

APPROVED  
by Vilnius University Senate  
Decision No SPN-6  
as of 18 February 2020



**Vilnius  
University**

# VILNIUS UNIVERSITY DIVERSITY AND EQUAL OPPORTUNITIES STRATEGY 2020-2025:

IMPLEMENTATION PLAN  
for the period of 2020-2022

# STRATEGIC OBJECTIVE I

**Strive for dignified, need-oriented and high-quality study and work conditions at the University for people with disability.**

No.	Activities	Timeframe	Responsible departments	Result
1.	Expansion of the study individualisation process for persons with disability	2020-2022 (continuous activity)	Community Development Department; Contact persons in academic units; Vice-deans of core academic units	Study individualisation plans are prepared on demand, taking into account students' individual needs arising from disability, and study organisation is based on the plans produced.
2.	Development of disability competences of the University's community (teaching and administrative staff)	2020-2022 (continuous activity)	Community Development Department; Contact persons in departments; Academic Quality and Development Department	18 educational events (lectures, seminars and training sessions); 6 presentations for newly-arrived employees; 6 educational articles.
3.	Assurance of suitable working conditions for employees with disability	2020-2022 (continuous activity)	Community Development Department; Human Resources Department; Property Management and Services Department; Heads of departments	Workplaces at the University are adapted to the individual needs of employees with disability.
4.	Creation of new jobs at the University for people with disability	2020-2022 (continuous activity)	Community Development Department; Human Resources Department; Property Management and Services Department; Heads of departments	At least 3 jobs for people with disability, within their competencies, created.
5.	Enhancement of the physical accessibility of the University's environment	2020-2022 (continuous activity)	Community Development Department; Property Management and Services Department; Heads of departments	Enhancing physical accessibility of the University's environment in accordance with the consistently implemented needs plan.

# STRATEGIC OBJECTIVE II

**Strive for gender equality in individual areas of science and studies at the University through implementing gender equality plans with respect to students and staff and through pursuing gender balance in the University's governing bodies.**

No.	Activities	Timeframe	Responsible departments	Result
1.	Preparation and implementation of a gender equality plan <sup>1</sup> in the University	2020-2022	Community Development Department; HORIZON 2020 SPEAR <sup>2</sup> team; Heads of faculties and core non-academic units;	Pilot gender equality plans prepared for 8 units of the University (2020); A gender equality plan prepared for the University's governing bodies (2021); A gender equality plan prepared for the University as a whole (2022).
2.	Preparation of guidelines for gender-inclusive language	2020	Community Development Department; Document Management Department; External expert	Guidelines for gender-inclusive language produced.

<sup>1</sup> The gender equality plan preparation process can be broken up in different phases: 1) an analysis phase (sex-disaggregated data is collected as well as procedures, processes and practices are critically assessed with regard to gender); 2) a planning phase (objectives are defined, targets are set, actions and measures are decided, resources and responsibilities are attributed and timelines are agreed upon); 3) an implementation phase (activities are implemented and the network of stakeholders is expanded); 4) a monitoring phase (processes and the progress are regularly followed through and assessed). (European Institute for Gender Equality. Gender Equality in Academia and Research – GEAR tool <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>)

<sup>2</sup> On 1 January 2019, "Supporting and Implementing Plans for gender Equality in Academia and Research" (SPEAR), a project funded by the EU's Horizon 2020 Science with and for Society (SwafS) programme, was launched. SPEAR focuses on developing and implementing gender equality plans in institutions. 11 universities from 9 European states are participating in the project, including Vilnius University. The duration of the project – 2019-2022.

