

LINES OF ACTION	OBJECTIVES	MEASURES	TARGETS		TIME PLAN			RESPONSIBLE BODY/POSITION	SOURCES AND MEANS OF EVALUATION
			INDIRECT	DIRECT	2025	2026	2027		
LINE OF ACTION 1: GOVERNANCE BODIES AND KEY ACTORS	1.A. Promoting the creation of formal structures and institutional practices to support gender equality and equity.	1.A.I. Appointing a Delegate for Gender Equity	IMT Community	CUG; Rector; School Governing Boards; PhD Students	I-E	I-E	I-E	CUG; Rector; General Director; Boards of the IMT School	- Appointment of the Vice Rector for Gender Politics, Equal Opportunities and Communication - Establishment of the Gender Policies and Equal Opportunities Committee
		1.A.II. Fostering communication between the IMT Community and all delegates in the school who deal with gender equality and equity (e.g. CUG) through meetings and initiatives	IMT Community	CUG; Vice-Rector for Didactics; Boards and Committees of the School	P	P-I	I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Rector; General Director	- Email communication - Number of initiatives organized
		1.A.III. Appointing delegates among Faculty and Ph.D. students to be responsible for monitoring that the workplace respects gender equality and equity, as well as to organize meetings and initiatives to develop it, in coordination with Faculty delegates and Boards	IMT Community	Ph.D. Students; Vice-Rector for Didactics; Boards and Committees of the School	P	P-I	I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Coordinators of the PhD Programs and Directors of the PhD Tracks; Confidential Counselor; Rector; General Director	- Email communication - Number of initiatives organized
		1.A.IV. Drafting of guidelines for inclusive diversity language in official documents and communication material (written and visual) of the School	IMT Community	CUG; Vice-Rector for Didactics; Boards and Committees of the School; Administrative Staff	A	P	P-I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Rector; General Director	- Establishment of the Gender Equality and Equal Opportunities Committee - Guidelines' Draft
		1.A.V. Increasing diversity in decision-making processes	IMT Community	Boards and Committees of the School; Evaluation Committees	A-I	P-I	I-P-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; Rector; General Director	- Monitoring the gender composition in the Evaluation Committees and the Governing Boards of the School
		1.A.VI. Guidelines for <i>Carriera Alias</i> Activation	IMT Community	IMT Community	I-E	I-E	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Rector; General Director; PhD and Higher Education Office; Human Resources Office; General Affairs Office; IT Services Office	- Guidelines (possible update) - Number of the accesses - Monitoring the accesses
		1.A.VII. Gathering of gender disaggregated quantitative and qualitative data routinely concerning Faculty, Students and Administrative Staff. Analysis of these data in a dedicated Report so as to monitor gender and diversity state of art in the organization and allow further data collection	IMT Community	CUG; Vice-Rector for Didactics; Boards and Committees of the School	I	I-E	I-E	CUG; Human Resources Office	- Gender budgeting document - Approval of gender budgeting document - Presentation of the gender budgeting - Communicating gender budgeting - Discussion of measures to implement the Gender Budgeting (measures to contrast horizontal and vertical segregation)
	1.B. Promoting gender equality and equity in the individual culture, processes and practice within the IMT School	1.B.I. Communication and promotion of initiatives to foster and widespread an awareness and knowledge of issues relevant to gender equality and equity at all levels of the School (e.g. training courses, educational events, communication campaign)	IMT Community	IMT Community	A-P	P-I	I-E	CUG; General Affairs Office; Boards and Committees of the School; Ph.D. Program Coordinators; Ph.D. Track Directors; Communication and Events Office; Press Officers	- Number of initiatives and events - Numbers of participants
LINE OF ACTION 2: RECRUITMENT AND CAREER BUILDING	2.A. Preventing sexual and gender-based violence in the workplace and providing support for the survivors	2.A.I. Creating a mechanism and designating a procedural roadmap for sexual violence and mobbing survivors (Confidential Counsellor)	IMT Community	IMT Community	A-P-I	I	I-E	CUG; General Affairs Office; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee	- Update of the Ethical Regulation
		2.A.II. Spreading information about the mechanism among the IMT Community	IMT Community	IMT Community; CUG; Vice-Rector for Didactics	P-I	I-E	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Confidential Counsellor; Communication and Events Office; Press Officers	- Emails informing the IMT Community about Confidential Counsellor's role and functions - Amount of information shared on the events
