Cyprus
University of
Technology

2022-2024

Equality
Plan of
Cyprus
University of
Technology

# Equality Plan of Cyprus University of Technology

Introduction

The Cyprus University of Technology has a vision to become a modern and innovative university with international recognition, which promotes excellence in education and research in cutting-edge fields, with the aim of the scientific, technological, economic, social and cultural development and improvement of the country. Its mission is to offer high-level scientific training and promote lifelong learning with modern pedagogical methods, to produce and transmit scientific knowledge through research and teaching, and to contribute to addressing challenges in the fields of Science and Technology, to become a catalytic helper of the State and society.

The Cyprus University of Technology has set as its strategic priority the preparation of an action plan with an emphasis on the 17 Sustainable Development Goals of the United Nations. The goals refer to the most important challenges of our time: economic, social, environmental and those related to governance and clearly define the world in which we want to live. At the same time, they show us the direction in which we must work together to provide solutions to each of the 17 Goals. In this context, the University has launched a series of targeted actions since 2020 to implement Goal 5 regarding Gender Equality. At the same time, the Cyprus University of Technology also supports equality and inclusion through other goals, through Goal 10 for reducing inequalities, Goal 4 for Quality Education and Goal 3 for Health and Well-being.

The design of the Equality Plan aims to commit our University to a dynamic and innovative culture based on equality, diversity and inclusion.

In today's competitive global environment, the most successful universities will be those that fully utilize the talents and potential of all staff and student communities without bias or discrimination. The Cyprus University of Technology through the implementation of the Equality Plan (2022-2024) takes an active position in the fight against inequalities and stereotypes that are reproduced on the basis of intersectional aspects - gender, race, age, disability, sexuality, social - economic situation - with the aim of spreading knowledge, and promoting existing and institutionalizing new politicians to create an inclusive working and academic environment.

The Equality Plan 2022-2024 was approved at the 12th Meeting of the Equality Senate Committee (31.5.2022) and at the 117th Meeting of the Senate Committee (15.6.2022).
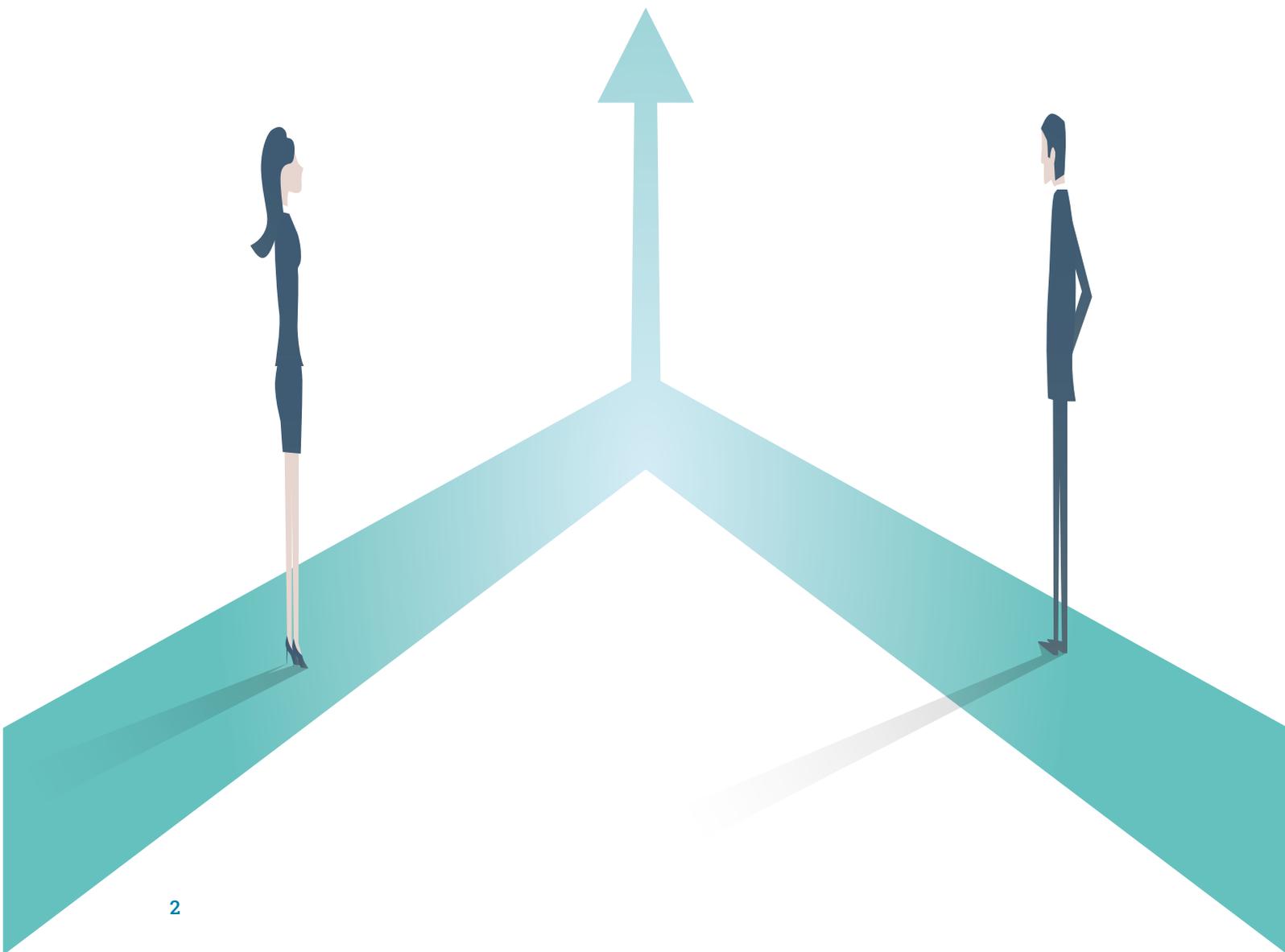
Senate Committee on Equality

The Senate, taking into account the equality action plan implemented at the University through the European-funded Gender-SMART project, with the main objective of achieving equality in the workplace, unanimously approved during its 138th session in November 2020 the establishment of the Senate Committee on Equality.

