

Key Area	Objective	Action	Population		Timeframe				
			Staff	Students	2022	2023	2024	2025	2026
<b>3   Recruitment, career progression and retention</b>	Critically review policies, practices, and procedures to ensure that diverse groups get equitable chances to develop and advance in their careers.	Evaluation of equity, diversity and inclusion guidelines regarding recruitment and promotion	X			X	X	X	X
		Mentoring - develop/communicate/implement/evaluate policies dealing with mentoring for students and staff	X	X		X	X	X	X
		Training - diversity mainstreaming in career progression, mentoring, diversity sensitive interviewing and assessment for staff and students	X				X	X	X
		Sharing career good practices - provide role models of women scientists, women researchers, male teachers, male social workers, etc.	X	X		X	X	X	X
		Evaluation of the impact of work life balance measures at UM	X	X			X	X	X
		Continuous training and awareness raising of UM EDI related policies, measures, and practices	X	X			X	X	X
		Develop/communicate/implement/evaluate policies that facilitate retention such as maternity/adoption/fostering/IVF policy/gender identity and expression/disability/gender based violence within reasonable accomodation	X	X	X	X	X	X	X
		Monitoring of staff, researchers and student ratios in different areas, higher education and career levels by sex, gender, sexual orientation, age, race, ethnicity, disability, social origins	X	X	X	X	X	X	X
		Explore procedures that can be used to reach gender parity in the different areas by graduate level and career levels	X			X	X	X	X