

University of Bologna

The University of Bologna has published its eighth edition of the [Gender Equality Annual Report](#) (UNIBO has currently finished preparing the ninth edition which will be published later this year), a document that allows to monitor and acknowledge the complexity of its community in terms of the diversities that compose and enrich it and, above all, to recognise the gaps that still pervade it. It is also a useful instrument to set targeted policies that can help implementing one of the founding principles of the 2022-2027 Strategic Plan, namely to “foster fairness, sustainability, inclusion and respect for diversity in all areas”.

Numerous actions and services already present have been strengthened and new ones have been implemented. For example, besides the first Helpdesk against Gender Based Violence in Bologna, as a multi-campus university UNIBO has opened two new helpdesks: one in November 2023 in Forlì campus, in collaboration with the Department of Interpretation and Translation, and one in May 2024 in Ravenna. The latter is dedicated in particular to combating forms of discriminations against LGBTQIA+ subjects and based on gender identity and sexual orientation. All [the information can be found here](#).

Additionally, to advance the empowerment of all women and girls, ensure gender mainstreaming, and embrace diversity, as well as to prevent and address gender violence, UNIBO has promoted a comprehensive programme of initiatives, targeting not only the academic community but also civil society. Among the aforementioned: an intense [series of events](#) for the occasion of the “16 Days of Activism Against Gender-Based Violence”; a conference on “Gender inequalities in the access to Italian labour market”; seminars on “E-quality for science”, “The integration of gender dimension in research”, and “Questioning masculinity”; the [Positive Action Plan](#) of the Guarantee Committee for Equal Opportunities – CUG; the participation to the online “Virtual Fair” for Bachelor and Master students with the stand “Alma Gender, Diversity and Inclusion”.

All related activities, services, institutional documents and guarantee bodies can be access via the webpage on [Equity, Diversity and Inclusion](#).

As SDG5 Cluster, in April 2024 UNIBO has organised an online meeting with the satellite partners and other IAU’s institutions to enhance potential and achievable future joint actions. In particular, it was distributed a questionnaire to map existing good practices focused on SDG 5 and based on the recommended building blocks suggested by the European Commission for the structuring of Gender Equality Plans (Gender balance in leadership and decision-making; Gender equality in recruitment and career development; Integration of gender dimension in research and teaching; Work-life balance and organisational culture; Measures against gender violence). Especially, it was discussed the necessity to keep as much as possible an intersectional approach.

American International University-Bangladesh (AIUB)

American International University-Bangladesh (AIUB) is a vibrant learning community that empowers women by providing an inclusive and supportive environment, ensuring a non-discriminatory education system, equal services, and opportunities for all.

- **AIUB Women Forum**, established in 2015, empowers women in decision-making through education, entrepreneurship, and leadership, bringing together women's rights activists, NGOs, and influential female entrepreneurs. It addresses barriers to opportunities in education, industry, and political leadership while organizing awareness programs to promote women's rights and equality.
- In 2023, AIUB organized a two-day long program hosted Gender Justice and Diversity program “**Shomotontro**”. Additionally, AIUB is currently working with “**WePower**” to promote women's participation in the energy and power sector workforce. Furthermore, AIUB is currently conducting research **Magna Charta Universitatum (MCU)** on women's empowerment, sustainable housing, and education for the underprivileged. AIUB offers women's entrepreneurship development programs in collaboration with City Bank and Orange Corners.
- AIUB has implemented numerous **non-discrimination policies** across its operations and annually publishes a comprehensive **SDG report**, including SDG 5: Gender Equality. The university regularly organizes and participates in various programs, conducts research, and engages the community on issues of gender equality and non-discrimination.
- Various scholarships are available for female students, including the female-focused "**Dr. Anwarul Abedin Scholarship Grant for Female University Students**". The campus provides **supportive infrastructural facilities** and offers numerous service/benefits including Day Care facilities, Equality, Diversity and Inclusion (EDI) Center services and many others to female students and employees. The university ensures systematic tracking, continuous monitoring, provides academic and mental counseling, and other services.

