

III EQUALITY PLAN OF THE POLYTECHNIC UNIVERSITY OF CARTAGENA (2024-2027)

Presentation


The Polytechnic University of Cartagena (UPCT) is committed to equal opportunities for people. This commitment is reflected in its code of ethics and equality plans, which aim to avoid any discrimination based on gender, disability, age, religion, migratory status, language, sexual orientation, income level or other variables in the development of its activity.

That is why the main objective of the III Equality Plan is to guarantee real and effective equal opportunities between women and men, and other minorities. To this end, this new Plan is based on the principles of the previous Equality Plans, although it takes a step forward by trying to introduce *diversity*, *inclusion* and *intersectionality* in its design.

Diversity seeks acceptance and respect for individual differences. *Inclusion*, on the other hand, involves ensuring that all people, regardless of their identity and circumstances, have equal opportunities to participate fully in university life. *Intersectionality* recognises that people can be discriminated against in different ways at the same time, for example because of their gender and background. This concept is crucial to understanding and addressing the complex inequalities that can arise at university.

Likewise, for the design of the III Equality Plan, the results obtained in the diagnosis of the achievement of the objectives set in the II Equality Plan have also been taken into consideration, in line with the most current European criteria that justify, in part, the need to reformulate this strategy.

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For this reason, the design of the III Equality Plan has been based on promoting the incorporation of the gender perspective and transversal equal opportunities in all areas: work, academic and research, so that both the staff and students of the institution, as well as society in general, benefit. This requires a corporate commitment to equal opportunities, which favours gender equality (SDG 5) and the reduction of inequalities (SDG 10).

By incorporating all these principles in the III Equal Opportunities Plan, the UPCT demonstrates its commitment to creating a university environment that is not only egalitarian, but also tolerant, balanced, democratic, sustainable and fair.

The III Equality Plan has been organised around 3 main lines of action:

- 1. Institutional commitment to equal opportunities, diversity and inclusion.**
- 2. Teaching and Research.**
- 3. Student body.**

The deployment and development of the Plan requires resources to develop the measures to achieve the 17 objectives set, as well as the participation of the entire university community (PDI, PTGAS and students) and the involvement of the UPCT government team.

This Equality Plan will be in force for four years and will come into force on the day following the publication on the Official Electronic Bulletin Board of the Polytechnic University of Cartagena of the agreement of the Governing Council of the University approving it.

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Url Validation:	https://validador.upct.es/csv/nFqCN5tHJHV2miZUBVEV2cmR	Page:	2/18



AXIS 1: INSTITUTIONAL COMMITMENT TO EQUAL OPPORTUNITIES, DIVERSITY AND INCLUSION

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Integrating Equal Opportunities as a cross-cutting principle in all UPCT actions (I)</p>	<p>Raise awareness of the need for a balanced presence of women and minorities in governing and similar bodies.</p>	<ul style="list-style-type: none"> - Annual study of the gender composition and diversity of the governing bodies (governing council, social council, centres, departments, ...). - Dissemination and discussion of the results of the preliminary study: press releases, presentation at the Social Council, Governing Council, Senate, - No. of actions to raise awareness on equal opportunities and diversity 	<p>UPCT government team, centre and department directorates, with the support of the Equality Unit.</p>
	<p>Stimulate the participation of minorities and women in university life.</p>	<ul style="list-style-type: none"> - No. of actions promoting the Inclusion of minorities and women (leadership, empowerment, networking, ...) 	<p>UPCT government team, centre and department directorates, with the support of the Equality Unit.</p>
	<p>To make Equal Opportunities visible and raise awareness of Equal Opportunities in all the institution's actions (internal functioning and university community).</p>	<ul style="list-style-type: none"> - Number of actions carried out (including related anniversaries, social media campaigns, events, ...) 	<p>Equality Unit, with the support of the Vice-Rectorate for Students, the Vice-Rectorate for Internationalisation, the Vice-Rectorate for Teaching Staff (communication) and Management.</p>
	<p>Verify that the regulations take diversity into account, and propose recommendations for improvement if necessary.</p>	<ul style="list-style-type: none"> - Regulatory review. - Mainstreaming diversity responsibilities in leadership positions 	<p>Legal Advice, with support from the Equality Unit</p>

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 Uri Validation: https://validador.upct.es/csv/nFqCNSHJHVVZmZUBVEVZamR Page: 3/18



