

GENDER EQUALITY PLAN

for the Medical University of Bialystok

for years 2023-2025



Professor Joanna Konopińska, Rector's Plenipotentiary for Gender Equality

Professor Anna Moniuszko- Malinowska, MD, PhD Chairwoman of the Gender Equality Team
along with the Team

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Introduction:

The "**Gender Equality Plan for the Medical University of Bialystok for 2023-2025**" (further referred to as the "Gender Equality Plan") was developed and designed with the entire university community in mind - employees, students and doctoral students. Its main goal is to ensure that the Medical University of Bialystok (MUB) remains a safe place, functioning with respect for equality and diversity, free from discrimination, and ensuring that everyone has the right to equal scientific and professional development regardless of gender, age, worldview, sexual orientation, material status, functional diversity, race, nationality, religion, origin, ethnic and political affiliation, marital status or parental status, in accordance with applicable international and national standards.

Promoting gender equality in research and innovation has been adopted as a cross-cutting priority and is an important part of the European Commission's wider Gender Equality Strategy 2020-2025¹, announced in March 2020. One of the goals of this strategy is to ensure equal opportunities in a working environment in which everyone, regardless of gender, can develop their talents, and to better integrate the gender dimension in scientific projects in order to improve the quality of research as well as its relevance for a society based on knowledge, technology, and innovation.

Having a Plan is obligatory for all public authorities, including higher education institutions, that want to apply for financing under European Union Programs, including: Horizon Europe, EU for Health and co-financed funds such as Erasmus + or COST. The Gender Equality Plan must contain four mandatory elements i.e. be a public document, designate specific, special resources for achieving goals, provide for data collection and monitoring, as well as provide for the organization of training and building the organization's capacity.

¹Union of Equality: Gender Equality Strategy 2020-2025 (https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_pl#strategia-na-rzecz-r%C3%B3wnouprawnienia-p%C5%82ci-na-lata-20202025)

Equality and diversity **support the development** of science, so by promoting both of these values we create an environment favourable to both male and female scientists. The social mission of the Medical University of Białystok is to provide access to knowledge and acquiring skills to all people who have the right to do so. The MUB motto in this regard is: **Gender equality - no discrimination on grounds of gender.**

The starting point for the Gender Equality Plan are goals translated into actions and improving communication within the university community in order to more efficiently disseminate good examples and equality solutions. Such approach allows to combine creating a safe, equal climate at the university with counteracting discrimination through the early response system.

Studies and consultations conducted among various academic communities² show that some people encounter both prejudices and various institutional obstacles, which mean that not everyone is able to use the professional and scientific development opportunities to the same extent. Such obstacles cause scientists, especially female scientists, to climb the career ladder slower, and some of them lose interest in further scientific development. Barriers to combining work and family life also discourage fathers who try to be involved in both spheres of life- work and family.

The need to introduce integrated equality activities at universities is signalled by institutions dealing with science, quality of education, and human rights. The principle of equality and non-discrimination was enshrined in the Constitution of the Republic of Poland in the Act of 2 April 1997 and in other acts, primarily in the Act of 26 June 1974 - Labor Code³ and the Act of 3 December 2010 on the implementation of certain provisions of the European Union European Union in terms of equal treatment⁴. The European Union treaties define equality and non-discrimination as a common value of the Member States, as well as a fundamental principle of EU law. In the European Union, this principle is implemented through anti-discrimination directives, in particular Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work

² Gender equality plan for the University of Warsaw, Gender equality plan for the University of Wrocław

³ Journal of Laws 1974 no. 24 item 141

⁴ Journal of Laws 2010 no. 254 item 1700

of pregnant workers and workers who have recently given birth or are breastfeeding and Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, which requires equal treatment of women and men in employment and occupation and requires equal pay for the same work or work of equal value for women and men, and also provides for the possibility of introducing measures to compensate for existing inequalities. Recommendations for actions and good practices also appear in Poland. Research conducted by the Office of the Ombudsman (Ombudsman 2018) and the Helsinki Foundation⁵ indicate the existence of a problem of sexual harassment at universities and the need to introduce clear anti-discrimination procedures. In turn, the National Science Centre has taken steps to monitor the participation of women and men in research grants⁶ and has committed to balanced gender representation in expert and review committees⁷.

The benefits brought by equality and diversity in science and higher education include a positive impact on the quality of research and teaching, and strengthening the scientific and research position of the institution in a competitive environment, as well as improving dialogue and exchange of ideas by building diversity and a sense of community. These values also translate into well-being at work and during university studies. Equality policies support the creation of clearer procedures, which contributes to both the creation of a better working environment as well as attraction and retention of scientific talent. The Gender Equality Plan for the Medical University of Białystok is the result of research, analyses and consultations conducted at the University. This is a strategy planned for the years 2023-2025, with the first internal evaluation taking place in 2024. In the first year of the implementation of the Gender Equality Plan for the MUB, a "Plan road map" will be created

⁵ Gerlich Julia (2019) Molestowanie na polskich uczelniach publicznych. Helsinki Foundation for Human Rights. Warsaw.

⁶NSC (2019 a) Information on the participation of women and men in research projects financed by the National Science Centre in 2011-2018.

https://www.ncn.gov.pl/sites/default/files/pliki/informacja_na_temat_udzialu_kobiet_i_mezczyzn_w_projektach_NCN_2011-2018.pdf

⁷NSC (2019b) Position of the National Science Center on equal access for women and men to financial resources for scientific research.

https://www.ncn.gov.pl/sites/default/files/pliki/2019_02_stańsko_ncn_ws_rownego_dostepu_kobiet_i_mezczyzn.pdf

with a schedule and a list of activities that require only a change in procedures and the use of new solutions, as well as those that require financial investments. The Gender Equality Plan for the MUB has been divided into three stages: diagnosis, setting goals, and carrying out activities that will be monitored using specific indicators.

1. Diagnosis

To prepare the diagnosis, we used two tools: MUB statistics for 2014-2021 as well as a survey distributed online among the MUB community.

MUB statistics for 2014-2021

In the first half of 2022, we focused on collecting data on employment, implemented scientific projects, trips, university authorities, students and candidates for studies, and scientific promotions broken down by gender. We chose a period of 7 years for the analysis, i.e. 2014-2021.

Currently, the University employs 1,566 people, including 1,076 women and 490 men, 340 women and 160 men are employed at teaching positions, and 264 women and 165 men are employed as research and teaching employees (as of 31 December 2022). 228 persons are research - technical and technical employees, including 195 women and 33 men. Administrative positions are held by 289 people - including 223 women and 66 men. There are 87 people in the service staff group - 31 women and 56 men. The smallest group are library employees, including 15 women and only 3 men.

- Taking into account scientific degrees and titles, the MUB employs the following people: 159 people with doctoral degrees (PhD) - including 118 women and 41 men.
- 165 Assistant Professors - including 104 women and 61 men.
- 144 Professors - 69 women and 75 men (as of 31.12.2022).

I. Number of employees

The number of academic teachers employed at MUB in 2014-2021 ranges from 800 to 900, and it increased most significantly after 2018. This is the largest employee group at the Medical University of Białystok. Throughout this period, the number of women

employed as academic teachers significantly exceeded the number of men; in the initial period it was a ratio of 62.5% women and 37.5% men, but later the percentage of employed women increased to over 65%, with a drop to 35% among employed men (Fig. 1).

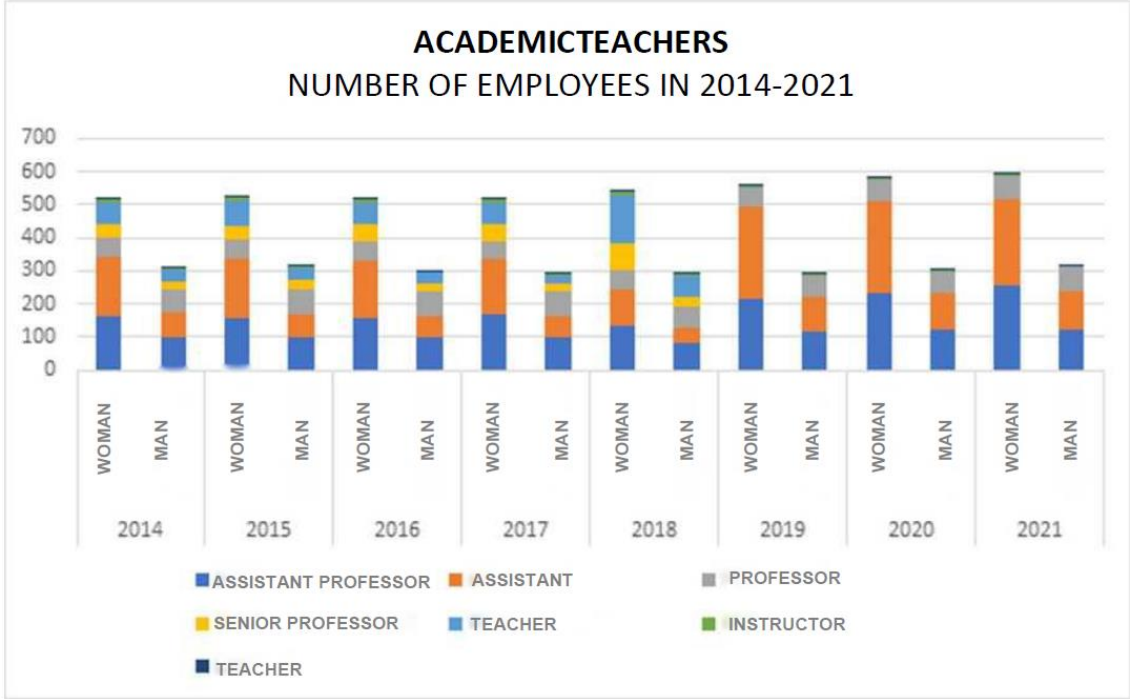


Figure 1 - number of people employed as academic teachers in 2014-2021

The percentage share of positions is similar for both genders, but in all years there is a difference in the positions of assistant and professor. Assistants constitute a higher percentage among women (44.6% in 2021) than among men (36.8% in 2021). As for professors, 23% of them are men and 11.3% are women (Figure 2).

