UCalgary Statement on Gender Equality Plan

I. Introduction and Purpose

This document outlines the various University of Calgary institutional policies, programs, and initiatives that make up the required elements of a Gender Equality Plan (GEP), which is required for member institutions participating in Horizon Europe.

This document has been developed in collaboration between the Office of the Vice-President Research and the Office of the General Counsel and Vice-President People and Culture and endorsed by the executive leaders of these Offices. It will be posted and made publicly available on UCalgary's website and reviewed and maintained by these Offices to ensure ongoing compliance.

II. Commitment to Gender Equality

The University of Calgary affirms its public commitment and actions to gender equality, diversity, inclusion, and accessibility. This commitment is demonstrated by and aligns with Ahead of Tomorrow: UCalgary Strategic Plan, 2023-2030,[1] the Research & Innovation Implementation Plan,[2] the Academic Innovation Plan,[3] as well as the Dimensions EDI Action Plan,[4] and the EDI in Research and Teaching Awards Plan.[5]

III. Horizon Europe GEP Elements

A Gender Equality Plan is recommended to include content and initiatives related to:

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

A Gender Equality Plan is required to include dedicated resources to support such initiatives, data collection and monitoring, and training.

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[1] Ahead of Tomorrow, https://ucalgary.ca/about/ahead-of-tomorrow
[2] Ahead of Tomorrow implementation plans, https://www.ucalgary.ca/about/implementation-plans
[3] Ibid.
[4] UCalgary Dimensions EDI Action Plan, https://research.ucalgary.ca/research/office-vice-president-research/dimensions-equity-diversity-and-inclusion-canada
[5] UCalgary EDI in Research and Teaching Awards Plan, https://research.ucalgary.ca/research-services/nominate-scholar/equity-diversity-and-inclusion-research-and-teaching-awards

IV. UCalgary GEP Elements

In addition to the plans referenced above in section 2, UCalgary meets the above-noted elements through a combination of institutional policies, programs and initiatives. These include, but are not limited to, the following:

- Sexual and Gender-Based Violence Policy
- Harassment Policy
- Workplace Violence Policy
- Gender-equity targets and data collection and reporting as part of UCalgary's participation in the Federal Contractors Program (requiring UCalgary to implement employment equity, including as it relates specifically to women, in the workplace), and the Federal Research Chair Programs: Canada Research Chair Program, Canada Excellence Research Chairs Program
- Academic hiring process requirements as set out in the GFC Handbook, including:
  - Position postings must be free from bias and gender or group stereo types
  - Required hiring committee diversity and training requirements around EDIA and DORA
  - Requirement that faculty guidelines include statements or descriptions of the ways in which the faculty recognizes systemic barriers that may prevent academic staff members of equity-deserving groups (including women) of achieving career milestones/progression.
- Mandatory harassment and violence training for all employees and faculty
- Sexual and Gender-Based Violence training and educational/awareness materials
- Unconscious bias training
- Faculty-level EDI Committees
- Taylor Institute for Teaching and Learning courses available for faculty: "When assessment practices create inequities: Biases embedded in exam and test designs" (includes gender bias)
- Support for researchers applying for Horizon Europe research grants in addressing the gender dimension through Research Services' EDI in Research team.
- Equity censuses and other institutional and faculty-level EDI data collection initiatives, in line with applicable privacy legislation and UCalgary's EDI Data Operating Standard
- Work-life balance and family-friendly employment terms and policies, including paid parental leaves, flexible and hybrid work programs, personal leave days, and family leave days

UCalgary has resourced the following institutional offices to support the above-noted plans, policies, programs, and initiatives:

- Office of the Vice-President Research
  - Associate Vice-President (Research – EDI)
  - Research Services Office
- Office of the Provost and Vice-President Academic
  - Office of Institutional Commitments

  - Sexual and Gender Based Violence Resources Office

  - Office of Institutional Analysis
- Office of the General Counsel and Vice-President (People and Culture)
  - Talent Management
  - Total Rewards
  - HR Partnerships
  - Access and Privacy Office
  - Investigations and Protected Disclosure and Research Integrity