

Gen.IN.UALG: Gender and Inclusion at the University of Algarve

The initiatives are organized by area: 1. Gender (dis)equality at work (essentially aimed at staff, teachers, non-teaching staff and researchers); 2. Gender diversity (essentially aimed at students and scholarship holders); 3. Living (n)academia (aimed at the entire university community).

The initiatives, designed three per area, are intended to integrate the entire academic community.

To present the global perspective of the Ge.IN.UALG initiative, as well as the actions planned for 2024, an online session will be held on **21 December 2023** (14h) for the entire academic community. The aim of this session is to: 1. present the monitoring results; 2. involve the community in the actions to be carried out in 2024.

Session:

<https://videoconf->

<colibri.zoom.us/j/96980116410?pwd=QmZtS0t3M01OMVFNbmVHTnE1bzAwZz09>

ID: 969 8011 6410

Senha: 829031

1. Gender (dis)equality at work.

To organize thematic sessions that seek to provide information and promote the exchange of experiences, actions, and recommendations in order to contribute to an inclusive university (promote an inclusive organizational culture).

To meet objectives 1 and 2 of UAlg's Equality and Inclusion Plan: Objective 1 - Integrate the gender dimension into UAlg's institutional structure; Objective 2 - Intensify an organizational culture that promotes gender equality and inclusion - behaviors and communication.

Frequency: one session every two months

Guest: one per theme / session, with a UAlg moderator one colleague from SEA_EU invited to share experiences

Dynamization: Hybrid format

Session 1	
Gender equality at work in Portugal: The case of Academia	
Duration:	1h30
General Objective:	To raise awareness of gender (dis)equality in higher education institutions
Target audience:	Teaching and non-teaching staff and researchers
Guest speaker:	Cristina Vieira: has a degree in Psychology (1991), Faculty of Psychology and Educational Sciences of the University of Coimbra (FPCEUC), Portugal, and a PhD in Educational Sciences, in the specialization of Educational Psychology (2003), by the same institution. She began her Academic Career in 1992, at FPCEUC, being Associate Professor since 2015. Her research interests have been centered on issues concerning gender and education throughout the life cycle, with a major focus in contexts such as family and school. She also teaches optional curricular units related to such issues: Adult Education and Citizenship (master's degree); Gender, Education, and Citizenship (Graduation in Education). Since 2023 she is also University of Coimbra Student's Ombudsperson.
Closing	UALG Gender Equality Team
Date	24 of January of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/97712538293?pwd=NjFzRjQ0MDR4dGRReHdoa241Ni85QT09 ID da reunião: 977 1253 8293 Senha: 772396

Session 2	
Dignity at Work: Harassment and violence in the workplace	
Duration:	1h30
General	Characterization of the concept of decent work and its implications.
Objective:	Analyzing the concepts of harassment and violence in the workplace. Defending the values of non-discrimination and combating harassment at work, considering harassment at work as a violation of the concept of decent work
Target audience:	Teaching and non-teaching staff and researchers
Guest speaker:	Sónia P. Gonçalves: Professora Auxiliar, Instituto Superior de Ciências Sociais e Políticas, Universidade de Lisboa (to confirm)
Date	27 of March of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/91085604734?pwd=WFFhTkducHJZWVU1ZEZFMGxDNIZ1UT09 ID da reunião: 910 8560 4734 Senha: 596796
Session 3	
Working environment and work-related risks: Reconciling work and family life	
Duration:	1h30
General	Analyze work-related risks. Discuss work-life challenges (work-family conflict, family-work conflict; organizational culture of work-life balance), by gender.
Objective:	
Target audience:	Teaching and non-teaching staff and researchers
Guest speaker:	To confirm.
Date	29 of May of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/91970220911?pwd=QXJEZ3JheVFpaURocVh3Z0dHUHRIUT09 ID da reunião: 919 7022 0911 Senha: 389165

2. Gender Diversity

Beyond Barriers; All Colors; Rainbow for All: Diversity and Equality at UAlg

Objective: To promote socially responsible and inclusive citizenship, with respect for dignity, equality and the right to difference, so that everyone can fulfil their potential.

To meet objectives 3 and 4 of the UAlg Equality and Inclusion Plan: Promote values that facilitate well-being and the reconciliation of professional / student, family and personal life, in the gender dimension; mitigate the gender imbalance in teaching, research and innovation.

Frequency: one session every two months

Guest: one per theme / session, with a moderator from UAlg

Dynamization: Hybrid format

Session 1	Diversities in Academia
Duration:	1h30
General	Introduction to the themes: Sex and gender identity
Objective:	
Target audience:	Students
Guest speaker:	To confirm
Date:	28 of February of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/97507186442?pwd=cWVWMXB1Ni96VXdGemRscKpnB29vQT09 ID da reunião: 975 0718 6442 Senha: 333630

Sessão 2	Combating sexual violence and discrimination
Duration:	1h30
General	Characterize the concepts and dimensions (harassment, violence and discrimination)
Objective:	
Target audience:	Students
Guest speaker:	To confirm
Date:	24 of April of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/95312130054?pwd=aGk2TUZXWjVRN2NMR0s4OEZFejRkdz09 ID da reunião: 953 1213 0054 Senha: 137489

Session 3	Promoting sexual inclusion: Inclusive institutional context
Duration:	1h30
General Objective:	Discussing the promotion of an inclusive university context: from me to the other
Target audience:	Students
Guest speaker:	To confirm
Date:	26 of June of 2024, 14h-15h30 https://videoconf- colibri.zoom.us/j/98074043161?pwd=bnNCb2VaVWVvVlFjbjdZWmRIYURGUT09 ID da reunião: 980 7404 3161 Senha: 815007

3. Living (in) the Academy

Objective: To encourage the creation of training activities in the areas of gender equality, inclusion and well-being (or non-discrimination).

Frequency: one session every two months

Guest: one per theme / session, with a UAlg moderator

Dynamization: Hybrid format

Session 1	Inclusive Writing
Duration:	1h30
General Objective:	Promoting gender equality in written language.
Target audience:	all university community
Guest speaker:	To confirm
Date:	26 of January of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/93830835504?pwd=QkMyYzZ2RjNXl0kvVHgrUjMxdE1kdz09 ID da reunião: 938 3083 5504 Senha: 552003
Session 2	Protecting the exercise of the right to identity and individual expression
Duration:	1h30
General Objective:	Discuss the right to (self-determination of) gender identity and the right to non-discrimination on the grounds of gender identity as fundamental rights (Portuguese Constitution, international and European human rights standards)
Target audience:	all university community
Guest speaker:	To confirm
Date:	29 of March of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/97786608393?pwd=bEJKckptSVJRbk10dzFnc2lGTXBnZz09 ID da reunião: 977 8660 8393 Senha: 979357

Session 3 Well-being at the Academia	
Duration:	1h30
General Objective:	To raise critical awareness in order to promote active citizenship, which is fundamental to promoting an inclusive environment that respects diversity. Analyzing the concept of well-being, capitalizing on virtues and fostering the quality of interpersonal relationships, boosting a sense of belonging.
Target audience:	all university community
Guest speaker:	To confirm
Date:	31 of May of 2024, 14h-15h30 https://videoconf-colibri.zoom.us/j/94227925986?pwd=dVBCUnJ3L0h1T2daQ2xjN29ZaCs4UT09 ID da reunião: 942 2792 5986 Senha: 545436