

Gender Equality Plan

2022-2024



SAPIENZA
UNIVERSITÀ DI ROMA



In order to draw up the Sapienza Gender Equity Plan (GEP), Rector Antonella Polimeni set up a GEP TEAM, appointed in compliance with the Conference of Italian University Rectors' (Italian acronym CRUI) guidelines and the Horizon Europe Guidance on Gender Equality Plans prepared by the EU Directorate-General for Research and Innovation (EC) as per Council Decision 2021/764 of 10 May 2021, which identifies the priority of "gender equality, including the integration of gender dimension in the R&I content".

Rector's Delegate, Vice Rector Giuseppe Ciccarone chairs the Sapienza GEP TEAM, which comprises: Simonetta Ranalli, Director General; Giuliana Scognamiglio, President of the Guarantee Committee (Comitato Unico di Garanzia - CUG) - also representing the group drafting the Piano delle Azioni Positive (Positive Action Programme - Italian acronym PAP) and the Gender Balance Sheet, Fabio Lucidi, Coordinator of the Scientific Technical Committee (STC) on Diversity and Inclusion, and Marco Mancini, Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning representing the academic staff; Daniela Cavallo, Head of the Human Resources Area, representing the technical, administrative and library staff (Italian acronym TAB); Claudia Caporusso and Lucia Lombardo representing the student body; Rita Giuliani, Head of the Vice Rector's Office.

To support the GEP TEAM, Sapienza relied on structures already engaged in transformation processes for greater gender equity, including the drafting group for the BdG, the CUG and the Diversity and Inclusion STC.

Working group members are: Roberto Baiocco; Alessandra Barberis; Emanuele Caglioti; Ines Ciolli; Marcella Corsi; Denise De Marco; Giovanna D'Incoronato; Giuseppe Foti; Anna Maria Giannini; Mariella Nocenzi; Paola Paoloni; Gabriella Salinetti; Angelo Schillaci; Giovanni Screpis; Annamaria Speranza.

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List of Italian Acronyms

BdG	Bilancio di Genere (Gender Balance Sheet)
CE	Commissione Europea (European Commission)
CRUI	Conferenza dei Rettori delle Università Italiane (Conference of Italian University Rectors')
CTS	Comitato Tecnico Scientifico (Scientific- Technical Committee STC)
CUG	Comitato Unico di Garanzia (Guarantee Committee)
GIS	Gender Information System
GEP	Gender Equality Plan
MUR	Ministero dell'Università e della Ricerca (Italian Ministry of University and Research)
PIAO	Piano Integrato di Attività e Organizzazione (Integrated Plan of Actions)
PAP	Piano delle Azioni Positive (Positive Actions Programme)
R&I	Ricerca&Innovazione
SMVP	Sistema di Misurazione e Valutazione della Performance
BdG	Bilancio di Genere (Gender Balance Sheet)
CE	Commissione Europea (European Commission)

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Introduction

The Sapienza Gender Equality Plan (GEP) aims at enhancing the full participation of people in University life by reducing gender inequality through a series of internally consistent actions pursued over the three-year period of 2022 to 2024.

To this end, all GEP actions include indicators for ongoing monitoring and ex post assessment. Results and correct use of resources will be clearly reported. Final draft approved by the GEP TEAM and Sapienza governing bodies.

Accountability for the project has also been shared with an Advisory Board of external stakeholders with whom the GEP TEAM will be in constant contact over the next three years. Internal and external stakeholders include Sapienza students, General Management of the University Hospitals, Regional Councillor for Equality of Lazio, and Director General of Unindustria.

Internal statutory bodies: Sapienza Interdepartmental Coordination Committees, the President of the University Evaluation Committee.

The Sapienza GEP pursues two main goals:

- giving continuity and coherence to the policies for gender equality already undertaken by our University;
- placing them in a specific and local context that could be defined as "Sapienza ecosystem".

With regard to the first objective, our University, which considers gender equality a fundamental and inalienable right, has, for some time now, paid attention to combating all forms of violence and harassment linked to gender, sexual orientation and gender identity.

Worthy of particular note are:

- the Code of Conduct against Sexual Harassment, issued for the first time in 2005 and recently reformulated, upon request of the CUG, with Rector Decree no. 286 of 2 February 2021;
- the appointment of a Confidential Counsellor whose task is to act as an interlocutor and, at the same time, to provide material and psychological guidance to the victims of violence or harassment perpetrated within our University;
- the Regulations for the activation and management of the "Alias Career", issued by Rector's Decree of 21 November 2018, which laid the foundations for the protection of the rights of gender transitioning people attending Sapienza;
- the activation of Advanced Professional Courses, Advanced Training Courses, Master's degree programmes on gender-related topics, currently being presented to the Italian Ministry of University and Research - MUR;
- the organisation of cultural events on gender-related topics (e.g. seminars, events celebrating specific dates, such as that of 25 November the International Day for the Elimination of Violence against Women or that of 17 May the International Day against homo-bi-transphobia);
- specific for supporting parenthood, such as the nursery school and summer camps for employees' children, special exam dates for female students who are mothers of children up to three years old, or the possibility to suspend a student's career for maternity reasons, and resume it at the end of the suspension period without any additional university fees;
- the establishment of a Guarantee Committee (*Comitato Unico di Garanzia - CUG*) and a Diversity and Inclusion Scientific and Technical Committee.

Sapienza also has its own Gender Balance Sheet (Italian acronym BdG) regularly published on the institutional website. Additionally, the CUG prepares the PAP (Piano delle Azioni Positive - Positive Actions Programme - Italian acronym PAP) every three years. The latest one, drawn up at the beginning of 2021 for the three-year period 2021-23 and approved by Sapienza governing bodies, provides for several "positive actions" that specifically concern the safeguarding of gender equality and protection of the underrepresented gender.

As regards the second objective, Sapienza is aware that gender equality has not been achieved yet, as confirmed by the analytical data contained in the 2020 BdG, and in line with the programmatic guidelines of its strategic plan; GEP is then a precious tool to make our University not only freer from prejudices and stereotypes and more aware of gender gaps, but also able to focus on each person's merits and allow them to express their qualities to the full, thus contributing also to the enhancement of research, teaching and outreach programmes.

As the EC Guidance correctly states, "gender equality benefits research and innovation (R&I) by improving the quality and relevance of R&I, attracting and retaining more talent, and ensuring that everyone can maximise their potential".

For these reasons, objectives and actions have been defined to break down the barriers that still stand in the way of gender equality and the appreciation of diversity and foster the growth of a culture of respect. These are priorities to be pursued systematically, consistently, and continuously.

