

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](https://libri.zoom.us/j/96980116410?pwd=QmZtS0t3M01OMVFNbmVHTnE1bzAwZz09)

ID: 969 8011 6410

Senha: 829031

1. Gender (dis)equality at work.

Aim: Organize thematic sessions that seek to provide information and promote the exchange of experiences, actions, and recommendations that contribute to an inclusive university (promote an inclusive organizational culture).

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

Frequency: one session every three months

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

Dynamization in an Online 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:	<p>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.</p>
Date	<p>February 21, 2024, 2:00 PM - 3:30 PM</p> <p>https://videoconf-colibri.zoom.us/j/98506903908?pwd=OVRFL1JsbnVqMnFBamp6cWh2YVRKUT09</p> <p>Meeting ID: 985 0690 3908</p> <p>Passcode: 012344</p>

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: professor at ISCSP-University of Lisbon. Researcher in Centre for Public Administration and Public Policies (CAPP-ISCSP) and ISCSP-Wellbeing Mission Unit coordinator. Her research interests focus on how context variables contribute the person health in workplace.
Date	May 21, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/98506903908?pwd=OVRFL1JsbnVqMnFBamp6cWh2YVRKUT09 Meeting ID: 985 0690 3908 Passcode: 012344
Session 3	
Family Time: The Path to Work-Life Balance (In Partnership with ISCSP Wellbeing)	
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:	Catarina Rivero:
Date	July 24, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/98506903908?pwd=OVRFL1JsbnVqMnFBamp6cWh2YVRKUT09 Meeting ID: 985 0690 3908 Passcode: 012344

2. Gender Diversity

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

Aims: 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 goals 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 three months

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

Dynamization in an Online format

Session 1	Discrimination in university context
Duration:	1h30
General	Introduction to the themes: Sex and gender identity
Objective:	
Target audience:	Students
Guest speaker:	To be confirmed
Date:	March 20, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/98682133750?pwd=S2ZNYmR3QzdpV3RyaENIM0IsTHBQUT09 Meeting ID: 986 8213 3750 Passcode: 130081

Session 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 be confirmed
Date:	June 25, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/98682133750?pwd=S2ZNYmR3QzdpV3RyaENIM0IsTHBQUT09 Meeting ID: 986 8213 3750 Passcode: 130081

Session 3	Promoting sexual inclusion: Inclusive institutional context
Duration:	1h30
General	Discussing the promotion of an inclusive university context: from me to others.
Objective:	
Target audience:	Students
Guest speaker:	To confirm
Date:	September 25, 2024, 2:00 PM - 3:30 PM https://videoconf- colibri.zoom.us/j/98682133750?pwd=S2ZNYmR3QzdpV3RyaENIM0lsTHBQUT09 Meeting ID: 986 8213 3750 Passcode: 130081

3. Living (in) the Academy

Goal: 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 in an Online format

Session 1	Inclusive Writing
Duration:	1h30
General Objective:	Promoting gender equality in written language.
Target audience:	All university community
Guest speaker:	To be confirmed
Date:	April 24, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/96515397294?pwd=bWE3SmF4bWR4U3VxUFRCSmg0bDdtUT09 ID da reunião: 965 1539 7294 Senha: 622515
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 be confirmed
Date:	October 30, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/96515397294?pwd=bWE3SmF4bWR4U3VxUFRCSmg0bDdtUT09 ID da reunião: 965 1539 7294 Senha: 622515

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 be confirmed
Date:	November 20, 2024, 2:00 PM - 3:30 PM https://videoconf-colibri.zoom.us/j/96515397294?pwd=bWE3SmF4bWR4U3VxUFRCSmg0bDdtUT09 ID da reunião: 965 1539 7294 Senha: 622515