The main purpose of the Senate Equality Committee is to submit proposals to the Senate for the University's policy regarding equality, equal opportunities for sexes, empowerment of women and the rights of people with disabilities. The Commission is responsible for the promotion and implementation of this purpose. Based on the above, the responsibilities of the Committee as determined in November 2020 are as follows:

i. The Committee will submit recommendations to the Senate for the implementation of the University's policy regarding equality, equal opportunities for sexes, empowerment of women and the rights of people with disabilities.

ii. The Committee will submit a draft "Harassment and Sexual Harassment Code" to the Senate.

iii. With reference to the purpose of its existence, as mentioned above, and for the information and awareness of the members of the university community, it will organize activities and promote informative material to its members.

iv. To achieve its purpose, the Committee will invest in a cordial collaboration with relevant committees within the University and entities outside the University.

v. It will create an online platform for filing complaints and a mechanism to investigate them.

vi. At the end of each academic year, a progress report will be submitted to the Senate.

vii. Finally, it will study any issues assigned to it by the Senate/Council or ex officio any issues that fall under its competence.

More about the actions of the Senate Equality Committee can be found in the Progress Report on Gender Equality.

Participation in the Gender-SMART project

The Cyprus University of Technology participates as one of the 7 partners in the Gender-SMART project (2019-2022) which aims to transform it into a more gender-friendly academic and research institution through the achievement of actions as well as organizational changes and interventions.

Through the Gender-SMART project, the University is committed to developing and implementing an Equality Plan based on the following pillars:
· Building a culture of gender equality
· Development of measures aimed at equal support of the professional career
· Reforming the decision-making and governance process
· Integrate gender and intersectionality in funding, scientific research and teaching.

The project is funded by the Horizon 2020 program, connecting seven European organizations (from Cyprus, France, Ireland, Italy, the Netherlands and Spain) and two specialist technical partners (from Belgium and the Czech Republic).

Joining the Alliance of European University of Technology (EUt+)

The participation of the Cyprus University of Technology in the EUt+ alliance accelerates the development of actions that strengthen equality and diversity. The Cyprus University of Technology is a member of the alliance of eight European Universities, which aim to create a new type of university, one of the Universities of the Future, as characterized by the European Commission that finances the initiative.

The partners aspire to create the European University of Technology (EUt+) which will be locally anchored in each of the alliance member regions and at the same time connected pan-Europeanly under the common EUt+ brand, through which joint undergraduate and postgraduate study programs will be offered. The central pillar of EUt+ action, summarized in the slogan: "Think human first", includes three basic principles:
1. Development of technology that is primarily human-centered
2. Using diversity and multilingualism as an opportunity
3. Development of an inclusive university.

In particular, work package 2 of the project entitled: "Europe for everyone: inclusiveness and embeddedness", deals more specifically with issues of inclusion and integration in the European University of Technology (EUt+) being created.

Specifically for gender equality issues, EUt+ will seek to become a beacon of gender equality, strengthening the creation and implementation of local Gender Equality Plans with the dimension of transversality. That is to form Equality Plans that simultaneously take into account how equality relates to disability/ability, sexual orientation, age and minority or socio-economic status.

Data Analysis

As part of the design of the Equality Plan, an analysis of the statistical data related to gender was carried out during the audit phase in 2019. Based on the conclusions of the analysis, the Plan consisted of specific areas of focus and actions. A series of actions and interventions were carried out during 2019 to 2021.

In the context of the reshaping and redesigning the Plan including intersectionality, an analysis of the University's disaggregated data concerning the student community and academic and administrative staff was carried out again in December 2021.

The analysis carried out during the diagnosis phase reveals some fundamental conclusions about the status of the University in the various areas of action foreseen in the Plan.

Administrative Staff

2020

Men

76

Women

150

2021

Men

76

Women

146
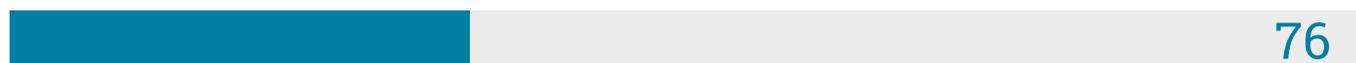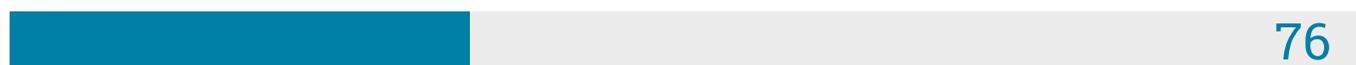
Administrative Staff in different levels 2021

Level	Value

Senior University Officers & Directors (A13-A16)
University Officers A'(A11)
Architects, Engineers, Accountants (A9)
Officers (A8)
Accounting Officers (A4-A7)
Technicians (A2-A5-A7II)
Assistants (A2-A5-A7II)
Support Staff (A1-A2-A5)
Hourly Staff