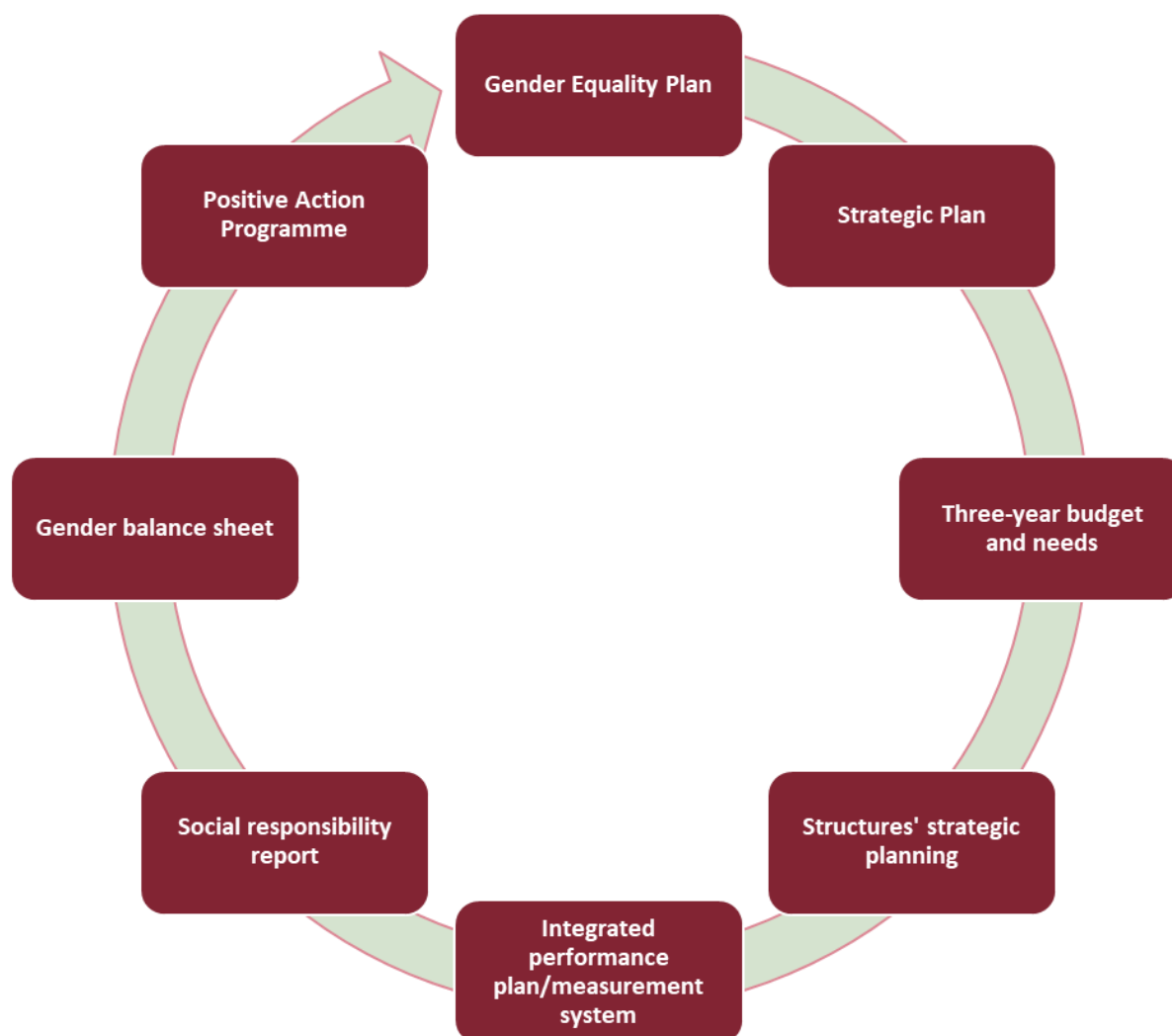
However, it should be noted that the tools identified in the GEP have been designed to integrate measures that have already existed for some time and that our University has identified and launched to pursue correct gender policies.

The GEP is, therefore, a tool designed to foster cultural change, intending to build an open and inclusive learning, research and work environment, where the fairness of treatment and freedom from discrimination are clearly perceived, and which conveys to the Sapienza community a sense of belonging, shared goals and opportunities for growth. Such an important tool must necessarily be included within the overall strategy of Sapienza's planning. The natural addition of the GEP in this planning is based on three circumstances. The first one is the very nature of the plan, which can only be declined in a transversal way because transversal are the policies that affect gender issues. They are linked to the three primary University missions and to the people who are both its users and makers: students, academic staff, technical, administrative and library staff, and other local stakeholders.

Moreover, the five GEP key areas of intervention identified by EC and CRUI concern all the elements of the University community and the functioning, programming, and objectives of the structures that comprise it.

The second circumstance is that, for all these reasons, the GEP is part of the "Sapienza ecosystem". This ecosystem (which is very complex, given our university's size) is described, declined and accounted for in the planning tools, which are hierarchically embedded in each other, following the rules of state universities based on three-year deadlines. These instruments are: (a) The Six-Year Strategic Plan, (b) Three-Year Budget and with it (c) Staffing Requirements Planning (updated annually), both according to development lines dictated by the MUR Three-Year Planning, (d) Integrated Performance Plan accompanied by the relevant Sistema di Misurazione e Valutazione della Performance (Performance Measurement and Assessment System - Italian acronym SMVP) (e) Department Strategic Planning. Each of the programming levels affects the subordinate ones in an organic cohesion and coherence that Sapienza has been pursuing with determination since the final approval of the 2021 Budget and the accompanying Rector's Report. In essence, each GEP's objective, action and target with the related

resources is located at the intersection of the coordinates that define the Sapienza ecosystem's programming tools. Never just one, but always more than one. For instance, boosting staff recruitment (whether professors or technical-administrative staff) is a measure based on a predefined baseline and shared KPIs that involves the structures' strategic planning, allocation of targeted resources in the three-year budget and adoption of administrative-managerial measures that fall under the performance system. The objective crosses the programming mechanism in all its components. After all, the CRUI Guidelines for the BdG already underlined the integration of gender budgeting in the University programming cycles according to the following diagram:



The third and last circumstance to be mentioned is that the adoption of the Sapienza GEP by 2021 coincides with the actual start of the new programming cycle mentioned above. This is, in many ways, an exceptional circumstance and an important opportunity for the GEP to be harmonised with the new Sapienza programming cycle giving the Plan a dynamism and incisiveness difficult to replicate in different circumstances.

At the end of 2021, the new 2021-23 Structures' Strategic Plan must be launched, with related goals, indicators and parameters. In 2021, the Six-Year Strategic Plan expires; the Ministry has just launched the new "General guidelines for the 2021-23 three-year planning period", with annexed parameters and indicators for result assessment, which Sapienza is complying with. The Integrated Performance Plan expires in 2022; the three-year budget and the planning of requirements will be updated according to the new objectives.

Structured into five key areas (KAs), the Sapienza GEP envisages 10 objectives and 26 strategic actions, with specific units in charge whose achievement will be monitored by the GEP TEAM.

Sapienza has earmarked specific resources for the plan, initially including them in the Social Responsibility Report (ee. f. 2016 and 2017), then in the Social Responsibility and Sustainability Report (financial year 2018) and, in September 2019, following the publication of the CRUI "Linee-guida per il Bilancio di Genere negli Atenei italiani" (Guidelines for Gender Balance in Italian Universities), in the actual "Gender Balance" which was issued respectively in 2020 and 2021 (with reference to the previous financial year). Both editions accompany Sapienza standard programming documents and, in compliance with the provisions of the Italian Presidency of the Council of Ministers of May 23, 2007, comprise an extensive survey portion and a section describing what the CRUI defines as "actions for gender equality". The latter actually anticipates many of the GEP's areas of intervention and constitute, as has been said, a gender budgeting with targets and allocated resources.

