



UNIVERSITY
OF WARSAW

Equality policy at the UW

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EQUALITY AND ANTIDISCRIMINATION AT THE UNIVERSITY OF WARSAW

Activities	Institutions
<ul style="list-style-type: none">• Awareness raising:<ul style="list-style-type: none">✓ www.rownowazni.uw.edu.pl✓ social campaign 'We Are All Equal'• Educational guidebooks and publications:<ul style="list-style-type: none">• On antidiscrimination• On prevention of sexual harassment• Recommendations for non-discriminatory language at the University of Warsaw• Educational courses and trainings:<ul style="list-style-type: none">• Online: Understanding Equality (PL/EN)• Workshops for students and employees• Gender Equality Plan	<ul style="list-style-type: none">• Equality division• Academic Ombudsman• Rector's Committee for Prevention of Discrimination (antidiscrimination procedure)• Anti-Mobbing Committee• Centre for Dispute and Conflict Resolution• Law Clinic• The Psychological Counselling Centre• Office for Persons with Disabilities• Equality representatives in the organizational units

NA UNIWERSYTECIE
WSZYSCY JESTEŚMY

RÓWNO WAŻNI



NIE AKCEPTUJEMY
DYSKRYMINACJI.
REAGUJ. POMOŻEMY CI

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AT THE UNIVERSITY

WE ARE ALL EQUAL




WE DON'T TOLERATE
DISCRIMINATION.
SEE IT, SAY IT.
WE WILL SUPPORT YOU

weareallequal.uw.edu.pl
ombudsman@uw.edu.pl





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WE ARE ALL EQUAL



**Anti-discrimination Guidebook
for students and employees
of the University of Warsaw**




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GUIDE TO THE PREVENTION OF SEXUAL HARASSMENT

AT UNIVERSITY OF WARSAW



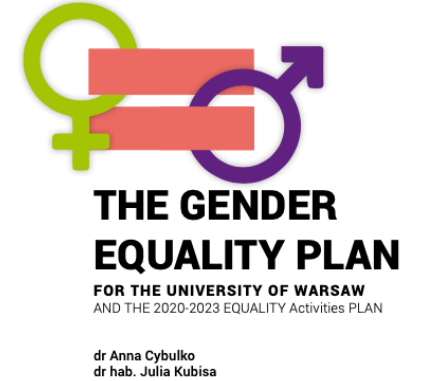
Preperation of the GEP

- ❑ International requirements (HR Excellence in Research, Horizon Europe)
- ❑ GEP well established (e.g. rector's ordinance)
- ❑ Support from the hierarchy
- ❑ Person/unit responsible for GEP
 - well embeded (dedicated job position/s)
 - secured financing
- ❑ Sufficient and sustainable funding (long-term perspective)
 - UE, national, own resources

Creating the GEP

- ❑ Context matters
- ❑ Identifying of (potential) allies and opponents
- ❑ Broad co-operation and consultation (students, student organizations, doctoral schools, deans, administration, academics, unions)
- ❑ Communication (co-operation with Promotion Office and Press Office)
- ❑ Top-down and bottom-up approach
- ❑ Mapping actors and determining specific actions

GENDER EQUALITY PLAN FOR UNIVERSITY OF WARSAW

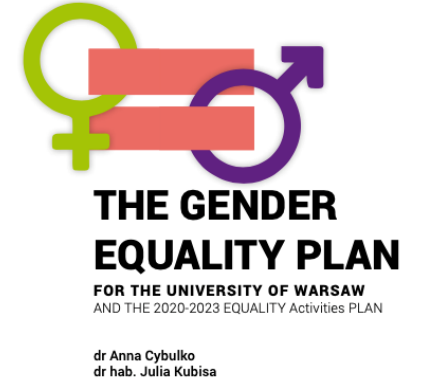


- Equality, diversity and prevention of discrimination action plan for 2020-2023. First GEP at a university in Poland
- Based on (from 2017):
 - Internal diagnosis, supported by qualitative, quantitative and desk research projects,
 - Internal workshops and consultations,
 - Good practices at foreign universities,
 - Internal and external expert reviews.
- **Formulated in** 5 objectives that include actions and indicators
- Prepared by Chief equality specialist and Ombudsman at UW

