Gender Equality Plan 2023-2025

LINES OF ACTION	OBJECTIVES	MEASURES	TARGETS		TIME PLAN			RESPONSIBLE BODY/POSITION	SOURCES AND MEANS OF EVALUATION
			INDIRECT	DIRECT	2023	2024	2025		
LINE OF ACTION 1: GOVERNANCE BODIES AND KEY ACTORS	1.A. Promoting the creation of formal structures and institutional practices to support gender equality and equity.	**1.A.I.** Appointing a Delegate for Gender Equity	IMT School Community	CUG; Rector; School Governing Boards; PhD Students	I	I-E	I - E	CUG; Rector; General Director; Boards of the IMT School	- Appointment of the Delegate
		1.A.II. Fostering communication between the School community and all delegates in the school who deal with gender equality and equity (e.g. CUG, Delegate for Alumni Relations, Social Policies and Equal Opportunities) through meetings and initiatives.	IMT School Community	CUG; Delegate for Alumni Relations, Social Policies and Equal Opportunities; Boards and Committees of the School	P	P-I	I - E	CUG; Delegate for Gender Politics and Equal Opportunities; Rector; General Director	- Email communication - Number of initiatives organized
		1.A.III. Appointing delegates among Faculty and Ph.D. students to be responsible for monitoring that the workplace respects gender equality and equity, as well as to organize meetings and initiatives to develop it, in coordination with Faculty delegates and Boards.	IMT School Community	Ph.D. Students; Delegate for Alumni Relations, Social Policies and Equal Opportunities; Boards and Committees of the School	P	P- I	I	CUG; Delegate for Gender Politics and Equal Opportunities; Rector; General Director	- Email communication - Number of initiatives organized
		1.A.IV. Drafting of guidelines for inclusive diversity language in official documents and communication material (written and visual) of the School	IMT School Community	CUG; Delegate for Alumni Relations, Social Policies and Equal Opportunities; Boards and Committees of the School; Administrative Staff	A	P	P-I	CUG; Delegate for Gender Politics and Equal Opportunities; Rector; General Director	- Guidelines
		1.A.V Increasing diversity in decision-making processes	IMT School Community	Boards and Committees of the School; Evaluation Committees	A-I	P-I	I-P-E	CUG; Delegate for Gender Politics and Equal Opportunities; Rector; General Director	- Monitoring the gender composition in the Evaluation Committees and the Governing Boards of the School
		1.A.VI Guidelines for *Carriera Alias* Activation	IMT School Community	IMT School Community	A	P	I	CUG; Delegate for Gender Politics and Equal Opportunities; Rector; General Director; PhD Office; HR Office; General Affairs Office; IT Office	- Guidelines
		1.A.VII. Gathering of gender disaggregated quantitative and qualitative data routinely concerning Faculty, Students and Administrative Staff. Analysis of these data in a dedicated Report so as to monitor gender and diversity state of art in the organization and allow further data collection	IMT School Community	CUG; Delegate for Alumni Relations, Social Policies and Equal Opportunities; Boards and Committees of the School	A	P - I	I - E	CUG; HR Office	- Gender budgeting document - Approval of gender budgeting document - Presentation of the gender budgeting - Communicating gender budgeting - Discussion of measures to implement the Gender Budgeting (measures to contrast horizontal and vertical segregation)
	1.B. Promoting gender equality and equity in the individual culture, processes and practice within the IMT School	**1.B.I.** Communication and promotion of initiatives to foster and widespread an awareness and knowledge of issues relevant to gender equality and equity at all levels of the School (e.g. training courses, Masters, educational events)	IMT School Community	IMT School Community	A-P	P-I	I - E	CUG; Rector's Office; General Director's Office; Boards and Committees of the School; Ph.D. Program Coordinators; Ph.D. Track Directors; Communication and Events Office; Press Officers	- Number of initiatives and events - Numbers of participants
LINE OF ACTION 2: RECRUITMENT AND CAREER BUILDING	2.A. Preventing sexual and gender-based violence in the workplace and providing support for the survivors	**2.A.I.** Creating a mechanism and designating a procedural roadmap for sexual violence and mobbing survivors (Consigliera/e di Fiducia)	IMT School Community	IMT School Community	A-P-I	I	I-E	CUG; Rector's Office; General Director's Office; Delegate for Gender Politics and Equal Opportunities	- Update of the Ethical Regulation
		2.A.II. Spreading information about the mechanism among the IMT community	IMT School Community	IMT School Community; CUG; Delegate for Alumni Relations, Social Policies and Equal Opportunities	I	I-E	I-E	CUG; Delegate for Delegate for Gender Politics and Equal Opportunities; Consigliere/a di fiducia; Communication and Events Office; Press Officers	- Emails informing the community about Confidential Counsellor's role and functions - Amount of information shared on the events
