

Circle U. Gender Equality Plan: From Ideas to Action

Nine Universities, One Vision

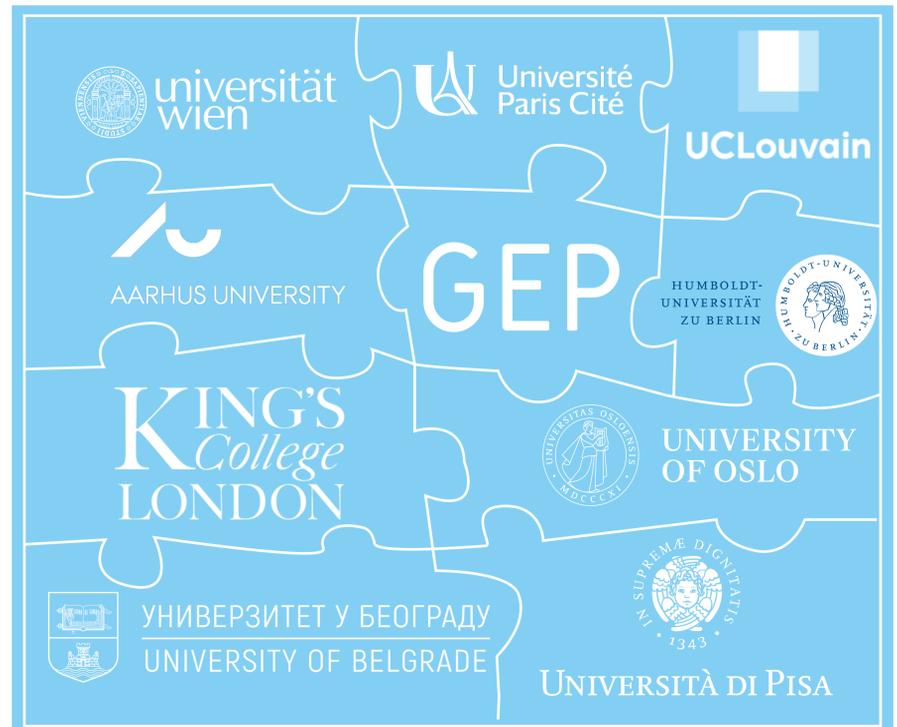
ACTIVITY TYPE

Task Force on Gender Balance

Joint development of the Circle U. Gender Equality Plan

OBJECTIVE

One alliance, one framework: shaping Circle U.'s shared priorities for gender equality. Go beyond individual GEPs: define together what matters most for Circle U. alliance



I was meeting the president of one of the European Associations to discuss business when my superior walked by and joked, "So, are you two girls exchanging plum pie recipes?" I was relieved she didn't understand a word; whether it was meant as humor or not, it was bad.

LESSONS LEARNED

BALANCE: comparability vs. institutional autonomy

DIVERSITY is not a barrier but a resource!

EXPECTED EFFECTS

Fair hiring: Gender & diversity competence built into recruitment and promotion processes.

Women advancing: Greater presence of women in senior academic roles (professorships, tenure, leadership).

Early careers supported: Stronger backing for early-career researchers, including student mothers.

Inclusive leadership: Women, underrepresented groups, and men as allies in decision-making.

Strong voices: Campaigns addressing intersectional inequalities and gender-based violence.

Safe workplaces: Improved work-life balance, care support, and zero tolerance for harassment.



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