The latest statistics taking into account the year 2022 (last 8 years) showed that the MUB employs 71 women and 70 men with the title of professor (as of 1 March 2023).



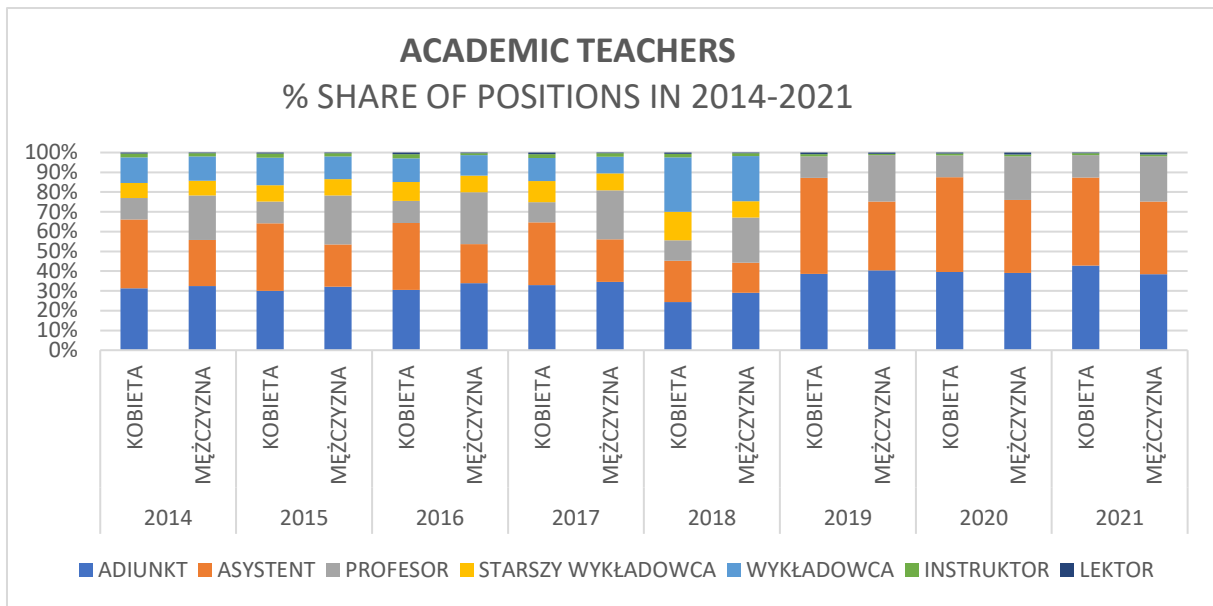


Figure 2- percentage share of positions among academic teachers in 2014-2021

It is worth noting that after 2018, the positions of lecturer and senior lecturer (Act 2.0) were replaced by the positions of assistant professors and teaching assistants.

The number of research - technical and technical employees remains at around 200, and, similarly to the group of academic teachers, more women than men work in these positions

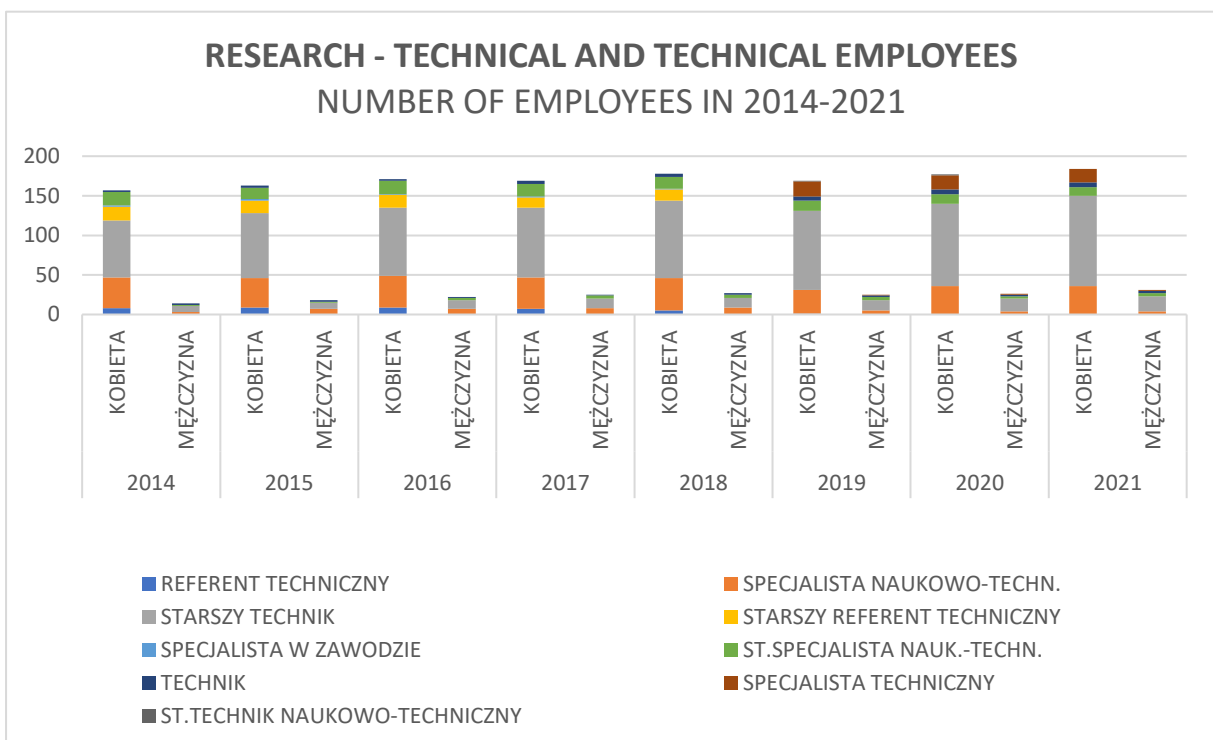


Figure 3- number of people employed as research - technical and technical employees in 2014-2021

(Fig. 3).

Women also predominate in the group of administrative employees. Over the course of 7 years, the number of employees in this employee group increased from 200 to approximately 260, with men constantly constituting approximately 1/3 of this number.



Figure 4 - number of people employed as administrative employees in 2014-2021

Both among women and men, most people are employed as specialists and independent clerks, although a larger percentage of men than women are employed as specialists. Compared to men, a larger percentage of women work as independent clerk and act as head of the department.

Women dominate the library staff and this trend is becoming more and more visible every year. In 2020 and 2021, men were only employed as librarians (Fig. 5).

