



جامعة المنوفية الأهلية

## 4 - Gender Equity and Promoting Women's Participation and Leadership Policy

### - Policy Statement:

Menoufia National University actively promotes gender equity and is dedicated to empowering women and increasing their participation and leadership across all academic, administrative, and student domains.

### - Actionable Measures:

- **Leadership Targets:** Set and publicly report on targets to increase the representation of women in leadership positions (e.g., Department Heads, Deans, University Council) to at least 30% within five years.
- **Supportive Infrastructure:** Ensure all campus facilities, including new buildings and renovations, include dedicated lactation rooms for nursing mothers.
- **Mentorship & Development:** Establish a formal mentorship and professional development program specifically designed to prepare female faculty and staff for leadership roles.
- **Gender-Sensitive Review:** Conduct an annual review of recruitment, promotion, and research grant allocation processes to identify and eliminate unconscious gender bias.

Vice President for Academic Affairs

(Prof. Nancy Assad)