Therefore, this is an articulated plan based on previous policies and actions included in the Rector and Sapienza Governance project plan and shared by all Sapienza bodies. In this case it is worth mentioning the main interventions included in the BdG 2020, which represent the baseline against which to assess the GEP expected progress:

Resources used for equal opportunities (euro)							
	2019		2020		2021		Funding body
	Planned	Final	Planned	Final	Planned	Final	
Nursery School	541.776,54	480.346,43	541.554,38	212.756,80	490.000,00	-	Sapienza
Summer Camp	0,00	0,00	0,00	0,00	78.000,00	-	Sapienza
Confidential Counsellor	0,00	0,00	0,00	0,00	10.000,00	-	Sapienza
Telecommuting	3.600,00	5.550,00	0,00	1.400,00	140.000,00	-	Sapienza
Agile Working	0,00	0,00	0,00	1.304.008,17	580.000,00	-	2020 MUR 2021 Sapienza
Total	545.376,54	485.896,43	541.554,38	1.518.164,97	1.298.000,00	-	

Here is one last necessary consideration before going into detail. The CRUI working group has recently finalised the BdG draft, as per Article 38-septies of Law 196/2009 for State Administrations) following the "Guidelines" indicated in the Ministry of Economy and Finance (MEF) Circular No. 7 of 16 April 2020, which requires highlighting in the annual budget all the activities and resources allocated to promote gender equality.

The CRUI working group rightly noted that, to date, the economic-financial analysis in the BdGs (about thirty universities to date) is still sporadic and fragmentary; the implementation of the cost reclassification procedure indicated by the CRUI in its "Guidelines" has been carried out by very few universities. This is a crucial issue that needs to be addressed, all the more so if it is to give full visibility to the interventions in the GEP. Such reclassification, through the introduction of a specific field on the analytical accounting chart of accounts, should provide for expenditure items to be coded to identify gender-neutral (N), gender-sensitive (S), and gender-equal (P) items.

As this is a new topic for the personnel involved in the data processing, it represents a challenge for the Administrations in providing timely and comprehensive information. It has been mentioned because, once this reclassification has been approved with the agreement of CINECA (a non-profit consortium comprising 69 Italian universities, 27

national public research centres, the Italian Ministry of Universities and Research and the Italian Ministry of Public Education), it will be technically easier to operate with the appropriate variables in the drafting of the next GEP within which the BdG will also be placed.

In conclusion, the Sapienza GEP is an overall assumption of responsibility by our University on the processes of valuing differences, with specific reference to gender differences. In this sense, it also proposes to give an exhaustive and comprehensible account of the correct use of resources and the production of results in line with its objectives.

Key areas, objectives and actions

The Sapienza Gender Equality Plan aims at achieving 10 objectives in the three-year period 2022-2024 through the implementation of 26 strategic actions divided into 5 areas of intervention.

KA1: Working-life balance, acting on organisational culture and the fight against stereotypes

The aim is therefore to encourage the promotion of an *organisational culture based on respect for and appreciation of differences, and to support the reconciliation of work and parenthood, the construction of an inclusive working environment and the enhancement of organisational profiles that can facilitate the achievement of these goals.*

Actions to be pursued:

1. creation of a Gender Information Management System (GIS) based on gender-sensitive and/or gender-disaggregated data collection;
2. revision of Sapienza Italian regulations based on the "Scrivere con Sapienza" manual (Writing with Sapienza - A manual for clear, correct and effective texts);
3. a section of the Sapienza website dedicated to gender issues and the creation of communication tools to be shared on Sapienza social media;
4. organisation of an annual Sapienza Conference on Gender Equality;
5. preparation of the PIAO (Piano Integrato delle Azioni programmate - Integrated Plan of Actions) and internal regulations on agile working and telecommuting;
6. creation of "child-friendly spaces";
7. distribution and analysis of a new organisational wellbeing survey;
8. mentors for coaching after returning from parental leave or for other reasons;
9. editing of the "Alias Career" regulations for gender transitioning people.

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KA2: Gender balance in leadership and decision-making

We have two different goals: *to map gender imbalances in leadership positions and decision-making bodies and promote underrepresented gender's participation in decision-making bodies.*

Actions to be pursued:

1. creating a constantly updated database on the composition of Sapienza governing bodies and structures. The database will be used to analyse statistical indicators highlighting the presence of any gender imbalances;
2. editing the University Commission regulations focussing on composition and performance;
3. editing the Regulations on the election of the Bodies' elective components.

KA3: gender equality in recruitment and career progression

Here, we aim *to develop specific skills related to gender equality, diversity and people's rights to promote the advancement of underrepresented gender in all disciplines and reduce horizontal segregation.*

Actions to be pursued:

1. targeted orientation projects in schools to combat gender stereotypes in scientific research;

2. transformative mentoring and reverse mentoring programmes for the development of soft skills of young female scholars, with specific reference to fields with greater gender disparity;
3. introduction of gender balance guidelines in conferences, panels and all Sapienza public events;
4. incentives for direct hiring (pursuant ex art. 1 c. 9 of Law 230/2005) to reduce gender imbalances within Sapienza staff;
5. incentives for direct hiring of full professors (pursuant to art. 18 of Law 240/2010) to reduce gender imbalance within Sapienza staff;
6. introduction of guidelines for public competition committees that take into account gender balance;
7. mapping bureaucratic positions according to gender.

KA4: Integration of the gender dimension into research and teaching content

Sapienza pursues two different objectives: *equal access to research resources and highlighting gender issues in training programmes.*

Actions to be pursued:

1. encouragement of gender-balanced research groups or with female PIs and incentives to encourage the participation of the underrepresented gender in research networks;
2. inclusion of gender-related themes in all training forms and content.

KA5: Combating gender-based violence and moral and sexual harassment

Our University has two objectives: *prevention of harassment and gender-based violence and the evaluation of stereotypes or attitudes underlying harassment and gender-based violence.*

Actions to be pursued:

1. networking between the Confidential Counsellor and Faculty and University Student Ombudspersons;
2. implementation of the "*Centri Antiviolenza*" (centres and shelters open to victims of stalking, gender-based, domestic, sexual and economic violence);
3. creation of Safe Zones in each Faculty;
4. organisation of events and initiatives, including an annual Sapienza conference, against harassment and gender-based violence;
5. design and administration of surveys on gender discrimination.

Area 1: Work-life balance, organisational culture and combating stereotypes

Objective 1: Promotion of an organisational culture based on respect for and appreciation of differences.

Action 1	Systematic gender-sensitive and/or gender-disaggregated data collection (creation of a Gender Information System – GIS). Creating a system to use available administrative data on gender in an integrated way, possibly complementing it with additional information that is not immediately available at the moment. Systematic collection, classification, analysis and periodic publication of quantitative and qualitative gender-disaggregated data relating to all relevant areas within Sapienza (e.g. student performance, age, origin, type of secondary school diploma, economic situation, disability; study load; attractiveness, internationalisation and regularity of study paths; research and outreach activities and performance; career paths, roles, duties and responsibilities of academic staff; roles, duties and responsibilities of TAB staff).
Units in charge	Directorate General together with: Interdepartmental Coordination Committee in collaboration with the Faculty Deans, Statistics/Data Processing Office.
Recipient	Research staff, lecturers, technical, administrative and library staff, students.
Desired Outcomes	Availability of complete and up-to-date gender-disaggregated data for processing purposes.
Resources needed	Two D8 units for three months/person.
Financial resources	Staff unit cost: €14,319.
Indicators and target	Establishment of a working group for the GIS for gender-disaggregated data collection and processing (2022). Creation of data sets available for processing and constantly updated automatically (2023). Target: Availability of comprehensive and continuously searchable data for all gender-related analyses by 2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline	2022 GIS creation	2023 Data gathering and integration	2024 Disaggregated data
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Objective 1: Promotion of an organisational culture based on respect for and appreciation of differences.