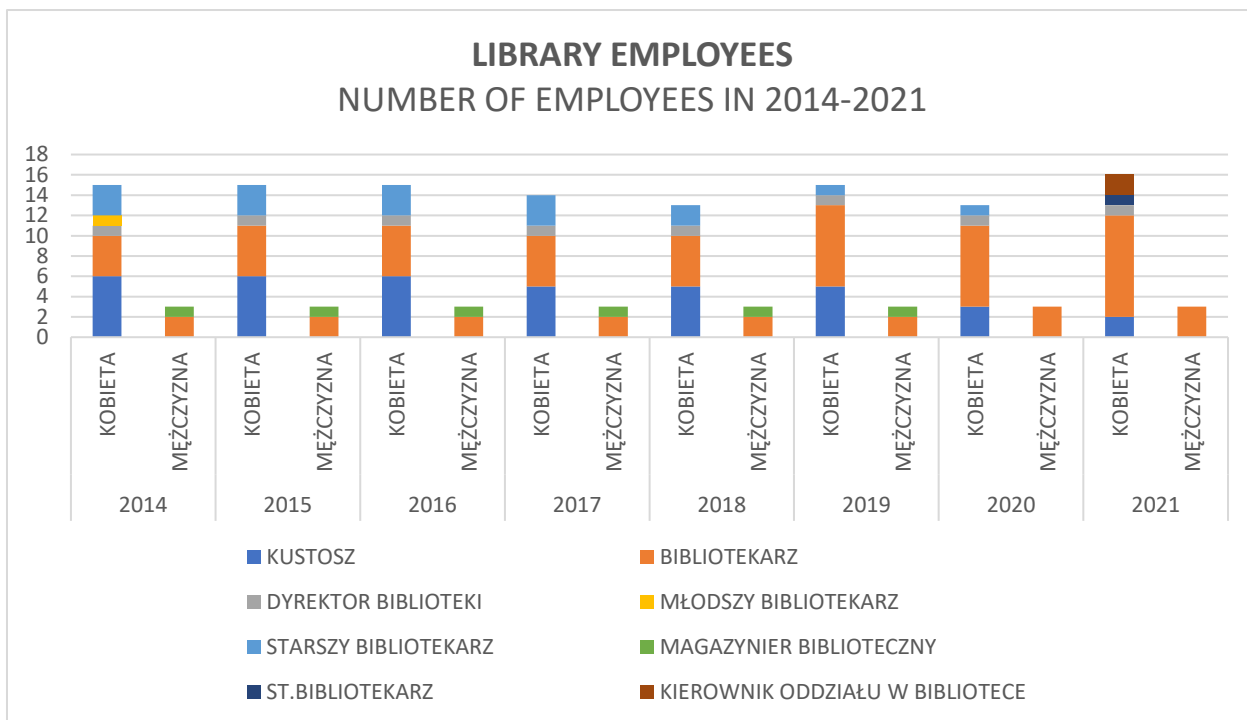


Figure 5- number of people employed as library employees in 2014-2021

The last group analysed are service employees, whose number in 2014 was approximately 140, but after 2016 it gradually decreased and currently amounts to approximately 100. This employee group includes more men than women; in the last year the ratio was 60:40 (Fig. 6).

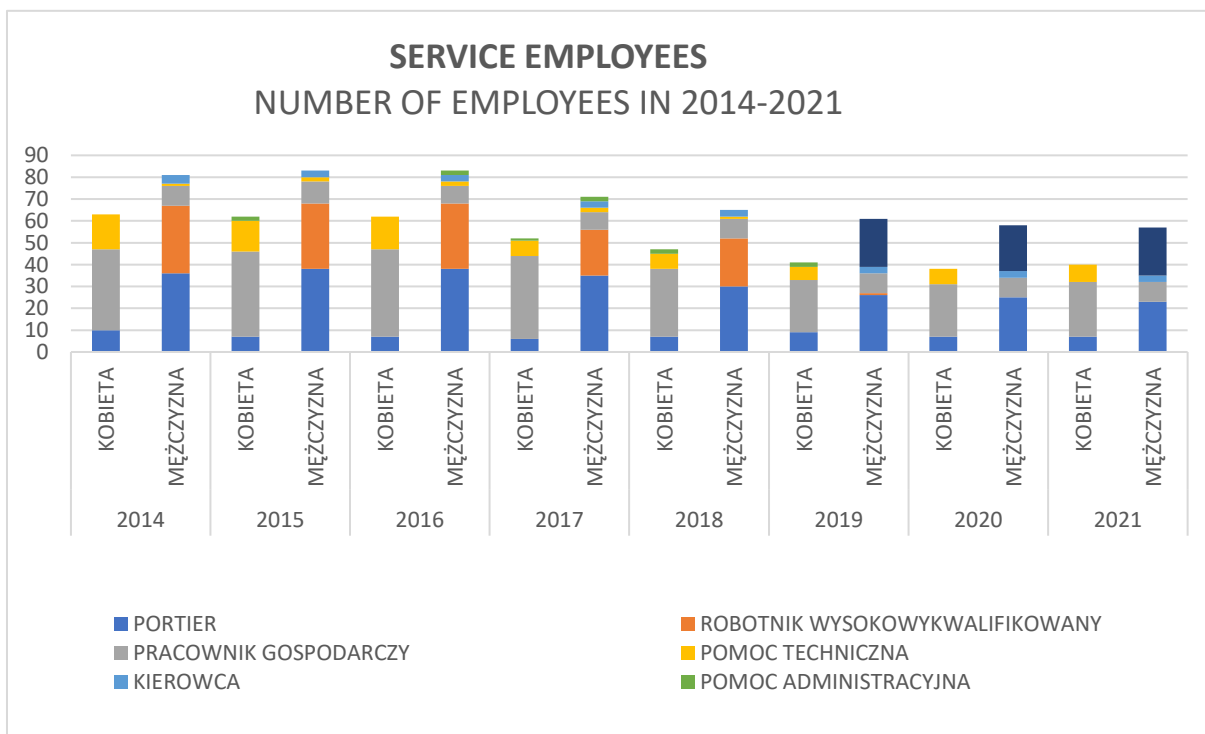


Figure 6 - number of people employed as service employees in 2014-2021

II. Projects implemented at the university

Project statistics at the university show that in projects worth up to PLN 500,000 financed from external sources, men and women act as heads of departments or contractors equally often. The situation changes with projects worth over PLN 500,000 - in this case, men are more often heads of departments and women are more often contractors.

Women more often apply for grants financed from subsidies, both those up to PLN 50,000 and those above. The data also shows that a larger percentage of men than women receive grants from external sources (Fig. 7).

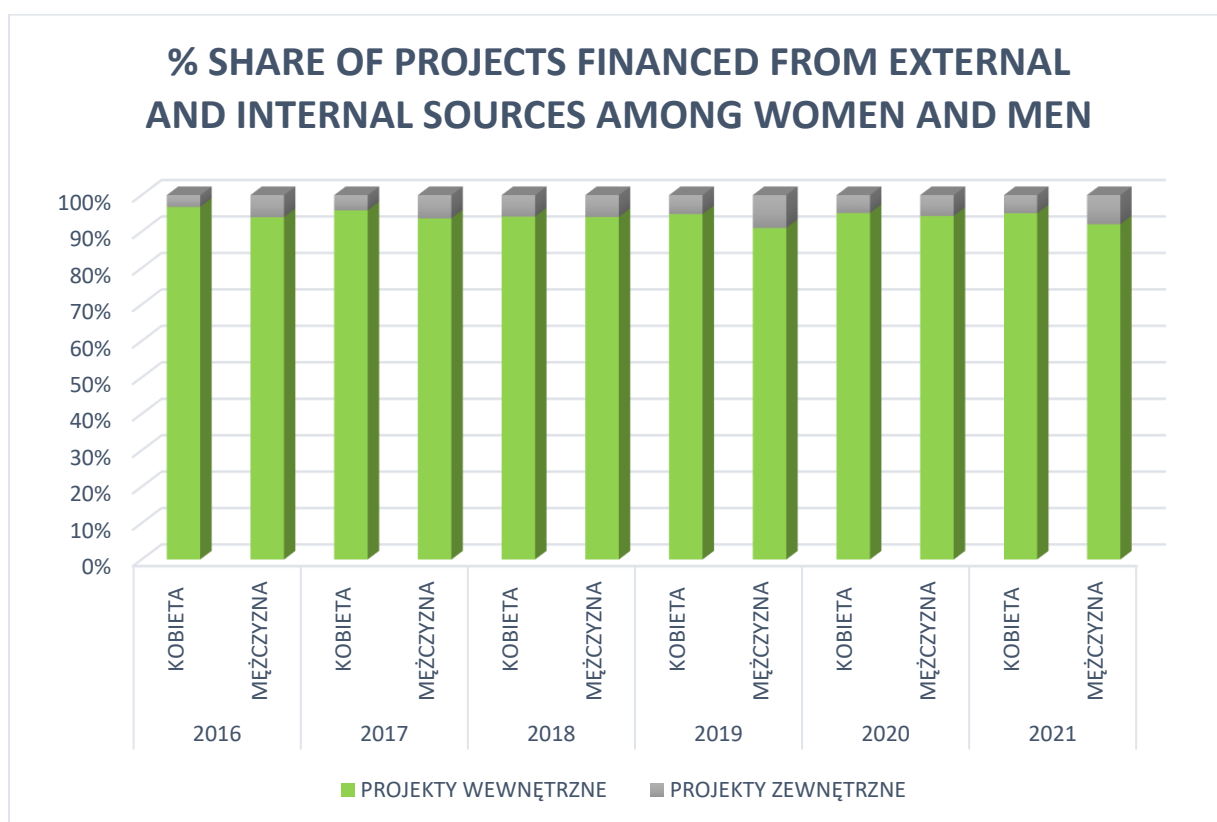


Figure 7- percentage share of projects financed from external and internal sources in 2016-2021

III. Employee's and doctoral students' trips

Data on trips show that until 2019, women travelled more often to conferences and training. After 2019 (the outbreak of the COVID-19 pandemic), the number of trips decreased significantly, and men began to travel more often (Fig. 8).

