

## Plan for Equality, Diversity and Inclusion-UMa

Bearing in mind that the United Nations includes, among the Sustainable Development Goals of the 2030 Agenda, the reduction of inequalities (SDG10), namely by promoting “social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or other status”;<sup>1</sup>

Considering that, Article 13 (Principle of Equality) of the Constitution of the Portuguese Republic establishes that:

- “1. All citizens have equal social dignity and are equal before the law.
2. No one can be privileged, benefited, prejudiced, deprived of any right or exempted from any duty on account of ancestry, sex, race, language, territory of origin, religion, political or ideological convictions, education, economic situation, social condition or sexual orientation.”

Considering that, as established in the Statutes of the University of Madeira, Chapter II, article 2, “Mission and strategic areas”, the University is defined as:

“a centre for the creation, transmission, criticism and dissemination of culture, science and technology at the service of mankind, with scrupulous respect for all his fundamental rights.”

In article 2-A, “Vision”, of the same Statutes:

“Universidade Madeira aims to prepare its students to be technically and scientifically competent, cultured, innovative citizens, acting on the basis of the values of transparency, justice, equality, fraternity and the sustainable development of the planet, and, through its entrepreneurial character, the quality of its research and training and its spirit of service, aims to be an indispensable actor in the social, cultural and economic development of the Autonomous Region of Madeira and in its internationalization.”

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<sup>1</sup> <https://unric.org/pt/objetivo-10-reduzir-as-desigualdades/>

Taking into account the wording of article 3, “Equal opportunities”, of the University of Madeira Code of Conduct:

“The University's decisions, in compliance with the legal norms in force, are based solely on the qualifications, knowledge, merits and competences of the people, not discriminating on grounds of race, religion, ethnicity, political affiliation, age, gender, sexual orientation or family situation. Thus, members of the academic community should:

- 1) Ensuring equal opportunities through performance and evaluation standard based on objective merit criteria;
- 2) Ensuring non-discrimination and eradicating conducts that imply pressure of any kind.”

Considering that, the 2021 Activity Plan of the University of Madeira, approved by Decision No. 265/GC/2021 of the General Council, provides, within the scope of Strategic Axis 3, “Governance, Sustainability, Communication and Infrastructure”, and specifically of Operational Objective 004, “Human Resources”:

“Carry out a diagnosis with a view to drawing up a plan for diversity and gender equality and setting up the Commission on Rights, Freedoms and Guarantees.”

Considering the Proposed Creation of the Commission on Rights, Freedoms and Guarantees and the guidelines for the Plan on Gender Equality, presented by the Dean of the University of Madeira;<sup>2</sup>

Considering that traditional cultural constructions still have in today's society, based on gender stereotypes, but out of step with the reality that is intended to be implemented;

Considering the role of the University of Madeira as an institution for training, research and creation of knowledge with an impact on society, and its desire to establish itself as an agent of change with the ability to influence the surrounding environment;

Considering the current situation of the University of Madeira, with an unequal distribution of genders in certain areas of teaching and research;

the University of Madeira intends, specifically through this Plan, to contribute to the mitigation of discrimination in all its forms, allowing the creation of an inclusive

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<sup>2</sup> <https://www.uma.pt/comissao-de-direitos-liberdades-e-garantias-e-linhas-orientadoras-para-o-plano-para-a-igualdade-de-genero/>

environment that guarantees equal opportunities, non-exclusion and training for full participation and egalitarian, both at public and private levels.

In this framework, and in order to achieve the stated objectives, 4 priority intervention areas are established, which constitute strategic orientation processes to be developed through concrete goals that must be presented in a later document.

### **Line of action 1. Diagnosis and Monitoring**

This includes the collection of data that allow an analysis of the situation of the University of Madeira in relation to gender issues, with regard to all actors in academic life (teachers, students, employees)

It is intended to carefully follow-up and rigorously monitor the activities carried out under this Plan.

In order to fulfil these objectives, this line aims to prepare 1) an initial diagnostic report; and 2) annual reports that include statistics disaggregated by gender and other factors, but also the identification of gaps and dysfunctions and proposals to overcome them, in order to allow the adaptation of the activities foreseen in the Plan.

### **Line of action 2. Training and Awareness**

Its main purpose is to organize training and awareness-raising actions, at various levels and with different audiences, both internal and external, in order to contribute to a greater awareness of the academic community and society in general with regard to topics such as discrimination, violence and harassment based on sex, sexual orientation, gender identity and other factors that cause segregation.

Its goal is the organization of information sessions, training actions, seminars, congresses and other dissemination actions related to the issue of discrimination.

### **Line of action 3. Representativeness and Inclusion**

It aims to increase the level of commitment of the University of Madeira to the principles of equality and non-discrimination in general, with the aim of achieving balanced

representation and a greater level of inclusion in the culture and organizational structure at UMa, in compliance with measures such as Law No. public administration bodies).