0 10 20 30 40 50 60 70 80 90 100
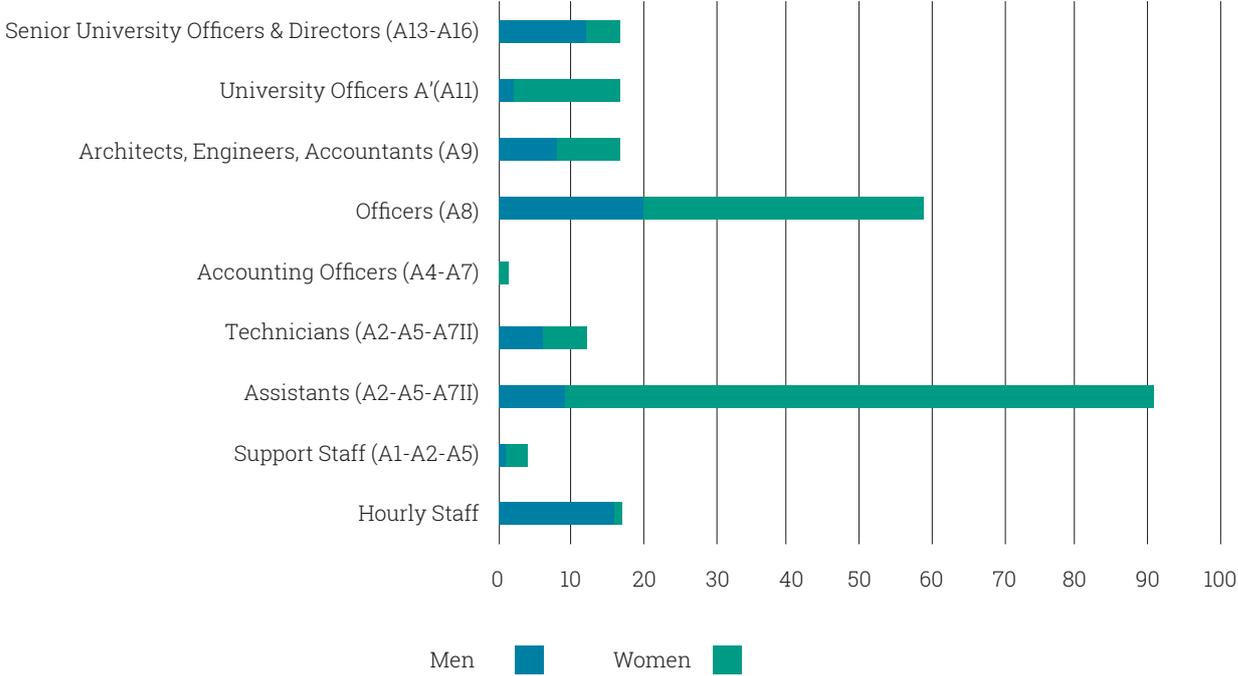
Men Women

Teaching staff

2020

106 Men

34 Women

2021

106 Men
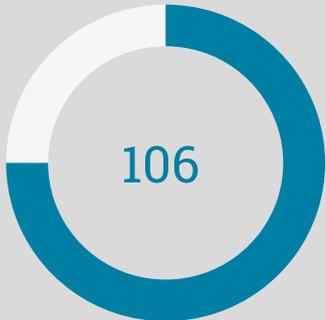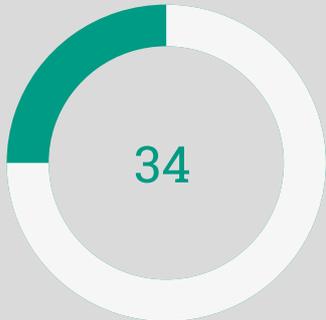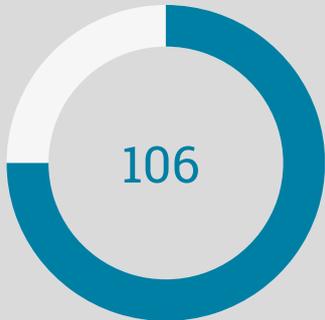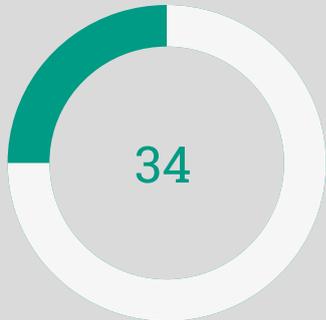
34 Women

Teaching Staff in different levels 2021

Bar chart showing teaching staff by level, split between Men (blue) and Women (green):

Level	Men	Women (approx. total)
Special Teaching Staff	~19	~43
Lecturer	~9	~11
Associate Professor	~36	~47
Assistant Professor	~31	~37
Professor	~26	~31

Legend: Men (blue), Women (green)

Teaching Staff per Department 2021

Bar chart showing teaching staff per department, split between Men (blue) and Women (green):

Department	Men	Total (approx.)
Language Centre	~1	~9
Civil Engineering and Geomatics	~11	~13
Mechanical Engineering and Materials Science and Engineering	~10	~10
Electrical Engineering, Computer Engineering and Informatics	~15	~15
Multimedia and Graphic Arts	~11	~17
Fine Arts	~6	~8
Nursing	~4	~13
Rehabilitation Sciences	~6	~14
Communications and Internet Studies	~8	~14
Public Communication	~5	~5
Commerce, Finance and Shipping	~11	~14
Hotel and Tourism Management	~10	~14
Chemical Engineering	~10	~13
Agricultural Sciences, Biotechnology and Food Science	~14	~18

Legend: Men (blue), Women (green)

Comparative presentation of participation data in academic staff recruitment procedures and offers by gender for the years 2020 and 2021

Total male candidates who participated in the final selection stage 2020

91% 90

Total female candidates who participated in the final selection stage 2020
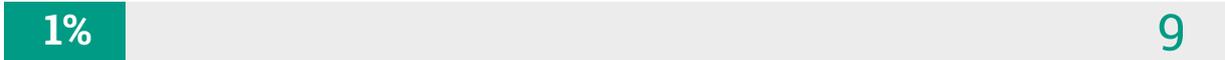
1% 9