Diagnosis

- Gender disproportion in key functions at the faculty and university level
 - Rector: male
Vice-rectors: 3 men and 1 woman
 - Discipline Councils**
Chairpersons 17 men and 4 women (one council has not yet elected chairpersons)
 - Dean's colleges:**
Dean: 18 men and 6 women
- men more often receive grants and scholarships; they hold functional positions far more often than women do, both at the level of Department Head and at the level of Dean (among which there are no women);
- a critical stage in women's careers is the period between the defence of one's doctoral dissertation, the award of a habilitation (doktor habilitowany) degree, and the stage of obtaining professorship. in these moments, women's careers slow down.
- tensions between scientific career and life choices – pressure on international experience, availability vs family obligations
- stereotypes and unspoken bias: women are “less ambitious, less talented”, less often considered experts, while men are “more determined and resistant to stress”;
- stereotypes and prejudices translate into behaviours, such as condescending treatment, refusal to recognise the substantive training of women due to their style of self-presentation;
- women find it harder to build a network of academic contacts
- persons experiencing sexual harassment mainly apply individual strategies

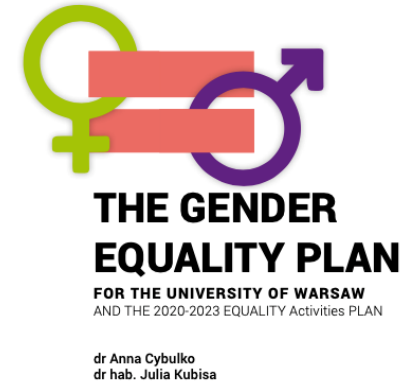
GEP FOR UNIVERSITY OF WARSAW - BASED ON 5 OBJECTIVES



- **OBJECTIVE 1.** Raising awareness of the importance of equality issues and strength positive attitudes towards diversity.
- Actions include: equality trainings for students and staff (online and offline), antidiscrimination procedure, anti-sexual harassment recommendations, creation of Equality Observatory that collects data and equality officers at faculties level.
- Development of Equality&diversity structures and Antidiscrimination structures

- **OBJECTIVE 2.** Supporting the development of women's scientific careers.
- Actions include networking for women phd students, mentoring programme for young women researchers, gathering of statistical data on gender and research activity and recruitment to doctoral schools

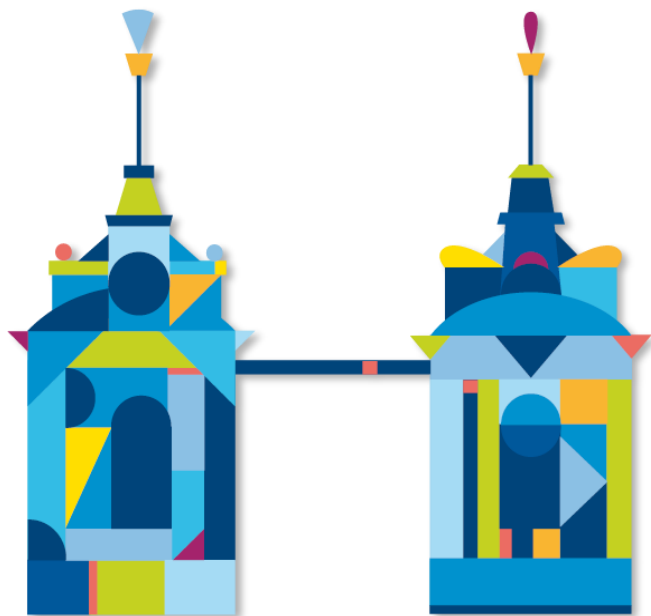
GEP FOR UNIVERSITY OF WARSAW - BASED ON 5 OBJECTIVES



- **OBJECTIVE 3.** Ensuring gender equality in recruitment of female and male employees, and in doctoral schools.
 - Actions include: broadening recruitment strategies to include underrepresented genders – based on confirmed procedures, gender balanced recruitment committees, research on gender pay gap
- **OBJECTIVE 4.** Easier combination of work and family life.
 - Actions include: investments in care infrastructure, homeoffice, recognition of care duties in periodical evaluation
- **OBJECTIVE 5.** Increasing balanced sex representation with respect to chairpersons of faculty and university committees, management, expert and reviewer teams, and chairpersons of scientific and popularisation events.
 - Actions include: formulation of recommendations for gender balance in decision making committees and in events organized at the university.

Success factors for the GEP

- ✓ Consultation and approval by the university authorities at each stage
- ✓ Realistic and achievable objectives
- ✓ Ensuring visibility of GEP (promotion, dissemination, easy access)
- ✓ Using external expertise
- ✓ Involving the whole academic community
- ✓ Flexibility – amendments and improvements (e.g. change of rector's college, COVID-19 pandemic)



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www.weareallegual.uw.edu.pl