

Actions 23/24

In recent years, the University of Algarve (UAlg) has implemented various initiatives to promote diversity, equity, and inclusion. Aligned with European gender equality strategies, these initiatives show a proactive approach in addressing inclusion challenges in higher education and society. This report presents some actions developed in 2023, as well as plans underway for 2024 and 2025.

UALGZine – UAlg Women

Date: January 2023

Objective: To celebrate the contributions of women at UAlg and reinforce the institution's commitment to gender equality through 25 inspiring stories of female students, staff, researchers, and professors.

Organized by: Communication and Protocol Office

Key Outcomes: Promoted awareness of women's contributions within UAlg; Increased recognition of gender representation and equality efforts.

[Link to UALGZine.](#)

Lecture "Gender Equality"

Date: January 31, 2023

Objective: To raise awareness among students on gender equality and inclusion, focusing on breaking stereotypes and addressing issues of ethnicity, origin, religion, sexual orientation, and disability.

Speakers: UAlg team, Dr. Bernardo Silva (CLDS 4G Project "Castro Marim (COM)Vida"), promoted by the Castro Marim Municipal Council and coordinated by ODIANA association.

Target Audience: Middle and secondary school students from Castro Marim

Key Outcome: Promoting the deconstruction of stereotypes and the recognition of diversity, fostering an inclusive attitude among students.

[Link to Facebook post.](#)

Meeting "Challenges for Gender Equality in Universities"

Date: September 12, 2023 (held in Zlín, Czech Republic, in-person and online)

Objective: To promote best practices and encourage reflection on gender equality challenges in higher education.

Speakers: Profs. Joanna Ostrouch Kamińska and Katarzyna Ćwirynkało (University of Warmia and Mazury), Prof. Cristina Vieira (University of Coimbra)

Organized by: SHEs - Sustainable Horizons

Key Outcome: Facilitated the sharing of best practices and encouraged reflection on gender equality challenges in universities.

[Link to event page.](#)

Humanity Summit 2023

Date: September 19-20, 2023

Objective: To develop urgent strategies for global challenges, addressing dignity, equality, and freedom, and amplifying underrepresented voices.

Organized by: MUXIMA BIO BV

Target Audience: Stakeholders including activists, policymakers, social impact investors, and community leaders.

Key Outcome: Explored critical global challenges and promoted social responsibility and philanthropy.

[Link to event page.](#)

UAlg Community Challenge to Follow GEMINI Social Networks

Date: November 2023

Objective: To increase engagement with GEMINI project social media, using targeted posters and creative strategies to capture attention and promote action.

Organized by: GEMINI - Gender Equality through Media Investigation and New training Insights project members

Target Audience: Academic community

Key Outcome: Raised awareness in the academic community on project topics, such as gender roles and stereotypes.

[Link to posters.](#)

Session "Gen.IN.UALG – Gender and Inclusion at the University of Algarve"

Date: December 21, 2023

Objective: To present results on gender equality perceptions at UAlg and planned initiatives for 2024.

Speakers: Prof. Alexandra Teodósio (Vice-Rector for Internationalization and Sustainable Development), Prof. Joana Santos, and Prof. Jean-Christophe Giger

Organized by: Inclusive Gender Equality Plan Working Group

Target Audience: Academic community

Key Outcome: Integrated the dimension gender into UAlg's institutional structure as described in Objective 1 of the Inclusive Gender Equality Plan.

[Link to 2nd REPORT Monitoring PI²Género UAlg.](#)

[Link to Initiatives Calendar 2024.](#)

Lecture Series: "Have You Thought About Gender Differences?"

Dates: January 25, 26, 30; March 14; April 11, 2024

Objective: To educate students and teachers on gender differences in contemporary societies, encouraging critical reflection on gender roles and inequalities.

Speakers: Profs. Bernardete Sequeira and Susana Pescada (University of Algarve)

Organizado por: Team UAlg

Target Audience: Middle and secondary school students

Key Outcome: Raising awareness of the importance of gender equality, integrated into school curricula.

[Link to lecture details.](#)

Gender Equality in the Workplace in Portugal – The Case of Academia"

Date: February 21, 2024

Objective: To raise awareness among staff and researchers on gender inequalities in higher education institutions.

Speaker: Prof. Cristina Vieira
(University of Coimbra)

Organized by: Inclusive Gender
Equality Plan Working Group

Target Audience: Staff (academic and non-academic) and researchers

Key Outcome: Integration of the gender dimension into UAlg's institutional structure and strengthening of an organizational culture that promotes gender equality and inclusion – behaviors and communication – as described in Objectives 1 and 2 of UAlg's Inclusive Gender Equality Plan.

