



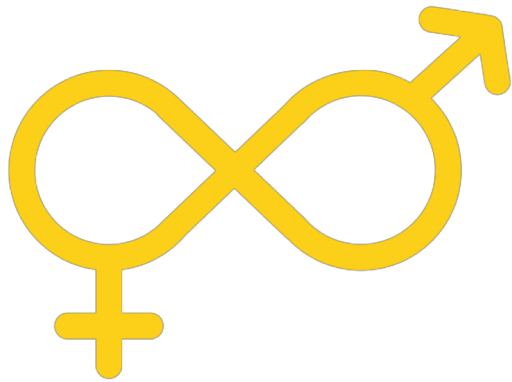
POLITECNICO  
DI TORINO



HR EXCELLENCE IN RESEARCH

CESAER

# IMPLEMENTING *GENDER EQUALITY PLANS (GEP)* AT UNIVERSITIES OF SCIENCE AND TECHNOLOGY



#GenderCESAER

## POLITECNICO DI TORINO

CASTELLO DEL VALENTINO, SALONE D'ONORE  
29TH MARCH 2019

*Promotion of **inclusion**, the belief that **in diversity there is strength**, the guarantee that **equal opportunities** and career growth are offered in a merit-based perspective. These are the core values for any university which aims to be a **school of life**, as well as a place for study and work.*

POLITO4IMPACT | STRATEGIC PLAN 2018-2014

POLITECNICO DI TORINO

# Our history in a few steps

Technical School  
for Engineers



1859

Italian Industry  
Museum



1862

Corso Duca degli Abruzzi  
Campus opening



1958

150 years of  
“Polytechnic culture”



2009

1861



Unification of Italy

1906



Regio  
Politecnico di Torino

1991



Cittadella  
Politecnica Campus:  
site construction  
opening

Today



POLITECNICO DI TORINO

# A campus in continuous evolution



**POLITECNICO DI TORINO**

# 2019 University Ranking



by broad Subject **World**

**41** Engineering and Technology

by Subject **World**

**38** Architecture / Built Environment

**24** Civil and Structural Engineering

**42** Electrical & Electronic Engineering

**31** Mechanical, Aeronautical, Manufacturing & Production Engineering

**24** Mineral & Mining Engineering



by Indicator **World**

**3** Graduate Employment Rate



# Students

AY 2017/2018

**35 000**

**Students enrolled in Bachelor's and Master's degree programmes**

**72%**

**Male students**

**28%**

**Female students**

**565**

**Students enrolled in I and II level Specializing Masters programmes**

Lifelong Learning courses

Training courses for businesses

**662**

**PhD candidates**

**68%**

**Students from outside Piemonte**

52% italiani residenti fuori Piemonte

16% international students

**5 302**

**First-year students** | AY 2018/2019



**POLITECNICO DI TORINO**

# Courses catalogue

AY 2017/2018

- |    |  |
|----|--|
| 22 | <b>Bachelor's degree programmes</b><br>3 in Architecture   19 in Engineering                           |
| 28 | <b>Master's degree programmes</b><br>5 in Architecture   23 in Engineering                             |
| 20 | <b>Educational paths taught completely in English</b>  |
| 5  | <b>I level Specializing Masters programme</b>  |
| 17 | <b>II level Specializing Masters programmes</b>  |
| 1  | <b>Interuniversity Specializing Masters programme</b>  |
| 18 | <b>Lifelong Learning courses</b>   |
| 16 | <b>PhD programmes</b> including<br>5 in cooperation with other universities (3)   research centres (2) |
| 1  | <b>Qualità &amp; Impegno</b> (Quality & Commitment)<br>programme for Bachelor's students               |
| 1  | <b>Alta Scuola Politecnica (ASP)</b><br>for Master's students  |



