](#)
- ❑ [Gendered innovations 2, How inclusive analysis contributes to research and innovation, policy review](#)
- ❑ [She Figures 2021](#)

References

UE Projects:

- ❑ [GEPARD](#) - Gender Equality Programme in Academia – Raising Diversity
- ❑ [GENDER ACTION](#)
- ❑ [ACTonGender](#)
- ❑ [MINDtheGEPs](#)
- ❑ [INSPIRE](#)
- ❑ [GEinCEE](#) - Gender Equality in Central and Eastern Europe
- ❑ [CEE Gender Network](#) - The Central and Eastern European Network for Gender Issues
- ❑ [GENERA](#) - Gender Equality Network in the European Research Area

Thank you for your attention



UNIVERSITY OF WARSAW

Krakowskie Przedmieście 26/28
Warsaw, Poland

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

am.gredzinska@uw.edu.pl