# STRATEGIC OBJECTIVE III

**Promote cultural diversity in the University and seek equal inclusion of foreign students and staff in the University's community.**

No.	Activities	Timeframe	Responsible departments	Result
1.	Enhancement of the availability of major (academic protocol, community) events of the University for foreign students and staff	2020-2022 (continuous activity)	Community Development Department; University's departments	Events are organised with the needs and involvement of staff and students from abroad in mind.
2.	Facilitation of access to support and self-expression services, which are provided to the University's community, for foreign students and staff	2020-2022 (continuous activity)	University's non-academic units providing support and self-expression services	Students and staff can receive support and self-expression services in Lithuanian and English.
3.	Development of a recruitment and consultation system based on the "single window" principle	2020-2022 (continuous activity)	International Relations Department; Human Resources Department	Foreign staff members obtain recruitment and consultation services based on the "single window" principle.
4.	Preparation of information systems in English for students and employees	2020-2022	Community Development Department; Information Technology Services Centre; Student Affairs and Career Department	The intranet (information relevant to foreign teaching and research staff) and the University's mentoring platform translated into English.
5.	Development of a mentoring system for full-time and exchange students from abroad	2021	Community Development Department; Student Affairs and Career Department; ESN Vilnius University; Vilnius University Students Representation	Mentoring assistance is provided to full-time and exchange students from abroad.

# STRATEGIC OBJECTIVE IV

**Search for ways to enable people experiencing social exclusion due to financial or other social circumstances to pursue higher education at the University.**

No.	Activities	Timeframe	Responsible departments	Result
1.	Development and testing of measures to encourage high school students who experience social exclusion to pursue higher education at the University	2021-2022	Community Development Department; Communication and Marketing Department; Student Affairs and Career Department; ARQUS <sup>3</sup> team	Measures to encourage high school students who experience social exclusion to pursue higher education at the University developed and tested.
2.	Establishment of a support system for students with socially-complex backgrounds	2021-2022	Community Development Department; Heads of core academic units; Student Affairs and Career Department; Academic Quality and Development Department	An established and tested support system for students with socially-complex backgrounds.

<sup>3</sup> The ARQUS European University Alliance (Vilnius University is one of the founders of the Alliance) seeks to achieve, through close and sustainable cooperation, a significantly higher level of quality in education and research, to increase societal, cultural and civic engagement and to empower citizens to become competent decision-makers. ARQUS brings together the universities of Vilnius, Bergen (Norway), Granada (Spain), Graz (Austria), Leipzig (Germany), Lyon (France) and Padova (Italy). The duration of the project – 2020-2025.

# STRATEGIC OBJECTIVE V

**Develop measures that help members of the University's community better balance study and (or) work commitments with personal commitments (maternity, paternity, caretaking of relatives, etc.).**

No.	Activities	Timeframe	Responsible departments	Result
1.	Creation of measures that help members of the University's community better balance studies/work with personal commitments	2021-2022	Community Development Department; Human Resources Department; Student Affairs and Career Department;	Measures that allow members of the University's community better balance studies/work with personal commitments created and tested (e.g. increasing flexibility in different job positions, training and mentoring employees returning to work after a long break, individualisation of studies, etc.).
2.	Children playroom service for employees' children (a pilot project) in Saulėtekis	2020-2022 (continuous activity)	Community Development Department; Vilnius University Trade Union	The pilot project completed, and its impact assessed. If successful, the project becomes a continuous activity.
3.	Establishment of mother/father and baby care rooms on the campus	2022	Community Development Department; Core academic units; Centre of Property Management and Services;	3 mother/father and baby care rooms created on different academic campuses of the University.
4.	Enhancement of the engagement of students' and employees' children through educational summer camps	2021-2022 (continuous activity)	Community Development Department; University's departments	Additional camping capacity created to accommodate 50 more children per year (currently the camps can accommodate 50 children).

# STRATEGIC OBJECTIVE VI

**Develop anti-discrimination measures at the University to reduce direct and indirect discrimination on all the prohibited grounds of discrimination, enshrined in the legal acts of the Republic of Lithuania, and to foster an organisational culture that values diversity and respects each member of the University's community.**

No.	Activities	Timeframe	Responsible departments	Result
1.	Education of the community on diversity and equal opportunities issues and enhancement of awareness about the anti-discrimination measures	2020-2022 (continuous activity)	Community Development Department	18 lectures/training sessions/seminars/discussions on diversity and equal opportunities; 3 annual conferences; 6 thematic social campaigns; Regular dissemination of information via the University's website, intranet, social media profiles and newsletters.
2.	Preparation of guidelines for lecturers on how to work with a diverse classroom	2022	Community Development Department; Academic Quality and Development Department; External expert; ARQUS team	Guidelines for lecturers on how to work with a diverse classroom produced.