



CENTRO STUDI VILLA MONTESCA  
FONDAZIONE

# GENDER EQUALITY PLAN



Decision 2021/764 of 10 May 2021, which identifies the priority of "gender equality, including the integration of gender dimension in the R&I content".

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#### List of Italian Acronyms

BdG	Bilancio di Genere (Gender Balance Sheet)
CE	Commissione Europea (European Commission)
CTS	Comitato Tecnico Scientifico (Scientific- Technical Committee STC)
CUG	Comitato Unico di Garanzia (Guarantee Committee)
GIS	Gender Information System
GEP	Gender Equality Plan
MUR	Ministero dell'Università e della Ricerca (Italian Ministry of University and Research)
PIAO	Piano Integrato di Attività e Organizzazione (Integrated Plan of Actions)
PAP	Piano delle Azioni Positive (Positive Actions Programme)
R&I	Ricerca&Innovazione
SMVP	Sistema di Misurazione e Valutazione della Performance
BdG	Bilancio di Genere (Gender Balance Sheet)
CE	Commissione Europea (European Commission)

Approved by Fondazione Villa Montesca's Board of Ministers



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## Introduction

The Foundation Gender Equality Plan (GEP) aims at enhancing the full participation of people in the Foundation life by reducing gender inequality through a series of internally consistent actions pursued over the three-year period of 2022 to 2024.

The GEP pursues two main goals:

- giving continuity and coherence to the policies for gender equality already undertaken by the Foundation;
- placing them in a specific and local context.

With regard to the first objective, the Foundation, which considers gender equality a fundamental and inalienable right, has, for some time now, paid attention to combating all forms of violence and harassment linked to gender, sexual orientation and gender identity.

However, it should be noted that the tools identified in the GEP have been designed to integrate measures that have already existed for some time and that the Foundation has identified and launched to pursue correct gender policies.

The GEP is, therefore, a tool designed to foster cultural change, intending to build an open and inclusive learning, research and work environment, where the fairness of treatment and freedom from discrimination are clearly perceived, and which conveys to the Foundation staff and community a sense of belonging, shared goals and opportunities for growth.

The GEP is available on [www.montesca.eu/2.0/gep/](http://www.montesca.eu/2.0/gep/).

In conclusion, the GEP is an overall assumption of responsibility by our Foundation on the processes of valuing differences, with specific reference to gender differences. In this sense, it also proposes to give an exhaustive and comprehensible account of the correct use of resources and the production of results in line with its objectives.



## Key areas, objectives and actions

The Foundation Gender Equality Plan is realized under the model proposed by the Ministry of the University in Italy that has been reviewed in order to be adapted and properly revised. It aims at achieving 10 objectives in the three-year period 2022-2024 through the implementation of 26 strategic actions divided into 5 areas of intervention.

### **KA1: Working-life balance, acting on organizational culture and the fight against stereotypes**

The aim is therefore to encourage the promotion of an organizational culture based on respect for and appreciation of differences, and to support the reconciliation of work and parenthood, the construction of an inclusive working environment and the enhancement of organizational profiles that can facilitate the achievement of these goals.

Actions to be pursued:

1. creation of a Gender Information Management System (GIS) based on gender-sensitive and/or gender-disaggregated data collection based on the results achieved in the EU research projects and on the Training activities;
2. preparation of internal regulations on agile working and telecommuting;
3. creation of “child-friendly spaces” if required;
4. mentors for coaching after returning from parental leave or for other reasons;

### **KA2: Gender balance in leadership and decision-making**

The foundation has two different goals: to map gender imbalances in leadership positions and decision-making bodies and promote underrepresented gender’s participation in decision-making bodies.

Actions to be pursued:

1. Foreseeing future Regulations on the election of the Bodies' elective components within 2023 on the basis of the public Bodies regulation that appoint the member of the Boards considering the regulation for the appointment of member by Italian Public Bodies
2. Assuring a balance in the roles of responsibility in the projects coordination

### **KA3: gender equality in recruitment and career progression**

The Foundation aims to develop specific skills related to gender equality, diversity and people's rights to promote the advancement of underrepresented gender in all disciplines and reduce horizontal segregation.

