UNIVERSITY OF BUCHAREST
VIRTUTE ET SAPIENTIA

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gender equality to unlock research potential

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Gender Equality Plan

2022–2024

University of Bucharest

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1. Introduction

The Gender Equality Plan of the University of Bucharest is designed as a result of the institution's participation in the HORIZON 2020 project ATHENA – *"Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe"* (2021–2024). On the completion of this project, the partner institutions will have developed, implemented and gone through a first phase of monitoring their individual Gender Equality Plans (GEPs). Each plan is, in fact, a strategy adapted to the needs of the respective institution, based on a prior diagnosis of the current state of affairs, and publicly and transparently assumed by the institution's leadership.

In the spirit of European requirements, the document contains areas of interest, objectives, measures, activities, responsibilities, the allocated financial and human resources, monitoring tools and implementation deadlines.

The Implementation Committee of the Gender Equality Plan of the University of Bucharest (GEPI-UB), together with the ATHENA implementation team, based on a documentation of the state of affairs and after a series of consultations with University of Bucharest employees, proposes **this first Gender Equality Plan for the period 2022–2024**. Following the monitoring and evaluation process, the plan will be reviewed and improved.

The plan is a **strategic** document that articulates UB's institutional commitment to the promotion of gender equality and, implicitly, of inclusive policies in all activities within the institution. It is **realistic**, in that it responds to a prior diagnosis based on data and clearly defines tasks, procedures, resources and deadlines. Last, but not least, it is a **dynamic document** that allows for further changes and developments, based on an ongoing dialogue with the entire community.

2. Institutional context

Gender equality is a fundamental value of the European Union. The universities and research institutions in the European Research Area (ERA) and in the European Higher Education Area (EHEA) are strongly committed to establishing themselves as inclusive learning and research spaces, in which excellence is promoted simultaneously with a focus on equal chances and opportunities in general, and gender equality in particular. Excellence, efficiency, innovation, and quality go hand in hand with the respect for the principles of equality, equity, and non-discrimination. Promoting measures in the field of gender equality has already proved to be a stimulus for the development of institutions that have adopted such strategies.

The mission assumed by the UB is "to obtain the highest quality of educational services and research activity adopting competitive international standards, and showing a continuous concern for quality assurance, interdisciplinary collaboration, leadership and excellence on the part of teachers and employees." Such a mission cannot be successfully achieved without promoting strongly the principles of *gender equality*.

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The UB started the process of drafting and implementing its first gender equality plan in a tense global and European context related to the crisis in Ukraine, the effects of the pandemic period, and also to the occurrence of a growing number visible manifestations of resistance, or even hostility, towards gender equality policies (a phenomenon known as gender backlash).

As the European and Romanian society put into practice the principles of gender equality, institutionalized through various norms in multiple fields, new forms of reproduction of previous inequalities and discriminations have appeared, along with new kinds of vulnerability.

Despite such new challenges, a number of aspects at the national level related to the situation of higher education in Romania (a favorable legislative framework, an increasing internationalization process, a historical tradition regarding the numerical balance between women and men in many fields of education and research, the existence of a community of experts on gender equality issues) provides an appropriate framework for launching such initiatives.

A number of premises also anticipate the support of the UB community for the introduction of such plans. From the point of view of members of the academic community, we see a gender representation that provides a beneficial framework for a strategy for gender equality: women make up the numerical majority in the UB, and the number of those in leadership positions at the Rector's Office level is on the increase. In terms of organizational knowledge, work is being done to improve the integrative database, which already contains, and will be able to further develop, a number of gender-sensitive indicators. Regarding the creation of specialists in the field, the UB already has a master's program in the field and a series of courses in which teachers familiar with the field integrate the gender dimension. Annually, there are bachelor's, master's as well as doctoral dissertations that touch upon the theme of gender equality. In terms of membership in the global flow of reflection and action on gender equality, the UB is engaged in international research networks and projects that also require attention to gender issues.