Action 2	Editing of all Sapienza Italian regulations as per “Scrivere con Sapienza” manual. Editing of all Sapienza Italian regulations as per “Scrivere con Sapienza” manual approved by the Academic Senate on January 19, 2021. The Regulations in Italian will be re-read and edited according to the Guidelines for the use of gender in administrative language approved by MIUR, as indicated in the Manual. All new Regulations will be drawn up based on the same indications and guidelines.
Units in charge	Academic Senate, Board of Governors with Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning together with: Director General, Interdepartmental Coordination Committees integrated with the Faculty Deans, Central Administration, CUG, GEP TEAM.
Recipient	Whole Academic Community.
Desired Outcomes	Correct use of gender in the language used in all Sapienza documents.
Resources needed	Three D8 staff for two months/person.
Financial resources	Staff unit cost: €17,462.
Indicators and target	Number of edited regulations. Target: All regulations edited by 2023.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline	2022	2023	2024
	Editing	Regulation Enforcement	

Objective 1: Promotion of an organisational culture based on respect for and appreciation of differences.

Action 3	<p>Creation of a section of the Sapienza website dedicated to gender issues and communication tools to be shared on Sapienza social media channels.</p> <p>The portal, placed in our "Inclusive Sapienza" section and linked to the home page, will contain all Sapienza activities, communication campaigns, and related materials organised to promote a correct gender balance (e.g. official bodies, institutional documents, actions and training initiatives for gender equality, traditional and digital materials, by experts and students). The material will also be shared on our social media channels.</p>
Units in charge	Press and Communication Office together with: Diversity and Inclusion Committee, Equal Opportunities Delegate, CUG, student representatives.
Recipient	Whole Academic Community.
Desired Outcomes	<p>Increased awareness of the culture of respect for diversity in the University community.</p> <p>Increased awareness of initiatives carried out by Sapienza for gender equity.</p>
Resources needed	Three C8 units for four months/person with help from student representatives.
Financial resources	Staff unit cost: €28,639.
Indicators and target	Number of materials produced, posted on the website, and shared on social media.
Connection with SDGs - Agenda 2030	<p>SDG 5 Gender equality.</p> <p>SDG 10 Reducing inequalities.</p>

Timeline	2022	2023	2024
	Website	Social media increase	

Objective 1: Promotion of an organisational culture based on respect for and appreciation of differences.

Action 4	Annual Sapienza Conference on Gender Equality. Sapienza will organise an Annual Conference on Gender Equality each 25 November, the International Day for the Elimination of Violence against Women. During the day, on which the University has been organising specific events for some years now supported by the CUG, seminars, cultural and celebratory events will also be proposed; data from the GIS surveys will be disseminated, and the activities carried out by the GEP will be presented to the community, with a view to internal accountability and comparison with external stakeholders.
Units in charge	Rector together with: CUG, Diversity and Inclusion STC, Protocol and Special Events Office, Press and Communication Office, student representatives.
Recipient	Sapienza Community and external stakeholders.
Desired Outcomes	Increased awareness of the culture of respect for diversity in the University community. Increased awareness of initiatives carried out by Sapienza for gender equity. Comparison with internal and external stakeholders in a logic of accountability.
Resources needed	Three C8 units for four months/personnel, with help from student representatives.
Financial resources	Staff unit cost: €28,639.
Indicators and target	Indicators and target: organisation of the Annual Sapienza Conference from 2022.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

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Timeline	2022 Conference 2022	2023 Conference 2023	2024 Conference 2024
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Objective 2: Supporting work-life balance. Creation of an inclusive working environment through the enhancement of organisational profiles that can facilitate the achievement of these objectives.

Action 1	<p>Preparation of the PIAO (Integrated Plan of Actions) and internal regulations on agile working and telecommuting.</p> <p>The preparation of the PIAO (<i>Piano Integrato delle Azioni programmate</i> - Integrated Plan of Actions) provided for by Decree-Law No. 80 of 9 June 2021, converted into Law No. 113 of 6 August 2021 and Regulations referred to in the <i>Decreto Ministeriale della Funzione Pubblica</i> of December 1, 2021, in accordance with the PIAO Guidelines now being issued. will:</p> <ul style="list-style-type: none"> • Identify suitable timeframes for work meetings and gatherings; • be drafted by Sapienza competent authorities following the Government guidelines, in agreement with the trade unions and based on the needs of the Sapienza community. <p>As already indicated in the 2021-2023 PAP, the project will be carefully monitored by the GEP.</p>
Units in charge	Director General, Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning together with: Central Administration, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans.
Recipient	Research staff, lecturers and technical, administrative and library staff.
Desired Outcomes	Balanced distribution of opportunities to access agile working. Work flexibility consistent with the needs of the Sapienza Community.
Resources needed	People in charge of the action.
Financial resources	None.
Indicators and target	Completion of PIAO and internal regulations on agile working by 2022; annual monitoring.
Connection with SDGs - Agenda 2030	SDG 3 Health and Wellbeing. SDG 5 Gender equality.

Timeline	2022	2023	2024
	Action completion	Monitoring	Monitoring

Objective 2: Supporting work-life balance. Creation of an inclusive working environment through the enhancement of organisational profiles that can facilitate the achievement of these objectives.

Action 2	Creation of child-friendly spaces. Actively supporting work-life balance and parenthood by increasing and improving child-friendly spaces (e.g. nursery schools and summer camps) for the whole Sapienza staff.
Units in charge	Directorate General together with the Delegate for Equal Opportunities, the Diversity and Inclusion STC, and the CUG.
Recipient	Research staff, lecturers and technical, administrative and library staff.
Desired Outcomes	Better service and more places available in Sapienza nursery school and summer camps.
Resources needed	Three C8 units for four months/person.
Financial resources	Staff unit cost: €28,639.
Indicators and target	Ratio of availability/requests in the Sapienza nursery school and summer camps. Annual improvement in customer satisfaction. Target: total satisfaction of demand by 2024. Minimum user satisfaction level of 70% in 2024.
Connection with SDGs - Agenda 2030	SDG 3 Health and Wellbeing. SDG 5 Gender equality.

Timeline	2022	2023	2024
	Improving user satisfaction	Improving user satisfaction	Target achievement

Objective 2: Supporting work-life balance. Creation of an inclusive working environment through the enhancement of organisational profiles that can facilitate the achievement of these objectives.