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Integrating Equal Opportunities as a cross-cutting principle in all UPCT actions (II)</p>	<p>Provide instruments that allow for the systematic inclusion and analysis of data disaggregated by different variables related to diversity in order to establish a system of equal opportunities indicators.</p>	<ul style="list-style-type: none"> - Defining a system of equal opportunities indicators - No. of applications incorporating equal opportunities indicators 	<p>Equality Unit, with support from OPADA</p>
	<p>Monitor the situation of equal opportunities in the UPCT, analyse the inequality gaps identified and adopt corrective measures to ensure equal opportunities in the UPCT.</p>	<ul style="list-style-type: none"> - Annual report with identification of inequality and inequality gaps - No. of corrective actions raised - No. of corrective measures implemented 	<p>Equality Unit, with support from the Vice-Rector's Offices for Teaching Staff and Students and Management. of the OPADA</p>
	<p>Disseminate the III Equality Plan</p>	<ul style="list-style-type: none"> - No. of communications on the web, social networks, news and mailing lists - No. of meetings and attendees with centres and departments, students, PDI and PTGAS 	<p>Equality Unit and Communication Service, with the support of the Management and the Vice-rectors' Offices for Teaching Staff and Students.</p>

CSV:	nFqCNSthJhVzVzmiZUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena	Page:	4/18
Signed By:	Polytechnic University of Cartagena - Q8950013E		
Url Validation:	https://validador.upct.es/csv/nFqCNSthJhVzVzmiZUBVEVZcmR		



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICADOR	RESPONSIBLE
<p>Reinforce the training of the university community in transversal competences linked to equal opportunities for people.</p>	<p>Consolidate and expand basic and specialised training actions on equality, inclusion, diversity and disability aimed at the university community.</p>	<ul style="list-style-type: none"> - Number of basic training courses offered segregated by theme carried out aimed at PTGAS, PDI, student body - Number of basic trainings carried out segregated by theme carried out aimed at PTGAS, PDI, student body - Number of specialised training courses¹ offered, segregated by subject matter, addressed to PTGAS, PDI, students, etc. - No. of specialised training courses held for PTGAS, teaching and research staff, students, etc. - No. of staff trained by gender - Assessment of the training by the participants and trainer - No. of trained staff from single-member bodies - No. of communication service staff trained - No. of students trained, disaggregated by diversity variables 	<p>Management, with the support of the Equality Unit, and the Vice-Rectors' Offices for Teaching Staff and Students.</p>
	<p>Recognise training in equality of opportunity opportunities for the different collectives</p>	<ul style="list-style-type: none"> - Student body: No. of ECTS credits recognised - PTGAS: Career Assessment - POI: Recognition in the dedication of the teaching staff and in the evaluation of the quality of teaching 	<p>Equality Unit Vice-Rectorate for Students Schools and Faculties</p>


¹ Inclusive language, coexistence rules, etc.

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	16/05/2024 13:02:41 5/18	



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Adapting infrastructures according to accessibility criteria</p>	<p>Promote the universal accessibility of all UPCT infrastructures, equipment, services and environment. Elimination of physical barriers, introduction of communicative elements, improvement of signposting, correct adaptation to the auditory and visual fields, as well as promotion of accessibility to the resources offered.</p>	<ul style="list-style-type: none"> - Updated report on universal accessibility of the Technical Unit (physical barriers, lack of communication elements, signage, correct adaptation to the auditory and visual fields). - Existence of a plan of action, timetable and indicators - Existence of an allocated budget 	<p>Technical Unit and Vice-Rectorate for Infrastructures</p>

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Regulations:		Polytechnic University of Cartagena - Q8050013E	Page:
Uri Validation:	https://validador.upcd.es/csv/nFqCNS8tJHvZmZUBVEVZcmR		

III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Incorporate the values of equality, diversity and inclusion in institutional communication and dissemination plans.</p>	<p>Promote the use of inclusive and non-discriminatory language in internal and external communications, resolutions, announcements and other institutional documentation.</p>	<ul style="list-style-type: none"> - Incorporate in the management of press releases and communication a section where special attention is paid to inclusive language. - Produce a manual of recommendations for the use of inclusive language. 	<p>All Secretary General leads</p>
	<p>Visibilise sexual and gender, ethnic/cultural diversity, as well as disability inclusion, in communications content and internal and external advertising.</p>	<ul style="list-style-type: none"> - No. of awareness-raising actions (posters, awareness-raising notes, ...) 	<p>All Schools and Faculties Student Delegation Communication Service</p>
	<p>Reinforce the communication of visibility and awareness campaigns around specific dates (11 February, 8 March, 25 November, ...).</p>	<ul style="list-style-type: none"> - No. of campaign communications - No. of interactions received in communications through virtual platforms 	<p>Equality Unit, with support from Management and the Vice-Rector's Office for Teaching Staff and Students (and the Communication Service).</p>
<p>Promote the reconciliation of work and personal life, and co-responsibility</p>	<p>Maintaining and extending flexibility measures in the distribution of working time</p>	<ul style="list-style-type: none"> - No. of measures implemented over and above what is required by regulation 	<p>Management and Vice-Rector's Office for Teaching Staff</p>