Documenting an organizational culture from the perspective of gender equality issues is a requirement for access into the European research community, especially in terms of obtaining financial support from EU public funds. The formalization of this culture through a Gender Equality Plan highlights the UB's orientation towards participation in the dialogic construction of the European and national identity. From a procedural point of view, the adoption and implementation of the first Gender Equality Plan at the University of Bucharest will enable teachers and researchers to access European funds for education and research, conditioned in the future by the existence of such strategies. At the same time, through this approach, the UB will contribute to a better implementation of the national legislation in force, specifically Law no. 202/2002, according to which all public institutions in Romania have the obligation to initiate strategies for the sustainable promotion of gender equality; these strategies must be endorsed by the National Agency for Equality between Women and Men (ANES).

In terms of involvement at the university level, the Gender Equality Plan will mobilize the reflective and intellectual strength of the University in the service of establishing an open and empathetic academic community anchored in the imperative of treating human beings as a goal, and not as a

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means; a community sensitive to the structural forces that can bring about systemic risks and disadvantages starting from the social classification of gender that orders Romanian, European and global society.

By implementing this first Gender Equality Plan, the UB will continue to develop an institutional culture based on respect for the values of human dignity, personal autonomy, community support, and moral and scientific integrity.

Approved by the University of Bucharest's Senate at its April 20, 2022 meeting

3. Methodology / Process of developing the Gender Equality Plan

The UB Gender Equality Plan (GEP-UB) is the result of the implementation of the European project HORIZON 2020 ATHENA – *"Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe"* (Official website of the project). This project aims to support partner universities, including the University of Bucharest, in the process of institutionalizing a gender equality plan which, starting from the carefully documented existing situation, would include a set of analyses, measures and strategies customized to the needs of the institution, all of which will be monitored and assumed transparently and publicly in the long-term by the university.

The plan was developed under the direct coordination of an **UB Implementation Committee (GEPI-UB)**, composed of decision-making representatives from the academic and administrative management, teaching staff, research staff and students (link to members list). The committee held regular meetings and consultations with UB management representatives from all sectors.

Between February 2021 and February 2022, **the project implementation team**, with the permanent support of the institution's management and the Gender Equality Plan Implementation Committee (GEPI-UB), provided the documentation, analysis, consultation and communication framework necessary for such a project. Concretely, the following were considered:

- A **Gender Equality Report for the University of Bucharest** was prepared. The report is a two-step analysis of the institutional gender equality data and information available in the UB. Initially, an inventory was made of the data existing at the start of the project (March 2021). Subsequently, the final report was prepared, which, besides having more data than at the start, contains the results of a quantitative and qualitative research based on a methodology used by all ATHENA project partners: a thematic questionnaire was distributed to all UB employees, 20 interviews with

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employees were conducted, and 4 focus groups were established. This report on gender equality in UB provided a qualitative and quantitative indicative picture which, on the one hand, produced arguments for the need for such a plan, and, on the other hand, provided a first set of suggestions on useful strategies and activities in various areas that ought to be included in the Gender Equality Plan. The report is available on the UB website dedicated to the project (https://gep.unibuc.ro/).

- A **Compendium of Good Practices at the European level regarding Gender Equality Plans** already implemented in other countries was developed and made available to the UB Committee and the University's management. The material is meant to support GEP-UB with information on various common measures and strategies, or already successfully implemented practices by other academic institutions. A number of other reference documents were also provided as part of the Athena project (D4.3 *Athena – Toolkit for Transforming the Institutional Cultures in terms of Gender Aspects*), in similar projects (TARGET, CALIPER, etc.), or disseminated by the European Commission (*Horizon Europe Guidance on GEPs*, EC, 2021). The material is available on the site dedicated to the project (https://gep.unibuc.ro/).

- The GEPI-UB members participated in three rounds of training on the development of tools for monitoring gender equality issues in institutional settings. Two dialogues took place at the Athena Consortium level with all committee representatives and a final session was conducted by the UB implementation team, specifically for the University of Bucharest.

