

## **GEP\_GENDER EQUALITY PLAN 2022-2025**

**Urban Climate Change Research Network UCCRN- European Hub APS** is a non-profit association under Italian Law and compliant with European legislative addresses, established with the purpose of promoting the knowledge transfer and networking in the field of climate-resilience of urban systems and risk reduction, through research, training and dissemination activities. Specifically, the association aims to strengthen multidisciplinary expertise and collaboration on the topic of 'cities and climate change', with a specific focus on the following scientific fields: urban climate science, multi-scale urban design for climate resilience and carbon neutrality; modelling and simulation of climate risks at the urban scale, including multi-risk assessments; decision support tools for environmental design; environmental and climate justice; community-based design; Nature Based Solutions, ecosystem services and biodiversity.

The **UCCRN European Hub APS GENDER EQUALITY PLAN (GEP) 2022-2025** is drafted according to the European Commission [Gender Equality Strategy for 2020-2025](#), and published on the UCCRN European Hub website ([www.uccrn-europe.org](http://www.uccrn-europe.org)), with the aim to ensure gender balance, provide strategic commitment on anti-discrimination and prevention of sexism, raise awareness on gender issues. Within its organization and activities the UCCRN European Hub APS promotes the culture of diversity, inclusiveness and openness fostering collaboration between different professional and cultural backgrounds, regardless of gender. UCCRN European Hub APS acknowledges the benefits of gender equality in research and education, as part of the scientific excellence of the projects and activities carried on and as a crucial objective in knowledge transfer on societal just and gender-appropriate climate resilience processes. In order to contribute to this

goal the association aims to actively provide tools for the implementation of climate literacy especially among girls, women and vulnerable groups and so support their active engagement in the public debate.

The GEP has been approved by the UCCRN European Hub APS's members on 22-09-2022.

The plan ambition is to implement 5 areas of action, within the activities of the association and its scope:

Area 1 - **Work life balance and organisational culture**

Area 2 - **Gender balance in leadership and decision-making**

Area 3 - **Gender equality in recruitment and career progression**

Area 4 - **Integration of the gender dimension in research and teaching**

Area 5- **Gender-based violence, including sexual harassment**

### **Responsibility and resources**

The Board of Directors (Five members elected by the Assembly of members) of UCCRN European Hub Aps has the responsibility of the GEP activities and monitoring. The action proposed by the GEP 2022-2025 is carried out through the set up of an Equality Working Group composed by the association members and personnel to support the implementation of the GEP 2022-2025. Resources are available for the working group to fulfill its role.

### **Progress reports/monitoring of progress**

The Equality Working Group monitors gender equality within the association organization collecting data about: the integration of gender dimension in research and teaching content; gender equality aspects in decision-making processes and bodies; recruitment and career development of women and non-binary researchers and staff. The Gender equality status will be included in the annual report of the association and it will be delivered for monitoring progresses and outcomes.

### **Training and capacity building**

**UCCRN European Hub APS** promotes events for training and capacity building on the areas covered by the GEP for the scientific community engaged in the projects, its local partners, members and staff. Specific initiatives are promoted for rising

awareness about the GEP among all members and staff, through the involvement of stakeholders and experts on gender equality.

## **Actions**

### **Area 1 - Work-life balance and organisational culture**

In order to improve the well-being of members, collaborators and employees, UCCRN European Hub APS engage in creating a safe and healthier work environment to improve a non-discriminating interaction and facilitate the integration of private and working life through inclusive organisational culture. Goals are:

- Increase the number of female and non-binary researchers, staff and association members and promote cultural diversity
- Allow flexible working hours and remote working
- Promote equal opportunity for continuous learning
- Facilitate and support researchers and staff in connection with parental leave
- Manage workload, including how different tasks are allocated and distributed and paying attention to a gender-neutral distribution

As a research association with social scope UCCRN European Hub APS will undertake measures to shift from the unconditional worker model in which researchers are expected to value work over private life to a more balanced worker model. The association aims to: 1. build work-life flexibility based on a way of working that puts shifting priorities and puts autonomy first; 2. deconstruct the stereotype of caregiving as a feminine task supporting all members and staff regardless of gender in transitioning towards a gender-neutral distribution of family responsibilities.

### **Area 2 - Gender balance in leadership and decision-making**

UCCRN European Hub APS acknowledges the fundamental value for its mission to improve gender inclusiveness in its lead group. The association targets to implement gender balance within governing bodies and decisional boards and to provide support to women employees and members to enable them to achieve leadership and to support their engagement in decision-making in order to raise awareness of

gender gaps at all levels of the research organisation. Equal and fair gender representation is ensured in internal working groups.

### **Area 3 - Gender equality in recruitment and career progression**

UCCRN European Hub APS is committed to guarantee gender equality in recruitment processes and career progression. It applies gender sensitive procedures to limit conscious and unconscious bias influences. This regards blind assessment of CVs, the application of no-bias criteria used to evaluate merit and excellence and an unconscious bias training for recruiters. These criteria are set on being aware of language bias and apply gender-neutral values for the evaluation of work outcomes. Recruitment processes and career progression take in consideration parental leave and give value to quality and not quantity of research and work outcomes and to soft skills.

Furthermore the association engages in including active scouting of woman and non-binary people.

### **Area 4 - Integration of the gender dimension in research and teaching**

UCCRN European Hub APS fosters knowledge production (research) and knowledge transfer (education and capacity building) free of gender biases. Specific attention in research activities and teaching is given to the gender differences in climate responses and capability to cope and adapt with multi-risk scenarios. The study of gender-related inequalities in urban adaptation and mitigation, in coping mechanisms or in governance (e.g. risk perception and gender-specific vulnerability factors both biological and socioeconomic) is encouraged as a key field for the scope of the association. Specific activities are carried on by members and staff to empower citizens to become active participants in the climate resilience process and help design a societally just and gender-appropriate local development.

Key areas of research and teaching related to gender dimensions are therefore specifically tackled regarding three important aspects: gender aspects of climate change, gender aspects of measures for climate mitigation and adaptation, and gender aspects of climate literacy.

## Area 5 - Gender-based violence, including sexual harassment

UCCRN European Hub APS commits to contribute in the fight against gender-based violence and sexual harassment, through a reporting policies and educational programmes. The aim is to stop any behavior that violates any individual's dignity or that generates an offensive or an intimidating environment. Trainings are promoted to cope with cases of gender-based violence and sexual harassment and to provide information to members and staff regarding the measures that can be undertaken at association level and legal level.

Naples, 22-09-2022

  
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