

Gender Equality Actions Repository

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!

The Gender Equality Actions Repository is available in the following link:
<https://agora.unite-university.eu/gender-equality-actions>

Welcome to the Gender Equality Actions Repository. Here you can navigate through the on-going GEPs and GEAPs of several institutions.
Use the available filter options to search for inspiration according to your needs and goals!

[Submit an Action](#)

Search... [Export to Excel](#)

Filter by Issue Tackled...

Type...

Filter by Identity Perspective...

Type...

Filter by Target Group...

Organisation Academics Students Administrative and Technical staff Other

Filter by Source of Expertise...

Internal Mixed

Filter by Impact Measure...

Output(s) Mixed Indicator(s) None

Filter by Institution...

Type...

Filter by Type of Action...

Type...

Here's how to use the platform:

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

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

Step 3: once you've submitted all your Actions, you can use the Repository to search and compare actions!

This platform wants to help you and your organizations to have an overview on what you and other universities are doing for gender equality, diversity and inclusion, how you are doing it and give you inspiration for the future!

After you've submitted the Actions, you can navigate the Repository of all the Gender Equality Actions implemented in the Unite! Alliance and more: 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, you will be asked to provide the title of the action:

Name *

2. Then, you will be asked to provide a short description of the action:

Description

3. Specify the type of action you are planning or implementing. A wide range of equality interventions is available, based on the [European Institute for Gender Equality \(EIGE\) gender mainstreaming cycle tools](#) among other sources. If none of the predefined categories adequately describe the action, select the option “Other”.

Type of Action *	☒ Gender statistics
Issue Tackled *	☐ Gender analysis
Identity Perspective	☐ Gender impact assessment
Target Group *	☐ Stakeholder consultation
Target Gender	☐ Gender budgeting
Impact Measure	☐ Gender public procurement
Source of Expertise	☐ Gender indicators
	☐ Training
	☐ Mentorship program
	☐ Awareness-raising
	☐ Institutional transformation
	☐ Monitoring
	☐ Evaluation
	☐ Incentives
	☐ Quotas

4. Specify the primary issue that the action seeks to address by selecting one of the following thematic areas:

- 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
Identity Perspective	☒ Work-life balance and organisational culture
Target Group *	☐ Gender balance in leadership and decision-making
Target Gender	☐ 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. Indicate the identity perspective(s) that the action targets by selecting one or more of the following:

→ Gender Equality - initiatives focused primarily on gender identity (understood as equality between men and women).

- Diversity - measures that extend to additional identity dimensions (e.g., ethnicity, disability, age, sexual orientation).
- Inclusion - efforts aimed at creating an environment in which all individuals feel valued, respected, and able to participate fully.

You may select multiple options, if applicable.

Identity Perspective ☐ Gender Equality ☐ Diversity ☐ Inclusion

6. Indicate the organisational group(s) that the action specifically targets:

- Organisation – the action is intended to benefit, or is directed at, all members of the organisation.
- Academics – the action is intended to benefit, or is directed exclusively at, academic staff, researchers and professors.
- Administrative and Technical staff – the action is intended to benefit, or is directed exclusively at, administrative and technical personnel.
- Students – the action is intended to benefit, or is directed exclusively at, students.
- Other – select this option if the target group does not align with any of the categories listed above.

You may select more than one category, if applicable.

Target Group * ☐ Organisation ☐ Academics ☐ Administrative and Technical staff
☐ Students ☐ Other

7. Indicate whether the action applies to the entire target group or only to a specific sub-group:

- All – the action is intended for everyone within the selected target group(s).
- Women only – the action is directed exclusively at women.
- Men only – the action is directed exclusively at men.
- Specific minority group – the action is directed exclusively at another social minority (e.g., LGBTQ+ individuals, ethnic minorities).
- Other – select this option if none of the above categories accurately describes your focus.