Action 3	New organisational wellbeing survey. Administration and analysis, in 2022 and 2024, of a new survey on organisational wellbeing and work-life balance for academic staff and TAB, which will involve specific offices and lecturers from different disciplines (psychology, law, statistics, etc.).
Units in charge	Directorate General together with: CUG, the Diversity and Inclusion STC, Interdepartmental Coordination Committees, Equal Opportunities Delegate, Statistics/Data Processing Office.
Recipient	Research staff, lecturers and technical, administrative and library staff.
Desired Outcomes	Better knowledge of the organisational wellbeing of Sapienza staff, with particular reference to work-life balance; improving the action by identifying specific points highlighted by the staff.
Resources needed	Two D8 units for three months/person.
Financial resources	Staff unit cost: €17,462.
Indicators and target	Percentage of total staff responding to the surveys. Minimum user satisfaction level of 70% in 2024. Target: 60% in 2032 and 70% in 2024 of respondents out of total staff.
Connection with SDGs - Agenda 2030	SDG 3 Health and Wellbeing. SDG 5 Gender equality.

Timeline	2022	2023	2024
	Survey administration	Survey administration	Target achievement

Objective 2: Supporting work-life balance. Creation of an inclusive working environment through the enhancement of organisational profiles that can facilitate the achievement of these objectives.

Action 4	Mentors for coaching after returning from parental leave or for other reasons. Mentoring activities between colleagues to support and update those returning to work after long leave periods, to fill gaps and promote alignment and inclusion.
Units in charge	Directorate General together with: Diversity and Inclusion STC, and the Delegate for Equal Opportunities.
Recipient	Research staff, lecturers and technical-administrative and library staff.
Desired Outcomes	Safeguarding workers' efficiency and wellbeing after long leave periods
Resources needed	Internal staff.
Financial resources	Incentive funds ex art. 9 Law 240/2010.
Indicators and target	Hours of training activities carried out. Target: Availability of adequately trained mentors for 100% of staff returning from leave by 2024.
Connection with SDGs - Agenda 2030	SDG 3 Health and Wellbeing. SDG 5 Gender equality.

Timeline	2022	2023	2024
	Mentor training	Mentor training	Target achievement

Objective 2: Supporting work-life balance. Creation of an inclusive working environment through the enhancement of organisational profiles that can facilitate the achievement of these objectives.

Action 5	Alias Career Regulation for gender transitioning students. Revision of the Alias Career Regulation to improve or eliminate some critical points highlighted by current users. The opportunity/feasibility of extending the Regulation, or parts of it, to academic and TAB staff will also be assessed. Training for staff involved in the monitoring, also from an IT point of view through GIS, will be provided.
Units in charge	Academic Senate, Board of Governors, Deputy Rector for Educational Activities together with: GIS, CUG, student representatives, Confidential Counsellor, Equal Opportunities Delegate, Diversity and Inclusion STC.
Recipient	Research staff, lecturers, technical, administrative and library staff, students.
Desired Outcomes	Eliminate some critical points raised by current users of the Alias Career Regulation.
Resources needed	Two D8 units for three months/person for the editing and training course implementation. The entire Diversity and Inclusion STC for materials and course delivery.
Financial resources	Staff unit cost: €17,462.
Indicators and target	Indicators and target: Regulation revision by 2022 and new Regulation by 2023.
Connection with SDGs - Agenda 2030	SDG 3 Health and Wellbeing. SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline	2022	2023	2024
	Regulation revision	New Regulations	

Area 2. Gender balance in leadership and decision-making

Objective 1: Mapping gender imbalances in top positions and decision-making bodies.

Action 1	Creation of a database on the composition of Sapienza governing bodies. Specific and constantly updated database on the composition of Sapienza governing bodies and structures; statistical analysis of possible gender imbalances.
Units in charge	Director General, GIS, Statistical Office/Data Processing.
Recipient	Lecturers and technical, administrative and library staff.
Desired Outcomes	Database of top-level positions. Constantly updated data on gender balance.
Resources needed	One D8 unit for six months/person.
Financial resources	Staff unit cost: €17,462.
Indicators and target	Annual update of available gender-disaggregated data. Target: availability of a comprehensive database.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality.

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Timeline

2022	2023	2024
Completion of the database		

Objective 2: Promoting the participation of the underrepresented gender in decision-making bodies.

Action 1	Editing the University Commission regulations. Editing the University Commission regulations focusing on composition and performance (e.g., the Ethics Committee, Disciplinary Board, Didactic Committee, Research Commission, Commission for Scientific Equipment and Large Excavation, Patent Commission, etc.), in order to verify and, if necessary, tangibly support the participation of the underrepresented genders.
Units in charge	Academic Senate, Board of Governors, Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning together with: Interdepartmental Coordination Committees, the Equal Opportunities Delegate and CUG.
Recipient	Research staff, lecturers and technical-administrative staff.
Desired Outcomes	Amendments, where necessary, of the University Commission regulations focusing on composition and performance based on the objectives described.
Resources needed	One D8 unit per six months/person.
Financial resources	Staff unit cost: €17,462.
Indicators and target	Regulation review and approval of any changes. Immediate enforcement of the new regulations. Target: revision of all regulations by 2023.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality.

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	2022	2023	2024
Timeline	Revision of Regulations	Enforcement of Regulations	

Objective 2: Promoting the participation of the underrepresented gender in decision-making bodies.

Action 1	<p>Revision of the Regulations on the Election of the Governing Bodies' Elective Members.</p> <p>Revision of the Regulations ruling the election of the governing bodies' elective members (Academic Senate, Board of Governors, University Evaluation Committee, etc.) or of the monocratic bodies (e.g. Department Directors) to ascertain the presence of rules aimed at promoting gender balance.</p> <p>Possible proposals: a) ensuring balanced lists in case of nominations on a list; b) for elections with specific preferences, introducing double-gender preference; c) in the event of nominations from other Bodies, introducing rules for a balanced composition.</p>
Units in charge	Academic Senate, Board of Governors, Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning together with: Interdepartmental Coordination Committees, and the Equal Opportunities Delegate.
Recipient	Research staff, lecturers and technical, administrative and library staff.
Desired Outcomes	Amendment of specific Regulations.
Resources needed	One D8 Unit for six months/person.
Financial resources	Staff unit cost: €17,462.
Indicators and target	<p>Regulation review and approval of any changes.</p> <p>Immediate enforcement of the new regulations.</p> <p>Target: revision of all regulations by 2023.</p>
Connection with SDGs - Agenda 2030	SDG 5 Gender equality.

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	2022	2023	2024
Timeline	Revision of Regulations	Enforcement of Regulations	

Area 3: Gender equality in recruitment and career progression

Objective 1: Developing skills related to gender equality, diversity and people's rights in order to bring underrepresented genders closer to all disciplines.

Action 1	<p>Targeted orientation projects for secondary schools to combat gender stereotypes in scientific research.</p> <p>Census, analysis and systematisation of projects on combating gender stereotypes already carried out by departments with schools. Additional targeted orientation projects to combat gender stereotypes in scientific and technological research will be also using videos produced by Sapienza students.</p>
Units in charge	Deputy Rector for Orientation and Tutoring and Deputy Rector for Public Engagement, together with: Director General, Diversity and Inclusion STC; student representatives, Press and Communication Office.
Recipient	Secondary school students and teachers.
Desired Outcomes	Gender-equality orientation projects in secondary schools, also focused on Degree Programmes with greater gender imbalance.
Resources needed	Lecturers, tutors and grant holders.
Financial resources	Funds for orientation and monitoring, funds for orientation scholarships: specific increase equal to 5% of the funds for Orientation: 23,500 euros; specific increase equal to 10% of the "Other scholarships" fund of the "Costs for student support": 127,000 euros.
Indicators and target	<p>Number of schools, classes, students and teachers involved in the orientation programmes.</p> <p>Target: at least 60% of schools in the region by 2024.</p>
Connection with SDGs - Agenda 2030	<p>SDG 4 Quality education.</p> <p>SDG 5 Gender equality.</p> <p>SDG 10 Reducing inequalities.</p>

Timing

2022	2023	2024
Planning	Orientation	Orientation

Objective 1: Developing skills related to gender equality, diversity and people’s rights in order to bring underrepresented genders closer to all disciplines.