		2.A.III. Providing the infrastructure for the psychological support to the community	IMT School Community	IMT School Community	I-E	I-E	I-E	CUG; Delegate for Gender Politics and Equal Opportunities; Rector's Office; Academic Senate; Board of Governors; Confidential Counsellor	- Gender Budgeting - Space distribution plan
		2.A.IV. Spreading information about the psychological support system among the community	IMT School Community	IMT School Community	I	I	I-E	CUG; Delegate for Gender Politics and Equal Opportunities; Consigliere/a di fiducia; Ph.D. Students Delegates; Joint Committee; Press Officers	- Emails informing the community about the psychological support service - Information shared on the events - Dedicated information on the School website
	2.B. Developing support systems acknowledging and intending to take part in transformation of unequally divided and unpaid care labor	**2.B.I.** Conducting a survey to collect information on the needs of specific sector of the IMT community	IMT School Community	IMT School Community	A	P-I	I-E	CUG; Delegate for Gender Politics and Equal Opportunities	- Survey - Dissemination of the survey - Meetings with community members and union representatives
		2.B.II. Presenting a suggestion list according to the analysis of the survey results	IMT School Community	IMT School Community	A	A	P	CUG; Delegate for Gender Politics and Equal Opportunities	- Suggestions list - Emails informing the community - Meetings with community members
		2.B.III. Taking initiatives about flexible working hours, remote working and balancing the multiple aspects of existence (care/leaves for care; new infrastructures).	IMT School Community; Families	IMT School Community	A - P	P - I	I-E	CUG; Delegate for Gender Politics and Equal Opportunities; Union Representatives; Administrative Staff; General Director; Governing Boards of the School	- Number of initiatives - Typologies of initiatives
	2.C. Monitoring barriers to recruitment and career advancement of women/under-represented genders	**2.C.I** Monitoring the number of women/under-represented genders project proponents	IMT School Community	IMT School Community	A	A	A	CUG; Delegate for Gender Politics and Equal Opportunities; Rector's Office; Research Office	- Number of woment/under-represented genders projects proponents by research sectors (monitoring the increasement)
		2.C.II Monitoring the number of women/under-represented genders principal investigators by research sectors	IMT School Community	IMT School Community	A	A	A	CUG; Delegate for Gender Politics and Equal Opportunities; Rector's Office; Research Office	- Number of women/under-represented genders principal investigators by research sectors (monitoring the increasement)

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LINE OF ACTION 3: RESEARCH	**3.A. Enlarging the resources on feminist, queer and gender studies in the library collections**	**3.A.I.** Preparing a list of acquisitons (books and journal subscriptions) for the Library Collection	IMT School Community; Local community (users of the library outside IMT)	IMT School Community	A	P-I	P - I - E	CUG; Delegates of the Ph.D. Students; Library; Library Committee	- Policy document for the growth of a thematic shelf with a dedicated budget - Number of the resources added to the collections - Number of loans (considering both internal and external users)
	3.B. Providing an encouraging and collaborative environment for researchers working on topics falling within feminist, queer and gender studies	**3.B.I.** Analyzing the needs for a feminist, queer and gender studies group among the IMT community	IMT School Community	IMT School Community	A - P	I	I	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Ph.D. Program Coordinators; Ph.D. Track Directors	- Number of the initiatives on feminist, queer and gender studies topics organized at and by the School - Survey - Dissemination of the survey
		3.B.II. Initiating a feminist, queer and gender studies working group to act as a hub for interested researchers among the IMT community	IMT School Community	IMT School Community	P-I	I	I	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Ph.D. Office; Ph.D. Program Coordinators; Ph.D. Track Directors	- Written presentation of the group - Formation of the group - Announcement of the group - Numbers of meetings realized
		3.B.III. Promoting the constitution of a mentoring program to foster the careers of women and under-represented genders	IMT School Community	IMT School Community	A	A-P	P	CUG; Delegate for Gender Politics and Equal Opportunities; Rector's Office; General Director's Office; Ph.D. Office; Ph.D. Program Coordinators; Ph.D. Track Directors	- Number of mentoring matches