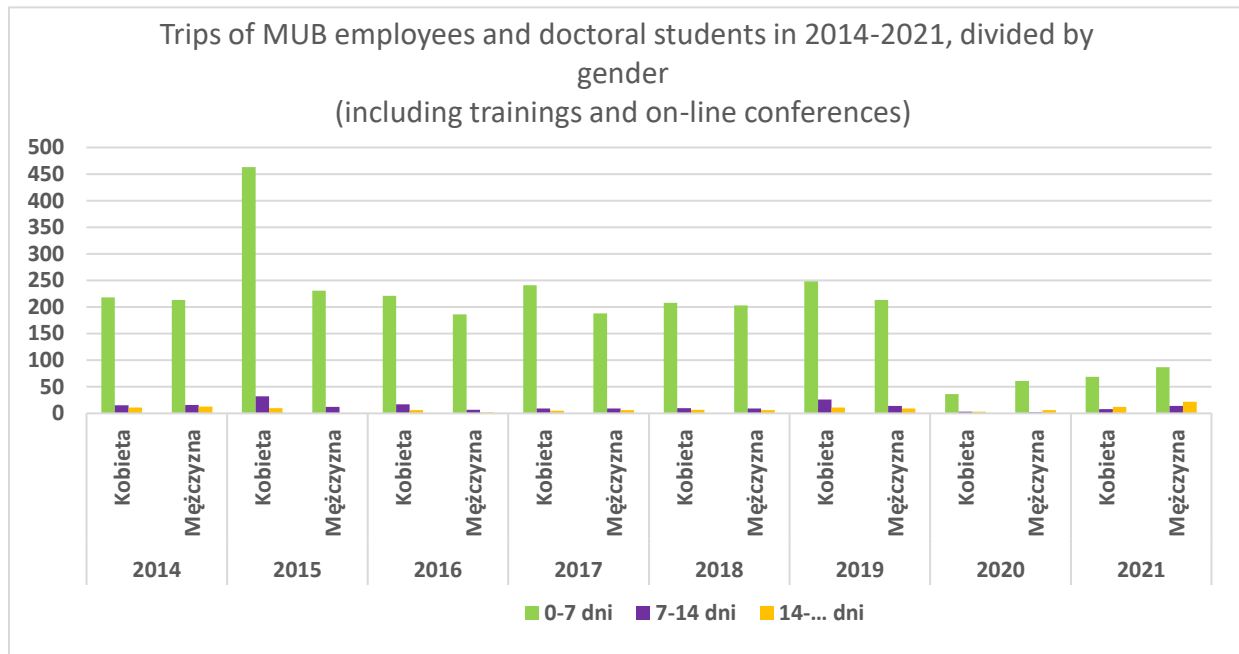


Figure 8- Employee's and doctoral students' trips in 2014-2021

It may be assumed that the outbreak of the pandemic redirected women to focus more on parental responsibilities and re-evaluate their priorities. Scientists from the Medical University of Silesia in Katowice published an article entitled *Assessment of the level of COVID-19 anxiety perceived by Internet users and factors affecting its increase at the first stage of pandemic in Poland*, in which they showed that women feel greater fear of COVID-19 than men (study conducted in Poland in the form of an online survey - Google Forms, between 1 June 2020 and 22 June 2020).⁸

⁸ M. D.Kulig-Kulesza, A. Sobieraj, D.Wojtyczka, M. Graca, A. Saran, E. Kluczevska, Assessment of the level of COVID-19 anxiety perceived by Internet users and factors affecting its increase at the first stage of pandemic in Poland, *Med Og Nauk Zdr.* 2022;28(2):142–148.

IV. University authorities

Rector and dean positions at the university are held by 12 men and 11 women, with the rector and vice-rectors being men, deans - 2 men, 1 woman, vice-deans - 6 men, 10 women. The University Council is balanced in terms of gender representation - it consists of 4 men and 3 women, and its chairperson is a woman (Figure 9).

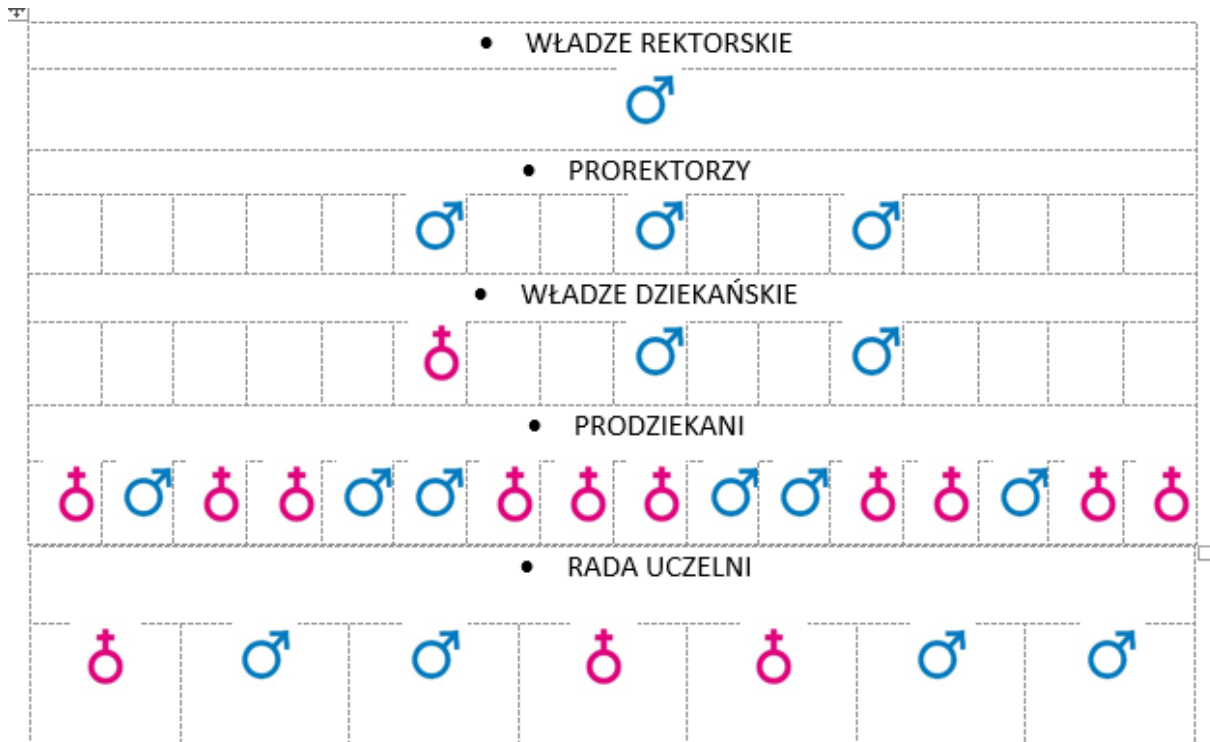


Figure 9 – gender distribution in university authorities

The Senate consists of 10 women and 10 men. The Electoral College, which elected the current Rector - a man, consisted of 59 women and 41 men.

The Councils of the College of Sciences consist of a total of 18 women and 18 men (8/11+6/2+4/5). The Gender Equality Team consists of 12 women and 7 men, and is chaired by a woman. The Awards Committee consists of 7 women and 3 men, and the chairperson is a man. The Heads of Teaching Hospitals are 1 woman and 1 man.

The Heads of Clinics and Departments are 71 women and 71 men. The new Heads of Clinics and Departments, appointed since 2016, are 17 women and 16 men.

V. Students' and doctoral students' statistics

In the years 2014-2021, more women than men applied for admission to studies at the Faculties: Pharmaceutical, Medical and Health Sciences, while the number of admissions among women remained at approximately 14%, and among men it was approximately 10%. After 2017, the number of applicants decreased from approximately 11,000 to approximately 9,000, while the number accepted increased from approximately 1,400 to 1,700. Women consistently constitute 80% of this number (Figure 10).

