

# EDI Charter at SSST University

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*Gender equality and diversity are at the heart of contemporary democracies. Underprivileged groups have been hampered in their contribution to societies, with negative effects on research and higher education that fail to use all the potential of talents in these areas. Introduction of fairer and more equitable solutions for all involved, is part of an effort to democratize institutions and to implement more comprehensive and active participation. Gender equality and diversity imply more inclusive, open, and democratic institutions, that guarantee fair access and non-discriminatory practices.*

1. Improve gender balance at all levels of the academic career, at all levels of management including institutional governance and decision making, as well as in all conferences organized by the institution.
2. Human Resources practices that can attract the best talents in all their diversity and that are committed to promotion practices and policies that do not discriminate based on gender or other grounds.
3. Eliminating gender pay gap.
4. Seeking diversity and gender equality in research opportunities and funding
5. Gender balance and fairness in evaluation panels for grants, institutional and research projects
6. Mainstreaming gender equality awareness and best practice in the mainstream operations of SSST University
7. Embedding Equality, Diversity, Inclusion, and research enhancement
8. Promoting family-friendly policies and work-life balance.
9. Advancing gender studies across the disciplines and interdisciplinary to produce the knowledge that fosters cultural, social, and political change in gender norms.
10. Sharing knowledge about gender equality, equality and inclusion across SSST University and including EDI component in the training of academic and professional staff at University.
11. Eradicating bullying, sexual and moral harassment from SSST University, following the Instructions for Sexual and Gender-based violence.