

For the SDG5 Cluster the University of Bologna is editing a publication on Gender Equality in Higher Education, which is part of a IAU publications series promoting the work undertaken by universities from around the world to achieve the 17 Sustainable Development Goals identified in Agenda 2030. The publication is composed by some of the actions launched and endorsed by IAU universities and partner institutions – not limited to the Satellites of the SDG5 cluster – to support gender equality and equity and to promote inclusion and diversity as well as to enhance connections between higher education, Academia and the civil society and other stakeholders. UNIBO has collected data from all partners that have identified institutions, policies, and actions of each participant University. It is now implementing the collaboration within the SDG5 Cluster by preparing a new questionnaire to map and identify the areas where actions can be promoted, shared, or improved. The questionnaire will function as a survey of the different interpretations, approaches and policies about gender equality and equity, inclusion of diversities and intersectionality of discriminations; but it is also conceived as an instrument to implement and develop common standards to support and share good practices.

UNIBO has several internal institutions and bodies that support gender equality and inclusion, in particular the Vice Rector for Human Resources, the Delegate of the Rector for Equal Opportunities, The Delegate of the Rector for Occupational Well-Being, the Confidential Counsellor, and the CUG (Guarantee Committee for Equal Opportunities, Employee Wellbeing and non Discrimination at Work). CUG has proactive, consultative and monitoring functions, fostering the dissemination of a culture of equal opportunities, ensuring wellbeing and non-discrimination at work, within the competences laid down in article 14 of the University Statute. Following the international Gender Inequality Index (GII) – for measurement of gender disparity among different countries and introduced in the 2010 Human Development Report 20th anniversary edition by the United Nations Development Programme (UNDP) – UNIBO has introduced the UGII index (University Gender Inequality Index) in order to monitor the application of the Italian national policy regarding the elimination of the gender pay gap as stated in the Italian Constitutional Chart, art. 37, where it is written: “Working women are entitled to equal rights and, for comparable jobs, equal pay as men”. UNIBO provides these data per year in its Gender Equality Annual Report. Among the many, the aims of this annual report are to contrast gender biases in the evaluation and recruitment of professors and researchers, to track and improve women’s application rates, and to monitor the enrolment of students divided by gender for each course of study as well as the progress in studies of female students compared to male students. Among the projects on gender equality, PLOTINA, Promoting Gender Balance and Inclusion in Research, Innovation and Training (H2020, role: Coordinator) (2016-2020), aims at enabling the development, implementation and assessment of self-tailored Gender Equality Plans with innovative strategies for the RPOs involved, by: stimulating a gender-aware culture change; promoting career-development of researchers to prevent the waste of talent, particularly for women; ensuring diversification of views in research and teaching. UNIBO has also improved the implementation of parental (maternity and paternity) policies to support women’s participation and well-being at work with the introduction in the internal research evaluation procedure of the consideration of maternity and parental leave periods in order to reach a more equal assessment in the Gender Equality Plan; the launch of a campaign to encourage paternal leave; but also the enhancement of the accessibility to childcare facilities – the University has inaugurated a baby pit stop where students, teachers and administrative staff can change and breastfeed their children, but the project is also to build a new nursery, in addition to the already existing one, open to the children of employees (the nursery follows policies connected to SDG's in particular SDG 5 in order to overcome gender stereotypes in all fields and against all forms of discrimination, and it has established formal exchanges and connections with other European nurseries). Furthermore, UNIBO participates in a national equality plan that allows transgender people (students and staff) to adopt an ‘alias career’, as part of the University policy to fight gender identity discrimination. UNIBO has expanded its offer of Mentoring and Empowerment courses to improve visibility, self-confidence, negotiating and leadership skills, particularly dedicated to the underrepresented gender

(e.g. GEMMA Master degree in Women's and Gender Studies; MeTra, Research Centre on Mediation and Translation by and for children and young adults; G-Book, project on Gender identity: Child Readers and Library Collections; specific courses on Diversity Management; Alma Gender Integrated Research Team). Following this target UNIBO has also enhanced the promotion of campaigns within and outside the institution to make women's contribution to research more visible especially in those areas in which they are underrepresented (e.g. WiTEC – Women in Science, Engineering and Technology in European Countries; Project NERD, to support the knowledge of IT and computer science among young female students; "Women in CTA" organised with the Cherenkov Telescope Array CTA to testify and support women participation in STEM). UNIBO has organised many events to support campaigns, conferences and seminar for the elimination of violence against women. UNIBO has finalised a project on "Gender and Language" devoted to the implementation of gender visibility within all the university processes (documents, titles and so on) and providing staff and faculty with guidelines. The Italian language in fact uses the male as including both men and women: gender visibility in Italian language is a positive action for equality. UNIBO participates in the national working group for the CRUI (The Conference of Italian University Rectors) on gender equality plans and gender education. It is also part of the leading group for Gender, Diversity and inclusion for the GUILD of European Research-Intensive Universities.

Among the many actions undertaken by UNIBO to face covid-19 emergency and support its community of staff and students but also the entire city community, many of them are related to and relevant for the SDG5. For example, #UniboSera offers the entire university and city community the opportunity to follow to short speeches, dialogues and debates every evening posted on its institutional social networks and youtube – the majority of these talks address themes such as human rights, inclusion of diversity, new forms of social solidarity and living; online assistance and meetings to support international students blocked in the country due to the emergency; online lessons, exams, discussions of final dissertations, PhD discussions to ensure students not to be stopped in their career; the Psychological Help-Desk providing remote assistance to staff and students; special paid parental leave to cope with the suspension of educational services and didactics in schools.