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# Departments

## INDUSTRIAL ENGINEERING



### DENERG

Energy

### DIMEAS

Mechanical and Aerospace  
Engineering

### DISAT

Applied Science and  
Technology

## INFORMATION TECHNOLOGIES



### DAUIN

Control and Computer  
Engineering

### DET

Electronics and  
Telecommunications

## INDUSTRIAL ENGINEERING AND MANAGEMENT, MATHEMATICS FOR ENGIN.



### DIGEP

Management and Production  
Engineering

### DISMA

Mathematical Sciences

## CIVIL AND ENVIRONMENTAL ENG., ARCHITECTURE AND INDUSTRIAL DESIGN



### DAD

Architecture and Design

### DIATI

Environment, Land and  
Infrastructure Engineering

### DISEG

Structural, Geotechnical and  
Building Engineering

**DIST** (Interuniversity Department)  
Regional and Urban Studies  
and Planning

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# Interdepartmental Centers



**CARS@Polito**

Center for Automotive Research  
and Sustainable mobility



**CWC**

CleanWater Center@Polito



**Ec-L**

Energy Center Lab

Future  
*Urban Lega*  
Lab

**FULL**

The Future Urban Legacy Lab



**IAM@Polito**

Integrated Additive Manufacturing



**J-Tech@Polito**

Advanced Joining Technology



**PEIC**

Power Electronics Innovation Center



**PhotoNext**



**PIC4SeR**

**PIC4SeR |** PoliTO Interdepartmental  
Centre for Service Robotics