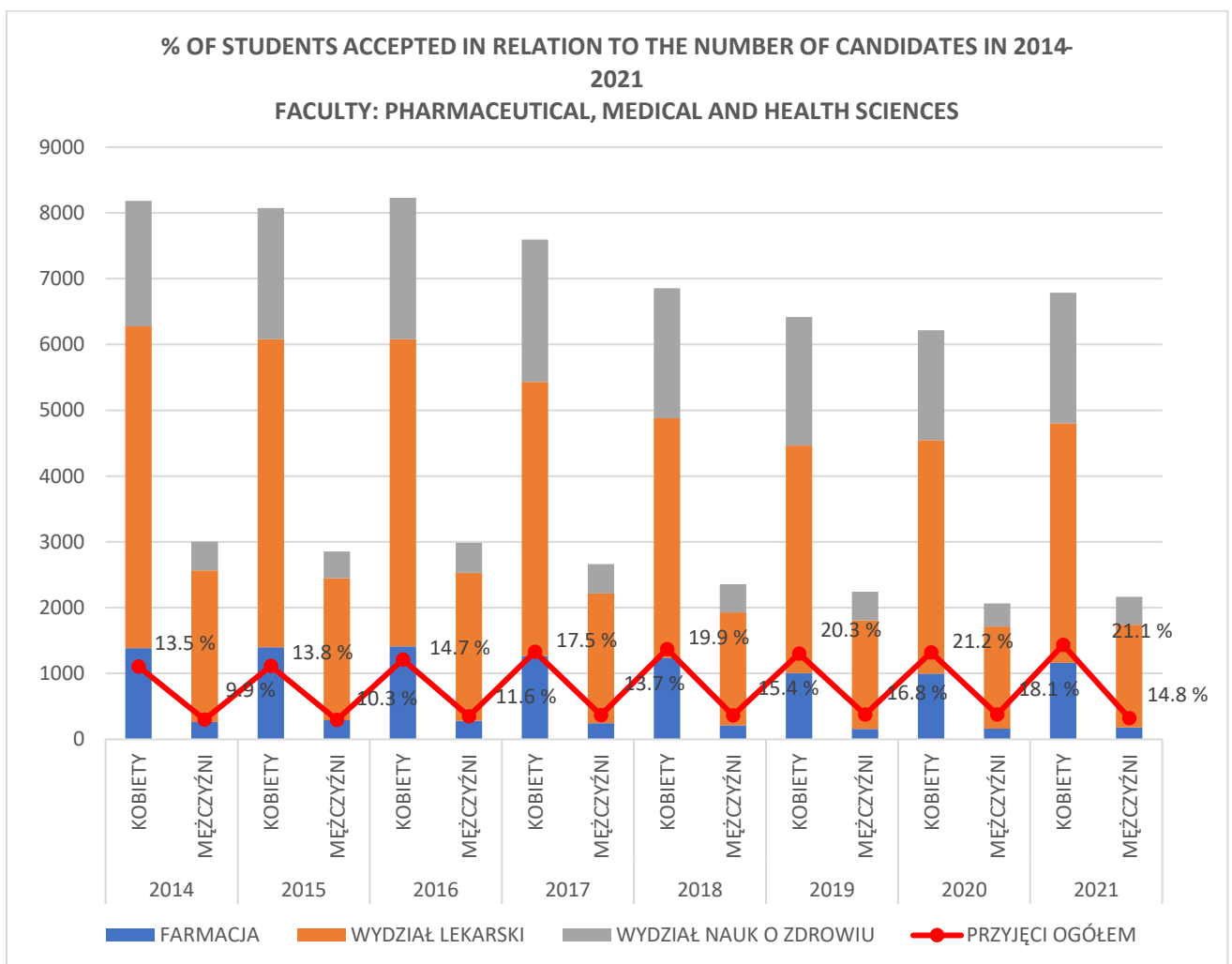


Figure 10 - percentage of students admitted in relation to the number of candidates 2014-2021

In the English Division, in 2014-2015, more men than women applied for a place, in 2016-2020 women began to predominate, and in 2021 the number of candidates and accepted candidates of both sexes became equal (Figure 11).

KANDYDACI I PRZYJĘCI W LATACH 2014-2021 KIERUNEK LEKARSKI ENGLISH DIVISION

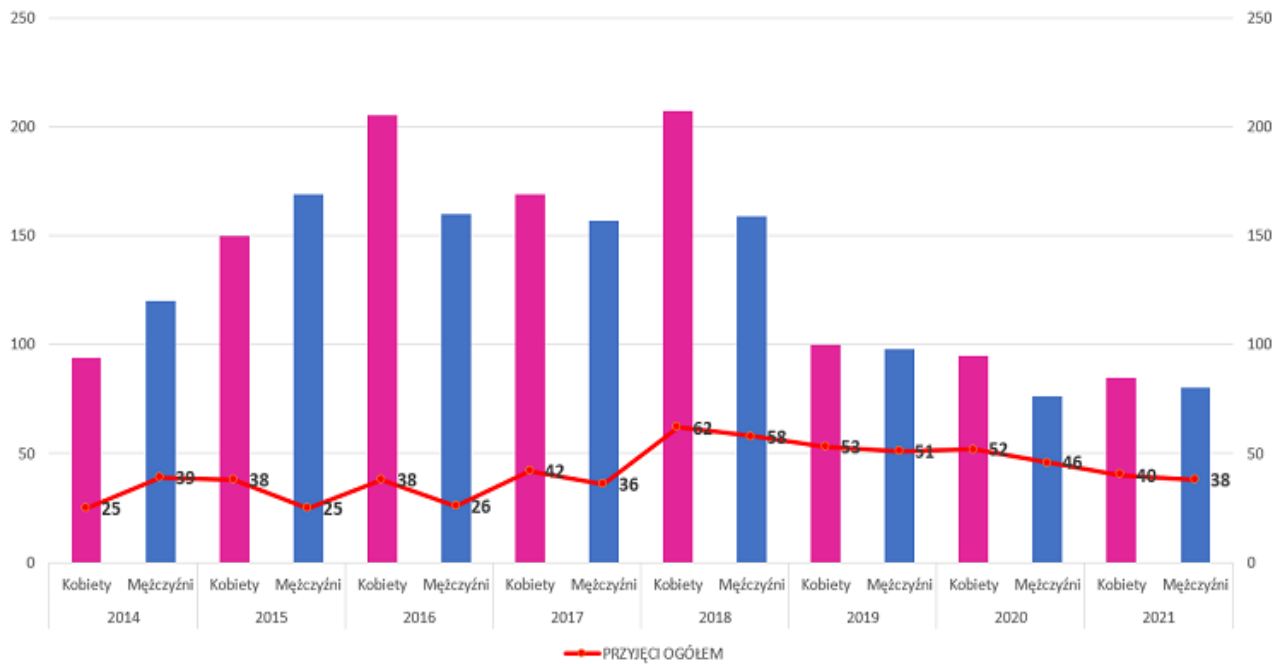


Figure 11 - percentage of students admitted in relation to the number of candidates to English Division 2014-2021

In 2020, women dominated both doctoral studies and doctoral school participants, constituting 61% and 67%, respectively. (Fig. 12).

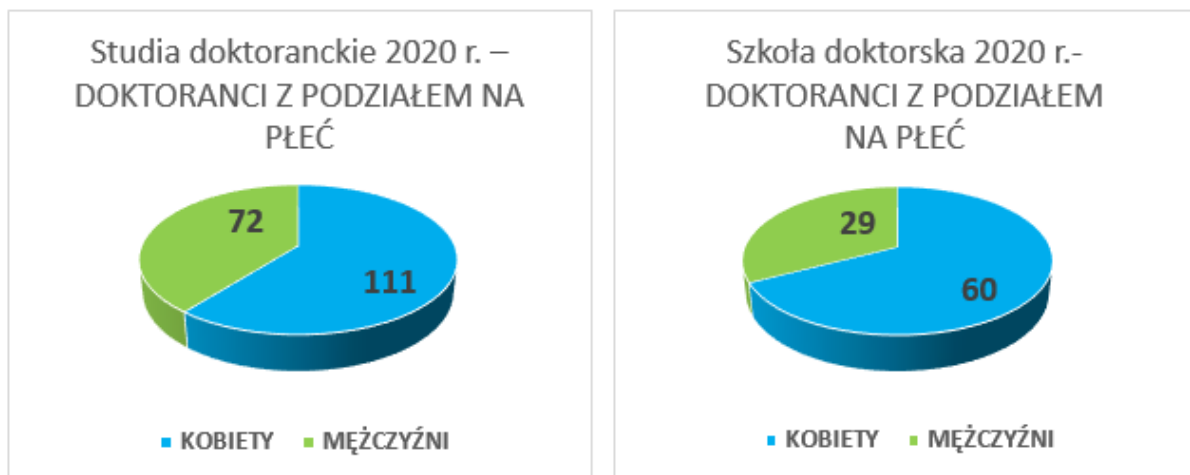


Figure 12 - number of persons admitted to doctoral studies/doctoral school in 2020, broken down by gender

VI. Academic promotions

Data from the Faculty of Pharmacy, the Faculty of Medicine and the Faculty of Health Sciences show that more women obtained doctoral and habilitated doctor degrees in 2014-2021 (84 women and 52 men), and when it comes to professorships, the number of promotions for men and women is similar (Fig. 13).

YEAR	DOCTORATES		HABILITATIONS		PPROFESSORSHIPS	
	F	M	F	M	F	M
2014	26	18	19	14	4	5
2015	50	11	10	10	1	2
2016	38	16	9	2	0	2
2017	32	19	7	8	2	0
2018	41	16	9	4	6	1
2019	28	13	13	7	6	5
2020	30	11	11	6	3	2
2021	36	21	6	1	7	6
TOTAL	281	125	84	52	29	23

Figure 13- number of scientific promotions obtained among women and men in 2014-2021

If we also include the year 2022 in the analyses (data from 1 March 2023), it turns out that over the last 8 years, 33 women and 25 men have obtained the title of professor. Including 2022, 101 women and 56 men were promoted to the habilitated doctor degree, while 352 women and 158 men were awarded doctoral degrees.