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Regulations Signed By:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena	Page:	7/18
URI Validation:	Politecnico Universidad de Cartagena - Q895013E https://validador.upct.es/csv/nfqcnstjhjvznmzUBVEVZamR		



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
Prevent and act to promote the right of all people to enjoy a university environment free from violence, discrimination and harassment (VDA).	To ensure the protection of people against violence, discrimination and harassment in UPCT premises.	<ul style="list-style-type: none"> - Number of cases of ADV recognised at UPCT - No. of applications of the UPCT Coexistence Standard 	Management
	Continue and expand awareness-raising and prevention actions against all types of ADVs	<ul style="list-style-type: none"> - No. of ADV prevention actions carried out - Number of people benefiting from these actions 	Management, Equality Unit and Communication Service
	Counselling and support for victims of violence, discrimination and harassment.	<ul style="list-style-type: none"> - No. of people who have applied advice on VDA - No. of persons who have initiated proceedings for being victims of VaD - No. of people who have been recognised victims of VDA - Number of people who have requested accompaniment for being victims of ADV 	Management, Vice-Rector's Office for Teaching Staff and Students, Equality Unit
Promote volunteering actions among the stakeholders of the university community.	Implement a university volunteer programme that encourages the active participation of students, teaching and research staff and PTGAS in activities aimed at reducing situations of ADV.	<ul style="list-style-type: none"> - No. of volunteer actions carried out - No. of people involved in the development of actions - No. of persons benefiting from these actions 	Equality Unit, with the support of the Management and the Vice-Rector's Offices for Teaching Staff and Students.

CSV:	nFqCNSHjHvZmZUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena	Page:	8/18
Signed By:	Polytechnic University of Cartagena - Q8950013E		
Url Validation:	https://validador.upct.es/csv/nFqCNSHjHvZmZUBVEVZcmR		



AXIS 2. TEACHING AND RESEARCH Ó N

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Include attention to diversity as a cross-cutting competence in the studies university students</p>	<p>Promote teaching strategies for equality and diversity for the university education (e.g. promoting greater awareness of the contributions of women or minorities in science in all areas and, in particular, to especially in STEM among all the collectives and, in particular, in the IMP)²</p>	<p>- Manual of teaching strategies for equality and diversity for education university³ - % training activities developed (in relation to the teaching strategies for equality and diversity for university education) - No. of teaching innovation projects that include the diversity perspective. - Awards for the best projects of teaching innovation that include the perspective of diversity and equal opportunities. - % necessary curricular adaptations made</p>	<p>Vice-Rector's Office for Faculty and Teaching Innovation</p>
	<p>Incorporating content (knowledge and skills) on programme diversity identified (Bachelor, Master and PhD)</p>	<p>- Identification of academic areas in which to incorporate diversity content - % academic areas in which diversity content has been incorporated, through:</p> <ul style="list-style-type: none"> • Revision of syllabuses and teaching guides • No. of subjects that include aspects related to 	<p>Vice-Rector's Office for Studies, with the support of the Equality Unit Departments</p>

² See SDG pilot project in relation to equality and diversity in EICM university education.

³ Awareness-raising measures and workshops on discrimination simulation and empathy sessions.

