

GENDER EQUALITY PLAN

Plan égalité de genre
Haute Ecole Charlemagne



Introduction

This plan is implemented to develop a coherent strategy to advance towards greater equal opportunities with a conscious and clear role for each member of our institution.

The Director-President is responsible for developing the gender policy of the Haute Ecole Charlemagne. The authorities of the HECh have appointed a Gender Contact Person whose mission is to propose actions and support the implementation of the institution's gender policy. This person collaborates with various higher education institutions in the Wallonia-Brussels Federation via ARES.



The specificity of the links between gender stereotypes and inequalities lies in their occurrence at individual, organizational, national, and institutional levels. This plan therefore proposes actions focusing on eight axes. The HECh values differences and considers that the variety of behaviors, personalities, and work styles constitute a richness for the institution. Therefore, welcoming identity should occur without the need to conform to a model to be accepted and integrated into the institution.



The purpose of this gender equality plan at Haute Ecole Charlemagne is to improve the quality of life for everyone, whether they are students, teachers, administrative staff, or workers. This document aims, among other things, to meet the requirements of the Horizon Europe funding program. It is subject to annual updates based on decisions made by the Board of Directors of the University College, taking into account the experiences of the Gender Contact Persons.

1

Gender based violence including sexual harassment

Objective

To enable every member of our institution to work and study in an environment free from gender-based violence or harassment.

Actions

-The HECh has established a gender contact unit responsible for supporting the reporting of gender-related violence/discrimination through the address genders@hech.be. All reports can be made anonymously. In its commitment to inclusion beyond gender binaries, it has also set up a Service for the Reception and Support of Persons with Disabilities and a Gender Fluidity Reception Service. This is to individually protect any transgender student from discrimination or exclusion.

-Development of the "Respect" campaign with posters across all our sites.

2

Integrating gender into research

Objective

To avoid generalizations, biased data collection and analysis, or erroneous conclusions, research takes into account gender perspectives and life experiences based on gender.

Actions

-Awareness/training sessions integrating gender and research projects will be implemented to incorporate a gender perspective into the conduct and analysis of research.

-In both research and teaching, particular attention will be paid to gender parity in speaking time during communicative exchanges to allow for the expression of marginalized viewpoints.

3

Integrating gender into teaching

Objective

Allowing both students and teachers to propose educational content and materials free from discrimination. At the level of our University College's course offerings, certain fields and sectors are perceived as "masculine" or "feminine". While 4 out of 10 students were boys at enrollment in the pedagogical department, only 1 boy remains for every 5 students among the graduates in 2022-2023.

The HECh believes that it is not enough to recruit or promote disadvantaged gender identities. It is also essential that these populations are satisfied with how they are integrated and able to envision their long-term prospects.

3

Integrating gender into teaching

Actions

- Communication to staff about the availability of books aimed at deconstructing gender stereotypes in the library, with an annual renewal of the selection.
- Avoiding the isolation of minority gender individuals by grouping them together in the same class.
- The HECh ensures the sharing of these gender equality values when selecting partner institutions or internship locations.
- Teaching staff will strive to develop in students an awareness of gender stereotypes and the link between these stereotypes and gender discrimination.

Objective

Recruitment and hiring procedures are conducted with the utmost respect for gender equality and without discrimination based on gender. The personnel responsible for recruitment and promotion procedures are aware of the sexist biases they may imply. At Haute Ecole Charlemagne, 3 out of 4 management positions are held by women.

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**Recruitment and
career progression**

4

Recruitment and career progression

Actions (1)

- Annual communication to staff on gender-segregated statistics regarding the situation of various staff categories as well as enrollments in different departments.
- Consideration of the gender dimension in the ongoing evaluation of personnel.
- Consciously choosing non-gendered evaluation criteria in the personnel evaluation process. To achieve this, training the personnel responsible for evaluation to raise awareness of the existence of stereotypes.

4

Recruitment and career progression

Actions (2)

- Implementation of collegial discussions to reduce the weight of individual subjectivity of evaluators in recruitment interviews. Collegial discussion involves an argumentation of each person's choices and judgments.
- Implementation of awareness-raising and training actions on gender equality for members of the HECh.
- Implementation of interviews following a rigorous process with the same questions asked to candidates in the same order.
- Job offers with position titles are written in inclusive language as recommended by the Superior Council of the French Language.

5

Communication and promotion

Objective

Engage every student or colleague, current or future, regardless of their gender, so that they feel involved and included in the communication implemented by our institution.

During the academic year 2022-2023, 7 out of 10 students enrolled in the agronomy department are male, while this is the case for only 3 out of 10 students in the pedagogical department.

Specific activities aimed at promoting our departments include the idea that the programs are tailored to each individual regardless of their sex or gender.

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Communication and promotion

Actions (1)

-Given that generic masculine terms predominantly evoke male imagery, HECh will publish a practical guide titled "Equality in Language," incorporating linguistic forms that respect feminine identity - in accordance with the guidelines of the Superior Council of the French Language.

-Proposal of awareness-raising and training actions on gender equality for members of the communication unit to sensitize them to gender stereotypes in written, oral, and visual communication.

-Informing the institution (at all levels) about the gender equality policy and plan within HE. This document is available in both French and English on the website www.hech.be.

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Communication and promotion

Actions (2)

- Launch a gender bias awareness campaign targeted at students.
- Gifts offered to staff members and invited speakers will be gender-neutral.
- Communication of gender-segregated statistics regarding the situation of different departments within our Haute Ecole to the promotion team. This aims to implement a positive action such as promoting STEM fields to women and care-related professions to men.
- Development of the "Free Blood" campaign aiming to distribute free sanitary protection.

6

Leadership and decisions making

Objective

Special attention is given to gender parity in decision-making bodies.

Actions

- Leadership training is offered to individuals in management positions.
- Aim to achieve gender parity in governance and decision-making bodies, as well as in all leadership positions.

7

Work-life balance

Objective

Ensuring a balance between professional and personal life. The tensions between professional and family life have significantly stronger effects on women than on men.

Actions

- Remote meetings are considered if the context allows.
- The specific needs of administrative and manual staff are taken into account when scheduling their hours, based on the needs of their departments.
- Possibility of proposals for teachers for on-site childcare services during hours outside the regular schedule.
- Certain phrases are used at the end of emails to explicitly indicate that the email should be addressed during office hours.

8

Visibility of women's work

Objective

Members of HECh ensure to highlight the work of women from all times and epochs.

Actions

- Communication plan revolving around gender-related events (e.g., International Women's Day on March 8th).
- Special attention paid to the recognition of voluntary institutional missions, community services, or internal projects carried out individually and voluntarily for the benefit of the institution.
- Prioritize naming new facilities such as buildings or classrooms after female researchers and famous women.

Resources

for the implementation of
a gender policy at HECh

The Haute Ecole Charlemagne dedicates the following resources and expertise to the implementation of its GEP to ensure its coherence and sustainability:

Gender Contact Person: In September 2023, in response to the request from the Wallonia-Brussels Federation and as recommended by the Helsinki Group on Gender Equality in Research and Innovation, a "gender contact person" was appointed by the authorities of the Haute Ecole Charlemagne. This person is Maud Dehousse.

Gender Fluidity Reception Service: In order to respect and legitimize all identities, HECh has established a Gender Fluidity Reception Service. A confidential space for dialogue, support, and guidance for individuals questioning or experiencing difficulties in their identity journey has been set up. The processes are personalized, and situations are referred to partner services of the University College (Genres Pluriels asbl, Rainbow Houses, LGBTQIA+ network, etc.). This service is managed by Magali Mailleux.



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