

## DECLARATION ON EQUALITY, DIVERSITY AND INCLUSION AT UNIVERSITIES OF SCIENCE & TECHNOLOGY

DATED 18<sup>TH</sup> OCTOBER 2019

With this declaration, the universities of Science and Technology (S&T) united within [CESAER](#) recognise the need to accelerate the achievement of equality, diversity and inclusion at our institutions through personal leadership, institutional vigour and societal change.

### WE RECALL THAT:

- All persons are equal before the law and are entitled to the equal protection of the law ([Convention](#) for Protection of Human Rights and Fundamental Freedoms) and the member states of the [Council of Europe](#) are resolved to take steps to promote the equality of all through the collective enforcement of a general prohibition of discrimination;
- The European Union (EU) aims to eliminate inequalities, and to promote equality between women and men (Article 8 of [Treaty](#) on Functioning of EU), and the EU supports and complements the activities of the member states in equality between women and men with regard to labour market opportunities and treatment at work (article 153);
- The European Commission celebrated the 20<sup>th</sup> anniversary of its [communication](#) on 'Women in Science: Mobilising women to enrich European research' (1998);
- The European Council [reaffirmed its commitment in May 2015](#) to correct gender imbalances and address gender as an intrinsic part of research policies in the context of the European Research Area (ERA);
- The [European Charter for Researchers](#) reminds employers and funders of researchers not to discriminate against researchers in any way, and to aim for a representative gender mix at all levels of staff;
- The world leaders [have agreed](#) to achieve gender equality and empower all women and girls in the framework of the [United Nations Sustainable Development Goals](#);
- Safeguarding equality, diversity and inclusion in (our) universities will increase the quality of research, education and innovation coming from them.

### PARTICULARLY IN SCIENCE AND TECHNOLOGY (S&T),

- The greatest potential to boost research, education and innovation comes from promoting excellence in all aspects of operations, including equality, diversity and inclusion.
- There is [strong and consistent evidence](#) that gender inequality is a long-standing challenge at universities and thus it is of the utmost importance that this is urgently addressed and remedied by leaders, universities and stakeholders.
- CESAER, as an ERA Stakeholder Organisation, [has committed](#) to share our members experience with implementation of institutional gender strategies and gender equality plans including (for example) leadership commitments, to promote best practice in selecting gender-specific career development measures and in monitoring of implementation.

#### WE HEREWITH PLEDGE TO:

- Seize and accelerate the momentum to foster equality, diversity and inclusion, increase awareness and overcome internal resistance;
- Promote equal opportunities as an issue of equality, diversity and inclusion;
- Teach Science, Technology, Engineering and Mathematics (STEM) and particularly digital skills also to promote equality, diversity and inclusion;
- Remove barriers and introduce measures for achieving better work-life balance for all;
- Improve transparency in, and remove unconscious bias from, all recruitment and promotion processes;
- Develop and reward a leadership culture in which effective strategies for equal opportunity is viewed as a sign of quality;
- Make gender equality plans action-oriented documents, to provide funding to support the actions, to closely monitor the outcomes, and to continuously improve the effectiveness of our gender equality initiatives;
- Lead by example and be explicit and visible on equality and diversity.

#### BY 2023, WE HEREWITH COLLECTIVELY AND INDIVIDUALLY COMMIT TO:

- Increase gender balance in all decision-making levels and advisory boards to at least 30%;
- Design, implement, monitor and evaluate dedicated policies and plans for equality, diversity and inclusion and implement concrete actions to accelerate them;
- Set institutional targets for gender equality at all levels in our institutions and monitor and communicate on the progress of achievement;
- Promote a learning community of institutions to learn from each other about equality, diversity and inclusion;
- Develop guidelines against discrimination at our institutions, including advice about dealing with unconscious bias and other sources of discriminatory behaviour;
- Report on the achievement of these pledges to the general public by 2024.

#### WE ENCOURAGE:

- Parents, educators and society at large to stimulate boys and girls equally, early on in their development to become interested in STEM and to embrace careers in research (STEM in particular), helping us universities to improve the scientific quality and societal relevance of the knowledge, technology and innovation from our institutions;
- All stakeholders involved to share best practices and stimulate their adoption through dialogue and bottom-up collaboration;
- The EU and the ERA Stakeholder Organisation to reinforce their efforts to promote equality in research through a more ambitious agenda around equality, diversity and inclusion for the ERA;
- National and European funders to acknowledge and support the implementation of diversity plans at universities through specific funding instruments;
- National and European funders to provide equal opportunities and remove (implicit) gender bias;
- National governments to design and implement policies favourable to addressing diversity in research, higher education and universities.

For more information and enquiries, please contact our Secretary General [David Bohmert](#).