CSV:	nFqCNSHtJhVzVzmiZUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena	Page:	9/18
Signed By:	Politecnico University of Cartagena - Q8050013E		
Url Validation:	https://validador.upct.es/csv/nFqCNSHtJhVzVzmiZUBVEVZcmR		



III UPCT EQUALITY PLAN

		<p>diversity, with a focus on SDG 5 and SDG 10</p> <ul style="list-style-type: none"> • No. of KETs that include aspects related to diversity and SDGs 5 and 10 • Number of doctoral theses that include aspects related to diversity and SDGs • No. of own degrees that include aspects related to diversity and SDGs 	
<p>Promoting specialised teaching on gender, diversity and inclusion</p>	<p>Recognise the implementation of training activities that take into account diversity, inclusion and equal opportunities in subjects</p>	<ul style="list-style-type: none"> - Distinction to the teaching staff who carry out training activities that contemplate diversity, inclusion and equal opportunities with the greatest social impact. - Inclusion of the criterion of diversity and inclusion in the assessment of reference teacher awards. 	<p>Vice-Rector's Office for Studies. Vice-Rector's Office for Teaching Staff and Teaching Innovation, with the support of the Equality Unit.</p>

CSV:	nFqCNSthJhVzmqZUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena	Page:	10/18
Signed By:	Polytechnic University of Cartagena - Q8050013E		
Url Validation:	https://validador.upct.es/csv/nFqCNSthJhVzmqZUBVEVZcmR		



III UPC EQUALITY PLAN T

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Analysing the degree of participation of women and minorities in the programmes research and UPCT knowledge transfer</p>	<p>Analyse internally the situation of the women researchers and minorities female researchers⁴ at UPCT and identify the main barriers faced by face (WLB, cultural, organisational, personal, ...)</p>	<p>- Annual report on the state of research at UPCT⁵</p> <ul style="list-style-type: none"> • Distribution of research funding by gender in the last 3 years and comparison of funding by women and minorities • Cross Tables and comparison with men • Analysis of gender-disaggregated data and other variables of intersectional discrimination 	<p>Vice-Rectorate for Research</p>
	<p>Publicise the UPCT research report (Indicators proposed in the previous measures).</p>	<p>- No. of report submissions (centres, research groups, doctorate, ...) - No. attending the presentation of the report</p>	<p>Vice-Rectorate for Research</p>
	<p>Design and implement recommendations for promoting parity between principal investigator(s) (PI) or minorities, and to ensure equal opportunities within the R&D</p>	<p>- No. of recommendations implemented - Increase in the number of research groups led by this group.</p>	<p>Vice-Rectorate for innovation, with the support of the Research and Technology Transfer Development Unit</p>

⁴ on the basis of origin, age, religion, disability, migration status, language, sexual orientation, ...

⁵ Principal investigators leading projects, participation in research projects, research stays, number of six-year research periods, research publications in journals, patents, presence in spin-offs, leadership and presence in chairs; through semi-structured individual interviews, surveys, focus groups (qualitative indicators) and analysis of databases and official consultations (quantitative indicators).



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Promote and improve the participation of women and minorities in research and knowledge transfer programmes.</p>	<p>Promote leadership and participation in research and knowledge transfer programmes by women and minority researchers.</p>	<ul style="list-style-type: none"> - Increase in the number of projects led/applied for by this group. - No. of projects that include these groups in the research team 	<p>Vice-Rectorate for Research, with the support of the Equality Unit</p>
	<p>Promote research stays of women and minorities</p>	<ul style="list-style-type: none"> - No. of new actions favouring research stays by women and minorities - % increase in the number of stays by women researchers and minorities 	<p>Vice-Rectorate for Research</p>
	<p>Design training/dissemination actions for competitive research project calls aimed at increasing the participation of women and/or minority researchers.</p>	<ul style="list-style-type: none"> - No. of training actions (specific emphasis on women and research minorities) - No. of hours of support and/or advice in competitive research projects 	<p>Vice-Rectorate for Research, with the support of the Research and Technology Transfer Unit.</p>
	<p>To make visible women and minorities of the UPCT who serve as references and mentors to encourage their counterparts to lead research activities, carry out research stays, create research networks, ...</p>	<ul style="list-style-type: none"> - No. of women/referent minorities identified - No. of information actions carried out with the referents. - Number of mentoring actions carried out - Number of people attending these actions 	<p>Vice-Rector's Office for Teaching Staff, with the support of the Equality Unit</p>

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Uri Validation:	Polytechnic University of Cartagena - Q8050013E https://validador.upct.es/csv/nFqCNSHtJHvZmZUBVEVZcmR	Page:	12/18