- A series of **consultation activities** were initiated and organized within the UB. Thus, an informal network of female teachers interested in promoting gender equality was initiated (people with expertise in the field, with an interest in and/or a desire to support). So far, two such consultations have taken place in which more than 40 people participated, and the results of the discussions have been forwarded to the Committee and to the Rector's Office. The students were also consulted through one-off dialogues in various faculties, as well as through a meeting organized at the level of student associations. The consultation process is ongoing: the official page of the project on the UB website offers, in addition to information about the project, the possibility of collecting suggestions through a short confidential questionnaire (https://gep.unibuc.ro/). A permanent dialogue of GEPI-UB members was also facilitated with the representatives of the Athena Advisory Board, especially with Professor Adrian Curaj, in his capacity as UEFISCDI Director and Romania's representative on the Board.

- **Areas of action to be included in the GEP were identified.** We opted for an extended version, in which the proposed actions targeted 8 areas. Five of them are explicitly recommended for inclusion in such documents by the EU. In addition, each institution is free to introduce other areas, depending on its specific needs. For this first GEP, based on all the preliminary stages of documentation, research and consultation, the following areas of intervention were proposed, as illustrated in the chart below:

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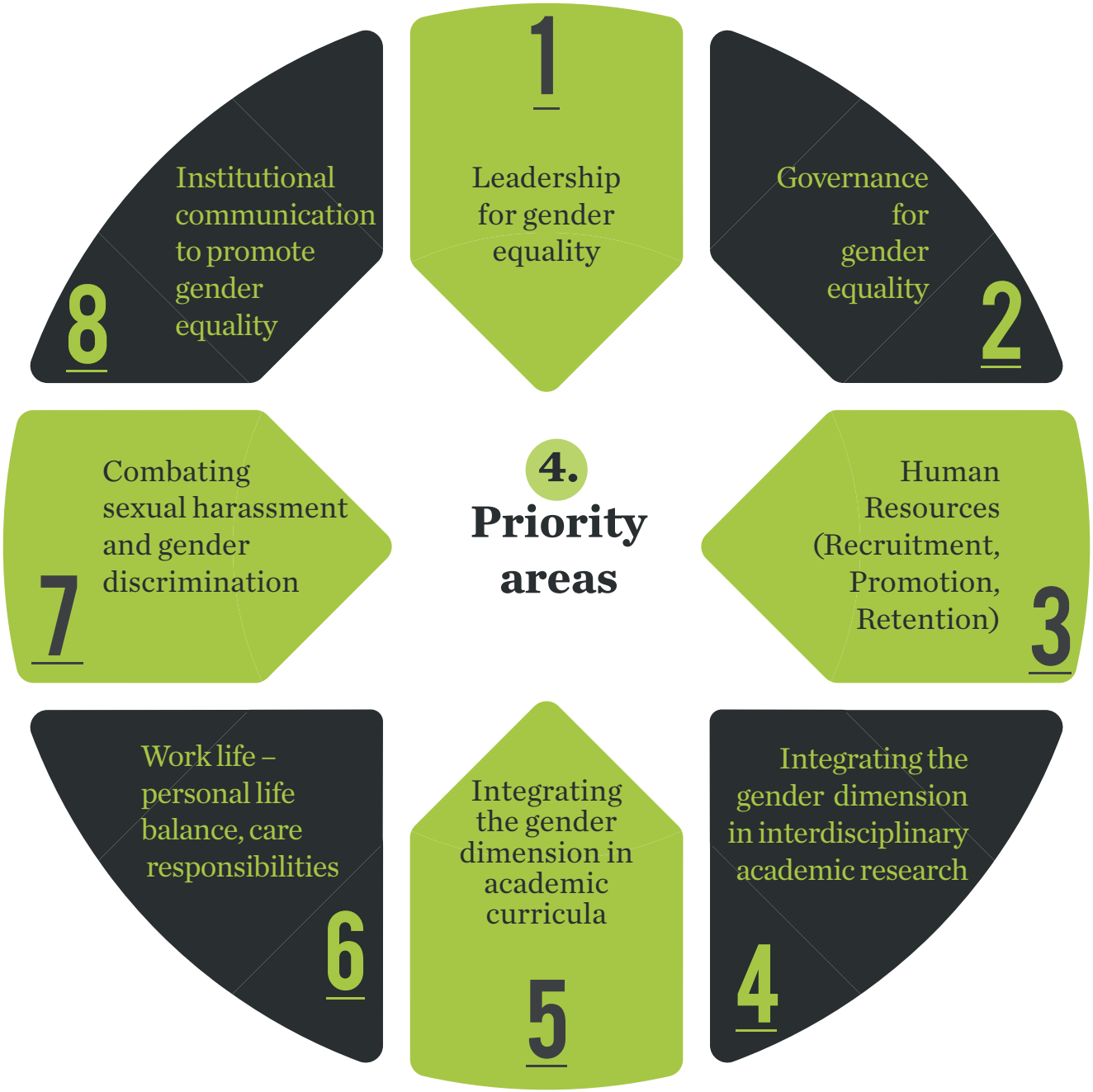