The goals of this line of action are to raise awareness among the academic community and UMa's management structures for: 1) the importance of achieving a greater balance in the participation of men and women in selection and recruitment, evaluation, etc.; 2) respecting the right of accessibility for people with special needs; 3) the need to implement an inclusive culture in which the right to difference is respected in all its aspects, preventing sexist practices, bullying and sexual and moral harassment, both in work relationships and in the teaching-learning relationship.

**Line of action 4. Family-Work Reconciliation**

Its objectives are to publicize and implement measures to support the reconciliation between professional life and family and personal life, namely, Law n° 90/2001, which defines measures to support student mothers and fathers, and other parental protection regulations. and other rights of the family and the individual.

Its goal is to organize activities to disseminate regulations on this matter in the academic community, ensuring greater information and implementing the use of these measures.

<b>Line of action 1. Diagnosis and Monitoring</b>						
<b>Objective</b>	<b>Activity</b>	<b>Target Audience</b>	<b>Time Line</b>			
			<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Disclosure of the data collected by the Commission, as well as the documentation prepared by the commission	Commission website	Academic Community, Civil Society	x			
Have a broad and grounded knowledge of the characterization of UMa	Diagnostic Survey	Academic community		x		
Disseminate the knowledge acquired about the characterization of UMa	Initial Diagnosis Report	Academic community	x			
Create a regular instrument for awareness of issues related to well-being, discrimination and harassment at UMa	InfoAlunos Survey	Students		x	x	x

Create a regulatory instrument for awareness of well-being, discrimination and harassment issues at UMa	Survey Teaching and non-teaching staff	Teaching and Non-Teaching Employees		x	x	X
Have a broad, up-to-date and grounded knowledge of the characterization of UMa	Collection of data related to the characterization of UMa	Academic community	x	x	x	X
Interpret and disseminate the characterization of UMa	Annual Monitoring Report	Academic community		x	x	X

<b>Line of Action 2. Training and Awareness</b>						
<b>Objective</b>	<b>Activity</b>	<b>Target Audience</b>	<b>Time Line</b>			
			<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Raise awareness among the academic community of the importance of inclusive language	Targeted training actions on inclusive language	Academic community		x	x	x
	Reflection actions on inclusive language	Academic community		x	x	x
Implement reflection on the need to adopt best practices in a professional context	Training action on moral, sexual harassment...	Academic community		x	x	x
Raising society's awareness of the problem of gender-based violence in different contexts	Awareness actions on gender-based violence			x	x	x
Raise community awareness for the inclusion of people with disabilities and special needs	Disclosure of case follow-up at the beginning of the school year			x	x	x
	Orientation sessions for teachers			x	x	x

Conscientizar a comunidade para a necessidade de acolhimento dos migrantes	Collaborate with AAUMa in welcoming and supporting migrant students			x	x	x
Divulgar documentação existente relacionada com comportamentos e atitudes a adotar no contexto profissional (Código de Conduta da UMA; meios de denúncia assédio e corrupção)	Dissemination actions	Academic community		x	x	x
	Publicity Flyer			x	x	x
Incentivar a investigação interdisciplinar sobre Género, Família, Estereótipos de Género e outras temáticas relevantes	Congress	Academic Community, Civil Society			x	
Assinalar efemérides relevantes ( <a href="https://unric.org/pt/dias-internacionais/">https://unric.org/pt/dias-internacionais/</a> )	Publish on the Commission's website	Academic Community, Civil Society	x	x	x	x



<b>Line of action 3. Representativeness and Inclusion</b>						
<b>Objective</b>	<b>Activity</b>	<b>Target Audience</b>	<b>Time Line</b>			
			<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Establish guidelines that allow the implementation of an institutional culture of non-discrimination	Develop a guide to good practices in staff recruitment and curriculum assessments				x	
Implement policies to welcome migrants and underrepresented groups	Create specialized support services for migrants	Students		x		
Implement food inclusion policies	Create food alternatives in the bars, restaurants and canteens managed by UMa	Academic community		x		
Encouraging a policy of binary non-discrimination	Adopt non-binary symbols in the identification of some common spaces such as wc's	Academic community		x		

<b>Line of action 4. Family-Work Reconciliation</b>						
<b>Objective</b>	<b>Activity</b>	<b>Target Audience</b>	<b>Time Line</b>			
			<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Publicize measures for reconciling professional, family and personal life	Training action on the Guide	Teaching and non-teaching staff		x	x	x
Disseminate measures to support student mothers and fathers and to protect parenting	Publicity Pamphlet	Academic community		x	x	x
	Disclosure on the Internet	Academic community		x	x	x
Improve the balance of professional and personal life	Converse with the rectory the possibility of creating a Parenting Support Centre at the Academy	Academic community		x		