

WHAT IS THE GENDER EQUALITY PLAN?



„a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change.”

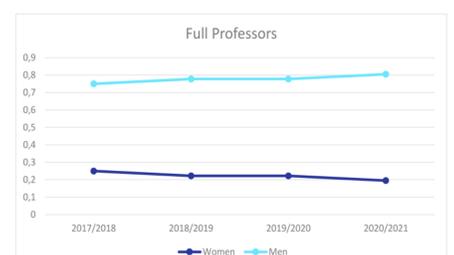
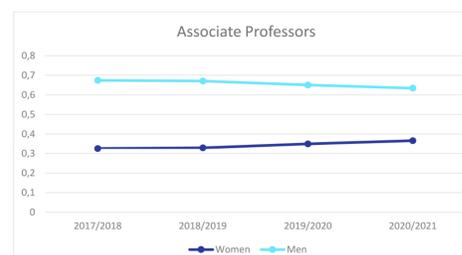
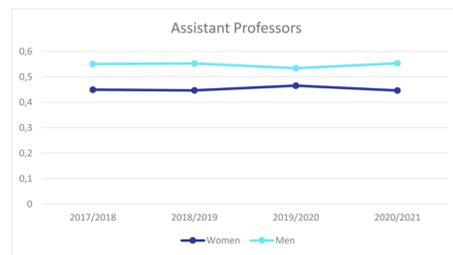
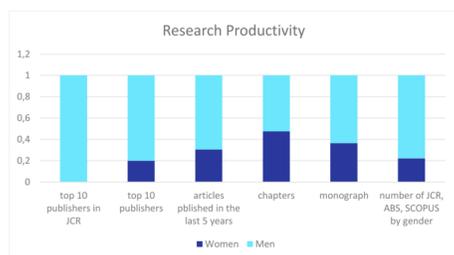
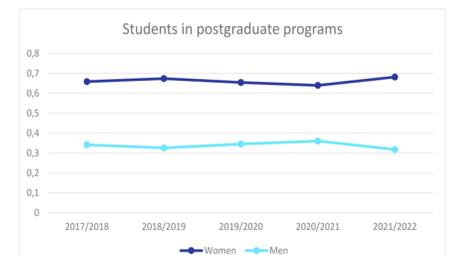
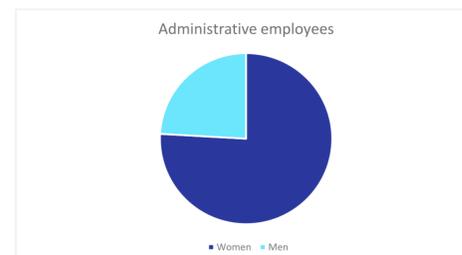
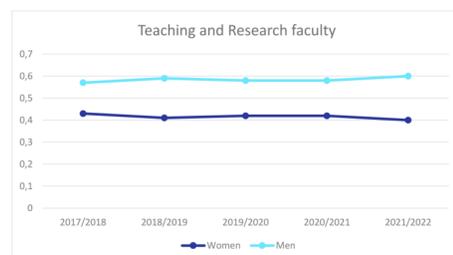
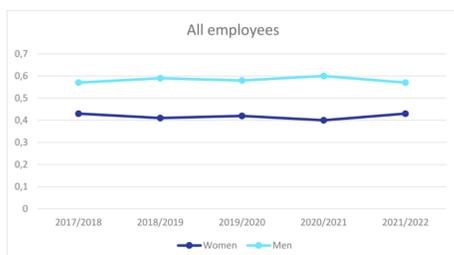
This policy instrument strives to sustainably transform organisational processes, cultures and structures within the field of research and innovation (R & I) to combat and **reduce gender imbalances and inequalities**. It should be holistic and comprehensive in the way that it addresses the whole organisation, engages all relevant stakeholders and tackles several gender equality issues in your organisation. Therefore, GEPs should not focus only on promoting career opportunities and equal access to resources for one gender; rather, they should be **inclusive and target women and men in all their diversity**.

KOZMINSKI UNIVERSITY SUSTAINABILITY TRANSITION STRATEGY

In 2020, KU has implemented Kozminski University Sustainability Transition Strategy. The Gender Equality Plan is one of several initiatives undertaken by Kozminski University to promote gender equality. The goal of the strategy is to include Sustainable Development Goals (SDGs) within the University's mission in education, research, and societal impact.



DIAGNOSIS FOR KOZMINSKI UNIVERSITY



OBJECTIVES FOR KOZMINSKI UNIVERSITY

OBJECTIVE 1

Supporting the development of women's careers at Kozminski University

OBJECTIVE 2

Increasing transparency and impact of women employees in creating procedures and the functioning of the University

OBJECTIVE 3

Supporting work, study, and family life

OBJECTIVE 4

Making invisible work visible

OBJECTIVE 5

Fostering an inclusive organizational culture

GENDER EQUALITY PLAN TEAM

To ensure a variety of perspectives, GEP was prepared by the team appointed by the Rector, which included women and men, both KU faculty and administrative staff, on different levels of their careers, with different points of view, and from different KU colleges, departments, and research centers. The team included (in alphabetical order):

1. Dr. Helena Chmielewska-Szljajfer,
2. Prof. Dr. hab. Dorota Dobija,
3. Dr. Anna Maria Górska - Team Co-leader,
4. Joanna Kartasiewicz, MA,
5. Prof. ALK dr. hab. Paweł Krzyworzeka,
6. Prof. ALK dr. hab. Aleksandra Przegalińska-Skierkowska - Team Co-leader
7. Prof. ALK dr. hab. Robert Rządca,
8. Agnieszka Sławska, MA,
9. Zuzanna Staniszevska, MA - secretary,
10. Dr. Jolanta Tkaczyk,
11. Dr. Mateusz Woński,
12. Dr. Michał Ziółkowski



Grzegorz Mazurek
Prof. Grzegorz Mazurek
Rector
Kozminski University



A. Przegalińska
Prof. Aleksandra Przegalińska
Vice Rector
Kozminski University