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5. Gender Equality Plan of the University of Bucharest (GEP-UB), 2022–2024

Objective 1. Leadership for Gender Equality

The University of Bucharest (UB) has not had, until now, an assumed strategic institutional approach to the issue of gender equality. According to the preliminary research upon which this policy has been designed, many of the University's employees consider that the official institutional discourse is rather neutral on this topic. While some employees consider that the customary approach that the University has had on gender equality to be the natural choice, others consider that the University must clearly allign itself with the principles and values of gender equality. The University's public documents analysed for this policy show that UB addresses gender equality rather indirectly, in a way subsumed to general principles and values related to respect for human rights, freedom and academic autonomy, and the quality of teaching and research. Performance and academic excellence, systematically emphasised in these documents, point to a gender-neutral culture of meritocracy and excellence.

Objective 1 – Leadership for Gender Equality				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
1.1. Institutional commitment to promote gender equality at the University of Bucharest	Amending / revising some strategic UB documents, such as the University Charter, the Code of Ethics and other documents to include the principle of gender equality. The GEPI Committee together with the Rector's Office shall identify the most relevant documents and start reviewing them so that they make more visible the principle of equal opportunities between women and men, as well as the principle of non-discrimination on grounds of gender (A minimum of 2 documents revised in this cycle)	2024	GEPI Committee and Rector's Office	ATHENA Project
1.2. Promoting the principle of gender equality in the wider community by adhering to the Romanian Diversity Charter	Adherence to the Romanian Diversity Charter will increase the visibility of the commitment to gender equality in the wider community in which the University operates UB becomes a signatory of the Romanian Diversity Charter and participates in events organised by other signatories	2022	Rector's Office	ATHENA Project

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Objective 2. Governance for Gender Equality

Preliminary research showed that, within the University of Bucharest, employees hold broadly three types of atitudes towards gender equality: some employees are informed and sensitive to gender equality issues (they believe in the need for gender equality policies), others have a neutral attitude towards gender equality (they do not consider gender equality to be a real issue, but accept "impositions" from outside), while other employees are hostile to any initiatives in the field (even considering these initiatives to be dangerous). At this point in time, hypothetically, some issues related to gender equality can be addressed and resolved within existing University bodies such as the Ethics Committees of many Faculties, the general UB Ethics Commission, the UB's Ombudsman Office, the Bureau of Statistics, or within the Student Associations' structures. However, day-to-day practice shows that these structures are inefficient and insufficient for the promotion of gender equality. There are many causes for these deficiencies: starting from a lack of adequate training and information, to poor communication between departments, to an organizational culture that discourages the reporting and sanctioning of gender discrimination cases. In this context, the situation can only improve through finding the right functional institutional formula, improving the collection of quantitative and qualitative data relevant to gender equality, and establishing appropriate monitoring mechanisms for gender equality actions.