Results of the equality survey

In order to more precisely illustrate the current situation at the MUB and make a more accurate diagnosis, we conducted a survey addressed to the entire MUB community: employees, PhD students and students. The surveys were adapted to individual groups and contained the same questions for all, as well as specific issues. 375 respondents took part in the survey, including: 150 employees, 33 PhD students and 192 students; among them women (276), men (91), and non-binary people (6) (Figure 14).

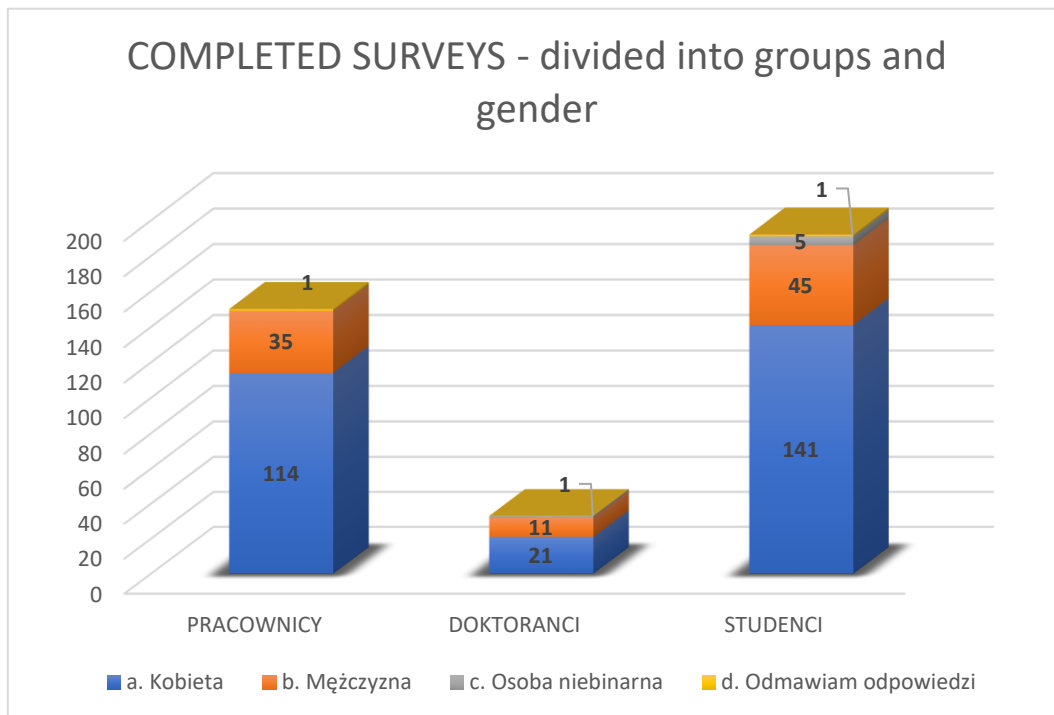


Figure 14- completed surveys divided into groups and gender

The first part of the survey concerned factors influencing recruitment, promotions, remuneration and access to training. According to both women and men, these are objective factors - career and job interview progress, improving qualifications, and the opinion of the supervisor are the most important in employment and work at the MUB. However, the respondents' answers also show that women attribute more importance to non-objective factors than men. The question arises whether this is due to the fact that women are more likely to encounter barriers related to gender, having children, age, or appearance.

In the case of PhD students, we asked about recruitment to studies and inclusion in research teams. The answers show that it is the career history, recommendations from the previous job, and the interview process that are most important when recruiting for doctoral studies/doctoral schools. Interestingly, according to men, age also plays an important role. Other factors such as gender, appearance, marital status, having children, and the need to take care of loved ones are more important in recruitment for women than for men. It is important to emphasize that during recruitment, factors such as gender, religion, and age are not taken into account in the evaluation of achievements.

According to both male and female doctoral students, career history and recommendations from their supervisor are also important when including them in research teams, and there

is also the aspect of so-called “connections”. Gender, age, appearance, and the need to care for loved ones are at a similar, relatively low level. However, to women having children is more significant factor than to men. In turn, students believe that the most important factor when studying at the MUB is ongoing preparation for classes, and the “connections”, and prejudices of people conducting classes are of little importance.

To the question: *To what extent do you agree with the statement that the Medical University of Bialystok is free from prejudices and stereotypes?* The majority of respondents from the three groups answered that they strongly agreed or rather agreed with this statement (166 people). 70 people claim *it is difficult to say* or refuse to answer this question. The group that *rather disagrees or strongly disagrees* that the MUB is free from prejudices and stereotypes consists of 138 people. (Fig. 15).

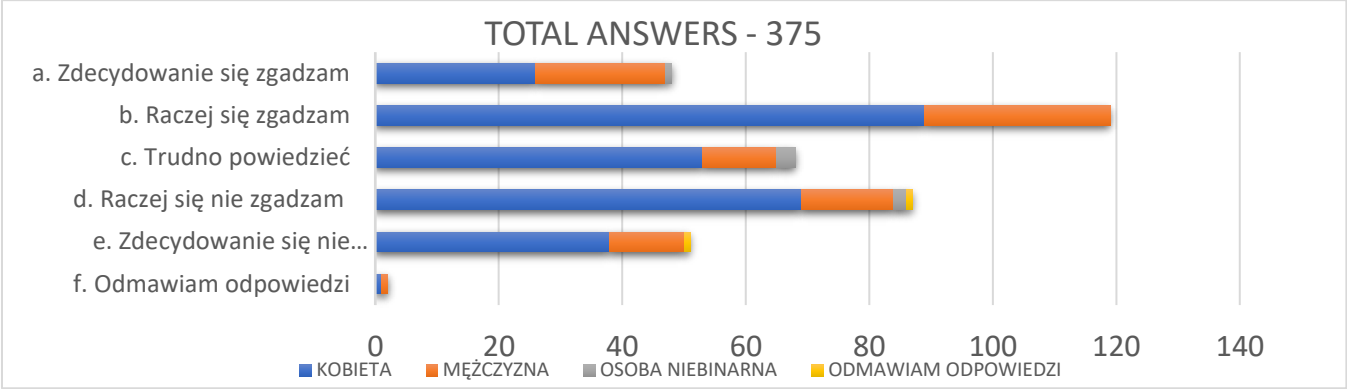


Figure 15 - To what extent do you agree with the statement that the Medical University of Bialystok is free from prejudices and stereotypes? (total answers by gender)

The next question was: *Have you experienced or witnessed any of the following forms of violation of equality on the premises of the MUB or by a person associated with the MUB?*



The respondents indicated that the most common manifestations of violations of equality at the MUB are comments or jokes referring to stereotypical beliefs about gender; later there are comments or jokes with sexual undertones, better or worse evaluation based on gender, and questioning of the competences of one of the genders. Next, questioning the possibility of combining professional work with child care, and inappropriate violation of personal space were mentioned. Nearly forty respondents replied that they had not encountered any of the above-mentioned forms of violation of equality at the MUB, and some respondents

