

GEP Summary: UDEUSTO

GEP Quick Facts

- The preparation for the GEP at University of Deusto (UDEUSTO) started with the institutional diagnosis which opened to the entire University on the 30th of May 2019.
- Between June and July 2019, UDEUSTO also gathered information through a Participatory Gender Audit at the University.
- After this data was collected, analysed and synthesised by the GEARING-Roles team at UDEUSTO in collaboration with the Joint Commission for Equality, a draft UDEUSTO's Institutional Diagnosis was released on the 30th of September 2019.
- The following months included meetings between the GEARING-Roles team and other groups at UDEUSTO including the Equality Committee and the members of the Board of Directors to discuss the structure, content and methodology of the GEP.
- To ensure that the GEP would properly meet the objectives set, members of the coordination team at UDEUSTO participated in a webinar organised by YW on how to define objectives and indicators for a GEP.
- This event was followed by internal meetings between UDEUSTO's professors, researchers, leaders and managers, administrative staff who were involved drafting the document.
- Throughout this process, UDEUSTO used participatory and co-creative techniques to turn the priority areas of intervention into concrete and feasible actions.
- The GEP approved by the Joint Commission on 2nd of June, 2020.

Institutional context

In the UDEUSTO's context, the regulatory framework for gender equality in HEI is shared between the Spanish State and the Basque Autonomous Region. At the national level, the Act 3/2007 determines that organisations with more than 50 employees must hold a GEP in place. In this sense, the Royal Decree 5/2015 from the Basque Region extends this obligation to all public administrative bodies, and the Act 4/2007 provides for the creation of gender equality units in all universities.

Under this context, UDEUSTO has several bodies within the institution that focus on gender equality. The Equality Unit, incorporated into the global area of University Social Responsibility. The Joint Commission for Equality, made up of representatives from management actors and other staff members and the Interdisciplinary Research Platform on Gender that brings together experts from different fields of knowledge with the dual purpose of fostering collaboration and tackling gender issues.

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The UDEUSTO's GEP counts on 63 actions among seven areas of intervention:

1) Selection, Recruitment and Promotion; 2) The Wage Gap; 3) Work-life Balance; 4) Teaching and Research; 5) Leadership; 6) Sexual Harassment; 7) Communication, plus the GEP Evaluation.

The actions are applicable to all sectors and faculties at the institution and aim to reach both members of the leadership and management bodies, professors and researchers, administrative staff, and students. Likewise, the implementation of the actions is shared among different actors in the institution, such as professors and researchers, IT staff, members of the Communication Unit, and members of management bodies. In addition to that, UDEUSTO has also involved students in the implementation of the GEP activities, with the aim of taking into account a variety of voices and reaching a wide range of people in the university.

So far, some initiatives been very successful and impactful at UDEUSTO. An example is the creation of a pilot group for the development of self-tailored guidelines for mainstreaming gender in teaching and research. The guidelines were based on the use of participatory techniques. Actors from all faculties contributed to the guidelines which will be spread throughout the whole institution to be implemented in courses and research projects.

The responsibility of implementing the UDEUSTO'S GEP is shared among the project's core group, formed of professors and researchers from the different faculties, IT staff, and the Communication Unit.

The Equality Commission and the Human Resources department is responsible for The actions that fall under Selection, Recruitment and Promotion, Wage Gap, and Work Life Balance.

Organisational Achievements

UDEUSTO's has several examples of organisational achievements. These include:

- Trainings and workshops
- New co-responsible conciliation measures
- Pilot groups for mainstreaming gender in teaching and research
- Events and Exhibitions
- Dissemination materials on Sexual Harassment protocols

UDEUSTO also disseminate short videos on the GEP content

- ¿Es ciega la Universidad a los sesgos de género cuando contrata?
- ¿Conciliamos con corresponsabilidad?
- ¿Te has puesto las gafas de género en el aula?
- ¿Ekitatea al dago gure ikerketa taldeetan?
- ¿Unibertsitateko lidergo postuak emakumeen osatzen al dituzte?
- En comunicación, hay un trecho del dicho al hecho
- ¿Badakigu zer egin unibertsitatean gertatzen diren sexu-jazarpenaren eta jazarpen sexistaren aurrean?

All of these events were well received by everyone.