Objective 2 – Governance for Gender Equality				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
2.1. Establishing a flexible operational institutional structure for coordinating and monitoring gender equality within the UB	**2.1.1.** Formalization of a coordination and supervisory body for the promotion of gender equality within the UB through a Committee for the Promotion of Gender Equality (GEPI). Its members work voluntarily, and they are selected ensuring the representativeness of the professional categories within the UB and respecting the gender criterion in the delegation. The start-up team is GEPI-UB, which coordinated the GEP implementation **2. 1.2.** Development of the GEPI Committee: (i) adoption of specific working procedures; (ii) enlargement with representatives of other groups and associative structures from the University of Bucharest **2.1.3.** Training of GEPI committee members through specific training sessions (at least one session per year)	2022–2024	Rector's Office	ATHENA Project2

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2.2. Gender Equality Office	**2.2.1.** Identification and implementation of a selection procedure for an administrative team that will coordinate and monitor the GEP implementation process **2.2.2.** Establishment of an office with at least one employee specialized on gender equality within the already existing administrative structure of UB. The office will: (i) support the activity of the GEPI Committee (ii) monitor the implementation of measures as per the plan (iii) coordinate monitoring reports (iv) support the work and decisions of the Rector's Office with views and opinions on the gender impact of administrative measures (v) coordinate the collection and investigation of complaints of gender discrimination or sexual harassment	2022 2023	Rector's Office GEPI	University of Bucharest budget (part-time or full-time)
2.3. Gender Equality Plan (GEP) evaluation report for 2022–2024 and updating the next GEP for a period of 4 years.	The UB's GEP will include 8 SMART objectives associated with concrete measures related to each objective. The GEP will be assumed by the Rector and the UB Board of Directors for the entire office term. The GEP duration is 4 years (with an intermediary evaluation after 2 years). The exception is the first GEP, which will be valid for 2 years. At the end of the implementation period, the Rector together with the GEPI Committee, supported by the Gender Equality Office, will present a GEP evaluation report	2022–2024	Rector's Office, GEPI Committee with support from the ATHENA team	ATHENA Project
2.4. Improving the process of collecting, processing and monitoring statistical data at the institutional level in order to monitor and communicate gender equality indicators	The aim of the statistical data collection is to: 1. reflect the gender diversity of the UB students and employees 2. extend disaggregated data on sex/gender variables so as to illustrate the 8 areas of the GEP with data 3. develop gender-sensitive statistical indicators The relevant statistical indicators as well as the calculation methodology will be presented in a brochure-type summarizing material	2022 2024 2023	UB's Statistics Office in partnership with the ATHENA implementation team	ATHENA Project

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2.5. Improving the process of individual professional performance evaluation of teaching and research staff by introducing specific evaluation criteria on gender equality, discrimination and sexual harassment	**2.5.1** In the established methodology for evaluating the individual professional performance of teaching and research staff, in students' evaluation items/questions on gender equality, discrimination and sexual harassment will be introduced. All faculties will be encouraged to adapt students' assessment sheets in this regard **2.5.2.** The same will be done in quality assessment processes at the level of faculties. The quality assessment reports will be revised so as to contain items related to gender issues (specialized courses, initiatives to promote women personalities in the field, review of internal documents, research projects in the field)	2023 2024	Rector's Office, Dean's Offices and GEPI Committee, CEAC (Quality Committee)	UB's own resources

Objective 3. Human Resources – Recruitment, Promotion, Retention

The preliminary research report indicates that most employees of the University of Bucharest (especially in the administrative area) have never had contact with gender equality issues (in terms of training, information materials, discussions). The need to become familiar with such issues has been mentioned by many, especially after they had become acquainted with possible topics covered under the umbrella of gender equality. At the same time, the research showed that more women than men are less satisfied with their position within the institution. Women also mentioned the existence of informal professional networks that support male colleagues in their career advancement, networks from which they often feel excluded. The evaluation/self-evaluation procedures of UB departments do not contain indicators related to the observance of the principles of gender equality and the promotion of initiatives in the field. Thus, a series of steps are needed to support recruitment, promotion and retention policies in order to increase the quality and performance of employees while respecting and supporting the principles of equal opportunities and gender equality.

