L-Università ta' Malta

Key Area	Objective	Action	Population		Timeframe				
			Staff	Students	2022	2023	2024	2025	2026
Key Area 1A+B									
1A | Governance Bodies, Key Actors & Decision Making	Increase diversity in leadership and decision taking level. Take sex intersecting with other social factors to ensure more representation at decision-making level, namely senate and council, as well as senate/council appointed boards and committees, deans, HoDs, administration, student reps, KSU.	Monitoring - Collect and conduct quantitive analysis of representation from a gender and diversity lens of staff/student statistics at decision making level	X	X	X	X	X	X	X
		Leadership training	X	X	X	X	X	X	X
		Study more equitable ways of ensuring diversity in representation at decision-making levels	X			X			
		Promote examples of good practice	X	X	X	X	X	X	X
		Offer childcare facilities and homework support during meetings	X			X	X	X	X
		Training: on gender, diversity and inclusion; gender and diversity mainstreaming; diversity analysis; unconscious bias; inclusive language; Gender+ Equity Plan	X	X	X	X	X	X	X
1B | Organisational Culture	Create and strengthen structures, practices and policies needed for the promotion of equality, diversity and inclusion. Introduce and evaluate policies and measure to ensure an open and inclusive working and studying environment.	Create, disseminate and evaluate policies, practices, buildings and forms from a gender, diversity and/or inclusion perspective (diversity mainstreaming)			X	X	X	X	X
		Conduct qualitative analysis of media texts, including UM website and social media to ensure that these promote equality, diversity	X		X		X		X