[Link to Initiatives Calendar 2024.](#)



MI-FAIR: UAlg Hosts the Multiculturalism and Inclusion Fair

Date: March 21, 2024

Objective: To promote multiculturalism, inclusion, and cultural diversity at UAlg.

Organized by: SoUAlg Project (System for Observation and Promotion of Academic Success and Reduction of Dropout Rates)

Target Audience: Faculty, staff, researchers, and students

Key Outcome: Strengthened community bonds among faculty, national and international students.

[Link to event page.](#)

Lecture: "Diversity in Academia"

Date: April 10, 2024

Objective: To foster reflection on inclusion and diversity in the academic environment.

Speaker: Prof. Alexandra Gomes (UAlg)

Organized by: Inclusive Gender Equality Plan Working Group

Target Audience: Students and scholarship holders

Key Outcome: Achievement of Objectives 3 and 4 of UAlg's Inclusive Gender Equality Plan: promoting values that facilitate well-being and the balance between professional/student, family, and personal life in the gender dimension, and mitigating gender imbalance in education, research, and innovation.

[Link to Initiatives Calendar 2024.](#)



Lecture: "Sexual Orientation, Gender Identity, and Inclusive Language"

Date: April 13, 2024

Objective: To promote understanding of diverse gender identities and inclusive communication practices

Speaker: Prof. Sérgio da Borralha (UAlg)

Organized by: UAlg Library at Portimão Campus

Target Audience: General public, with a focus on secondary and higher education students and educators

Key Outcome: Increased awareness of inclusive language and diverse gender identities.

[Link to event page.](#)

Lecture "Dignity at Work: Harassment and Violence in the Workplace"

Date: May 21, 2024

Objective: To define the concept of dignified work and analyze the impact of harassment and violence in the workplace

Speaker: Prof. Sónia P. Gonçalves, Institute of Social and Political Sciences (ISCSP), University of Lisbon



Organized by: Inclusive Gender Equality Plan Working Group, in partnership with ISCSP Wellbeing

Target Audience: Teaching and non-teaching staff, researchers

Key Outcomes: Integration of the gender dimension into UAlg's institutional structure and strengthening of an organizational culture that promotes gender equality and inclusion – behaviors and communication – as described in Objectives 1 and 2 of UAlg's Inclusive Gender Equality Plan.

[Link to Initiatives Calendar 2024.](#)

Event "Summer School – Empowering Academia for an Inclusive University (EQUINI)"

Date: July 8-14, 2024

Objective: To foster emotional intelligence and combat discrimination in European universities, creating a more inclusive and aware academic environment.

Organized by: EQUINI Project Team

Target Audience: Academic community

Key Outcomes: Promoted emotional intelligence and anti-discrimination practices through educational activities.

[Link to event page.](#)

Upcoming Sessions Planned for 2024

1. Lecture "Dating Violence"

Date: November 6, 2024 – 2:30 p.m.

Location: Teresa Gamito Amphitheater – Gambelas Campus - UAlg

Objective: To equip students with tools to identify and reject violent behaviors in dating relationships.

Speaker: Gabinete de Apoio à Vítima

Target Audience: Students

2. Session "Mental Health and Inclusion: Essentials for Supporting the LGBTQIA+ Community"

Date: December 2, 2024 – 11:00 a.m.

Objective: To raise awareness and provide essential tools for effectively supporting the LGBTQIA+ community, fostering a culture of mental health, inclusion, and equality in academia

Speaker: Rúben Seromenho, Clinical Psychologist and Founder of "Affirmative Q"

Target Audience: Teaching and non-teaching staff, researchers

[Zoom link](#)

3. Session "Allies and Inclusion: Strategies for Students Supporting the LGBTQIA+ Community"

Date: December 16, 2024 – 11:00 a.m.

Objective: To educate students on effective strategies to support the LGBTQIA+ community, promoting a culture of inclusion and solidarity

Speaker: Rúben Seromenho, Clinical Psychologist and Founder of "Affirmative Q"

Target Audience: Students

[Zoom link](#)

Planned Sessions for 2025

1. Gender (In)Equality in the Workplace

Session: Family Time: The Path to Work-Life Balance

Objective: To organize thematic sessions that provide information and encourage the exchange of experiences, actions, and recommendations to foster an inclusive university.

Target Audience: Teaching and non-teaching staff, researchers

2. Gender Diversity

Sessions: Combating Sexual Violence and Discrimination; Promoting Sexual Inclusion in an Institutional Context

Objective: To promote socially responsible and inclusive citizenship that respects dignity, equality, and the right to individual differences, enabling all to reach their full potential.

Target Audience: Students and scholarship holders

3. Life in Academia

Sessions: Inclusive Writing; Protection of Individual Identity and Expression Rights; Well-Being in Academia

Objective: To encourage the development of training initiatives in gender equality, inclusion, and well-being.

Target Audience: Entire university community
