



Ulysseus  
Equality  
Plan



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Equality, diversity, and inclusion (EDI) are the common values of the Ulysseus Alliance, in line with international standards for human dignity, freedom and human rights.

Ulysseus will implement equality as a cross-cutting theme in all activities to ensure inclusive and equal treatment of all partners and stakeholders.

Ulysseus will promote the collection and use of data on equality, diversity, and inclusion as a monitoring tool.



The European Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities (Treaty on European Union, Article 2) and therefore aims to (a) combat social exclusion and discrimination and (b) promote social and gender equality, solidarity between generations and protection of the rights of the child (Treaty on European Union, Article 3).

The Ulysseus Alliance's vision for 2030 is to develop an excellently recognised and internationally attractive, cosmopolitan, people-centred, and entrepreneurial European University for the citizens of the future.

It aims to be the best choice for non-traditional, underrepresented, and disadvantaged students, and so diversity, equality and active inclusion are crucial themes for Ulysseus. Indeed, by 2030, Ulysseus will contribute to a more inclusive and engaged society that promotes equality, social cohesion, and active citizenship.



The Ulysseus Equality Plan is intended to be the backbone for the development of all programmes aimed at ensuring an inclusive and equal Alliance that takes an intersectional approach, which acknowledges the interconnected nature of various forms of discrimination and identities.

The Equality Plan for Ulysseus Step 1 is linked to Ulysseus Key Objective 4, which aims to help shape resilient, human rights respecting and socially engaged European citizens by improving knowledge and practise of European values, strengthening citizen engagement through a range of outreach activities, promoting equality and inclusion, and reducing the gender imbalance and improving representation of women in STEAM (Science, Technology, Engineering, Arts, and Mathematics) fields.

The Ulysseus Equality Plan forms the basis for the development of all inclusion programmes and ensures inclusive and equal treatment throughout the Alliance and the project, starting from an intersectional approach. Specific activities will be developed through WP5 and in close cooperation with other WPs, in a coordinated effort among different teams to adopt and implement the strategies outlined in the plan.

Ulysseus adopts a Gender+ strategy, in which gender remains the main contemplated type of inequality but its interaction with other sources of inequality and grounds of discrimination is taken into account.



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Equality, diversity and active inclusion are addressed in the Ulysseus Strategy and in particular in the Equality Plan, which forms the basis for the development of all inclusion programmes.

The principle of equality is enshrined in many international and EU treaties and declarations. Three landmark Council Directives were adopted in 2000 and 2004 (Directives 2000/43/EC, 2000/78/EC and 2004/113/EC) prohibiting discrimination on the grounds of racial or ethnic origin, religion or belief, age, disability and sexual orientation.

The EU has called on all Member States to review and amend their existing legislation to meet the requirements of the Directives.



# THE SHARED VALUES OF THE ALLIANCE

The collection and use of data on equality, diversity and inclusion reflect different approaches at national and local level, and perspectives vary according to the cultural, social, political, and legal context in Europe.

Therefore, Ulysseus partners will identify cultural/migration, socio-economic and educational backgrounds for a given activity as needed (alternative ways, lifelong learning), caring responsibilities, genetic characteristics, language, religion, or belief, political or other opinions, membership of a national minority and various specific situations at European, national, and local level.

The grounds that are protected in different laws at national level may be different at federal or regional level. Therefore, each partner will comply with the legislation and follow the general guidance in this Equality Plan.



## TARGETED GROUNDS AND GROUPS, MACRO AREAS



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Partners are encouraged to undertake activities that ensure compliance with EDI principles in all their activities in Ulysseus.

EDI activities (plan, programme, course, training, office, module/template, etc.) developed by each partner in the field of equality, diversity and inclusion (also in cooperation with other associations/organisations) will be identified.

The targeted grounds for discrimination that Ulysseus will address all or some of the following: Disability, age, gender, ethnic/cultural/migration background, socio-economic background, sexual orientation, educational background (alternative education, lifelong learning), caring responsibilities and religious background/belief. Other potential reasons are addressed as appropriate.

Before selecting potential actions within the scope of Ulysseus, it is crucial to identify the target groups of the "Equality Plan" report, as it helps prioritize and tailor the initiatives to address the specific needs and challenges faced by different individuals or communities.



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Equality Plan target groups are:

- 1** **Staff and employees:** individuals who work directly for the university, including faculty members, administrative staff, and other personnel.
- 2** **Applicants and contractors:** individuals who are applying for positions or contracts with the university. Contractors may include individuals or companies hired by the university for specific projects or services.
- 3** **Enrolled students:** this group comprises individuals who are currently registered as students at Ulysseus University. This could include undergraduate, graduate, or doctoral students.
- 4** **Applicants for places:** individuals who have applied for admission to Ulysseus University but may not have been enrolled yet. They are prospective students awaiting a decision on their application.
- 5** **Service users:** individuals who utilise specific services offered by the university, such as counselling services, healthcare facilities, or other support services.

6

**Visitors:** individuals who are not affiliated with the university but may visit for various reasons, such as attending conferences, seminars, or cultural events.

7

**Customers and clients:** individuals who engage with the university's commercial activities, such as purchasing merchandise, using university facilities, or accessing services provided by the university.



# TARGETED GROUNDS AND GROUPS, MACRO AREAS



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Macro areas are, for example, formal engagement, visibility, terminology, data collection, data analysis, revision of existing documents/texts/templates, participation in mainstream flow (EU and other supranational organisations), work-life balance, promotion of EDI in science.

The collection of the above information will enable cross-fertilisation of all Ulysseus activities and ensure collective progress on EDI practises, as EDI practises will influence activities in the sustainability, digitalisation, dissemination, finance, management, internationalisation and green sectors.

The mainstreaming of EDI principles will be applied to all Ulysseus activities to raise awareness among partners and all target groups directly or indirectly involved in the Ulysseus proposal.



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Ulysseus alliance will adopt the following suggestions, as appropriate to each situation:



**Address under-representation of women** and other target groups when appropriate.



**Include references to gender and/or diversity in the scientific literature** when mentioning research activities.



**Refer to relevant EU documents,** recommendations, and actions addressing gender+ issues.



**When mentioning Sustainable Development Goals (SDGs) include No. 5 (gender equality) and No. 10 (reducing inequality) when appropriate.** When discussing the European Green Deal, consider the gender+ aspect as well.



**Highlight the societal impacts of EDI (EDI)** in respective sectors.



**Incorporate references to EDI whenever appropriate** throughout the content, not limited to specific sections or websites.



**Include EDI-related aspects when discussing COVID-19-related consequences and measures** to be implemented.



**Mention the current representation of women and other groups in committees, working groups, experts, etc.** Outline concrete plans to improve gender and diversity balance where necessary and describe methods to maintain current gender and diversity balance where it has been achieved.



**Give visibility to the measures and strategies planned to increase the female representation** and the respect of diversity and inclusion.



**Disaggregate indicators, targets, and available data by gender and other relevant variables, as appropriate to the context.** Additionally, commit to disaggregating indicators, targets, and data in the future.



**Monitor indicators and key performance indicators (KPIs)** with a gender, diversity, and inclusion lens.



**Implement measures to ensure a more balanced representation in terms of EDI** across all planned activities.



**Conduct a gender+ analysis of funding allocation** to ensure fairness and equality in resource distribution.



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