Action 2	Transformative and reverse mentoring. Transformative mentoring programmes for soft skills development of young female scholars, and reverse mentoring programmes for senior researchers, with specific reference to sectors with greater gender disparity.
Units in charge	Deputy Rector for Research and Deputy Rector for Orientation and Tutoring together with: Psychological Counselling Centre, QUID Group, Diversity and Inclusion STC, CUG, and Delegate for Equal Opportunities.
Recipient	Female PhD students, research fellows, fixed-term researchers.
Desired Outcomes	Activation of mentoring programmes for young female scholars (PhD students, research fellows, fixed-term researchers) with specific reference to the disciplines with greater gender disparity. Increase in the perceived self-efficacy of young female scholars participating in mentoring courses.
Resources needed	Lecturers for training, personnel for mentoring.
Financial resources	Funds for mentoring and monitoring: specific increase equal to 5% of the funds for Orientation: 23,500 euros; reserve of a share equal to 20% of the operating contribution, including the 10% increase provided for by DM 45/2013, for each PhD course.
Indicators and target	Organisation of fully structured transformative mentoring programmes. Number of participants in mentoring programmes. Target: programmes activated for all PhD courses (100%) and all female research fellows and fixed-term researchers (100%) by 2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline	2022	2023	2024
	Design	Mentoring	Target achievement

Objective 2: Reducing horizontal segregation.

Action 1	Guidelines for gender balance in conferences, panels and all Sapienza public events. The guidelines will define the maximum acceptable gender imbalance among speakers in public events organised by Sapienza, as well as in the Scientific - Technical Committees and Boards organising them.
Units in charge	Deputy Rector for Research together with: Delegate for Equal Opportunities, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans.
Recipient	Research staff, lecturers and technical, administrative and library staff.
Desired Outcomes	Creation and adoption of the guidelines.
Resources needed	Two D8 staff for 3 months/person.
Financial resources	Costs for the elaboration of the guidelines: personnel costs €17,462
Indicators and target	Proportion of women and men in conferences, seminars, and panels. Target: Achievement of 40% proportion of women in conferences, seminars, and panels by 2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline

2022	2023	2024
Guideline approval	Enforcement	Target achievement

Objective 2: Reducing horizontal segregation.

Action 2	Guidelines for the constitution of public competition committee that take into account gender balance. Guidelines to set up public competition committees that take into account gender balance, referring where necessary to the public competition sector and not only to the Scientific - Disciplinary Sector.
Units in charge	Academic Senate and Board of Governors together with the Deputy Rector for Research and the Delegate for Equal Opportunities.
Recipient	Academic and research staff.
Desired Outcomes	Guidelines on gender balance in Sapienza committees. Mapping out by gender the public competition committees, specifically regarding gender balance between female and male members. Increasing the number of committees in which both genders are represented, particularly in sectors characterised by high imbalances.
Resources needed	One D8 staff 3 months/person.
Financial resources	Staff unit cost: €8,731.
Indicators and target	Data on gender balance in public competition committees, with specific reference to gender balance between female and male members. Target: at least 80% of committees in which both genders are represented by 2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

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Timeline	2022	2023	2024
	Guideline approval	Enforcement	Target achievement

Objective 2: Reducing horizontal segregation.

Action 3	Incentives to rebalance the gender gap in the academic staff recruiting procedures - direct hiring. Incentives for direct hiring ex art. 1 c. 9 of Law 230/2005 to reduce gender imbalances within Sapienza academic staff, particularly in areas where these imbalances are greatest, and on scientific merit.
Units in charge	Academic Senate and Board of Governors together with: Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning, Director General, Delegate for Equal Opportunities, GIS, Statistics/Data Processing Office, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans.
Recipient	Academic staff.
Desired Outcomes	In areas where female academic staff is represented by 30% or less, gender inequalities must be reduced in the category for which direct hiring is requested (Full and Associate Professors and fixed-term researchers).
Resources needed	Availability of a recruitment quota additional to that of direct hiring.
Financial resources	Addition of 1.5 “Punti-Organico” (staff points) according to the average University cost estimated for for the financial year 2022 of 120,225 euros, totalling 185,337 euros.
Indicators and target	Target: Sapienza academic staff gender gap reduction of 5% in the three-year period 2022-2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

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	2022	2023	2024
Timeline	Additional “Punti-Organico”	Additional “Punti-Organico”	Additional “Punti-Organico”

Objective 2: Reducing horizontal segregation.

Action 4	Incentives to rebalance the gender gap in the academic staff recruiting procedures - calls for full professors. Incentives for the recruitment of full professors ex art. 18 of Law 240/2010 to reduce gender imbalances within Sapienza academic staff. in compliance with existing standards.
Units in charge	Academic Senate and Board of Governors together with Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning, Director General, Delegate for Equal Opportunities, GIS, Statistics/Data Processing Office, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans, Director General.
Recipient	Department academic staff where the representation of female full professors is equal to or less than 30%.
Desired Outcomes	Improvement by at least 5% in one year of the ratio of the total number of Department full professors and professors of the least represented gender between 31 December of the previous year and 31 December of the year of recruitment.
Resources needed	An additional bonus fraction for the incentivised Department, up to a maximum of 0.3, from the recruitment quota of the year following the hiring,
Financial resources	Up to a maximum of 6 annual “Punti-Organico” (staff points) according to the University average cost estimated for financial year 2022 of 120,225 euros, totalling 721,350 euros.
Indicators and target	Gender gap reduction concerning the percentage of Sapienza female and male full professors compared to the previous year. Target: progressive reduction in the in the gender gap of Sapienza academic staff of 5% in the three-year period 2022-2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

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	2022	2023	2024
Timeline	Additional “Punti-Organico”	Additional “Punti-Organico”	Additional “Punti-Organico”

Objective 2: Reducing horizontal segregation.

Action 5	Mapping of administrative-management tasks according to gender. Mapping the distribution of administrative- management tasks assigned to academic, technical, administrative and library staff according to gender.
Units in charge	Directorate General and Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning together with: Delegate for Equal Opportunities, GIS, Statistics/Data Processing Office, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans, Chief departmental administrative officers.
Recipient	Academic and technical, administrative and library staff.
Desired Outcomes	Reduction of gender inequalities in different jobs, better distribution of duties.
Resources needed	One D8 Unit per four months/person.
Financial resources	Staff unit cost: 11,641 euro.
Indicators and target	Number of structures adhering to mapping. Number of positions mapped by gender. Target: Completion of a gender-mapped database of assignments and tasks by 2024.
Connection with SDGs - Agenda 2030	SDG 5 Gender equality. SDG 10 Reducing inequalities.

Timeline	2022	2023	2024
	Database design	Database making	Target achievement

Area 4. Integration of the gender dimension into research and teaching content

Objective 1: Achieving equal access to research resources.

