

Students' unions and gender equality

“Training for students”

*Project: “Supporting and Developing the Structures for the quality Assurance at
the Private Higher Education Institutions”*

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Definition of equity

- ✓ “Quality of being impartial or fair”
- ✓ “An aspect of social justice which pertains to the recognition and readdressing of discrimination through the mechanism of affirmative action”

Words that sound similar to “equity”, and are slightly different

- ✓ Equality
- ✓ Participative equity in higher education
- ✓ Widening access
- ✓ Diversity
- ✓ Social dimension

Working towards gender equality in your student union

- ✓ Structural challenge
- ✓ Work distribution
- ✓ Public visibility
- ✓ Decision making

An equal opportunities policy

- ✓ What does an equal opportunities policy mean?
- ✓ Who should an equal opportunities policy protect?

Equal opportunities: In practice

- ✓ Direct action
- ✓ Indirect action
- ✓ Entertainments
- ✓ An equal opportunities employer:
 - ✓ Procedure
 - ✓ Model policies
 - ✓ Model equal opportunities policy
 - ✓ Model harassment policy

*Main outcomes of a workshop carried out at
European Students' Union Board Meeting 53
in Vilnius, 2007*

- ✓ Arrangement of Equality Week*
- ✓ Encouraging networks for female activists only*
- ✓ Evaluation of curriculum and textbooks from a gender perspective*
- ✓ Introduction of gender topics*

- ✓ *Use of affirmative action during the recruitment process within universities/student unions*
- ✓ *Provision of child care facilities*
- ✓ *Awareness campaigns*

Sources

1. Equity Handbook, *The European Students' Union*, Brussels, November 2009
2. The Student Union Development Handbook, *The European Students' Union*, Brussels, March 2009

Thank you for your attention!