

Welcome to the Gender Equality Actions Repository, a tool to critically self-assess your Gender Equality Plan (GEP) and/or gender equality interventions at your school and/or university to develop more comprehensive and efficient strategies for equal opportunities!

Here's how to use the platform:

Step 1: take the Action Plan of your GEP (the GEAP), or the list of Gender Equality Actions of your school/institution;

Step 2: for each Action in your GEAP, fill in the form with the information, and submit;

Step 3: once you've submitted all your Actions, click on "Assess" and see your stats!

This platform wants to help you and your organizations to have an overview on what you are doing for gender equality, diversity and inclusion, how you are doing it and what you could do in the future!

After you've submitted the Actions, you can navigate the Repository of all the Gender Equality Actions implemented in the Unite! Alliance: look for inspiration and make contact with other equality teams, officers and researchers!

For each action, we will ask you some pieces of information:

1. First, we will ask you the title of the action:

Title of the Action *

2. Then, we will ask you to think about the approach to gender equality, diversity and inclusion that informs the action:

- Equip the Women/Equip Minorities - if your action's main goal is to provide to women or other minorities' skills that they are lacking for career progression or leadership;
- Value the Feminine/Value Diversity - if your action's main goal is to highlight and promote diversity as a value to celebrate, and/or women's or other minorities' achievements;
- Create Equal Opportunities - if your action's main goal is to remove structural barriers within your organization that hinder women's or other minorities' access to equal opportunities;
- Access and Revise Work Culture - if your action's main goal is to promote and disseminate knowledge of how inequalities are reproduced or/and a culture of change towards equity and inclusion;
- Other - if your action doesn't fit any of the above mentioned approaches.

Approach on Gender Equality

Value the feminine
Fix the women
Value the feminine
Create equal opportunities
Assess and revise work culture
Other

3. Then, we will ask you what type of action are you planning and/or implementing:

You can choose among a wide variety of equality interventions, based on the [European Institute for Gender Equality \(EIGE\) gender mainstreaming cycle tools](#) among other sources. You can find also the “Other” option, if you think the other labels don’t fully describe the action.

Type of Action

Stakeholder consultation

4. Then, we will ask you what specific issue your action is tackling:

- Work-life balance and organizational culture -
- Gender balance in leadership and decision making -
- Gender equality in recruitment and career progression -
- Integration of the gender dimension into research and teaching content -
- Measures against gender-based violence, including sexual harassment -
- Other

Issue Tackled

Work-life balance and organisational culture
Work-life balance and organisational culture
Gender balance in leadership and decision-making
Gender equality in recruitment and career progression
Integration of the gender dimension into research and teaching content
Measures against gender-based violence including sexual harassment
Other

5. Then, we will ask you if your action focuses on the gender identity dimension, or if it broadens the scope to other identity perspectives:

- Gender Equality - if the action’s main goal is to tackle inequality between men and women
- Diversity - if the action considers other identity perspectives with the goal to promote differences as a value and an opportunity
- Inclusion - if the action considers other identity perspectives with the goal to create an environment in which these differences are valued and everyone feels welcome, respected and supported

You can select more than one, if it applies!

Identity Perspective

Gender Equality

Diversity

Inclusion

6. Then, we will ask you which group within your organization your action is targeting specifically:

- Organization - if the action will benefit and/or is targeting the whole organization;
- Academic staff - if the action will benefit and/or is targeting only the academic staff;
- Administrative and Technical staff - if the action will benefit and/or is targeting only the administrative and technical staff;
- Students - if the action will benefit and/or is targeting only the students;
- Other - if the action doesn't fit with any of the above mentioned categories!

You can select more than one, if it applies!

Target Group Organisation Academics Administrative and Technical staff
 Students Other

7. Then, we will ask you if within your target population, your action is meant for everybody or only for certain [find the right word]:

- All - if it's meant for everybody;
- Only Women - if it's meant to benefit and/or target only the women in that group;
- Only Men - if it's meant to benefit and/or target only the men in that group;
- Only a certain minority group - if it's meant to benefit and/or target only another social minority (for example, LGBTQ+ people, ethnic minorities, etc) in that group;
- Other - if the action doesn't fit with any of the above mentioned categories!

Target Gender

8. Then, we will ask you if you measure the potential impact of your action, and how you do it:

- Indicator(s) - If you set one or more thresholds to reach to determine the success of your action;
- Output(s) - If you set one or more deliverable or output to produce (for example, reports, courses, etc);
- Mixed - If you set a mix of Indicator(s) and Output(s);
- None - If you don't have an impact measure for the action.

Impact Measure

9. Then, we will ask where the source of expertise on gender equality, diversity and inclusion necessary to implement the action comes from:

- Internal - if you're only relying on internal experts to implement the action (even if you're planning to hiring somebody that will then become part of your organization);

- External - if you're hiring somebody external from your organization to implement the action (for example, an external consultant or agency, somebody that won't become a part of your organization);
- Mixed - if it's a mix of the above mentioned options!

Source of Expertise

- Internal
- External
- Mixed

10. Institution:

Select from the list or type the name of your university!

Home Partner Institution

- Polytechnic University of Turin
- University of Lisbon
- Aalto University
- KTH Royal Institute of Technology
- Universitat Politècnica de Catalunya
- Grenoble Institute of Technology
- Technical University of Darmstadt

11. Institution (school)

If the GEP only applies to one school in your institution, type the name of the school!

Home Partner Institution School

12. Click "Submit" to submit the action

Once you've submitted all your actions, you can click on "Assess" and you will be redirected to the **Dashboard**.

In the **Dashboard**, you will see all the stats related to the pieces of information that you submitted for all your actions. This will give you an overview of your GEAP.

You can also go to the **Repository** and navigate among the actions that have been submitted by the Unite! Alliance partners and many other universities. Find inspiration and make contact with other equality officers and leaders across Europe!