Action 1	<p>Encouraging gender-balanced research groups or with female PIs and incentives to encourage the participation of the less represented gender in research networks.</p> <p>Supporting gender-balanced research teams and female PIs in the Sapienza research and outreach calls in areas where there is a clear gender imbalance. Sapienza will also allocate part of the budget to disseminate and publish research results to favour projects that include researchers of the less represented gender in research networks (inter-, trans-disciplinary, etc.).</p>
Units in charge	Academic Senate, Board of Governors, Deputy Rector for Research, and Deputy Rector for Outreach together with: Delegate for Equal Opportunities, CUG, Interdepartmental Coordination Committees integrated with the Faculty Deans.
Recipient	Research and academic staff.
Desired Outcomes	Greater gender balance in research and Outreach funding, in research teams and the number of PIs in projects funded by Sapienza.
Resources needed	People in charge of the action.
Financial resources	Funds for the encouragement of projects proposed by female PIs in calls for research and Outreach: for each line of research project and for each case study project, an increase of 5% of the amount requested for funding in the case of PIs belonging to the least represented gender. The same increase will be planned in the case of research groups that improve by at least 10 percentage points the gender composition with respect to that existing in the different areas. The two measures cannot be cumulated for a single project.
Indicators and target	<p>Data on gender percentages in PIs and research team members.</p> <p>Target 1: 5% increase in the number of women PIs in research projects per year.</p> <p>Target 2: 5% increase per year of research groups with a balanced gender composition.</p>
Connection with SDGs - Agenda 2030	<p>SDG 5 Gender equality.</p> <p>SDG 10 Reducing inequalities.</p>

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Timeline

2022	2023	2024
New calls to be issued	New calls to be issued	New calls to be issued

Objective 2: Enhancement of gender issues in training courses.

Action 1	Inclusion of gender issues in all educational forms and contents. Setting up Degree Programmes, PhDs, transversal and multidisciplinary courses, schools, summer schools and seminars on gender issues; Including gender-related issues in existing courses.
Units in charge	Deputy Rector for Educational Activities together with: Deans, Department Directors, Programme Coordinators, Didactic Committee supported by the Diversity and Inclusion STC and the Delegate for Equal Opportunities.
Recipient	Academic, technical, administrative and library staff, students.
Desired Outcomes	Enhancement of the gender dimension in education at all levels.
Resources needed	All people involved in educational and training activities.
Financial resources	Identification of no more than 10% of new Degree Programmes and PhDs to be reserved for gender-related projects; reservation of a 5% share of the revenues of Specialisation schools, Advanced Professional Courses and Advanced Training Courses, amounting to 110,000 euros.
Indicators and target	Number of courses approved, number of courses activated, number of students enrolled. Target: Approve and activate at least one Degree Programme on gender issues and at least two cross-cutting initiatives in the planning period.
Connection with SDGs - Agenda 2030	SDG 4 Quality education. SDG 5 Gender equality. SDG 10 Reducing inequalities.

	2022	2023	2024
Timeline	New educational programming	Implementation of new courses/programmes	Implementation of new courses/programmes

Area 5: Measures against gender-based violence including sexual harassment

Objective 1: Prevention of harassment and gender-based violence.

Action 1	<p>Networking between the Confidential Counsellor and Faculty and University Student Ombudspersons.</p> <p>Specific article that favours direct connection between the Student Ombudspersons and the Confidential Counsellor into the Faculty standard regulation to:</p> <ul style="list-style-type: none"> • facilitate the reporting of any episodes of harassment • adopt the practices established in the Sapienza Code of Conduct. <p>Organising public meetings between the Counsellor and students and their representatives in the various Faculties, including the Ombudspersons where appropriate.</p>
Units in charge	Confidential Counsellor and Student Ombudspersons, together with: Didactic Committee, Interdepartmental Coordination Committees with Faculty Deans, Delegate for Equal Opportunities and the Deputy Rector for Organisational Autonomy, Administrative Innovation and Resource Planning.
Recipient	Academic staff and students.
Desired Outcomes	Clearer and faster ways for students to report episodes of harassment to the Confidential Counsellor. Better connections between Counsellor and Ombudspersons, increase in the number of Counsellor meetings with students at the Faculties.
Resources needed	People in charge of the action.
Financial resources	None.
Indicators and target	<p>Number of contacts between students and the Counsellor, number of meetings between Counsellor and student Ombudspersons, number of Counsellor public meetings at the Faculties.</p> <p>Target: At least one Counsellor public meeting in each Faculty and each of the three years of project application</p>
Connection with SDGs - Agenda 2030	<p>SDG 3 Health and wellbeing.</p> <p>SDG 5 Gender equality.</p> <p>SDG 16 Peace, justice and strong institutions.</p>

Timing	2022	2023	2024
	11 public meetings	11 public meetings	11 public meetings

Objective 1: Prevention of harassment and gender-based violence.

Action 2	<p>Implementation of a “Centro Antiviolenza”.</p> <p>Establishing an on-campus “Centro Antiviolenza” (centres and shelters open to victims of stalking, gender-based, domestic, sexual and economic violence.), in cooperation with the Lazio Region.</p> <p>The project aims to set up a centre for welcoming victims or potential victims of discrimination and violence on the grounds of gender, sexual orientation and gender identity, providing an initial legal, medical, psychological and social mediation counselling service in cooperation with local associations and, if necessary, with the police.</p>
Units in charge	Rector, Sapienza Directorate General together with CUG, Diversity and Inclusion STC and the Equal Opportunities Delegate.
Recipient	Academic and administrative staff, students, citizens.
Desired Outcomes	Creation of the “Centro antiviolenza” open to the entire academic community and citizens.
Resources needed	No additional internal resources.
Financial resources	10,000 euro for renovation, covering running costs (electricity, cleaning), upgrading of premises.
Indicators and target	Indicators and targets: establishment of the Centro antiviolenza by 2022.
Connection with SDGs - Agenda 2030	<p>SDG 3 Health and wellbeing.</p> <p>SDG 5 Gender equality.</p> <p>SDG 16 Peace, justice and strong institutions.</p>

	2022	2023	2024
Timeline	Creation of the <i>Centro antiviolenza</i>		

Objective 1: Prevention of harassment and gender-based violence.

Action 3	Creation of Safe Zones in each Faculty. Creating specific Safe Zones where students can find support and trained voluntary staff ready to listen and help. Different from places where students will be able to report harassment and/or violent behaviours. Once the training is over, a “Safe Zone sticker” will identify such places.
Units in charge	Diversity and inclusion STC together with the Interdepartmental Coordination Committees with the Faculty Deans, Students' Ombudspersons, Confidential Counsellor, Delegate for Equal Opportunities and the GEP TEAM.
Recipient	Research staff, lecturers, technical, administrative and library staff, students.
Desired Outcomes	Creation of Safe Zones, staff training, monitoring meetings; study day to present the initiative open to lecturers and students.
Resources needed	Resources for training academic staff and printing infographics indicating Safe Zones (2023). Resources for organising meetings and monitoring practices.
Financial resources	€10,000 from budget profit for printing.
Indicators and target	Number of lecturers trained, number of Safe Zones, number of contacts between students and lecturers in Safe Zones, number of monitoring meetings. Target: Creation of at least 30 Safe Zones. Training of at least 30 lecturers of the 11 Sapienza Faculties. Organisation of 4 monitoring meetings (one every 3 months) in 2023, 2 in 2023 and 2024 (one every 6 months), and a study day on Safe Zones presenting the implementation results in Sapienza.
Connection with SDGs - Agenda 2030	SDG 3 Health and wellbeing. SDG 5 Gender equality. SDG 16 Peace, justice and strong institutions.