Assam Don Bosco University

Since summer 2023, significant progress has been made at Assam Don Bosco University, Assam, India, in promoting gender equality through various initiatives. The VanitAgrata Women Empowerment Cell organized free digital literacy training sessions, equipping women and girls with

essential digital skills. Gender equality campus drives were also carried out from time to time to raise awareness among several stakeholders at the university. The Gender Amity Committee also launched awareness drives, including seminars on women's rights and the importance of gender inclusivity.

OUI-IOHE

The [OUI IOHE](#) facilitates the connection of the women presidents of its member institutions with their peers in the world through alliances with strategic partners such as the World Women University Presidents Forum (WWUPF) allowing its participation in the annual forum in China whose last edition took place in May 2024; promotes training through its Gender Policies in Higher Education Institutions Course and opens spaces for discussion and promotion of this topic in the Conference of the Americas on International Education ([CAEI](#)) whose last edition was held in November 2023 in the United States. In addition, our Space for Women Leaders in Higher Education (EMULIES), we continue to promote and strengthen women's leadership and the permanent link between women rectors of the American continent".

McMaster University

McMaster University is a leader in providing a welcoming and inclusive environment and a range of programs focused on non-discrimination for women and transgender people. Recent SDG 5 'Gender Equality' related initiatives/achievements include:

- [Period Equity Project](#) is a currently in the pilot stage. Launched in January 2023, the Project provides free menstrual products on campus to select washrooms on campus to assess the need for this service and to advocate for the viability of period equity at McMaster. As the project moves out of the pilot stage, more washrooms on campus will be serviced with free menstrual products. As of November 2023, the Project has distributed more than 45,000 free menstrual products to the McMaster community.
- [Combating Breast Cancer, especially in women of colour](#): Researchers at McMaster are *trying to understand the racial disparities in triple negative breast cancer in general, and in Black women in particular, to figure out what's contributing to those disparities*. Studies show in the US, where they collect race-based data, research conducted by visible minority researchers and focused on visible minority populations is among the least funded. This research therefore looks to combat breast cancer, especially in women of color. In addition to her research, Dr. Juliet Daniel works with community organizations to raise awareness and

education about this deadly cancer — especially for women who don't have access to support and options.

- Using Statistics Canada's Labour Force Survey, researchers at McMaster conducted [a study on long-term trends in physician work hours with data from 1987 to 2021](#). Researchers noted that physicians in Canada, especially male physicians, are working fewer hours than they did three decades ago, especially among male and married physicians, suggesting a shift towards better work-life balance. Researchers hope the findings will help governments make smart health-care policy decisions, inform physician work force planning, and foster gender equity.

UNESP, São Paulo State University

UNESP, São Paulo State University, with 34 colleges and institutes distributed in 24 cities offers 134 undergraduate courses, 245 Master and Doctorate courses; has more than 47,000 students, more than 3,000 lectures or professors, 3 veterinarian hospitals, 5 farms, 3 technical colleges, 33 libraries.

The university has a confrontation policy towards inequity. Each college and institutes present their own policy sustained in the ones suggested by the general administration.

In 2023, **CAADI** (Diversity, Equity and Affirmative Action Coordination) developed actions such as the combat of validation of violence and discrimination and provided to the whole community courses on Gender, Feminisms and violence, Coping strategies for LGBTQIANP+Phobia, among others (<https://www2.unesp.br/portal#!/caadi/>).

As for our Institute (UNESP/IBILCE) and research group Gender and Race (dgp.cnpq.br/dgp/espelhogrupo/0849554280348877), we offered a subject for undergraduate students (Literature, Gender and Race) and lectures with invited guests. We also organized an e-book, with free download, disposable at: https://editoradevires.com.br/sdm_downloads/decolonizando-saberes-interseccionados-na-literatura-e-na-educacao/

The e-book is a result of a course given to teachers with collaboration of the University of Sherbrook (Canada), University of NorthWestern (USA), University Computense Madrid (Spain), University of Salamanca (Spain), Ohio State University (USA) and Concordia University (Canada).



The University of Tsukuba

The University of Tsukuba Empirical Social Science Research Center for Policy Solutions to Disparities and Inequalities (DDPI) headed by Hidehiro Yamamoto hosted a session at the Tsukuba Conference titled “The Role of Humanities and Social Sciences in the International Co-creative Strategies Beyond SDGs” on the 26th of September, 2023. In this session we had several presentations related to gender and inequality and discussed the role of humanities and social sciences.