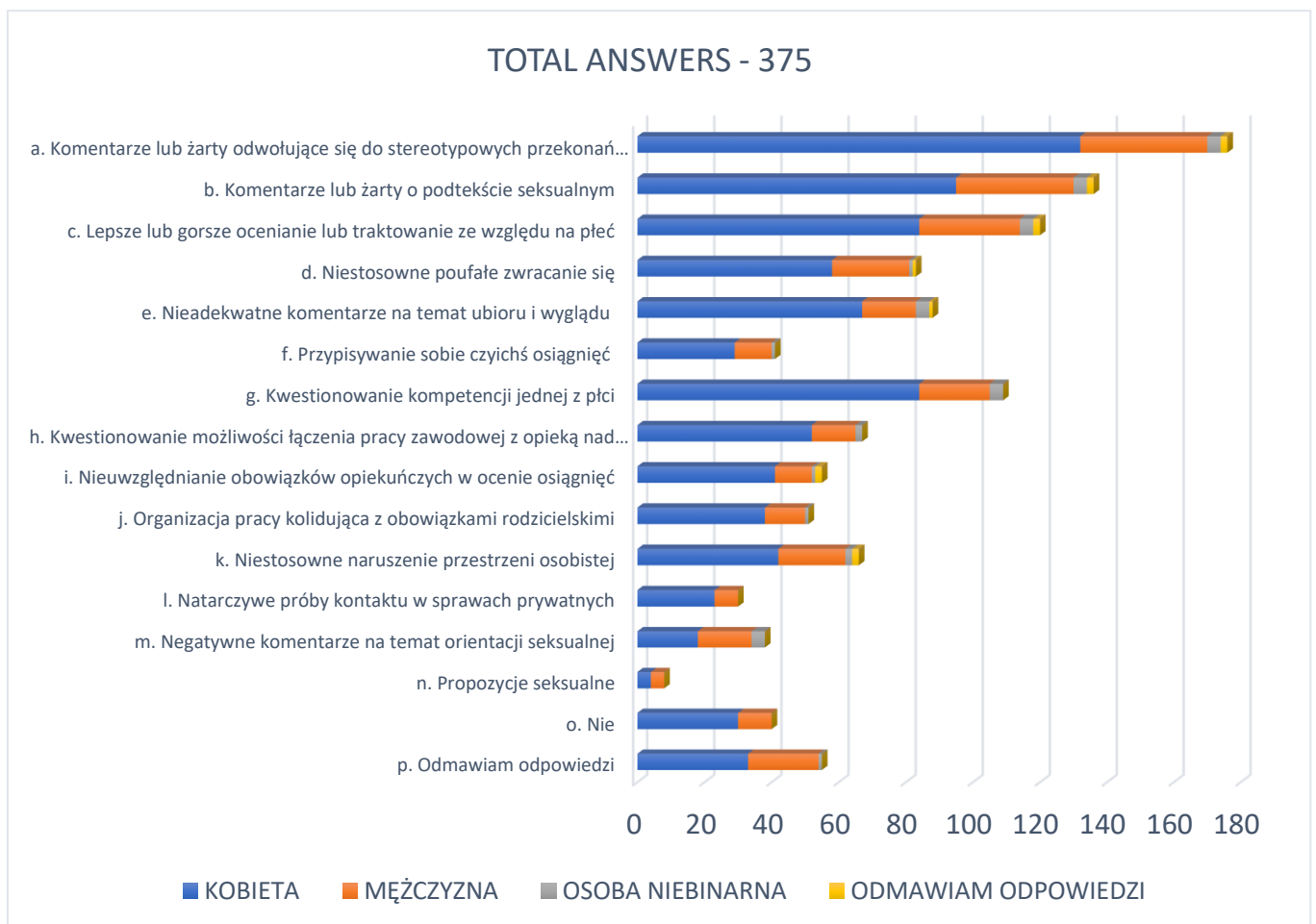


Figure 16 - Have you experienced or witnessed any of the following forms of violation of equality on the premises of the MUB or by a person associated with the MUB? (total answers by gender)

refused to answer (Figure 16).

The next question we asked respondents concerned the strategies they would use if they were affected by any form of equality violation. The respondents were most likely to report the incident to their supervisors, University Commission. and appropriate external organs. Part of them would carry out confrontation with the perpetrator, and quite large group of

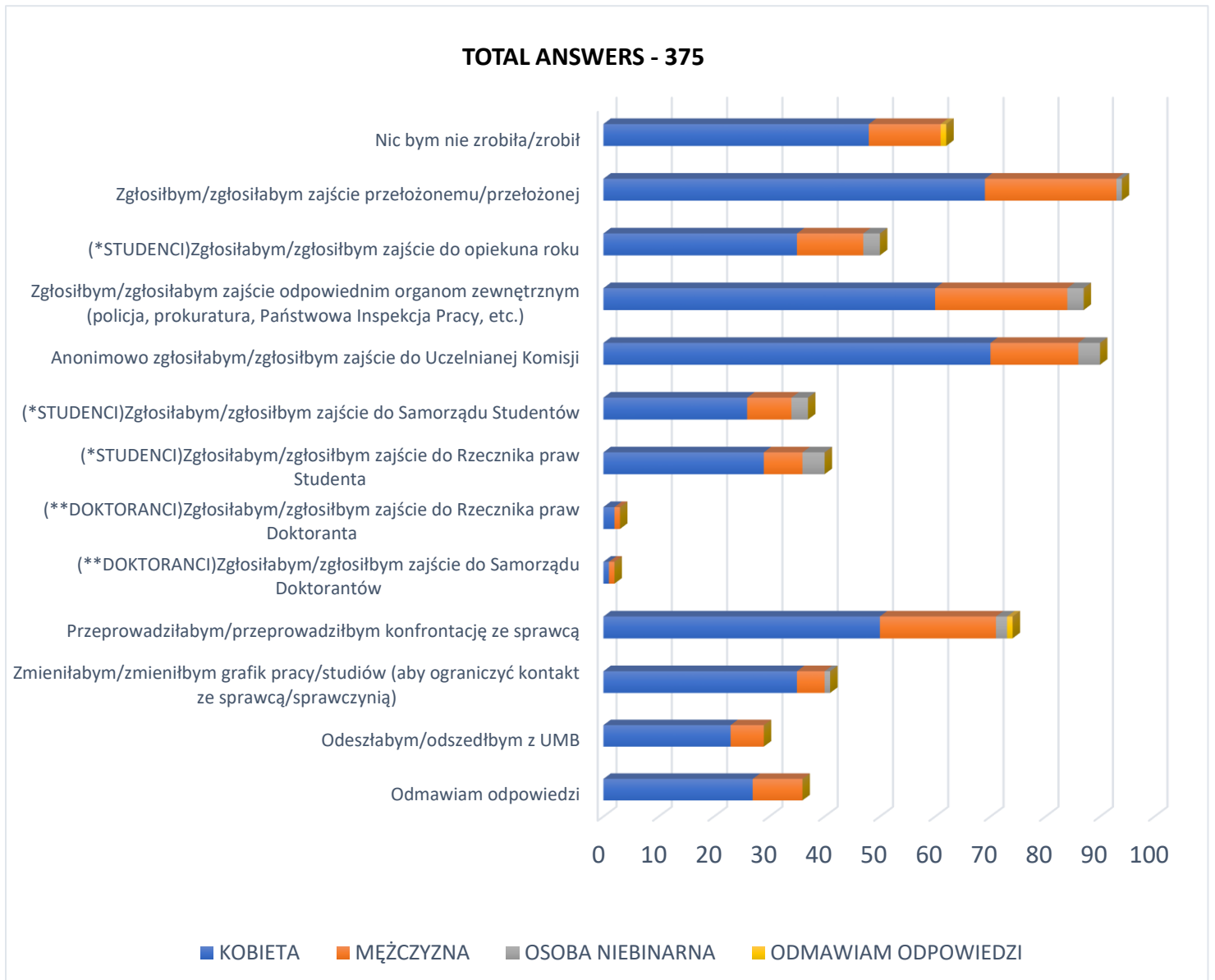


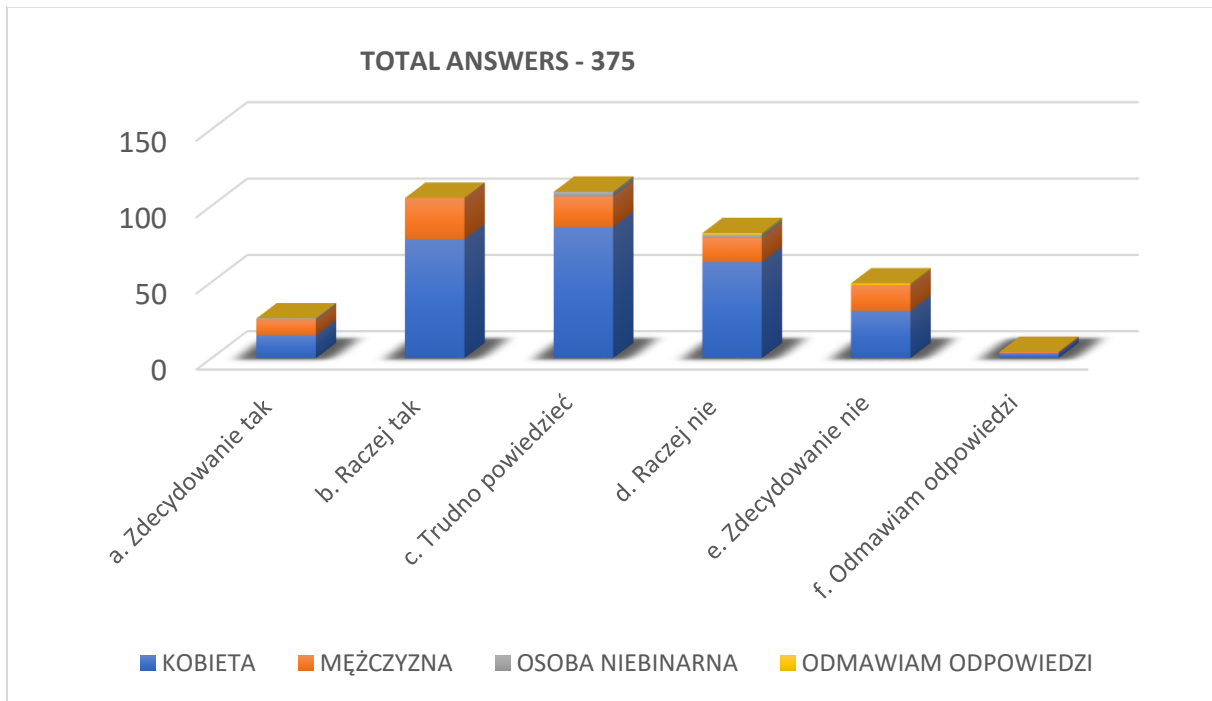
Figure 17 - What strategies would you use if you were affected by any form of equality violation? (total answers by gender)

respondents would do nothing in this case (Fig.17).