Total male candidates offered position 2020

78% 7

Total female candidates offered position 2020

22% 2

Total male candidates who participated in the final selection stage 2021

55% 38

Total female candidates who participated in the final selection stage 2021

45% 31

Total male candidates offered position 2021

70% 9

Total female candidates offered position 2021

31% 4
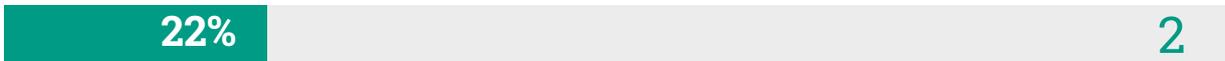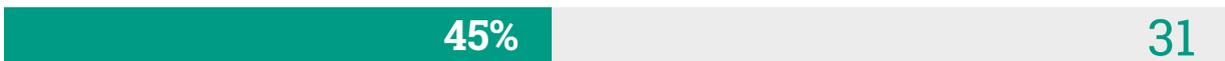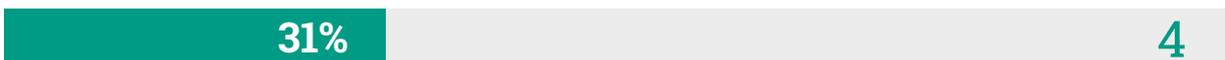
Men ■   Women ■

Positions of authority in the Administrative staff have improved, with important positions being filled by an equal proportion of women and men. Parity is achieved in greater proportion at intermediate levels in both academic and administrative staff. The highest positions of the academic staff are mainly dominated by men.

Undergraduate Students

2020

1011
Men

1096
Women

2021

840
Men

1011
Women

Postgraduate Students

2020

Men

Master	173
PhD	135

Women

Master	239
PhD	131

2021

Men

Master	182
PhD	139

Women

Master	259
PhD	155
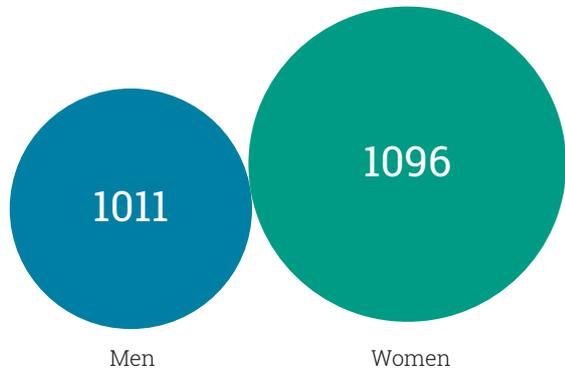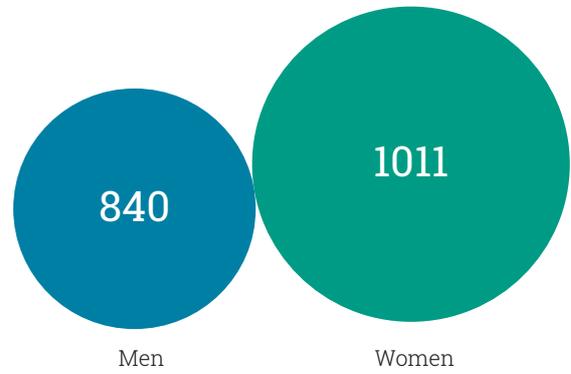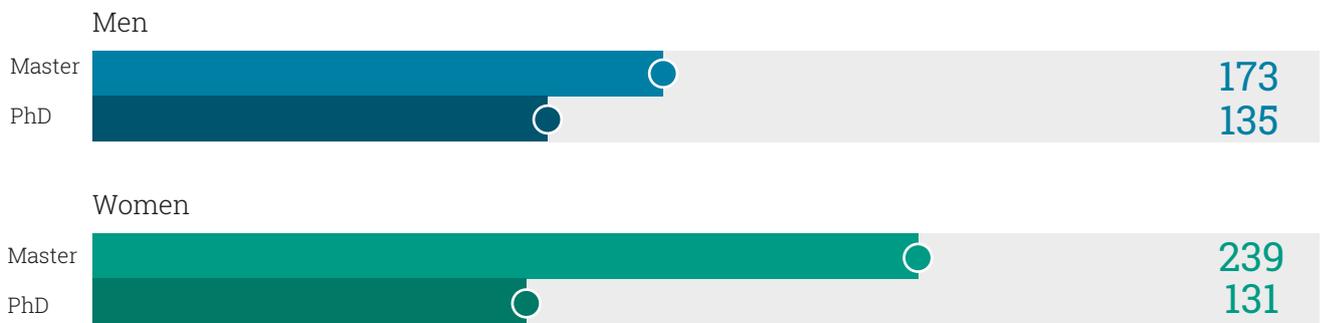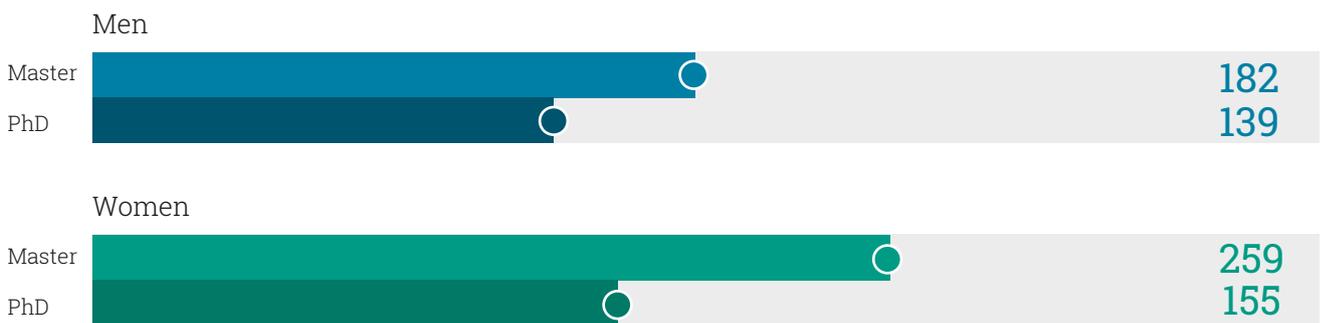
Undergraduate Students per Department 2021
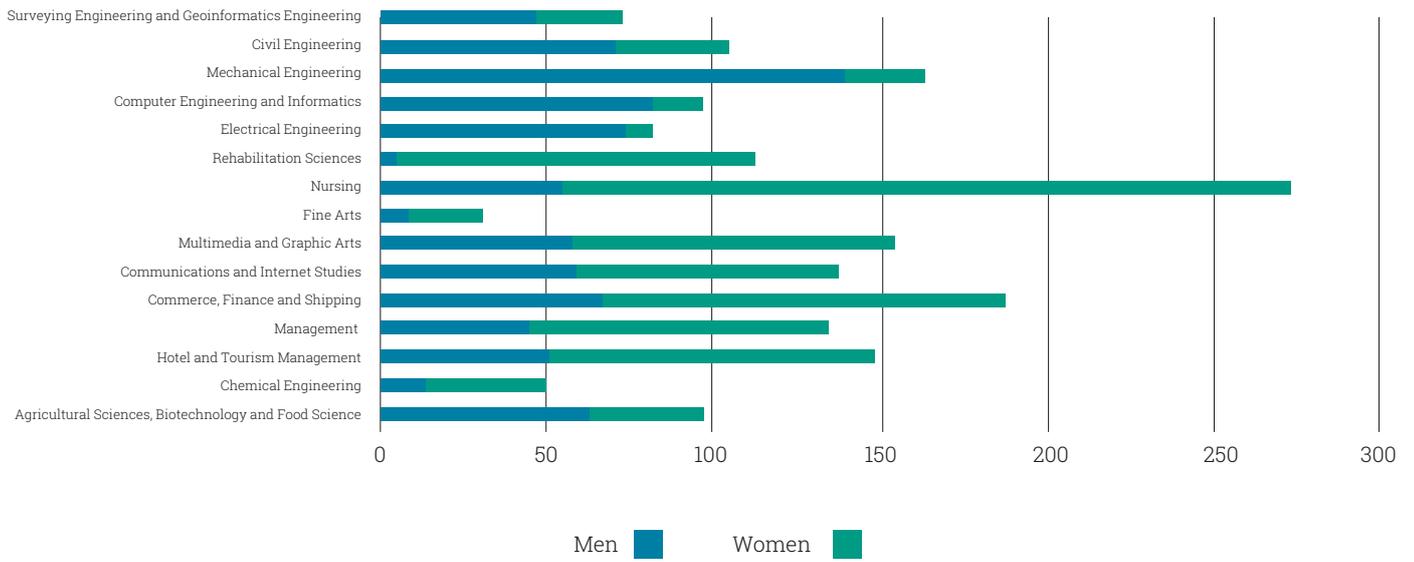
Regarding the representation of students in the various fields, there is a clear separation. The Faculty of Health Sciences is female-dominated while the Faculty of Engineering and Technology is male-dominated.