Timeline	2022 Training for lecturers	2023 Safe Zone implementation	2024 Monitoring
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Objective 1: Prevention of harassment and gender-based violence.

Action 4	<p>Organisation of events and initiatives, including an annual Sapienza conference, against harassment and gender-based violence.</p> <p>Conferences and workshops to raise awareness of discrimination and violence based on gender, sexual orientation and gender identity. Experts, representatives of institutions, local associations, police forces, Centri anti violenza operators, activists, and the Confidential Counsellor will participate.</p> <p>The workshops will be based on practical activities. They will provide information on internal and external legal, psychological, medical and health counselling services to create a protective network for victims and potential victims of discrimination and violence based on gender, sexual orientation and gender identity. During these events, books on the most relevant issues will be read and promoted with the participation of experts. Videos, training, and information materials will be created.</p>
Units in charge	Rector together with: CUG and Diversity and Inclusion STC, University and Faculty Students' Ombudspersons, Students' Representatives, Delegate for Equal Opportunities, Confidential Counsellor.
Recipient	Research staff, lecturers, technical, administrative and library staff, students.
Desired Outcomes	Dissemination of a culture of respect and deconstruction of stereotypes and preconceptions linked to "toxic masculinity"; dissemination of correct information on good practice in the prevention and reporting of harassment; reduction of stereotypes underlying gender discrimination.
Resources needed	Resources for events and initiatives.
Financial resources	Increase of €30,000 in the allocation for the Sapienza Conference Call from budget profit.
Indicators and target	<p>Number of events, conferences and workshops organised, number of participants, number of videos produced.</p> <p>Target: organisation of an annual Sapienza conference against all forms of discrimination and violence based on gender, sexual orientation and gender identity; creation of a set containing videos and training/information materials to be shared on all Sapienza websites; organisation of at least three specific workshops each year from 2022 to 2024.</p>
Connection with SDGs - Agenda 2030	<p>SDG 3 Health and wellbeing.</p> <p>SDG 5 Gender equality.</p> <p>SDG 16 Peace, justice and strong institutions.</p>

Timeline

2022	2023	2024
Conference e workshop	Conference e workshop	Conference e workshop

Objective 2: Assessment of stereotypes or behaviours underlying gender-based harassment and violence.

Action 1	<p>Design and administration of a survey on gender discrimination.</p> <p>Survey on different forms of discrimination or the perception of harassing behaviours aimed at mapping out the level of inclusion, diversity and behaviours close to the so-called "toxic masculinity" in Sapienza.</p> <p>The survey will be administered anonymously to Sapienza students, lecturers, and technical, administrative and library staff, and will assess discrimination related to gender, sexual orientation and gender identity. Specific survey instruments (self-report measurement scales) will be used to orientate more specific interventions focused on students' real needs and requirements.</p>
Units in charge	Diversity and Inclusion STC together with: CUG, the GEP TEAM, Students' Representatives, Students' Ombudspersons and the Delegate for Equal Opportunities, the Statistics/Data Processing Office.
Recipient	Students, lecturers, technical, administrative and library staff.
Desired Outcomes	Assessment of levels of perceived discrimination related to gender, gender identity, sexual orientation, assessment of gender stereotypes and perception of risk of harassment at Sapienza.
Resources needed	One D8 Unit per six months/person.
Financial resources	Cost Staff Unit: €17,462
Indicators and target	<p>Survey design and administration.</p> <p>Target: Statistically valid responses from at least 30% of the population by 2023.</p>
Connection with SDGs - Agenda 2030	<p>SDG 3 Health and well-being.</p> <p>SDG 5 Gender equality.</p> <p>SDG 16 Peace, justice and strong institutions.</p>

	2022	2023	2024
Timeline	Survey design and administration	Survey administration	Survey administration

Conclusion

II The Sapienza GEP comprises a series of specific measures typically included in GEPs:

1. Work-life balance, and organisational culture;
2. gender balance in leadership and decision-making;
3. gender equality in recruitment and career progression;
4. integration of the gender dimension into research and teaching content;
5. measures against gender-based violence, including sexual harassment.

The detailed description of these measures, contained in the previous parts of this GEP, should be interpreted as pieces of a mosaic, part of a complete picture, consistent with Sapienza's strategic objectives, acting on four different levels: strategic, cultural, communicative and organisational.

First Objective: Strategic

1. Understanding the elements that make up gender diversity and identify the factors to be investigated and intervened upon;
2. creation of a Gender information management system (GIS) for gender-sensitive and/or gender-disaggregated data collection and production of annual indicator-based reports. The GIS will also develop and analyse data from the surveys that Sapienza intends to carry out in order to understand the extent of the gender gap and identify the cultural origin of this stereotype.

Second Objective: Cultural

1. Organising a series of training activities to raise awareness of gender equality and identify unconscious biases. As thoroughly described in the previous sections mentoring, orientation and tutoring activities will be organised for different audiences (from secondary schools to internal projects for Sapienza staff);
2. audits of internal regulations, guidelines for good practices, specific research and Outreach funding, and communication initiatives;
3. planning of networking initiatives between Sapienza Confidential Counsellor and Faculty and Department Ombudspersons, and creation of Safe Zones;
4. creation, in collaboration with the Lazio Region, of an on-campus "Sportello anti-violenza" (anti-violence desk).

At the same time, we want to reaffirm a perspective of gender equity in all disciplines, research, teaching, outreach activities, career progression and participation in decision-making processes within our University. This objective is also reflected in the need to monitor, report, and, where necessary, sanction gender-related abuse or harassment and support and embrace those affected.

Third Objective: Communicative

1. Organising an annual Sapienza conference to present the projects carried out to date;
2. creation of a specific area of our website's home page where actions related to the GEP are systematically highlighted.

Fourth Objective: Organisational

1. Creation of a steering committee, the GEP TEAM comprising various components of the academic world, whose task is to coordinate all the actions planned and the

University bodies involved in the project to ensure a smooth running of all the elements. Further responsibilities of the GEP TEAM are:

- Contacts with the main stakeholders
- Engaging with external experts and bodies

The GEP TEAM will meet every six months and the results of its monitoring will be shared and discussed, on an annual basis, with an Advisory Board also composed of external stakeholders in line with the accountability perspective described in the introduction to this GEP, and submitted to the attention of the governing bodies.

In this context, all actions related to the attempt to offer all members of our community the opportunity of a full and balanced fulfilment in private and working life are included. The Sapienza GEP is not a mere tool for reconciling these two aspects because they cannot be interpreted as conflicting trajectories, with specific reference to the lives of female students, scholars, and workers in our community.

On the contrary, private and professional life paths are engines of human development in continuous synergy for the growth of all individuals and the different organisations they are part of: family, social and work.

The GEP is, therefore, a tool for sharing and coexistence aimed at all the people of Sapienza and its stakeholders, and is designed to further improve our organisational culture, which for a long time now has been based on respect, the ability to welcome and enhancement of that merit which only with equal opportunities has the chance to manifest itself.