		2.A.III. Providing the infrastructure for the psychological support to the IMT Community	IMT Community	IMT Community	I-E	I-E	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; General Affairs Office; Academic Senate; Board of Governors; Confidential Counsellor	- Gender Budgeting - Space distribution plan
		2.A.IV. Spreading information about the psychological support system among the IMT Community	IMT Community	IMT Community	I	I	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Confidential Counsellor ; Ph.D. Students Delegates; JSTB; Press Officers	- Emails informing the IMT Community about the psychological support service - Information shared on the events - Dedicated information on the School website
	2.B. Developing support systems acknowledging and intending to take part in transformation of unequally divided and unpaid care labor	2.B.I. Conducting a survey to collect information on the needs of specific sector of the IMT Community	IMT Community	IMT Community	A-P-I	P-I	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication	- Survey - Dissemination of the survey - Meetings with community members and union representatives
		2.B.II. Presenting a suggestion list according to the analysis of the survey results	IMT Community	IMT Community	A	A	P	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee	- Suggestions list - Emails informing the IMT Community - Meetings with IMT Community members
		2.B.III. Taking initiatives about flexible working hours, remote working and balancing the multiple aspects of existence (care/leaves for care; new infrastructures).	IMT Community; Families	IMT Community	A - P	A-P	P-I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; Union Representatives; Administrative Staff; General Director; Governing Boards of the School	- Number of initiatives - Typologies of initiatives
	2.C. Monitoring barriers to recruitment and career advancement of women/under-represented genders	2.C.I Monitoring the number of women/under-representated genders project proponents	IMT Community	IMT Community	A	A	A	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; General Affairs Office; Research and Knowledge Transfer Office	- Number of women/under-representated genders projects proponents by research sectors (monitoring the increase)
		2.C.II Monitoring the number of women/under-representated genders principal investigators by research sectors	IMT Community	IMT Community	A	A	A	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; General Affairs Office; Research and Knowledge Transfer Office	- Number of women/under-representated genders principal investigators by research sectors (monitoring the increase)

LINES OF ACTION	OBJECTIVES	MEASURES	TARGETS		TIME PLAN			RESPONSIBLE BODY/POSITION	SOURCES AND MEANS OF EVALUATION
			INDIRECT	DIRECT	2025	2026	2027		
LINE OF ACTION 3: RESEARCH	3.A. Enlarging the resources on feminist, queer and gender studies in the library collections	3.A.I. Preparing a list of acquisitions (books and journal subscriptions) for the Library Collection	IMT Community; Local community (users of the library outside IMT)	IMT Community	P-I	P-I	P-I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Library and Research Enhancement Office; Library Committee	- Policy document for the growth of a thematic shelf with a dedicated budget - Number of the resources added to the collections - Number of loans (considering both internal and external users)
		3.B.I. Analyzing the needs for a feminist, queer and gender studies group among the IMT Community	IMT Community	IMT Community	P-I	P-I-E	P-I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Ph.D. Program Coordinators; Ph.D. Track Directors	- Number of the initiatives on feminist, queer and gender studies topics organized at and by the School - Survey - Dissemination of the survey
	3.B. Providing an encouraging and collaborative environment for researchers working on topics falling within feminist, queer and gender studies	3.B.II. Initiating a feminist, queer and gender studies working group to act as a hub for interested researchers among the IMT Community	IMT Community	IMT Community	P-I	P-I-E	P-I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Strega Group Members; General Affairs Office; Ph.D. and Higher Education Office; Ph.D. Program Coordinators; Ph.D. Track Directors	- Written presentation of the group - Formation of the group - Announcement of the group - Numbers of meetings realized
		3.B.III. Promoting the constitution of a mentoring program to foster the careers of women and under-represented genders	IMT Community	IMT Community	A	A-P	P	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; General Affairs Office; Ph.D. and Higher Education Office; Ph.D. Program Coordinators; Ph.D. Track Directors	- Number of mentoring matches