Comparative presentation of numbers of postgraduate students (master's level) by gender and scientific field for the years 2020 and 2021.

Master's Programs	Males 2020	Females 2020	Males 2021	Females 2021
Faculty of Geotechnical Sciences and Environmental Manage				
MSc Agriculture Biotechnology	9	24	9	27
TOTAL	9	24	9	27
Faculty of Management and Economics				
MSc in International Tourism and Hospitality Management	9	13	5	14
MSc in Management: Entrepreneurship and Small and Medium Enterprise Management	19	31	14	26
MSc Shipping and Finance	3	13	9	13
MS Shipping and Business	9	21	9	20
MSc Corporate Financial Management	9	8	9	11
TOTAL	49	86	46	84
Faculty of Fine and Applied Arts				
MSc Interaction Design	25	36	37	29
MA History and Theory of Art	9	24	5	38
MA Computer Assisted Language Learning – CALL	3	10	3	14
TOTAL	37	70	45	81
Faculty of Health Sciences				
Master in Public Health (MPH)	5	11	6	8
MSc in Cognitive Neurorehabilitation	0	12	0	19
TOTAL	5	23	6	27
Faculty of Engineering and Technology				
MSc Electrical Engineering	1	0	2	0
MSc Data Science and Engineering	18	4	21	5
MSc Biomedical Engineering	11	9	14	7
MSc Mechanical Engineering	3	2	2	3
MSc Energy Systems	19	7	16	4
MSc Civil Engineering and Sustainable Planning	10	5	8	13
MSc Geoinformatics and Geospatial technologies	11	9	13	8
TOTAL	73	36	76	40

PhD students by gender and scientific field for the years 2020 and 2021

PhD	Males 2020	Females 2020	Males 2021	Females 2021
Faculty of Geotechnical Sciences and Environmental Management				
PhD Agricultural Sciences, Biotechnology and Food Science	10	14	13	14
PhD Chemical Engineering	1	0	4	2
PhD Environment Sciences and Technology	9	18	7	17
TOTAL	20	32	24	33
Faculty of Engineering and Technology				
PhD Civil Engineering and Geoinformatics	30	10	32	17
PhD Mechanical Engineering	11	3	8	3
PhD Electrical Engineering, Computer Engineering and Informatics.	27	4	21	6
TOTAL	68	17	61	26
Faculty of Management and Economics				
PhD Commerce, Finance and Shipping	5	5	4	5
PhD Hotel and Tourism Management	4	4	7	4
TOTAL	9	9	11	9
Faculty of Communication and Media Studies				
PhD Communication and Internet Studies	10	8	8	10
PhD Public Communication	0	4	0	5
TOTAL	10	12	8	15
Faculty of Fine and Applied Arts				
PhD Fine Arts	1	2	1	4
PhD Multimedia and Graphic Arts	9	14	11	14
TOTAL	10	16	12	18
Faculty of Health Sciences				
PhD Environment and Public Health	2	8	7	0
PhD Nursing	13	46	13	44
PhD Rehabilitation Sciences	3	7	3	10
TOTAL	18	61	23	54

Equality Plan of Cyprus University of Technology (2022-2024) : Objectives & Goals

CUT's Equality Plan meets the needs in the following areas:

- Fighting cross-cutting inequalities and stereotypes that are reproduced on the basis of interrelated/intersectional aspects: gender, race, age, minority, disability, sexuality, socio-economic status;
- Improving the dissemination of knowledge about equality, diversity, inclusion;
- Promotion of existing policies and institutionalization of new policies related to the strengthening of equality, inclusion and diversity;
- Implementation of gender-sensitive practices, and cross-disciplinary structural inequalities affecting recruitment, career development, promotions and advancements;
- Support for the combination of work and family life, with a special emphasis on the care of dependent members;
- Embedding the gender perspective in teaching and research.

