

EN | NOVA commitment towards Gender Equality

NOVA University Lisbon (NOVA) aims to be a global and civic university and presents itself as a promoter for the 2030 Agenda and the Sustainable Development Goals (SDG) integration in public and private academic institutional policies, undoubtedly contributing to a vision of the future and to the global transformation through local actions.

NOVA intends to strengthen the potential of its' community in a boosting initiative as a transformative agent capable of establishing the necessary networks between the policies and strategies proposed by the University in the [Strategic Plan 2020-2030](#) with the SDGs. As a decentralized institution, NOVA has envisioned and designed proximity policies in its structural and strategic priorities, based on the principles of inclusion, equality and diversity. NOVA recognises that quality and excellence depend on inclusive policies focused on equality between men and women, diversity and gender-based non-discrimination. NOVA's *out-of-the-box* concept and innovation-driven environment has created a hub to promote local actions that are essential to value the role of NOVA's community and boost institutional growth and value. In this context, the implementation of plans focused on inclusion, equal opportunities and diversity is only possible with NOVA's community involvement. What is more, here is where NOVA's community gets the leading role in the pursuit of this goal, with a global and comprehensive approach with precise local actions.

Aware of the under-representation of women in prominent and leading positions and the need for more equal institutions, NOVA participates in the European project [SPEAR](#) – Supporting and Implementing Plans for Gender Equality in Academia and Research². This project primes towards the commitment of constant observation and communication as a result of the detailed progress monitoring. These allow the identification weaknesses and challenges and help with the dissemination of good practices based on four main goals:

- Increase the number of Research Performing Organisations with implemented Equal Opportunities Plans and Gender Equality Plans;
- Remove barriers and improve career prospects for women in academia;
- Improve gender balance in decision-making bodies;
- Strengthen gender dimension in research content.

In the scope of this project, NOVA developed its Gender Equality Plan (GEP) for 2021-2025, which was unanimously approved by the Board of Deans last October. The plan reflects a set of measures to be achieved during this period and are distributed by five strategic dimensions that go in line with those proposed by the European Commission, highlighting the following points:

- Allocation of dedicated resources to implement the activities proposed in the Plan and ensure sustainability in institutional change;
- Ensure the collection of sex/gender disaggregated data and annual monitoring of the Plan;
- Development of awareness raising and training actions for the different groups of the NOVA community (academic and non-academic staff, including university management groups).

² This project has received funding from the European Union's H2020 research and innovation programme under grant agreement No 824544

The creation of these partnerships contributes to the integrated policies formulation that can be shared at local, national and international levels. NOVA presents itself as an accelerator for the development of more inclusive policies, engaging equality and diversity, in a completely transparent way.

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#TeamNOVA
#GenderEquality
#NOVAsupportGE