The final closed question was: “Working/studying at the MUB, do you feel protected against harassment, mobbing, and other forms of violation of equality?” For this question, it is difficult for most respondents to provide a clear answer. Many are inclined to say that it is

rather yes, but a slightly smaller group says that it is rather not. For extreme answers, half as many people say *definitely yes* as *definitely no*. (Fig. 18).

Figure 18 - Working/studying at the MUB, do you feel protected against harassment, mobbing and other forms of violation of equality? (total answers by gender)



Finally, we asked respondents to suggest actions they expected from the MUB in order to prevent cases of violation of equality (open question). Most of the answers concerned the **organization of training, promoting the activities of the Team and the Rector’s Plenipotentiary for Gender Equality, publicizing and stigmatizing violations, and taking consequences** against the perpetrators. Respondents also emphasized the need to **ensure anonymity** for those reporting violations and **greater transparency of procedures**.

In addition to the respondents' suggestions, we have identified other areas requiring equality actions, i.e. **support for working and studying parents, helping women continue their scientific career after their doctorate, and incorporating the gender aspect into scientific research.**

2. The goals of the Gender Equality Initiative and ways to achieve them.

Based on analyses conducted at our University and the results of the equality survey, we have defined five goals that we would like to achieve in the next two years, i.e. 2023-2025. After the end of the first year, we plan to evaluate the activities undertaken so far and, if necessary, reformulate or redefine the assumptions.

Monitoring of ongoing activities will take place on a continuous basis, by collecting new data, conducting periodic surveys and creating new statistics. The initial evaluation will be carried out after one year, and the next one two years after the implementation of the program (May - June 2024 and 2025).

GOAL I

Support for people returning to work / with parental responsibilities by facilitating the reconciliation of family and professional responsibilities

- 1) extensive information activities regarding the rights of pregnant and breastfeeding women and occupational health and safety rules,
- 2) information leaflet - "rights of (future) parents at work" permanently available on the website of the Gender Equality Initiative,
- 3) training for people in managerial positions on the rights of parents and guardians,
- 4) taking action to create a nursery/kindergarten or a place in a private kindergarten in the perspective of long-term activities (evaluation survey to identify needs) / possibly modifying the income criterion for co-financing a nursery/kindergarten,
- 5) taking action to create catering points where one can buy a hot meal or announcing a tender for the delivery of meals.

Activities are carried out by Vice-Rector for Education; Rector's Plenipotentiary for Gender Equality; Chancellor; Promotion and Recruitment Office of the MUB; Employee Relations Department; Team of Legal Counselors, Gender Equality Team

➤ **Indicators**

- raising the awareness of parents and future parents regarding their rights (survey),
- facilitating access to childcare for employees, doctoral students, and students,
- possibility of purchasing/ordering a meal at the place of work/study.

GOAL II

Promoting the development of women's scientific careers, especially after doctorate

- 1) application for modification of the criteria for assessing achievements in scientific promotions, e.g. completing a foreign internship, which may be difficult for women/men who are parents of small children (information to higher authorities),
- 2) a campaign encouraging women to apply for grants,
- 3) disseminating information about grants or scientific projects dedicated to women,
- 4) lectures by women balancing a scientific career with family responsibilities,
- 5) mentoring support for young female researchers.

Activities are carried out by Vice-Rector for Education; Vice-Rector for Science and Development; Department of Science, Development and Evaluation Department, Rector's Plenipotentiary for Gender Equality; Press Officer.

➤ **Indicators**

- increased number of grant applications submitted by female researchers,
- invitation of outstanding female scientists to the Mentor Team supporting novice researchers.

GOAL III

Promotion of Equality (Initiative).

- 1) information campaigns regarding people and entities dealing with equality - a promotional film, information leaflets regarding the Equality Initiative;
- 2) greater transparency of procedures - procedures for reporting incidents, consequences for perpetrators of discrimination;
- 3) inclusion of the gender aspect in scientific research - appointing a person who will support scientists in including the gender balance aspect in the application

Activities are carried out by: Promotion and Recruitment Office of the MUB; Rector's Plenipotentiary for Gender Equality; Gender Equality Team.

➤ **Indicators**

- distributing 1,000 leaflets,
- at least 500 views of the video promoting the Gender Equality Initiative,
- a document illustrating the path to follow in the event of equality violations,
- at least 3 scientific projects taking into account the gender aspect.

GOAL IV

Awareness-raising training

- 1) training for management and teachers, as well as other employees:
 - on-site and online training,
 - training videos (Did you know?),
- 2) online training for those interested,
- 3) manual: "What should I do if I am faced with inequality?"
- 4) "database" of unintentionally discriminatory phrases and behaviours,
- 5) introducing questions about discriminatory practices during classes into the student and doctoral survey, as well as systematic collection and processing and analysing information on this topic.

Activities are carried out by Vice-Rector for Education; Rector's Plenipotentiary for Gender Equality; Employee Relations Department; Team of Legal Counselors, Anti-Discrimination Commission and Gender Equality Team, Promotion and Recruitment Office.

➤ **Indicators**

- at least one on-site training per year,
- series of training videos (Did you know?),
- manual: "What should I do if I am faced with inequality?"
- "zero tolerance for discrimination" campaign.

GOAL V

Increasing balanced gender representation in chairing faculty and university committees and in the management staff, in expert and review teams and chairing scientific and popularization events

- 1) promotion and information activities encouraging greater activity of underrepresented groups,
- 2) adoption of guidelines for formulating competition advertisements for scientific (including research projects), research and teaching, teaching and administrative positions guaranteeing equal opportunities for women and men in the recruitment process,
- 3) survey (Is parity necessary?).

Activities are carried out by Deans; Chairpersons of discipline councils; Director of Doctoral School; Rector's Plenipotentiary for Gender Equality, Science Department, Promotion and Recruitment Office of the MUB, Vice-Rector for Education, and Vice-Rector for Science and Development, organisational units.

➤ Indicators

- periodic publication of information encouraging greater activity of underrepresented groups,
- surveys addressed to students, doctoral students and employees.

Cooperation

- ✓ Faculty Committees for Counteracting the Problems of Sexual Harassment, Mobbing, and Discrimination of Students,
- ✓ Disciplinary spokespersons for students, doctoral students and academic teachers,
- ✓ Anti-mobbing Commission of the Medical University of Bialystok,
- ✓ Disciplinary commissions,
- ✓ Representative for the education of students of the Medical University of Bialystok in the field of sexual orientation and gender identity,
- ✓ Ethics Advisor,

- ✓ Representative of the Rector of the Medical University of Bialystok for University Social Responsibility,
- ✓ University Council of the Medical University of Bialystok

Summary

The "Gender Equality Plan for the Medical University of Bialystok for 2023-2025" was created as a result of analyses and consultations conducted at the Medical University of Bialystok using available data regarding: the gender structure of employees, students and doctoral students of the university, scientific promotions broken down by gender and a survey addressed to the entire MUB community. The implementation of the proposed actions will take place in the years 2023-2025, taking into account the mid-term evaluation in 2024. The scope of actions proposed in the document is based on several pillars: data collection, consistent monitoring and evaluation of the actions taken, formulating appropriate recommendations; on broad information and raising awareness of the entire MUB community about gender equality and unconscious biases related not only to gender, but also to race, religion, age, disability, sexual orientation and ethnic origin.

The "Gender Equality Plan for the Medical University of Bialystok for 2023 - 2025" will be disseminated among the University community. It was created by an expert team appointed by the Rector, consisting of people of different gender, age, position, professional and life experience. It was approved after public consultations and a vote of the University Senate.

We hope that the "Gender Equality Plan for the Medical University of Bialystok for 2023-2025" will contribute to the further implementation of the principle of equality, starting with equal treatment of employees, students, and doctoral students, and providing them with equal development opportunities regardless of their gender and others, to actions aimed at eliminating all manifestations of discrimination. This will improve the mental and social well-being of members of the academic community, but will also translate into more effective implementation of the mission and strategy of the MUB for 2021-2030, which assumes improving the quality of teaching, internationalization, and creating a university friendly to researchers, students and employees.

Inspiration

POLAND

- Równoważni - GEP at the University of Warsaw,
- Gender Equality Plan (GEP) for the Krakow University of Technology,
- GenderAction: Gender equality plans in Horizon Europe Guide for Polish scientific institutions (Ministry of Education and Science),
- Gender Equality Plan – how to do it? Office for the Promotion of Science PoISCA PAN in Brussels.

WORLD

- European Commission's gender equality strategy,
- European Institute for Gender Equality (Gender Equality in Academia and Research - GEAR tool guide),
- GE Academy – Gender Equality Plans in Practice – course,
- Gender Equality Plans in Horizon Europe – Recommendations for successful implementation (UNICA),
- Gender Equality in Research and Innovation – EURAXESS.