

Diversity +

Plan

Documento Joany + Reina (cargar el documento del drive):

<https://docs.google.com/document/d/1jnORz6ftDo5R6axUWypbDfeUHH-LFC9gRGfJUNXxEiQ/edit>

Discusión: establecer acciones concretas y actuar.

Official

1) Diversity officer:

- Definition of the role and responsibilities of the diversity officer.
- How to select the officer? Open candidatures among us? When?
- Duration of the appointment? 1 year and renew if common agreement?
- Need to look for available training? Any ideas? (CERN trainings?)
- Who should attend the training, Diversity officer + Andrea + core team?
- Should the diversity officer be the contact person for the conduct code?

Estructuras

2) Support structures for diversity inside LA-CONGA:

- Mentoring program open to all students. Do we want to create such a structure? How? Ideas?
- Alumni network open to all the students of LA-CONGA.

+ Coordinación WP5

Discusión para tener una acción efectiva

Conocimiento y apropiación de los aspectos clave de:

Legislación europea

Legislación de cada país beneficiario

+

Dimensión ética (nuestro toque)

Contextualizar y definir acciones.

Legislación europea (igualdad)

https://ec.europa.eu/info/aid-development-cooperation-fundamental-rights/your-rights-eu/know-your-rights/equality_en

Principios importantes:

- [equality before the law](#)
- [Non-discrimination](#) ← !!!!!
- [cultural, religious and linguistic diversity](#) ← !!!
- [equality between women and men](#) ← !!!!!
- [the rights of the child](#)
- [the rights of the elderly](#)
- [integration of persons with disabilities](#) ← !!!

Legislación europea (gender)

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

Estrategias:

1. Being free from violence and stereotypes
 - a. Ending gender-based violence
 - b. Challenging gender stereotypes ← **nuestros objetivos !**

Legislación europea (gender)

2. Thriving in a gender-equal economy

- a. Closing gender gaps in the labour market ← Importante cumplir!!
- b. Achieving equal participation across different sectors of the economy
- c. Addressing the gender pay and pension gap
- d. Closing the gender care gap

Legislación europea (gender)

3. Leading equally throughout society
 - a. Achieving gender balance in decision-making and politics ← Importante cumplir!!
4. Gender mainstreaming and an intersectional perspective in EU policies
5. Funding actions to make progress in gender equality in the EU
6. Addressing gender equality and women's empowerment across the world ←
nuestros objetivos !!

Compromisos (EU)

- increasing female labour market participation and economic independence of women and men ← !!
- reducing the gender pay, earnings and pension gaps and thus fighting poverty among women ← !!
- promoting equality between women and men in decision-making ← !!!!
- combating gender-based violence and protecting and supporting victims ← !!!!
- promoting gender equality and women's rights across the world ← !!!!

Fin

Definir impacto en plan de comunicación?

Definir métricas para auto evaluarnos?

Continuar el trabajo: a, b, c