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDIC ADOR	RESPONSIBLE
<p>Integrating a diversity and intersectionality perspective in research proposals (I)</p>	<p>Provide the IMP with tools to mainstream diversity and intersectionality in its research.</p>	<ul style="list-style-type: none"> - Training on diversity and intersectionality applied to research⁶ (No. of courses given and no. of participants) - Expansion of the documentary collection of university libraries on issues related to diversity and intersectionality (number of accessible electronic journals, books, etc.). 	<p>Vice-Rector's Office for Research, Vice-Rector's Office for Teaching Staff and Teaching Innovation</p>
	<p>Provide support and/or technical advice on diversity and intersectionality in the preparation of research projects.</p>	<ul style="list-style-type: none"> - No. of projects that have applied support and advice - No. of projects that have included diversity and intersectionality content - Establishment of a Chair in Diversity and Intersectionality Studies 	<p>Vice-Rectorate for Research, with the support of the Research and Technology Transfer Unit and the Equality Unit.</p>
	<p>To make research on diversity, inclusion, intersectionality, etc. of the different research teams of the UPCT visible.</p>	<ul style="list-style-type: none"> - List of research on diversity, inclusion and intersectionality published by UPCT researchers - % representation of research on diversity, inclusion and intersectionality over the total - List of relevant researchers in this field 	<p>Vice-Rectorate for Research, with the support of the Research and Technology Transfer Unit, research groups</p>

⁶ Researchers, reviewers, evaluators.

CSV:	nFqCNSthJHvMzVzmZUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:	This document is an authentic printable copy of an administrative document electronically signed and filed by the Universidad Politécnica de Cartagena		
Signed By:	Universidad Politécnica de Cartagena - Q8050013E	Page:	13/18
Uri Validation:	https://validador.upct.es/csv/nFqCNSthJHvMzVzmZUBVEVZcmR		



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Integrating a diversity and intersectionality perspective in research proposals (II)</p>	<p>Promote the inclusion of diversity and intersectionality issues in science outreach activities, with special emphasis on making the achievements of minority researchers visible.</p>	<p>- No. of science outreach activities that include diversity and intersectionality issues</p>	<p>Vice-Rectorate for Research, with the support of the Communication Service and the Scientific Culture and Innovation Unit.</p>
	<p>Include staff with greater diversity in terms of gender, age, disability and professional category in the evaluation commissions.</p>	<p>- Number of people of different gender, age, origin and professional category participating in the evaluation commissions. - % people of different gender, age, origin and professional category participating in the evaluation commissions</p>	<p>Vice-Rectorate for Research</p>
	<p>Recognise the integration of diversity and intersectionality in research.</p>	<p>- Award(s) to TFE research and doctoral thesis that address content related to diversity and intersectionality studies. - No. of TFE research and doctoral thesis applications addressing diversity and intersectionality studies content</p>	<p>Vice-Rector's Office for Studies and Research</p>

CSV:	nFqCNSthJhVzVzVzUBVEVZcmR	Date:	16/05/2024 13:02:41
Regulations:			
Signed By:	Politecnico University of Cartagena - Q8050013E		
Url Validation:	https://validador.upct.es/csv/nFqCNSthJhVzVzVzUBVEVZcmR	Page:	14/18



III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Promote and make visible the leadership of women and minorities (In general: PDI)</p>	<p>Promote gender parity in nominations for honorary appointments and among persons to whom distinctions and honours are conferred (taking into account minorities).</p>	<p>- No. Peer proposals by relevant governing bodies</p>	<p>Vice-Rectorate for Research, with the support of the Equality Unit</p>
	<p>Promote parity among the inaugural teaching staff (taking into account minorities).</p>	<p>- No. Peer proposals by relevant governing bodies</p>	<p>Vice-Rectorate for Research, with the support of the Equality Unit</p>
	<p>Promoting networks, consortia, partnerships and other organisations Relevant ad-hoc members of the R&D ecosystem that generate virtuous research circles internally and externally and foster cross-sectoral research collaboration and synergies.</p>	<p>- No. of inclusive gender equality programmes participated in - No. of projects with an inclusive gender equality perspective in which the project has participated</p>	<p>Vice-Rectorate for Research</p>

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Regulations Signed By:		Polytechnic University of Cartagena - Q8950013E	Page:
Uri Validation:	<p>https://validador.upct.es/csv/nFqCNSHtJhVzVzmiZUBVEVZcmR</p>		



