

# POLICY FOR GENDER EQUALITY, EQUAL OPPORTUNITIES AND DIVERSITY



# FCT Association for Innovation and Development (NOVA.id.FCT)

## Policy for Gender Equality, Equal Opportunities and Diversity

### 1. FRAMEWORK

“Gender equality is a fundamental value of the EU, a fundamental right and a key principle of the European Pillar of Social Rights. It reflects who we are and is also an essential condition for an innovative, competitive and prosperous European economy”<sup>1</sup>.

The FCT Association for Innovation and Development (NOVA.id.FCT) is a private non-profit association whose main objective, under the terms of its Statutes, is to carry out Science and Technology activities, promoting knowledge creation and close collaborations between researchers, at national and international level, through RD&I projects and across the areas of activity of its research units.

NOVA.id.FCT offers an inspiring, multinational and multicultural research ecosystem, with more than one hundred researchers involved in cutting-edge research, training and science dissemination and communication activities.

The research sector’s intrinsic features and characteristics have generated persistent gender gaps, with various structural barriers in place, across research and innovation activities, that require specific actions and initiatives.

To that end, the **Gender Equality, Equal Opportunities and Diversity Plan of NOVA.id.FCT** assumes a central role, outlining the following main guidelines:

- integrate the perspective of gender and diversity in NOVA.id.FCT’s strategic planning (in leadership, decision-making and measures against gender-based violence);
- encourage measures to reconcile its organizational culture with a healthy work/family life balance;
- develop a culture of gender equality and diversity in the scientific community.

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<sup>1</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of Regions, A Union of Equality: Gender Equality Strategy 2020-2025, english version available at <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>. This statement results from articles 2 and 3, paragraph 3, of the Treaty on European Union, articles 8, 10, 19 and 157 of the Treaty on the Functioning of the European Union and the Articles 21 and 23 of the Charter of Fundamental Rights of the European Union.

The vision set out in this Plan comes from the strategic convergence between the ongoing debate on gender equality and diversity at national and international level in Higher Education and across the European Research Area (ERA).

Thus, the present Plan aligns closely with the following initiatives:

- the National Strategy for Equality and Non-Discrimination – Portugal + Equal (ENIND), established by the Resolution of the Council of Ministers n.º 61/2018 and coordinated by the Commission for Citizenship and Gender Equality (CIG), which aims for the elimination of stereotypes embodied in three action plans: Action Plan for Equality between Women and Men; Action Plan to Prevent and Combat Violence Against Women and Domestic Violence; and Action Plan to Combat Discrimination on the basis of Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics;
- the Government program “3 em linha” – A program for the reconciliation of personal and family professional life 2018-2019;
- the EU-funded project “Supporting and Implementing Plans for Gender Equality in Academia and Research” (SPEAR) (2019-2023), developed by a consortium of eight European universities, which includes the Universidade NOVA de Lisboa;
- COST Action - CA18112 - Mechanochemistry for Sustainable Industry (MechSustInd) through the participation of the R&D Unit, LAQV, in the Management Committee, through Professor Clara Gomes (Gender Balance Coordinator)

## 2. MEASURES TO BE IMPLEMENTED WITH A VIEW TO PROMOTE GENDER EQUALITY

The **NOVA.id.FCT Gender Equality, Equal Opportunities and Diversity Plan** is organized in three intervention axes:

- I. Gender equality;**
- II. Reconciliation between professional, family and personal life;**
- III. Diversity.**

The objectives and actions foreseen by each axis are presented below, as well as the expected timelines for their implementation.

## Gender Equality, Equal Opportunities and Diversity Plan of NOVA.id.FCT

Axis I - Gender Equality			
Objective	Actions	Time period	Milestones /Progress indicators
Map and reinforce open perspectives on gender and diversity issues at NOVA.ID	Benchmarking exercise on gender equality between hired researchers, project coordinators (national and international) for reproduction in activity reports acting as a “baseline”	2022-2023	NOVA.id.FCT 2022 Activity Report
Encourage changes to organizational culture	Develop training program or set of workshops on gender equality issues	1 <sup>st</sup> semester 2022	Organization of the 1st set of NOVA.id.FCT workshops about this theme
	Encourage specific training for teachers, researchers and non-researchers and employees and staff	2 <sup>nd</sup> semester 2022	Creation of “Active Bystander” training modules

Axis II – Reconciling a healthy work/personal & family life balance			
Objective	Actions	Time period	Milestones /Progress indicators
Provide NOVA.ID with concrete options for reconciling professional, family and personal life	A set of mechanisms, in addition to those legally provided for, that allow workers to facilitate the monitoring of newborns/ babies (complementing maternity/paternity leave)  - Monitoring the guidelines of the government Program “3 em Linha” to investigate its potential adoption in the context of NOVA.id.FCT	2 <sup>nd</sup> semester 2022	- Implementation of the principles and procedures of the Portuguese Standard 4522:2014 – Standard for family responsible organizations  - NOVA.if.FCT certification by NP 4552 – Management System for reconciling professional, family and personal life.
	Establishment of 2 (two) days per year for workers to be with their family, without deducting vacation days	1 <sup>st</sup> semester 2022	
	Children’s and worker’s birthday	1 <sup>st</sup> semester 2022	

Eixo III - Diversidade			
Objective	Actions	Time period	Milestones /Progress indicators
Encourage acquisition of gender equality/diversity concepts and notions in a STEM context	<ul style="list-style-type: none"> <li>• Through specific training actions</li> <li>• Encourage the creation and participation in collaborative projects dedicated to this theme</li> </ul>	2 <sup>nd</sup> semester 2022	- At least one project in the area of Equality, Diversity and Inclusion in 2022-23
Celebrate Diversity	Set of more informal workshops on different cultures, in order to promote greater acceptance and integration	1 <sup>st</sup> semester 2022	Planning, in collaboration with the Rectory of Universidade Nova de Lisboa and its Organic Units, for the development of events that promote cultural diversity and heterogeneity in the NOVA community.
Promote greater familiarity and validation of the LGBTQ+ community	- Setting out collaboration and continuous two-way communication channels with the NOVA community in the development of joint activities aimed at the LGBTQ+ community	2 <sup>nd</sup> semester 2022	- Development of workshops and lectures within the scope of "Pride Month 2022"

### 3. PLAN FOLLOW-UP AND MONITORING

The Plan's continuous monitoring and evaluation are a fundamental part of its implementation process, allowing the assessment of the achieved progress and, if necessary, making relevant adjustments and review steps and actions taken.

This work will be carried out by a stand-alone Working-Group that will be appointed to oversee the implementation of the Plan. It will be constituted according to an equitable representation of gender and incorporating elements from different areas of NOVA.id.FCT. As part of the monitoring functions, it will be responsible for the collection, analysis and reviews of the above-mentioned measures in order to monitor the progress indicators associated with each these, proposing corrective measures as soon as it identifies a situation that justifies it.

The aforementioned group will meet in the 1st quarter of 2022, on a date to be defined, to further analyze the various indicators defined in the Plan for each of the axes, and identify any need for adjustments in the case of deviations or aspects of improvement.

Following each meeting, the Working-Group will produce a report showcasing any relevant actions taken during that period and the expected ones that are still to be implemented, while also identifying deviations and adjustments in order for the plans' objectives assumed by NOVA.id.FCT for 2022 and onwards can be successfully achieved



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