**PoliTo<sup>BIO</sup>Med Lab**

Biomedical Engineering Lab



**R3C**

Responsible Risk Resilience Centre

**SISCON**

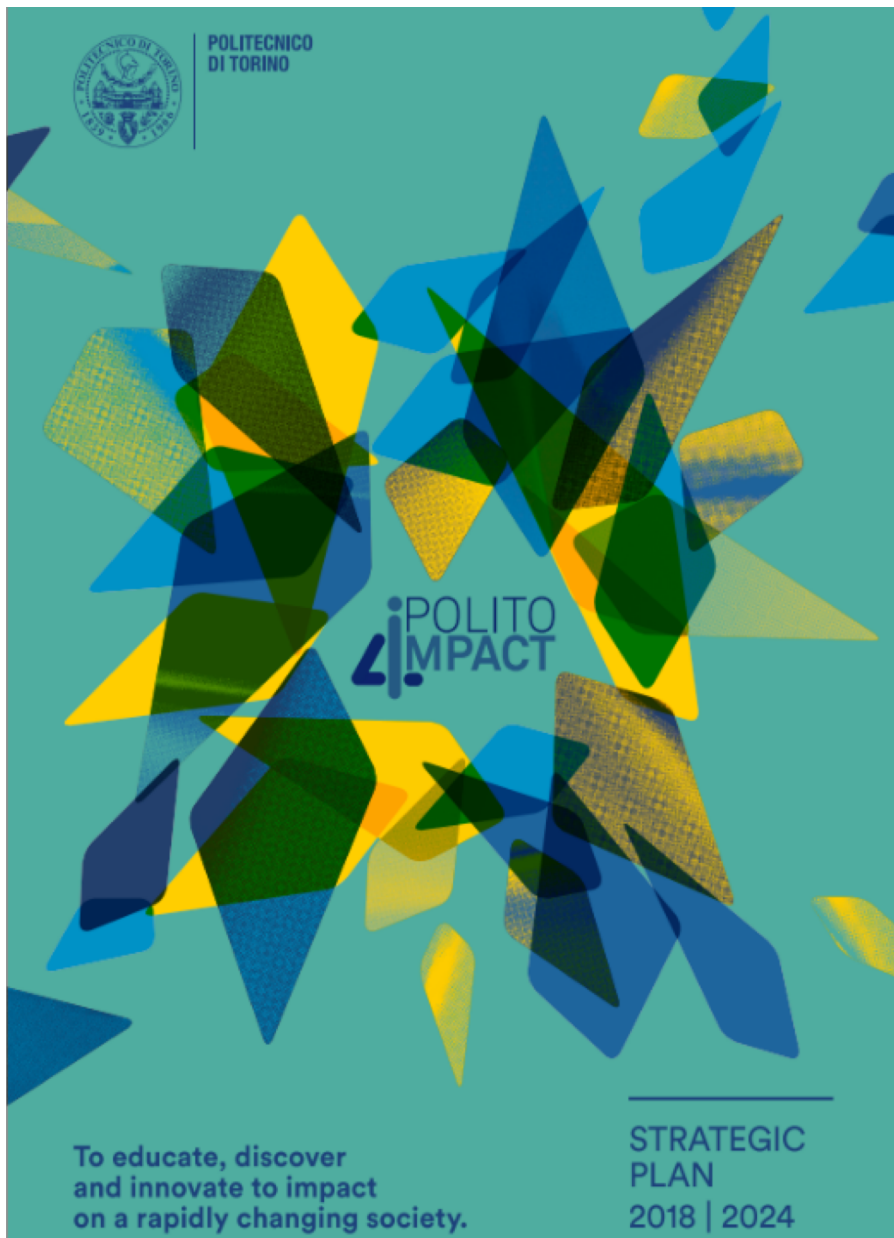


**SmartData@Polito**

Big Data and Data Science Laboratory

POLITECNICO DI TORINO





## Strategic Plan

The promotion of **equal opportunities** and **inclusiveness** is inspired by our University's commitment to ensuring fair treatment and opportunities to all its members. Moreover, it stems from the belief that **diversity and inclusion are core values** for any university which aims to be a **school of life**, as well as a place for study and work.

In this context, by sharing and implementing the principles of the **European Charter for Researchers**, our University will launch new initiatives to monitor and govern equal opportunities with respect to the various aspects of diversity, **starting from gender diversity**.

# The new structure Equality@PoliTO



# 160 years of history from an Equality point of view

Technical School  
for Engineers

1959

Emma Strada



1908

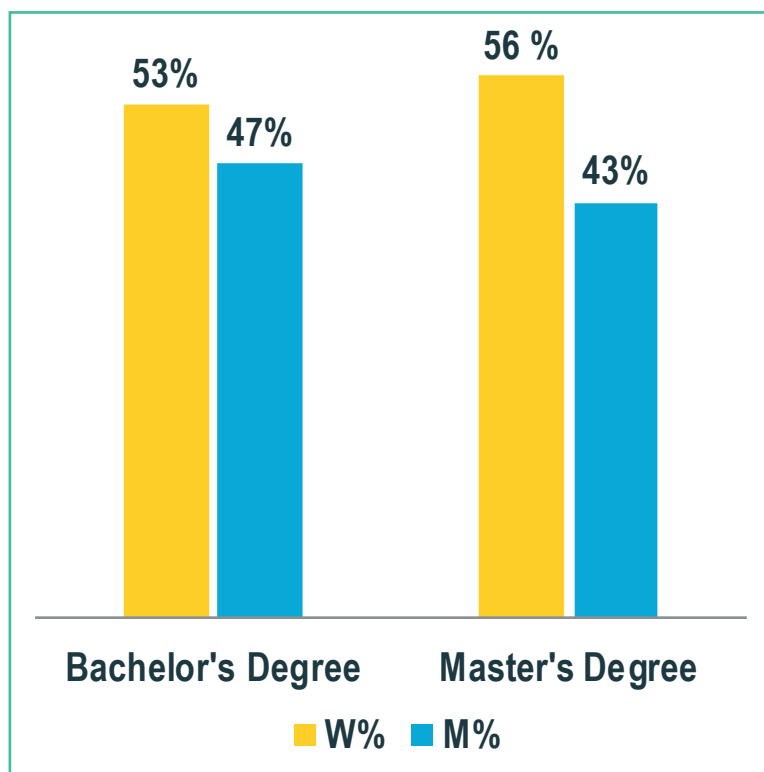
First woman graduated  
in Engineering in Italy  
Civil Engineering

Founder and first president  
of **A.I.D.I.A.**, the Italian  
Association of Women  
Engineers and Architects