		3.B.IV. Encouraging the applications for research projects that fall within feminist, queer and gender studies (e.g. through specific fund raising activities)	IMT Community	IMT Community	A	A	A	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; Delegates of the Ph.D. Students; Research Unit Directors; Research and Knowledge Transfer Office; Library and Research Enhancement Office	- Number of applications (monitoring the increase) - Enhancement of the researchers and donors network (monitoring the increase) - Number of articles/publications on feminist, queer and gender topics - Number of conference/seminar papers on feminist, queer and gender topics
	3.C. Encouraging, enhancing and promoting researches that fall within feminist, queer and gender studies	3.C.I. Creating a database with the former and ongoing researches at IMT falling within feminist, queer and gender studies	IMT Community	IMT Community	A	A	A-P	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Ph.D. Program Coordinators; Ph.D. Track Directors; Research Unit Directors; Ph.D. and Higher Education Office; Library and Research Enhancement Office	- Institutional repositories: IRIS; E-Theses - Study tag possibilities for export and report - List of keywords: gender, genere, feminis*, feminis*, queer
3.C.II. Co-organize a research award for PhD theses falling within feminist, queer and gender studies		IMT Community	Ph.D. Students	A	P	P	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Communication and Events Office; Press Officers	- Agreement for the award - Call for the award - Awards ceremony - Social media posts - Media coverage - Enhancement of the researchers network	
LINE OF ACTION 4: TEACHING	4.A. Providing a stimulating environment to enhance the interest in and exchange of knowledge on gender equality and equity	4.A.I. Initiating a working group	IMT Community	IMT Community	P-I	P-I	P-I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Ph.D. Program Coordinators; Ph.D. Track Directors; Delegates of the Ph.D. Students; Strega Group Members	- Written presentation of the group - Formation of the working group - Announcement of the group - Number of meetings realized
		4.A.II. Promoting gender balance in programs of School events	IMT Community	IMT Community	P-I	P-I	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Communication and Events Office; Press Officers	- Balanced panels composition
		4.A.III. Organizing events about gender equality and equity	IMT Community	IMT Community; Local community	P-I	P-I	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Strega Group Members; Communication and Events Office; Press Officers	- Number of events organized - Number of participants - Emails informing about the events - Social media posts - Media coverage
	4.B. Integrating gender equality and equity perspectives into the curricula of PhD Programs	4.B.I. Developing reading lists for tracks	IMT Community	Ph.D. Students	A	A	A	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Ph.D. Program Coordinators; Ph.D. Track Directors; Delegates of the Ph.D. Students	- Reading list documents
4.B.II. Disseminating the reading lists		IMT Community	IMT Community	A	A	A	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Press Officers	- Emails to announce the lists - Publication of the lists - Number of web page clicks	
LINE OF ACTION 5: PUBLIC ENGAGEMENT	5.A. Developing connections with the local communities and institutions	5.A.I. Listing possible local institutions and initiatives to contact	IMT Community; Local community	IMT Community	A-P	A-P-I	I-E	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Communication and Events Office; Press Officers	- List of the institutions and initiatives
		5.A.II. Getting in touch with the institutions and initiatives for the case of possible collaborations	IMT Community; Local community	IMT Community	A	A-P	P-I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Delegates of the Ph.D. Students; Strega Group Members; Communication and Events Office; Press Officers	- Number of institutions contacted - Number of initiatives
	5.B. Participating in rights-based networks in academia on different levels	5.B.I. Listing possible rights-based academic networks to participate	IMT Community	IMT Community	A	A-P	A-P	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; Delegates of the Ph.D. Students	- List of the networks
		5.B.II. Getting in touch with the institutions and initiatives for the case of possible collaborations	IMT Community	IMT Community	A	A-P-I	P-I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; General Affairs Office; Communication and Events Office	- Number of networks contacted
		5.B.III. Participating in the activities and events of the networks	IMT Community	IMT Community	A	A-P	P-I	CUG; Vice Rector for Gender Politics, Equal Opportunities and Communication; Gender Equality and Equal Opportunities Committee; Delegates of the Ph.D. Students; Strega Group Members	- Number of networks associated - Number of meetings attended

KEY

- A: Analysis
- P: Planning
- I: Implementation
- E: Evaluation