Pillars and Goals

This Equality Plan is the updated version of the original plan designed in the framework of the Gender-SMART project. In collaboration with the Senate Equality Committee and the EUt+ project team, the Equality Plan (2022-2024) consists of 5 main pillars and sub-goals which are detailed below.

I. Building an Inclusive Culture

Goal 1: Promote an inclusive organizational culture, eliminate unconscious gender+ biases and interrelated inequalities in all aspects of the organizational structure by fostering positive attitudes towards diversity and inclusion.

II. Development of equal support measures

Goal 2: Promote an inclusive organizational culture that eliminates unconscious discrimination and gender+ biases in all aspects of human resource management: recruitment, retention, career development and work-life balance.

III. Reshaping decision-making and governance

Goal 3: Raise awareness of decision-making and governance bodies at CUT in order to influence and ensure inclusive internal processes.

IV. Mainstreaming Gender and Interdisciplinarity in Funding, Research and Teaching

Goal 4: Integrate gender and/or gender and intersectionality into the content of research and teaching to increase excellence, accessibility and inclusion participation in research and teaching.

V. Sexual Harassment, Harassment and Bullying

Goal 5 : Prevent and fight sexual harassment, harassment, bullying, discrimination, unethical and unprofessional behavior, and unequal treatment with the aim of creating a workplace and educational institution with zero tolerance for all of the above.

The renewed Equality Plan (2022-2024) was based on the current image of the University in relation to gender statistics in the various sectors (education, governance, culture) and was adapted to its new needs and priorities.

Important terminology

Intersectionality:
Intersubjectivity provides an analytical framework through which we can understand how gender and race inequalities are interconnected and compound other forms of social exclusion, such as sexuality, disability, socio-economic status, age, religion, geography and so on.

Specifically for gender equality issues, EUt+ Project seeks to become a beacon of gender equality, strengthening the creation and implementation of local Gender Equality Plans with the dimension of intersectionality. That is to form Equality Plans that simultaneously take into account how equality relates to disability/ability, sexual orientation, age and minority or socio-economic status.

According to the European Institute for Gender Equality (EIGE), gender bias and inequalities can best be tackled by considering their association with other types of inequality such as disability, age, sexual orientation, religion or nationality . Addressing other gender-related inequalities can provide effective drivers for change and can also inspire integrated actions and strategies.

The revised Plan (2022-2024) includes the dimension of intersectionality in its goals and actions.

Gender+ :
The term "gender+" is used in the manual referring briefly to the social dimensions mentioned above: sex, origin, age, religion, geography, nationality, socio-economic status of individuals, etc.

Author(s)/Contributors:
Panagiota Polykarpou
Research Associate, Gender-SMART
Dr. Eleni Pashia
Research Associate, EUt+

2022-2024

Equality Plan of Cyprus University of Technology

I. Building an Inclusive Culture

Purpose 1: Promote an inclusive organizational culture, eliminate unconscious gender+ biases and interrelated inequalities in all aspects of the organizational structure by fostering positive attitudes towards diversity and inclusion.

Goal 1.1

Design and implementation of a monitoring and evaluation system of indicators and statistics

■ Action

Development of a manual for indicators (gender-sensitive data) for monitoring & evaluation and delegation of responsibilities to all Services.

- Implementing Body

Gender-SMART & EUt+

- Timeframe

December 2021

■ Action

Improving the quality of currently collected data (gender+).

- Implementing Body

Gender-SMART & EUt+

- Timeframe

January 2022 - December 2022

Goal 1.2

Development of annual monitoring report & adjustment of the Equity Plan, annually

■ Action

Development of an integrated annual reporting system that will allow continuous monitoring of the indicators that have been set.

- Implementing Body

Equality Committee & Rector's Office

- Timeframe

Annually

■ Action

Publication of the results on the University website.

- Implementing Body

Equality Committee & Rector's Office

- Timeframe

Annually

■ Action

Adjustment of the Equity Plan based on the annual results of the report.

- Implementing Body

Equality Committee & Rector's Office

- Timeframe

Annually

Goal 1.3

Inclusive policy in external and internal communication

■ Action

Use of gender-sensitive & inclusive language in all official University documents and in all external communication channels (emails, website, social media, announcements, press etc.).

- Implementing Body

Equality Committee

- Timeframe

Annually

■ Action

Relevant training for the use of the inclusive language guide.

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2023

■ Action

Regular review of the guide by an expert.

- Implementing Body

Equality Committee

- Timeframe

Annually

■ Action

Presentation & promotion of the CUT's Equality Plan through information days and newsletter.

- Implementing Body

Rector's Office & Gender-SMART

Χρονοδιάγραμμα

January 2022 - December 2022

■ Action

When communicating with the University, e.g. campaigns, program promotion, etc. to:

a) Use of inclusive standards and promotion of women in STEM disciplines

b) Projection of men in the humanities always combined with intersectionality (age, race, minority, a/ability, socio-economic status) e.g. women in wheelchairs-mothers/students-from Kenya or Uganda.

- Implementing Body

Communication, Marketing and International Relations Services

- Timeframe

January 2020 - December 2024

Goal 1.4

Cultivating a culture of zero tolerance for sexist speech and creating support structures

■ Action

Establishing and implementing a Code of Conduct for Professional Behavior.

- Implementing Body

Equality Committee, Human Resources Services (HRS) & Gender-SMART

- Timeframe

January 2020 – December 2024

Goal 1.5

Education and awareness on the importance of equality issues in higher education

■ Action

Planning and implementation of a campaign on the issues of equality & inclusion & intersectionality (videos, posters, prizes).