Objective 3 – Human Resources – Recruitment, Promotion, Retention				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
3.1. Training and raising the awareness of the Human Resources staff on the principle of gender equality on the labor market and in the university environment	Training and awareness-raising program which will incorporate elements such as creating equal opportunities for employment and promotion, provisions related to parental leave and other forms of leave and benefits for caring for family members, clauses related to sexual and moral harassment at work	2022	ATHENA project team	ATHENA Project

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3.2. Increasing the level of knowledge and understanding of the ethical obligations associated with an academic career, including obligations to prevent gender discrimination, as well as to prevent and discourage sexual harassment.	Pilot program to raise awarness on the requirements of an academic career through a short online training on professional ethical obligations, including non-discrimination, prevention and deterrence of sexual harassment, and the principle of equal opportunities for women and men.	2024	GEPI Committee Ethics Committee / Committees	N/A
3.3. Revising the framework methodology for granting professional bonuses to teaching and administrative staff.	Analysing data on the evolution of women-men ratio in the number of bonuses awarded and the development of a gender sensitive framework methodology for granting professional bonuses to teaching and administrative staff.	2022	Human Resources department	UB's own resources
3.4. Monitoring the professional trajectory of UB graduates with the presentation of gender-disaggregated data	Annual reports on the professional trajectory of UB graduates.	2024	UB's Statistics Office	UB's own resources

Objective 4. Integrating the Gender Dimension in Interdisciplinary Academic Research

The University of Bucharest has developed a series of research structures (research centers and groups, The Research Institute of the UB). In some, especially in the area of the social and political sciences, there is a strong research interest in the field of gender studies (CPES – Center for Equal Opportunities' Policies, FSP). The UB is also part of various European and international research networks that take into consideration seriously the gender dimension of research. A master's programme at the Faculty of Political Science, or courses at other faculties (especially in the field of humanities and social sciences) also integrate gender studies research topics. On the other hand, the initial documentation showed a certain lack of interest in the area of interdisciplinary research (with reference especially to the fields of science) involving gender issues.

It was also noted a lack of statistical and qualitative data on the gender dimension that would enable the obtaining of full *de facto* knowledge regarding UB's progress in the area of gender equality. The existing data collection system can be developed so as to gradually integrate more advanced indicators

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on gender issues (such as research data and information on the gender of researchers and their research results in articles and projects). In the context of the general underfunding of research in Romania, the integration of gender issues in academic research can, of course, be done by identifying appropriate sources of financing.

Objective 4 – Integrating the Gender Dimension in Interdisciplinary Academic Research				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
4.1. Familiarization of UB teaching and research staff with the strategy of gender mainstreaming (GM) in academic research.	Organizing a pilot training program on gender mainstreaming. Continuing this program through peer learning programs such as those already existing at the UB	2022–2023	Rector's Office and the ATHENA team; UB peer learning program (FPSE)	ATHENA Project
4.2. Establishing an informal network of researchers interested in interdisciplinary research in the field	Informal interdisciplinary and interdepartmental network of researchers who are using a gender mainstreaming approach	2022	ATHENA project team	ATHENA Project
4.3. Financial allocation at UB level for research projects that propose a gender mainstreaming approach.	Developing a priority funding area (or granting an evaluation bonus) for research projects that have a gender mainstreaming approach	2024	GEPI/Rector's Office	UB's own resources
4.4. Starting a research program on the contribution of women to the development of higher education and research in Romania	Research program on women's contribution to the development of research and higher education in Romania (historical dimension)	2023	GEPI and the Faculty of History	Identification of funding sources
4.5. Development of a platform on the website of the UB Research Institute (ICUB) dedicated to research in the field of gender equality	**4.5.1.** Development of a platform on the ICUB website for research in the field **4.5.2.** Creating a register with researchers from the University of Bucharest specialized/with interest in this field	2022 2023	ICUB / Informal network with support from the ATHENA team	UB's own resources
4.6. Starting an interdisciplinary research plan with a gender component	Interdisciplinary research plan on gender equality issues, focusing on relevant issues regarding the 8 thematic areas of the GEP	2023–2024	ICUB and Rector's Office	Identification of funding sources
4.7. Starting a collection of gender studies	Editorial plan established together with the UB Publishing House	2023–2024	Rector's Office / UB Publishing house	UB's own resources