Target Gender

Impact Measure

Source of Expertise

- ✓ All
- Only Women
- Only Men
- Only a certain minority group
- Other

8. Specify how you will assess the action's potential impact by choosing one of the following methods:

→ Indicator(s) – success is determined by reaching one or more predefined quantitative thresholds (e.g., percentage targets, numerical increases).

→ Output(s) – success is demonstrated through the production of specific deliverables or activities (e.g., reports, training sessions).

→ Mixed – a combination of quantitative indicators and tangible outputs is used to evaluate success.

→ None – no impact-measurement approach has been established for this action.

Impact Measure

✓ Indicator(s)

Output(s)

Mixed

None

Source of Expertise

9. Indicate the source of the gender-equality, diversity, and inclusion expertise that will be used to implement the action:

→ Internal – the organisation relies solely on its own personnel (including anyone who will be hired and subsequently become part of the staff).

→ External – the expertise is provided by individuals or organisations that will not join the institution (e.g., external consultants or specialised agencies).

→ Mixed – a combination of internal and external expertise is employed.

Source of Expertise

✓ Internal

External

Mixed

Home Partner
Institution

10. Select your institution from the list provided - you might also indicate "Other".

Home Partner
Institution

Home Partner
Institution School

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

Submit

11. If the action applies to a single school or faculty within the institution, please enter the name of that school.

Home Partner
Institution School

12. Finally, indicate a Person of contact (which might be an individual, or an office/unite/committee).

Person of contact *

This email address won't be publicly shared

13. Finally, Click "Submit" to save and register the action.

Search in the platform

After you submitted all of your actions through the submission form, you can compare them and search for inspiration on the repository of Gender Equality Actions.

The repository enables users to browse Gender Equality Actions and other interventions for diversity and inclusion, which have been submitted via a dedicated form and subsequently validated by the university administration. The repository serves both as a dissemination tool for practitioners and as an analytical resource for researchers and policy professionals.

The user interface offers a range of filters to facilitate targeted searches. These filters correspond to the categories included in the submission form completed by users when uploading actions. Users can perform free-text keyword searches - based on action titles - or apply one or more filters, including: *Type of Action*, *Issue Tackled*, *Identity Perspective*, *Target Group*, *Source of Expertise*, *Impact Measure*, and *Institution*. All filters can be used in combination to refine search results.

The repository is designed to support practitioners in identifying common or best practices adopted by peer institutions, and to explore detailed information about these actions. By

applying one or more of the available filters, users can retrieve a list of actions that align with their specific needs or areas of interest. Each action is accompanied by a descriptive summary, as illustrated in Figures 1 and 2.

Fig. 1 - Use of the Filter on the Gender Equality Actions Repository

Filter by Type of Action...

Gender statistics
Gender analysis
Gender impact assessment
Stakeholder consultation
Gender budgeting
Gender public procurement
Gender indicators
Training
Mentorship program
Awareness-raising
Institutional transformation
Monitoring
Evaluation
Incentives
Quotas
Other
Networking

Filter by Issue Tackled...
Type...

Filter by Identity Perspective...
Type...

Filter by Target Group...
Organisation
Academics
Administrative and Technical staff
Students
Other

Filter by Source of Expertise...
Internal
External
Mixed

Filter by Impact Measure...
Indicator(s)
Output(s)
Mixed
None

Filter by Institution...
Type...

Fostering research on GEDIW dimensions in the University
Q
v

Promote occupational health and the prevention of psychosocial risks in the workplace based on the gender perspective
Q
v

Conduct a study of the careers of women employed in the UPC's administrative and service staff and, if appropriate, propose measures for work-life balance and to correct any glass ceiling effects or underrepresentation of women in certain administrative and service staff groups and scales
Q
v

Fig. 2 - Example of descriptive action sheet

Users can also demand access to the contact details for each action and associated institution. This feature is intended to facilitate direct exchanges between institutions, enabling the sharing of best practices and practical insights on the implementation of specific actions.