



Guidelines for the Promotion of Gender Parity in Panels

Ca' Foscari University of Venice promotes gender balance in scientific events by adopting the guidelines of Conferenza Nazionale degli Organismi di Parità delle Università Italiane, which follow the UN 2030 Agenda (Sustainable Development Goal 5: Achieve gender equality and empower all women and girls).

Conferences, seminars, committees, and scientific boards offer opportunities for universities to build their scientific prestige and public image. These events should involve people who are diverse in terms of ability, sexual orientation, gender identity, age, geographical origin, and ethnicity, so that stereotypes are not perpetuated and these forums are not impoverished.

In order to promote greater inclusion and to overcome the gender asymmetry which often characterises academic events, Ca' Foscari University of Venice has decided to adopt the guidelines below. The academic community is encouraged to take them into consideration when organising public events (such as conferences, debates, book presentations, and so on).

The research and teaching activities conducted at Ca' Foscari University of Venice are shared with the wider civic community during public events, in order to contribute to the development of a culture that is gender equal and truly welcoming of all differences.

The university's Strategic Plan includes this mission in section 7, "Inclusion, social justice, gender equality". Ca' Foscari University of Venice endeavours to identify areas affected by gender bias and inequality and to address them through the implementation of innovative strategies. These strategies have been formulated in the university's Gender Equality Plan (GEP), which outlines the ways in which Ca' Foscari University of Venice has identified gender-equality goals and the indicators employed to monitor their achievement. The GEP has prompted the creation of the "Guidelines for the Promotion of Gender Parity in Panels".



Guidelines

- 1.** Ensure that panels are transversal and inclusive. University events should not reinforce stereotypes regarding scientific skills (in relation to gender or research areas).
- 2.** Create an inclusive environment that can facilitate gender equality in teaching and research activities, by ensuring that every person has equal opportunities in terms of networking and promoting research, as well as in terms of social and economic prestige. To this end, we must provide particular protection to people who belong to an underrepresented gender in their subject area.
- 3.** Ensure equal accessibility to all university events and initiatives.
- 4.** Be mindful of the work-life balance of participants in events. Consider timing and wherever possible provide services such as childcare, if necessary.
- 5.** Use gender-balanced language in event brochures and advertising, and more generally in the university website pages, as recommended by the guidelines for the use of gendered language in administrative documents (MUR).
- 6.** The university and its departments and research centres should consider including gender parity in panels for conferences, meetings and seminars among the criteria considered for the allocation of funding.
- 7.** In allocating funding (by the university or by its departments) to public initiatives that involve the non-academic context, it is fitting that the allocation criteria enhance the value of conferences, meetings and seminars that have equal opportunity objectives, are gender balanced, and involve adequate measures to ensure inclusiveness.
- 8.** Adopt an inclusive approach to differences — e.g. gender, age, geographical origin — in programming and managing initiatives that are open to the general public. Promote balance in the organising and scientific committee. Avoid involving women exclusively in coordinating and discussing roles (only as discussants, presidents or moderators) or exclusively in organisational roles (only in organising committees).