Actions to be pursued:

1. targeted orientation projects in schools to combat gender stereotypes in scientific research;
2. transformative mentoring and reverse mentoring programs for the development of soft skills of young female scholars, with specific reference to fields with greater gender disparity;
3. introduction of gender balance guidelines in conferences, panels and public events;
4. incentives for direct hiring (pursuant ex art. 1 c. 9 of Law 230/2005) to assure gender balances within the staff;
5. incentives for direct hiring of project managers (pursuant to art. 18 of Law 240/2010) to assure gender balance within the staff;
6. introduction of guidelines for public competition committees that take into account gender balance;
7. mapping bureaucratic positions according to gender.

### **KA4: Integration of the gender dimension into research and teaching content**

The Foundation pursues two different objectives: equal access to research resources and highlighting gender issues in training programs.

Actions to be pursued:

1. encouragement of gender-balanced research groups and incentives to encourage the participation of the underrepresented gender in research networks;
2. inclusion of gender-related themes in all training forms and content.

### **KA5: Combating gender-based violence and moral and sexual harassment**

Our Foundation has two objectives: prevention of harassment and gender-based violence and the evaluation of stereotypes or attitudes underlying harassment and gender-based violence.

Actions to be pursued:



1. Contribution to the implementation of the "Centri Antiviolenza" (centres and shelters open to victims of stalking, gender-based, domestic, sexual and economic violence) in the Municipality of Città di Castello and in Umbria region
2. organisation of events and initiatives against harassment and gender-based violence;
3. design and administration of surveys on gender discrimination.



## Conclusion

The GEP comprises a series of specific measures typically included in GEPs:

1. Work-life balance, and organisational culture;
2. gender balance in leadership and decision-making;
3. gender equality in recruitment and career progression;
4. integration of the gender dimension into research and teaching content;
5. measures against gender-based violence, including sexual harassment.

The detailed description of these measures, contained in the previous parts of this GEP, should be interpreted as pieces of a mosaic, part of a complete picture, consistent with nza's strategic objectives, acting on four different levels: strategic, cultural, communicative and organisational.

### First Objective: Strategic

1. Understanding the elements that make up gender diversity and identify the factors to be investigated and intervened upon;
2. developing and analysing data from the Focus Groups that the Foundation intends to carry out in order to understand the extent of the gender gap and identify the cultural origin of this stereotype.

### Second Objective: Cultural

1. Organizing a series of training activities to raise awareness of gender equality and identify unconscious biases. As thoroughly described in the previous sections mentoring, orientation and tutoring activities will be organised for different audiences (from secondary schools to internal projects for the staff);
2. audits of internal regulations, guidelines for good practices, specific research and Outreach funding, and communication initiatives;
3. planning of networking initiatives between the Foundation and the gender specialized international centers ;
4. creation, in collaboration with the Municipality of Città di Castello of an "Sportello anti-violenza" (anti-violence desk).



At the same time, we want to reaffirm a perspective of gender equity in all disciplines, research, teaching, outreach activities, career progression and participation in decision-making processes within our Foundation. This objective is also reflected in the need to monitor, report, and, where necessary, sanction gender-related abuse or harassment and support and embrace those affected.

### **Third Objective: Communicative**

1. creation of a specific area of our website's home page where actions related to the GEP are systematically highlighted.

### **Fourth Objective: Organisational**

1. Creation of a steering committee, the GEP TEAM comprising various components of the academic world, whose task is to coordinate all the actions planned and the Foundation bodies involved in the project to ensure a smooth running of all the elements. Further responsibilities of the GEP TEAM are:

- Contacts with the main stakeholders
- Engaging with external experts and bodies

The GEP TEAM will meet every year and the results of its monitoring will be shared and discussed, on an annual basis.

In this context, all actions related to the attempt to offer all members of our community the opportunity of a full and balanced fulfilment in private and working life are included. The GEP is not a mere tool for reconciling these two aspects because they cannot be interpreted as conflicting trajectories, with specific reference to the lives of female students, scholars, and workers in our community.

On the contrary, private and professional life paths are engines of human development in continuous synergy for the growth of all individuals and the different organisations they are part of: family, social and work.

The GEP is, therefore, a tool for sharing and coexistence aimed at all the people of the Foundation and its stakeholders, and is designed to further improve our organisational culture, which for a long time now has been based on respect, the ability to welcome and enhancement of that merit which only with equal opportunities has the chance to manifest itself.