- Implementing Body

Gender - SMART & Rector's Office

- Χρονοδιάγραμμα

January 2022 - October 2022

■ Action

Institutionalized training for academic and administrative staff on unconscious bias and discrimination.

- Implementing Body

HRS

- Timeframe

Annually

■ Action

Creation of network of Equality Ambassadors

- Implementing Body

HRS & Gender-SMART

- Timeframe

January 2022 - October 2022

Goal 1.6

Various enlightening events on issues of equality, diversity and inclusion

■ Action

Organise Events and Awareness Campaigns for International Days (International Women's Day, International Women in Science Day).

- Implementing Body

Equality Committee

- Timeframe

January 2020 - December 2024

Goal 1.7

Certification for Athena Swan Award

■ Action

Apply for certification for Athena Swan Award.

- Implementing Body

Equality Committee & HRS

- Timeframe

January 2023 - December 2024

II. Development of equal support measures

Purpose 2: Promote an inclusive organizational culture that eliminates unconscious discrimination and gender+ biases in all aspects of human resource management: recruitment, retention, career development and work-life balance.

Goal 2.1

Analysis of recruitment processes and implementation of gender-sensitive practices

■ Action

Adoption of gender-sensitive job descriptions & reference to the inclusive recruitment policy of CUT

- Implementing Body

HRS & Departments

- Timeframe

January 2020 - December 2024

■ Action

Ensuring transparency in recruitment and promotion processes.

- Implementing Body

HRS & Gender-SMART

- Timeframe

January 2020 - December 2024

■ Action

Recommendation for inclusion of diversity in all interview evaluation committees and equal representation of the sexes

- Implementing Body

HRS & Equality Committee

- Timeframe

January 2020 - December 2024

■ Action

 Establishment of a code of conduct for recruitment and promotions.

- Implementing Body

HRS & Gender-SMART

- Timeframe

January 2020 - December 2024

Goal 2.2

Analysis of career structures for all staff and implementation of gender-sensitive promotion processes

■ Action

Analyzing and monitoring staff career structures and understanding barriers preventing the promotion of underrepresented groups.

- Implementing Body

HRS & Gender-SMART

- Timeframe

January 2020 - December 2024

■ Action

Reconfiguration of the evaluation system (performance evaluation system) based on gender and intersectionality.

- Implementing Body

HRS & Gender-SMART

- Timeframe

January 2020 - December 2024

■ Action

Promote existing mentoring programs to encourage underrepresented members to apply for jobs at a higher scale.

- Implementing Body

HRS

- Timeframe

January 2020 - December 2024

■ Action

Promote jobs across multiple channels and media to ensure a larger pool of candidates.

- Implementing Body

HRS

- Timeframe

January 2020 - December 2024

Goal 2.3

Improvement and strengthening of existing provisions and policies for work-life balance

■ Action

Awareness campaign about existing home-office and flexible hours policies e.g. through social media, newsletters, etc.

- Implementing Body

HRS

- Timeframe

January 2020 - December 2024

Goal 2.4

Strengthening infrastructure for staff with caring responsibilities (children or other dependents)

■ Action

Awareness campaigns addressed to the staff on existing paternity & maternity leaves.

- Implementing Body

HRS

- Timeframe

January 2020 - December 2024

■ Action

Establishment of sick leave days for the care of the children/partner/elderly parents of the academic and administrative staff.

- Implementing Body

HRS & Council/Senate

- Timeframe

January 2020 - December 2024

■ Action

Work permit to offer classes from home, for the care of children/partners/elderly parents of academic and administrative staff.

- Implementing Body

HRS & Council/Senate

- Timeframe

January 2020 - December 2024

■ Action

Counseling services for parents or parents-to-be on balancing work and family life.

- Implementing Body

HRS & Research Services

- Timeframe

January 2020 - December 2024

■ Action

Supporting employees for their smooth return to work after long-term leave (career breaks, maternity/paternity leave).

- Implementing Body

HRS & Research Services

- Timeframe

January 2020 - December 2024

■ Action

Creation of incentives for staff by providing lower tuition fees in nursery schools in the area of the Universty.

- Implementing Body

HRS & Council/Senate

- Timeframe

January 2020 - December 2024

■ Action

Development and implementation of the Breastfeeding Policy.

- Implementing Body

HRS & Equality Committee

- Timeframe

January 2020 - December 2024

Goal 2.5

Raise awareness of gender equality among academic and administrative staff to address unconscious biases in recruitment and promotion.

■ Action

Establishment of annual training on unconscious biases in recruitment and promotion which will be offered to academic and administrative staff who take part in recruitment and promotion processes.

- Implementing Body

HRS & Equality Committee

- Timeframe

January 2020 - December 2024

Goal 2.6

Strengthening the infrastructures for recruitment, retention and advancement of researchers

■ Action

Participation in the European Charter of the Researcher: Code of Ethics for the recruitment of Researchers.

- Implementing Body

HRS & Research Services

- Timeframe

January 2020 - December 2024

III. Reshaping decision-making and governance

Purpose 3: : Raise awareness of decision-making and governance bodies at CUT in order to influence and ensure inclusive internal processes.

Goal 3.1

Create effective management practices and build an inclusive capacity of key decision-makers through targeted information that will create the conditions for aligning CUT's core activities with gender equality while promoting excellence – linking equality with excellence

■ Action

Analysis of decision-making processes to ensure that decisions take gender and interdisciplinarity into account, and that women and people from minorities have access to equal opportunities.

- Implementing Body

Council/Senate Committee & Rector's Office

-Timeframe

January 2020 - December 2024

■ Action

Increase understanding of barriers to advancing women to senior leadership positions.

Informing and training board members and top management on equality & intersectionality issues.

- Implementing Body

Council/Senate Committee & Rector's Office

- Timeframe

January 2020 - December 2024

■ Action

Ensuring more women in the electorate - appointing senior officials according to the criteria, taking into account the gender balance.

- Implementing Body

Council/Senate Committee & Rector's Office

- Timeframe

January 2020 - December 2024

■ Action

Promote positions actively among women's networks or to potential female candidates in order to encourage them to apply.