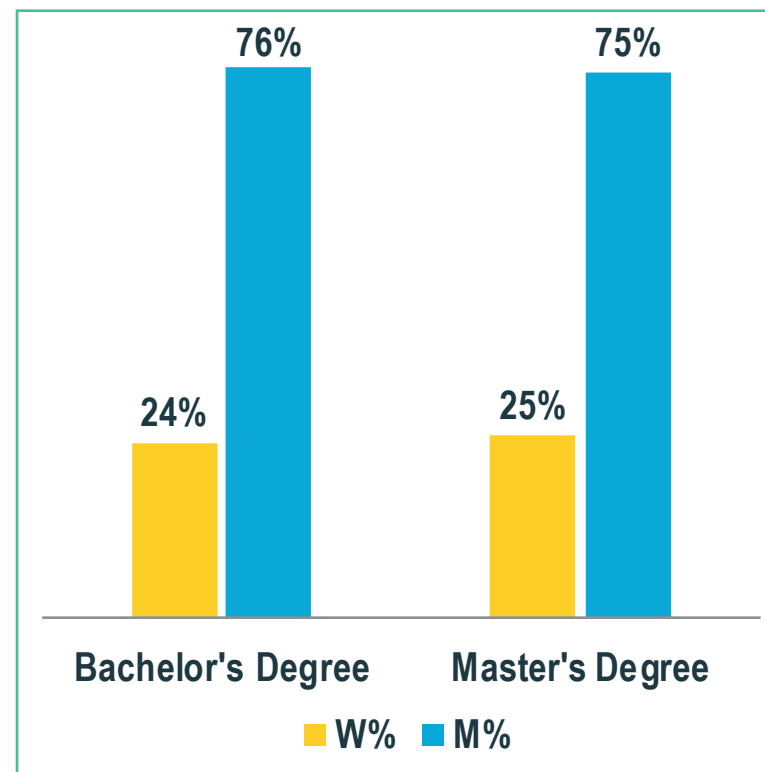
today →

# Students

## ARCHITECTURE



## ENGINEERING

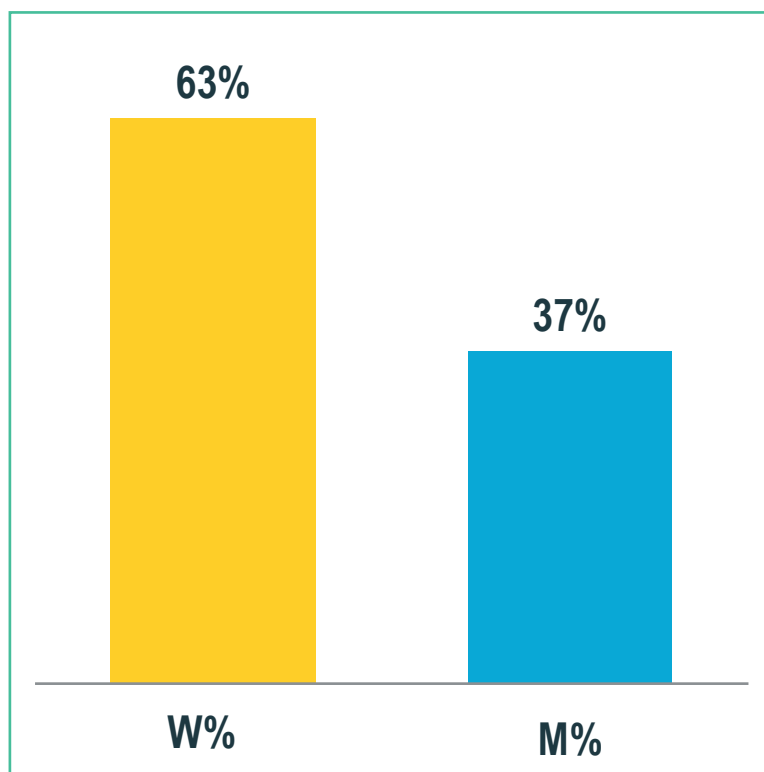




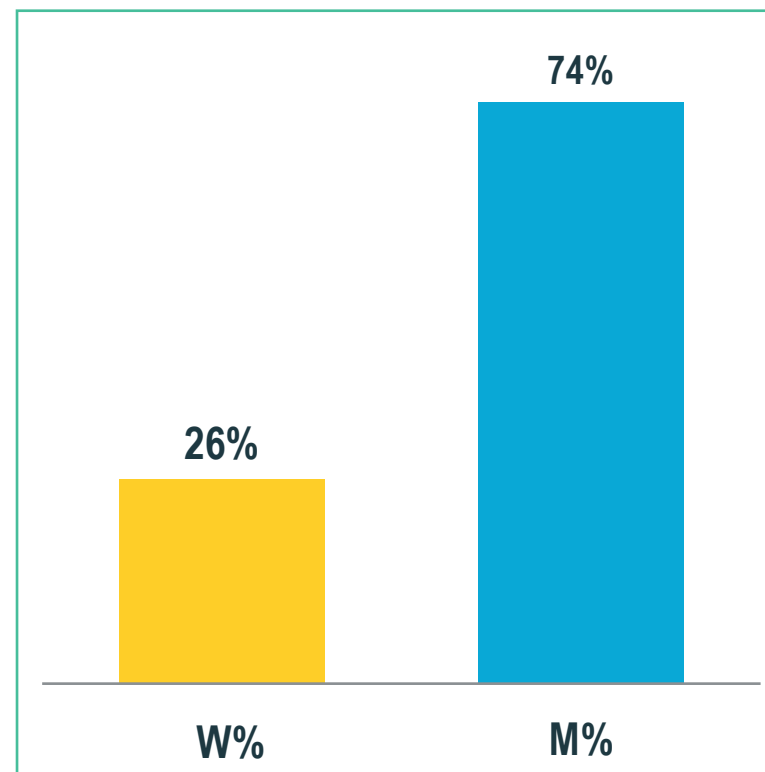
AY 2018/2019

## PhD candidates

### ARCHITECTURE

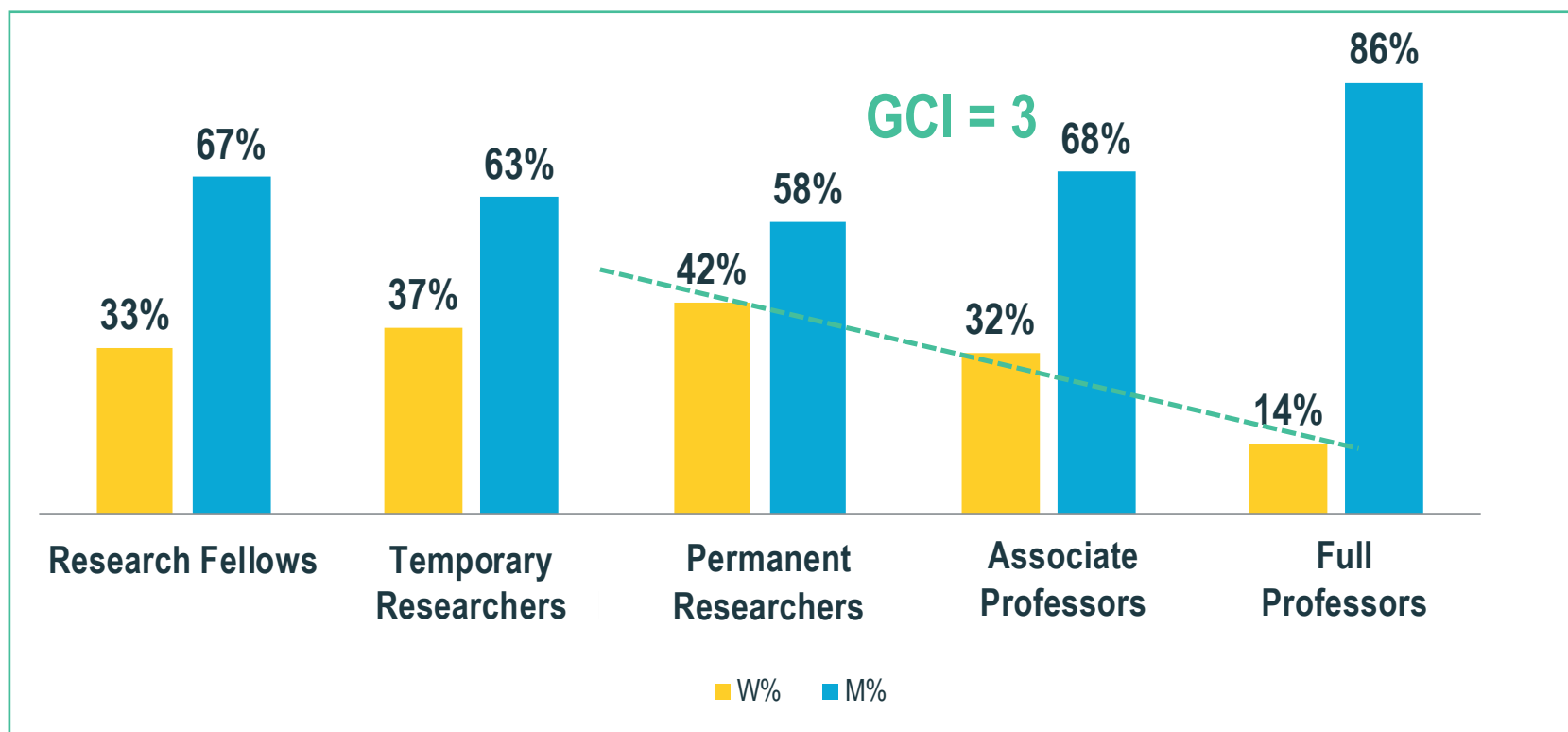


### ENGINEERING

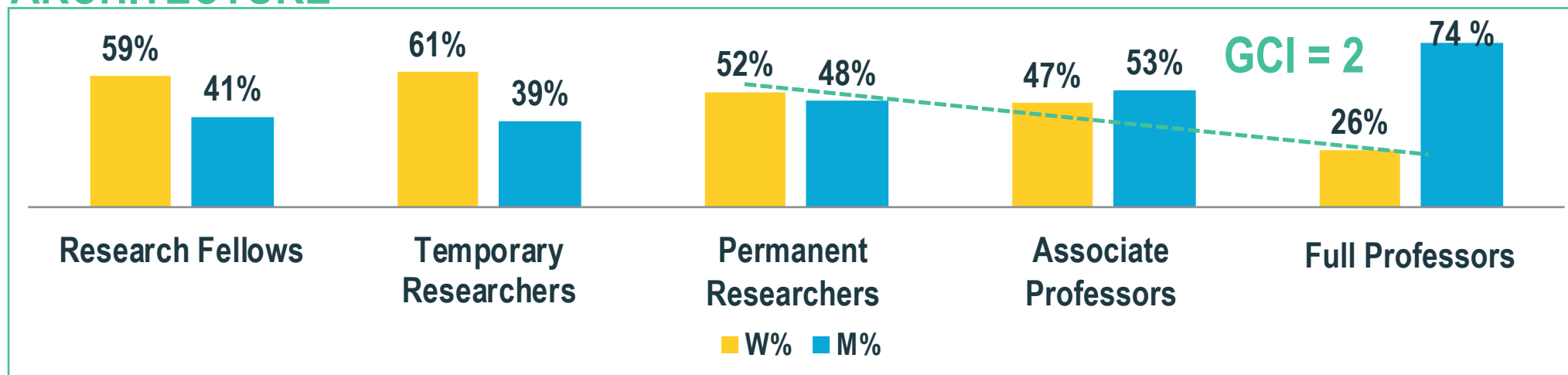


# Teaching staff

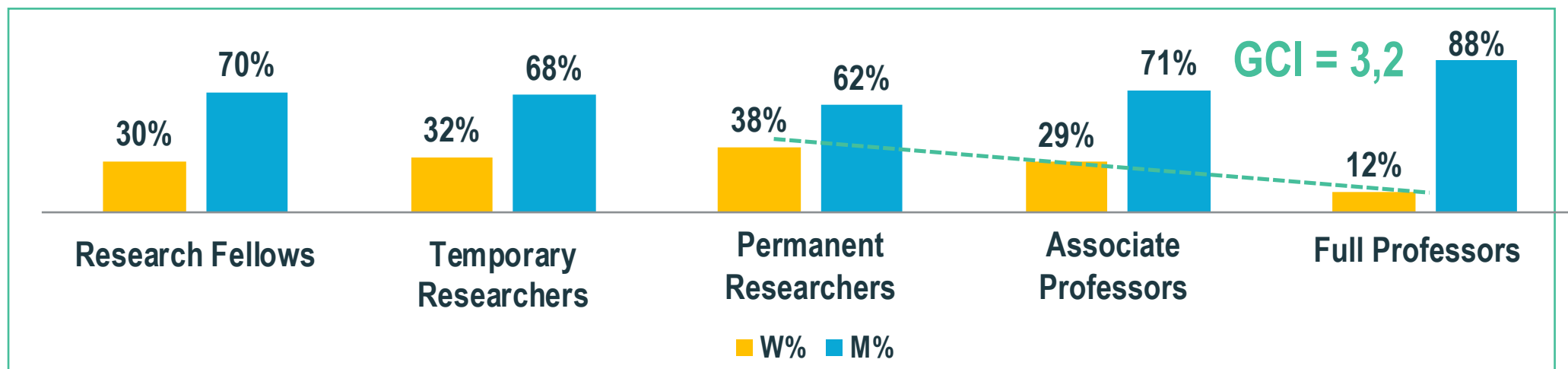