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Objective 5. Integrating the Gender Dimension in the Content of Academic Programmes

Preliminary research underpinning this plan has shown a low presence of programmes explicitly dedicated to gender studies (e.g., the Master's programme in Equal Opportunities Policies at the Faculty of Political Science) or programs that integrate thematic issues (GM). In the area of natural and exact sciences, such interest is non-existent. At the same time, there are currently a significant number of academics with skills in the field. Sometimes challenged, but most often integrated into the curriculum of renowned European and international universities, the field of gender studies (either as separate programs or through integration in classical disciplines) has proven its credibility and added value as an interdisciplinary scientific field of analysis of social institutions and structures.

Objective 5. – Integrating the Gender Dimension in the Academic Curriculum				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
5.1. Interdisciplinary summer school on gender studies for undergraduate students	Organizing a summer school on gender studies for undergraduate students (with a focus on students in STEM)	2023–2024	GEPI	Identification of funding sources
5.2. Pilot analysis on the gender dimension in the curriculum of a faculty	Research report	2024	GEPI/Faculty of Sociology	Identification of funding sources for research, specialists in the field from UB
5.3. Promoting inter-university partnerships in the domain of teaching gender studies.	Partnerships established	2023–2024	Rector's Office, Faculties	Identifying inter-university partnerships for participation in projects in the field of gender studies

Objective 6. Work Life – Family Life Balance and Care Responsibilities

On the time of publication of this report, UB does not have sufficiently clear policies aimed at balancing professional and personal / family life. It does not have a set of measures or an institutional policy adopted to support teaching staff with caregiving responsibilities. Existing UB commitments to support measures for reconciling work and family life are not communicated regularly, consistently, and clearly. Employees with care responsibilities (either for their own children or for elders) noted that they are most often helped by the job's flexibility and by support provided informally by

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colleagues and the administration, but that there are no formalized support arrangements. Faculties do not have clear policies in this regard; there are no schemes to make working hours more flexible for employees with care obligations. Also, students who have care responsibilities (young parents, students with younger siblings or other relatives in their care, etc.) do not receive institutional support from the university. Students benefit from general legal provisions, but the UB does not have enough specific measures to help them.

Objective 6. – Work Life – Family Life Balance and Care Responsibilities				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
6.1. Promoting work life – personal life balance by establishing a scheme to make working time more flexible for UB employees	Rules/Regulation regarding flexible working time	2022	Rector's Office	UB's own resources
6.2. Promoting the reconciliation of student's educational and care obligations in order to encourage tertiary education for all young people, regardless of family obligations	Regulations regarding the attendance regime of students with care obligations, especially of young mothers	2023	Rector's Office	UB's own resources
6.3 Organizing an education and care structure for pre-school and young school children of UB's staff and students	Opportunity assessment report and identification of funding sources	2024	GEPI	UB's own resources
6.4. Institutional communication of UB's commitment to work life – personal life balance	Communications on UB's website and other platforms	2023	GEPI/ Office for Gender Equality	

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Objective 7. Preventing and Combating Sexual Harassment and Gender Discrimination

The topic of sexual harassment and gender discrimination is rather a taboo within the UB. It is approached only informally, and is often seen by community members as a private issue rather than a public one. The University of Bucharest has a policy on combating sexual harassment as well as punishing discriminatory behavior, including on the basis of gender. However, this policy and the reporting procedures for such incidents are still ineffective and little known within the wider UB community. There is a lack of awareness campaigns on gender discrimination, and also on the nature and consequences of sexual harassment. There is also a lack of specific training tailored to each target group in the University on this subject. Ethics commissions, theoretically mandated to deal with such cases, do not have trained personnel to address such specific issues. These shortcomings discourage victims from making formal complaints or seeking help, and shape a rather indifferent/neutral organizational culture in relation to gender-based violence.