III UPCT EQUALITY PLAN

AXIS 3. STUDENT BODY

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Promote recruitment of female and minority students at the UPCT</p>	<p>Inclusive promotion and dissemination campaigns to increase the representation of both groups in the number of enrolments.</p>	<ul style="list-style-type: none"> - No. of campaigns promoting UPCT degree vocations (I Want to be an Engineer Programme, 4+Enterprise, Science Week at educational centres, etc.) - No. of inclusive advocacy and outreach campaigns to increase the number of % of students with disabilities or belonging to other minorities - % increase in the number of enrolments of the target group (disability, origin, age, religion, migration status, language, family status, sexual orientation, geographic location and income level) in the degrees in the UPCT 	<p>Vice-Rector's Office for Students, Scientific Culture and Innovation Unit, Sub-Directorates responsible for the promotion of centres</p>
	<p>To analyse the evolution of the number of minority students at the UPCT.</p>	<ul style="list-style-type: none"> - Statistics analysing the number of students with special needs or minorities 	<p>Vice-Rector's Office for Students, with the support of the Equality Unit</p>
	<p>Inform about equal opportunities and diversity policies through volunteers.</p>	<ul style="list-style-type: none"> - No. Mentoring programmes for incoming students (undergraduate/postgraduate developed) - No. of volunteers informing on equality policies through the PAT 	<p>Vice-Rectorate for Students, responsible for the PAT in each centre, with the support of the Equality Unit.</p>

CSV:	nFqCNSHtJhVzVzmiZUBVEVzcmR	Date:	16/05/2024 13:02:41
Regulations Signed By:	Polytechnic University of Cartagena - Q8050013E	Page:	16/18
Uri Validation:	https://validador.upct.es/csv/nFqCNSHtJhVzVzmiZUBVEVzcmR		



III UPCT EQUALITY PLAN

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To raise awareness among students of the need for gender equality and diversity in coexistence.	To disseminate the Coexistence Regulations in order to reduce violence, discrimination and harassment, and to foster a culture of zero tolerance towards these situations.	<ul style="list-style-type: none"> - Number of events, conferences, workshops and campaigns carried out to disseminate the coexistence regulations. - Number of people attending outreach activities 	Vice-Rector's Office for Students, responsible for the PAT in each centre, with the support of the Equality Unit.
Balancing the representation of women and minorities in collegiate bodies	Promote the proportional presence of women and student minorities in the representative bodies of the UPCT.	<ul style="list-style-type: none"> - No. of minority students participating in representative bodies. - % representation of student minorities in these representative bodies. 	Vice-Rector's Office for Students and Centres, with the support of the Equality Unit
Supporting women and minority students (I)	Encourage measures to support students who suffer discrimination	- No. of specific student support actions created (guidance, psychological support, mentoring, etc.) to facilitate equal opportunities.	Vice-Rector's Office for Students, Volunteering and Support for Students with Disabilities Unit, with the support of the Equality Unit.
	Promote in the university community the existence of support structures for the Attention to Diversity, with special attention to the student body.	<ul style="list-style-type: none"> - No. of actions to disseminate the existence of support structures for the Attention to Diversity in all media, emails, websites and social networks. - No. of actions to disseminate actions in support of diversity in all media, emails, websites and social networks. 	Vice-Rector's Office for Students, Volunteering and Support for Students with Disabilities Unit, with the support of the Equality Unit and the Communication Service.

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III UPCT EQUALITY PLAN

OBJECTIVE	MEASUREMENTS	INDICATOR	RESPONSIBLE
<p>Supporting women and minority students (II)</p>	<p>Adapt teaching practices and other teaching activities that are susceptible to a specific risk during periods of pregnancy or puerperium with negative effects on the health of the student, foetus or baby.</p>	<p>- Report on the measures taken in teaching activities, including those related to pregnancy and maternity situations</p>	<p>Occupational Risk Prevention Service, Vice-Rector's Office for Teaching Staff and Vice-Rector's Office for Students</p>
<p>Stimulate students' awareness of diversity and intersectionality in their future professional activity.</p>	<p>Carry out actions, campaigns and workshops aimed at the student body with self-training material, information and self-education campaigns to eradicate any situation of discrimination, sexual harassment, harassment on grounds of sex or gender identity and/or expression among students in their professional activity and social coexistence Encourage TFEs to include gender, diversity and intersectionality perspectives.</p>	<p>- Number of actions, campaigns and workshops carried out for students organised by the Volunteering and Support for Students with Disabilities Unit. - No. of workshop attendees - No. of third sector entities participating. - No. of FTEs that include a gender, diversity and/or intersectionality perspective</p>	<p>Vice-Rector's Office for Students, with the support of the Equality Unit Volunteering and support for students with disabilities Unit</p>

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