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## Razvoj in uvajanje protokola o enakosti spolov na univerzi: Enakopravnost in pravičnost

Univerzitetni protokol o enakosti spolov je obsežen nabor smernic, politik in praks, namenjenih spodbujanju in zagotavljanju enakosti spolov znotraj akademske skupnosti. Cilj protokola je ustvariti varno, vključujoče in raznoliko okolje za vse visokošolske učitelje, strokovno osebje ter študente, ne glede na njihovo spolno identiteto ali izražanje. Ključne komponente protokola o enakosti spolov vključujejo *vzpostavitev jasnih politik o enakosti spolov*, kjer je treba opredeliti prednostna področja za enakopravnost spolov, kot so zaposlovanje, napredovanje, raziskovanje, podpora študentom in ravnotežje med poklicnim ter zasebnim življenjem. Protokol vsebuje tudi smernice, kako spodbujati uporabo *spolno nevtralnega in vključujočega jezika* v vseh uradnih dokumentih, na spletnih straneh in v komunikaciji med deležniki, hkrati pa sta pomembna tudi redna promocija in priznavanje dosežkov vseh spolov v univerzitetnih publikacijah ter medijih. Skozi protokol sprejmemo smernice na področju *izobraževanja in usposabljanja* zaposlenih ter študentov o enakosti spolov, pri čemer je pomembno, da se zaposleni in študenti podučijo o pomenu enakopravnosti spolov, različnih možnih oblikah diskriminacije po spolu in o tem, kako se proti taki diskriminaciji boriti. Skozi protokol sprejmemo usmeritve tudi na področju *zaposlovanja in napredovanja* znotraj univerze. Pri tem poznamo različne ukrepe, kot so uvedba kvot ali ciljev, da se zagotovi uravnotežena zastopanost spolov med zaposlenimi, revizija in prilagajanje plačilne strukture, enakost plačila za enako delo, mentorstvo in inštruiranje (angl. *coaching*) oz. programe za ženske in druge manj zastopane spole, ki spodbujajo njihov profesionalni razvoj. Pomembna komponenta protokola za ustvarjanje varnega in vključujočega okolja na univerzi je zagotavljanje ustreznih *virov ter podpornih storitev* za posameznike, ki so bili izpostavljeni diskriminaciji ali nadlegovanju na podlagi spola, kot tudi tistim, ki želijo izvedeti več o enakosti spolov. Še eden izmed pomembnih vidikov spodbujanja enakosti spolov in spodbujanja vključujočega okolja na univerzi je vzpostavitev *varnih prostorov*, kar pomeni, da se ustanovijo fizični ali virtualni prostori, kjer se lahko posamezniki vseh spolov počutijo varne in podprte. Skozi protokol pa sprejmemo tudi različne ukrepe za raznoliko *zastopanost vseh spolov na vodstvenih položajih*, v akademskih programih, odborih in na univerzitetnih dogodkih. Pri vsem tem pa ne smemo pozabiti na redno *spremljanje in evalvacijo* vseh ukrepov na področju uvajanja enakosti spolov z vidikov enakopravnosti ter pravičnosti. Bistvenega pomena je, da se univerze dejavno zavežejo k spodbujanju enakosti ter enakopravnosti spolov in ustvarjanju kulture vključevanja ter spoštovanja vseh članov akademske skupnosti. Z izvajanjem celovitega protokola o enakosti spolov lahko univerze pomagajo ustvariti enakopravnejše, pravičnejše in bolj vključujoče okolje za vse.

*Ključne besede:* protokol o enakosti spolov, univerza, enake možnosti

## Development and Implementation of the Protocol on Gender Equality at University: Equality and Justice

The University Protocol on Gender Equality is a comprehensive set of guidelines, policies and practices designed to promote and ensure gender equality within academia. The aim of the protocol is to create a safe, inclusive and diverse environment for all higher education teachers, professional staff and students, regardless of their gender identity or expression. Key components of the gender equality protocol include *the establishment of clear gender equality policies*, where priority areas for gender equality need to be identified such as employment, promotion, research, student support and work-life balance. The protocol also pro-

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Povzetki posveta o enakosti spolov  
za vključujočo univerzo in družbo  
Koper, 15. november 2023

### Gender Equality: Considerations and Challenges

Abstracts of the Symposium  
on Gender Equality for an Inclusive  
University and Society  
Koper, 15 November 2023



vides guidance on how to promote the use of *gender-neutral and inclusive language in all official documents, websites and communication between stakeholders*, as well as the regular promotion and recognition of achievements of all genders in university publications and mass media content. Guidelines are included in the protocol in the field of *education and training* of employees and students on gender equality. It is important that employees and students learn about the importance of gender equality, the various possible forms of gender discrimination and how to combat such discrimination. Guidelines are also included in the protocol in the field of *employment and promotion* within the university. There are various measures in this regard, such as the introduction of quotas or targets to ensure gender balance among employees, the revision and adaptation of the pay structure to ensure equal pay for equal work, mentoring and coaching. Coaching or programmes are for women and other under-represented genders that promote their professional development. An important component of the protocol for creating a safe and inclusive environment at the university is the provision of adequate *resources and support services* to individuals who have been exposed to discrimination or harassment based on gender, as well as to those who want to learn more about gender equality. Another important aspect of promoting gender equality and promoting an inclusive environment at university is the creation of *safe spaces*, which means creating physical or virtual spaces where individuals of all genders can feel safe and supported. Through the protocol, various measures are taken for the diverse *representation of all genders in management positions*, academic programmes, committees and university events. In all of this, regular *monitoring and evaluation* of all measures in the field of introducing gender equality from the perspective of equality, equity and equal opportunities is necessary. It is essential that universities actively commit to promoting gender equality and equality of opportunities and to creating a culture of inclusion and respect for all members of the academic community. By implementing a comprehensive protocol on gender equality, universities can help create a more equal, equitable and inclusive environment for all.

*Key words:* gender equality protocol, university, equal opportunities