Objective 7 – Preventing and Combating Sexual Harassment and Gender Discrimination				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
7.1. Establishing an effective and transparent mechanism for investigating incidents of sexual harassment and gender discrimination in UB. • Partnership between the University's Ethics Commission, the GEPI Committee and the Office for Gender Equality for establishing ways to receive complaints of, investigate and resolve incidents of sexual harassment • Permanent communication of this mechanism to all UB members	**7.1.1.** Procedure for recording and researching incidents of sexual harassment and gender discrimination **7.1.2.** Procedure for advising petitioners **7.1.3.** Procedure for investigating and communicating the investigation's result **7.1.4.** Procedure for communicating the operation of the mechanism, and how to file complaints in cases of sexual harassment	2023	Office for Gender Equality, GEPI, Rector's Office	UB's own resources
7.2. Campaign on combating discrimination and sexual harassment in the UB carried out by students through student associations and through partnerships with relevant NGOs	Number of campaigns and their audience	2023–2024	Office for Gender Equality, Student associations, Rector's Office	FDI
7.3. Developing training material (possibly online) on combating sexual harassment and gender discrimination. The training will be addressed to both new students and UB employees	Online training program on combating sexual harassment and gender discrimination	2024	Office for Gender Equality, Rector's Office, Faculty of Foreign Languages	FDI

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Objective 8. Institutional Communication for Gender Equality

Gender equality is an integral part of the principles and values stipulated in the University of Bucharest's strategic documents, such as UB's Mission and the University Charter. However, the UB does not communicate enough on these commitments, it does not hold enough communication events about the activities it carries out in support of the promotion of gender equality among students and teachers. The UB does not include communication on gender equality among topics of strategic interest. The proposed measures will support the improvement of the institutional communication on the matter, a communication which, in the medium and long term, will be able to reduce, through correct information, the unfavorable reactions to the implementation of the GEP.

Objective 8 – Institutional communication for gender equality				
Measure	**Indicator**	**Duration**	**Responsibility**	**Resources**
8.1. Gender Equality website of the University of Bucharest.	Website	2022	ATHENA Team, UB's Communications Department	ATHENA Project
8.2. Efforts to increase the visibility of women's contribution to the development of higher education and research (renaming lecture theatres, classrooms, series of conferences, events, awards, etc.)	**8.2.1.** Recommendations formulated and sent to all UB Faculties regarding a better emphasis of personalities in specific fields, focusing on women. **8.2.2.** Concrete initiatives, such as: information on the pages of the faculties, events dedicated to the work of some personalities, renaming some rooms, portraits of female personalities, etc.)	2022 2023	Rector's Office, Deans' Offices Office for Gender Equality	UB's own resources
8.3 Communications plan regarding gender equality within the UB.	Communication plan and calendar of activities to promote gender equality: diversity month, women's rights month, campaign to prevent and combat domestic violence, research excellence among women / Women in Science	2022 – 2024	UB's Communications Office with GEPI and the ATHENA Team	UB's own resources

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8.4. International conference on the promotion of gender equality in universities and research units. Promoting collaboration with other Romanian universities and institutes that have developed/are in the process of developing GEPs.	International conference on the promotion of gender equality in universities and research units.	2023	ATHENA Team, Rector's Office, Office for Gender Equality	ATHENA Project
8.5. Promoting an inclusive language in all official communications of the University of Bucharest.	Developing a friendly guide to promoting inclusive language with terminological clarifications and concrete examples	2024	Office for Gender Equality and UB's Communications Office	FDI