## ENGINEERING + ARCHITECTURE



## ARCHITECTURE



## ENGINEERING



AY 2018/2019

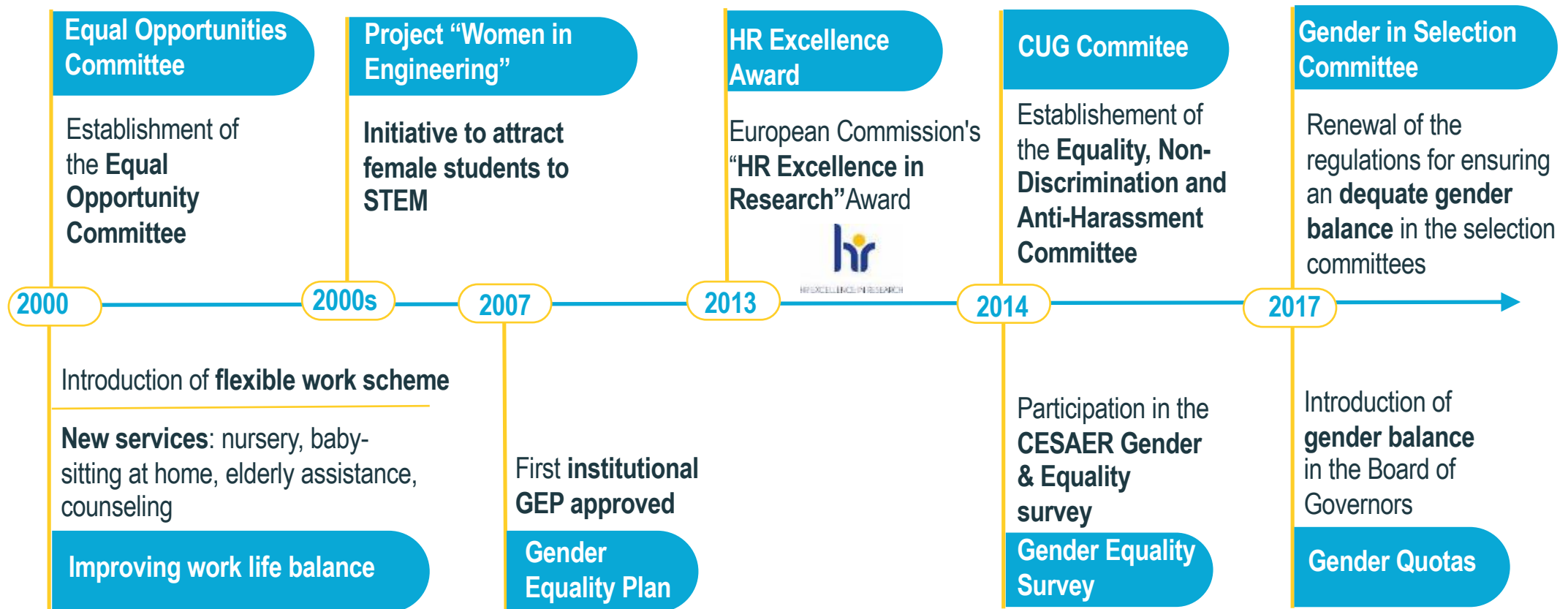
## Administrative staff





# Equality@PoliTo initiatives

TIMELINE: THE PAST



# Equality@PoliTo initiatives

TIMELINE: THE PRESENT, THE FUTURE

## New Rector 2018-24

Guido Saracco chose a **gender balanced Team of Vice Rectors and Delegates** (50/50)

## Strategic Plan PoliTo 4Impact

Equality objectives:

- to increase the number of female students (up to 35%);
- to support the career development of female researchers (+ 50%).

## SheHacks PoliTo Contest for students

**Contest** to create concepts for a **new campaign** to attract female students

## We are HERe campaign

**New social campaign** to attract female students to **Engineering Courses**.  
Starting date: April 1st

2018

2019

**Support to Torino Pride seminar** with students, personnel, City and Region Councillors

**TorinoPride event @PoliTo**

**Gender & Diversity teaching staff Community**

**PoliWo PoliTO for Women**

**PoliTo board for Gender & Equality Plan**

**Gender Observatory**

**Scholarships for tutoring female students**

**Tutoring and Mentoring service for Engineering female students**