		3.B.IV. Encouraging the applications for research projects that fall within feminist, queer and gender studies (e.g. through specific fund raising activities)	IMT School Community	IMT School Community	A	A	A	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Research Unit Directors; Research Office; Library	- Number of applications (monitoring the increasement) - Enhancement of the researchers and donors network (monitoring the increasement) - Number Number of articles/publications on feminist, queer and gender topics - Number of conference/seminar papers on feminist, queer and gender topics
	3.C. Encouraging, enhancing and promoting researches that fall within feminist, queer and gender studies	**3.C.I.** Creating a database with the former and ongoing researches at IMT falling within feminist, queer and gender studies	IMT School Community	IMT School Community	A	A	A-P	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Ph.D. Program Coordinators; Ph.D. Track Directors; Research Unit Directors; Ph.D. Office; Library	- Institutional repositories: IRIS; E-Theses - Study tag possibilities for export and report - List of keywords: gender, genere, feminis*, femminis*. queer
		3.C.II. Co-organize a research award for PhD theses falling within feminist, queer and gender studies	IMT School Community	Ph.D. Students	A	P	I - E	CUG; Delegate for Gender Politics and Equal Opportunities; Communication and Events Office; Press Officers	- Agreement for the award - Call for the award - Awards ceremony - Social media posts - Media coverage - Enhancement of the researchers network
LINE OF ACTION 4: TEACHING	**4.A. Providing a stimulating environment to enhance the interest in and exchange of knowledge on gender equality and equity**	**4.A.I.** Initiating a working group	IMT School Community	IMT School Community	A	A	A	CUG; Delegate for Gender Politics and Equal Opportunities; Ph.D. Program Coordinators; Ph.D. Track Directors; Delegates of the Ph.D. Students	- Written presentation of the group - Formation of the working group - Announcement of the group - Number of meetings realized
		4.A.II. Promoting gender balance in programs of School events	IMT School Community	IMT School Community	P - I	P - I	I - E	CUG; Delegate for Gender Politics and Equal Opportunities; Communication and Events Office; Press Officers	- Balanced panels composition
		4.A.III. Organizing events about gender equality and equity	IMT School Community	IMT School Community; Local community	P - I	P - I	I - E	CUG;Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Communication and Events Office; Press Office	- Number of events organized - Number of participants - Emails informing about the events - Social media posts - Media coverage
	4.B. Integrating gender equality and equity perspectives into the curricula of PhD Programs	**4.B.I.** Developing reading lists for tracks	IMT School Community	Ph.D. Students	A	A	A	CUG;Delegate for Gender Politics and Equal Opportunities; Ph.D Program Coordinators; Ph.D. Track Directors; Delegates of the Ph.D. Students	- Reading list documents
		4.B.II. Disseminating the reading lists	IMT School Community	IMT School Community	A	A	A	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Press Office	- Emails to announce the lists - Publication of the lists - Number of web page clicks
LINE OF ACTION 5: PUBLIC ENGAGEMENT	**5.A. Developing connections with the local communities and institutions**	**5.A.I.** Listing possible local institutions and initiatives to contact	IMT School Community; Local community	IMT School Community	A-P	A - P - I	I - E	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Communication and Events Office; Press Office	- List of the institutions and initiatives
		5.A.II. Getting in touch with the institutions and initiatives for the case of possible collaborations	IMT School Community; Local community	IMT School Community	A	A-P	P-I	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students; Communication and Events Office; Press Officers	- Number of institutions contacted - Number of initiatives
	5.B. Participating in rights-based networks in academia on different levels	**5.B.I.** Listing possible rights-based academic networks to participate	IMT School Community	IMT School Community	A	A-P	A-P	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students	- List of the networks
		5.B.II. Getting in touch with the institutions and initiatives for the case of possible collaborations	IMT School Community	IMT School Community	A	A-P-I	P-I	CUG; Delegate for Gender Politics and Equal Opportunities; Rector's Office; General Director's Office; Communication and Events Office	- Number of networks contacted
		5.B.III. Participating in the activities and events of the networks	IMT School Community	IMT School Community	A	A-P	P-I	CUG; Delegate for Gender Politics and Equal Opportunities; Delegates of the Ph.D. Students	- Number of networks associated - Number of meetings attended

KEY

A: Analysis
P: Planning
I: Implementation
E: Evaluation