- Implementing Body

Rector's Office & Equality Committee

- Timeframe

January 2020 - December 2024

■ Action

Institutionalized training for decision makers and top leadership on equality & intersectionality issues.

- Implementing Body

Board Council & Rector's Office

- Timeframe

January 2020 - December 2024

Goal 3.2

Inclusion of all measures that support and promote gender equality and intersectionality, in the organizational context, as a new Action strategy of the University, as an indication of the recognition that gender is a factor that contributes to scientific excellence, and quality of teaching and research

■ Action

Incorporation of the principles "Diversity in decision-making & Inclusive Participation" "Zero Tolerance of Sexism" and "Respect for Diversity" in the Strategic Planning of the University.

- Implementing Body

Rector's Office

- Timeframe

January 2020 - December 2024

IV. Mainstreaming Gender and Interdisciplinarity in Funding, Research and Teaching

Purpose 4: Integrate gender and/or gender and intersectionality into the content of research and teaching to increase excellence, accessibility and inclusion participation in research and teaching.

Goal 4.1

Awareness and knowledge development on the integration of gender & intersectionality in research and teaching

■ Action

Provide guidance and training on mainstreaming gender and intersectionality in research and teaching content.

- Implementing Body

Academic Affairs & Student Welfare Services & Research Services

- Timeframe

January 2020 - December 2024

■ Action

Collaboration with departments and faculty members to improve the gender dimension and intersectionality in curricula and research.

- Implementing Body

Academic Affairs & Student Welfare Services & Research Services

- Timeframe

January 2020 - December 2024

■ Action

Creating a manual for inclusive teaching and research strategies & creating a diagnostic evaluation of curricula.

- Implementing Body

Gender-SMART & EUt+

- Timeframe

January 2020 - December 2024

■ Action

Institutionalized training for the practical application of the guidance, emphasizing on the responsibility of staff to ensure gender+ mainstreaming, accessibility and expanded participation in research and teaching.

- Implementing Body

Academic Affairs & Student Welfare Services

- Timeframe

January 2020 - December 2024

■ Action

Identifying courses with a significant gender imbalance (and other aspects of intersectionality, e.g. minorities) in the student population.

- Implementing Body

Academic Affairs & Student Welfare Services

- Timeframe

January 2020 - December 2024

Goal 4.2

Encouragement of equal participation in research

■ Action

Include an inclusive statement in all calls for senior scientists and research associates, to encourage more women (and other underrepresented groups) to apply, e.g. "CUT encourages women to apply as specialist scientists and research associates".

- Implementing Body

HRS & Research Services

- Timeframe

January 2020 – December 2024

■ Action

Ensuring the formation of equivalent (in terms of gender and other aspects of intersectionality) and inclusive research groups.

- Implementing Body

Research & Innovation Senate Committee & Equality Committee

- Timeframe

January 2020 - December 2024

Goal 4.3

Integration of gender dimension in teaching

■ Action

Introduction of the course "Gender, Intersectionality and Inclusion" as a vertical and compulsory course.

- Implementing Body

Vice-Rector for Academic Affairs & Academic Affairs & Student Welfare Services & Studies Senate Committee

- Timeframe

January 2020 - December 2024

■ Action

Introduction of intersectional equality issues in research methodology, at the level of undergraduate, postgraduate and doctoral studies.

- Implementing Body

Vice-Rector for Academic Affairs & Studies Senate Committee

- Timeframe

January 2020 - December 2024

Goal 4.4

Enhancing interdisciplinarity through partnerships with industry, community and civil society

■ Action

Creation of a manual of good practices for inclusive partnerships with external stakeholders.

- Implementing Body

Rector's Office & Communication, Marketing and International Relations Services & Equality Committee

- Timeframe

January 2020 - December 2024

■ Action

Development of cooperation with experts/ partners to develop programs and good practices to enhance equality and inclusion.

- Implementing Body

Rector's Office & Communication, Marketing and International Relations Services & Equality Committee

- Timeframe

January 2020 - December 2024

V. Sexual Harassment, Harassment and Bullying

Purpose 5: Prevent and fight sexual harassment, harassment, bullying, discrimination, unethical and unprofessional behavior, and unequal treatment with the aim of creating a workplace and educational institution with zero tolerance for all of the above.

Goal 5.1

Establish and Implement a Code of Conduct for Preventing and Addressing Sexual Harassment and Harassmen

■ Action

Approval and implementation of the code of practice and protocol by top management.

- Implementing Body

Equality Committee

- Timeframe

January 2021 - December 2021

■ Action

Regular renewal of the code based on the axis of intersectionality.

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Δράση

Establishment of a Support Unit for victims of sexual harassment and harassment, staffed with experts to handle all of the following:

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Improving the complaints process and creating a central digital recording system for both formal and informal complaints.

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Recording anonymous complaints to protect the identity of victims and witnesses and to encourage people to report situations early.

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Creation of a clear procedure for submitting complaints/complaints which will be communicated to staff and students.

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Collection of feedback from people using the relevant service

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Creation of a communication network with expert bodies as a policy support (e.g. SPAVO, the Women's House).

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

Goal 5.2

Awareness of existing harassment and bullying policies and procedures among staff and the student community

■ Action

Providing specific and repeated training on sexual harassment and harassment to the relevant people who receive and handle complaints (senior officers, supervisors, department chairs, etc.).

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

■ Action

Incorporation of informative training about CUT's harassment policy in all integration procedures (for students and new staff).

- Implementing Body

Equality Committee

- Timeframe

January 2022 - December 2024

2022-2024 Equality Plan of Cyprus University of Technology

Cyprus
University of
Technology

30, Archbishop Kyprianou Str., 3036 Limassol
P.O. Box 50329, 3603 Limassol
Tel: +357 25 00 25 00
Fax: +357 25 00 27 50
E-mail: administration@cut.ac.cy
www.cut.ac.cy