Saint Joseph University of Beirut
جامعة القدّيس يوسف في بيروت

# Equity, Diversity and Gender Equality Action Plan

## Université Saint-Joseph de Beyrouth (USJ – Saint Joseph University of Beirut)

*Text approved by the University Board on its 222th meeting on October 23, 2024*

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## 1. Definitions

For the purposes of this Action Plan, the following terms shall have the following meanings:

- **"Community Member(s)"** means all members of the University, including faculty, staff, and students.
- **"Cell"** means the Equity, Diversity and Gender Equality Cell.
- **"Diversity"** means the range of Community Member(s) differences, including – but not limited to race, color, culture, religion, gender, age, nationality, family status and marital status.
- **"Equity"** means fairness, justice and equal treatment, access, opportunity and advancement of Community Members.
- **"Gender Equality"** means the state of which every Community Member has the same access to rights, opportunities, and resources regardless of gender.
- **"Action Plan"** means the present Equity, Diversity and Gender Equality Action Plan.
- **"Principles"** means Equity, Diversity and Gender Equality.
- **"Audit Report"** means the report which will be drawn up every three (3) years by the University Observatory of Social and Economic Reality (OURSE) of the University Statistics Center and submitted to the Cell.
- **"University"** means Université Saint-Joseph de Beyrouth (USJ – Saint Joseph University of Beirut).

## 2. Overview

The University is committed to fostering the Principles of Equity, Diversity and Gender Equality in education, employment and research, which are captured in the University Charter and Bylaws. This commitment is further reaffirmed in its Anti-Psychological and Anti-Sexual Harassment Policy, Non-Discrimination Policy, Inclusion Policy, and Equity, Diversity and Inclusion Statement.

Consistent with its values and commitment, and in order to achieve the highest levels of academic excellence, the University aims to create and maintain a community where the diversity of human experiences, perspectives and backgrounds are respected and celebrated, where Community Members can feel a sense of belonging and empowerment to participate in the University community, and where all Community Members have equitable opportunities for growth, success and thriving.

## 3. Principles

3.1. The University is committed to:

3.1.1. Build a diverse University community of students, faculty, and staff – **Diversity**.

3.1.2. Ensure that every Community Member, regardless of their background, circumstances or identity, has the support, resources and opportunities they need to be successful – **Equity**.

3.1.3. Foster a welcoming, engaging, and respectful environment that embraces differences and provides equal respect in words and actions to all Community Members whatever their gender – **Gender Equality**.

3.2. The Community Members shall follow these Principles in their interactions with each other and the broader University community, while carrying out the activities and services of the University.

## 4. Purpose

The University, through the present Action Plan, strives to achieve the following objectives:

### 4.1. Educational and work environment

Promote an equal, equitable and safe environment where the Community Members can participate meaningfully and experience a sense of belonging.

### 4.2. Community Member experience

4.2.1. Enrich the Community Member experience by fostering diversity and create environments that promote belonging for all.

4.2.2. Evolve the University's working environment and workplace culture by incorporating the Principles into human resources and talent management processes, decisions, and activities.

**4.3. Teaching and learning**

Integrate the Principles into the University's teaching and learning programs, services, and activities and promote equal, equitable, and safe learning environments, and enhance instructional materials that foster the Principles in teaching and learning.

**4.4. Research work**

Enhance the University's research excellence by incorporating the Principles into research programs, projects, activities and environments and encouraging those with diverse perspectives, worldviews and contributions.

**4.5. Partnerships**

Develop national and international partnerships in order to advance the University's mission and vision in embracing the Principles.

## 5. Implementation measures

With the aim of continuing to build a learning and working environment where Community Members are treated equally without any discrimination, with a sense of belonging and shared goals, the University has adopted the following measures to implement the Action Plan across all its campuses and premises.

**5.1. Public document**

To ensure the visibility of the Principles, the University shall publish the present Action Plan on its website.

This Action Plan shall be updated and reviewed by the Cell on a regular basis when deemed necessary.

**5.2. Equity, Diversity and Gender Equality Cell**

The University has set up a Cell composed by the following members:

- The Rector;
- The Secretary-General;
- The Vice-Rector for Research;
- The Vice-Rector for Administration;
- The Vice-Rector for International relations;
- The Vice-Rector for Academic Affairs;
- The Director of the Human Resources Office;
- The Director of the Student Life Office;
- One Dean or Director representing the Humanities and Social Sciences Fields;
- One Dean or Director representing the Sciences and Medical Sciences Fields;
- One of the two faculty representatives who are members of the University Board;
- The staff representative who is member of the University Board;
- One Student representative.

**5.3. Data collection and monitoring**

5.3.1. To ensure transparency in the University's recruitment and nomination process of the faculty and staff, admission and acceptance of students into the various institutions of the University, participation of the Community Members in the different University's academic and research activities, the University Observatory of Social and Economic Reality (OURSE) of the University Statistics Center shall conduct an Equity, Diversity and Gender Equality Audit Report that covers decision-making processes, student admission, recruitment and career of women researchers and staff.

5.3.2. This Audit Report shall be submitted every three (3) years to the Cell to assess the effectiveness of the present Action Plan aimed at achieving gender balance in leadership and decision-making roles.

**5.4. Training and capacity building**

The University's Professional Training Center and the Student Life Office shall respectively provide training programs on an annual basis to the University's staff, personnel, faculties, and students to help them enhance the importance of the Principles.

**5.5. Work-life balance and organizational culture**

The University seeks to achieve a balance between work and parenting and the reinforcement of a shared culture of equal opportunities.

Measures in this context:

- Ensure justified flexible schedules and part-time opportunities on case-by-case basis;
- Provide "USJ Daycare" option for the children of the University staff, faculty, and students;
- Provide diverse medical, health and psychological support for all University members at the University Center for Psychological Support, the Dental Care Center, the Centers and laboratories for Diagnosis, Therapy and Research in Speech and Language Therapy, the Center for Diagnosis, Therapy and Research in Psychomotor Therapy, and the Family Medicine Center of the University Medical Center – Hôtel-Dieu de France.

**5.6. Gender Equality in senior positions and in decision-making bodies**

The University will actively seek and encourage fair representation in all recruitment and appointment processes for leadership roles. All selection panels for leadership roles must include a talented representation of genders to ensure equal and diverse perspectives in the decision-making process.

**5.7. Gender Equality in recruitment and career progression**

The University will revise its internal regulations and introduce measures to promote Gender Equality within its principal bodies and structures by:

- Ensuring gender balance through gender quotas;
- Providing support to women employees and personnel.

All selection panels must include a balanced representation of all genders.

## 6. Final provision

**6.1.** The present Action Plan reflects the University's commitment to fostering an equal and equitable environment by implementing these actions and measures. The University shall continue to bring down barriers to Gender Equality where all its Community Members shall have the opportunity to thrive.

**6.2.** This Action Plan shall be implemented as of the date of its adoption by the University Board and may be amended by the University Board in accordance with the provisions of article 66 of the University Bylaws.