

## YEAR 2025

### ACTIONS CONDUCTED IN 2025 REGARDING RESEARCH HR (teaching and research staff, research staff and staff with PhDs):

#### AXIS I - FOSTERING A CULTURE OF EQUAL TREATMENT AND OPPORTUNITIES

**Action I.1.1: Design and implement a strategy to disseminate the II Equality Plan and its content, using the university's various communication channels (press releases, presentation conferences, welcome days, internal communication and mailing, institutional advertisements, posters, social networks...), using methods aimed at the entire target public. **FULFILLED****

Indicators	<ul style="list-style-type: none"> <li>● Number of dissemination actions by type of action.</li> <li>● Number of actions targeting the various sectors of the university community.</li> <li>● Number of welcome activities information that takes into account the various sectors of the university community.</li> </ul>
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#### Evidence:

It is worth noting that on relevant festivities and days when specific actions are published, there is a reminder of where that action is in the II Plan and the achieved goal.

#### - UMH8M INTERNATIONAL WOMEN'S DAY 2025

Activity programme: <https://igualdad.umh.es/2025/03/03/umh8m-dia-internacional-de-las-mujeres-2025/> - <https://igualdad.umh.es/2025/03/04/umh8m-dia-internacional-de-las-mujeres-2025-2/> - <https://igualdad.umh.es/2025/04/02/curso-gratuito-de-defensa-personal-con-motivo-del-dia-de-lesport/>

Awards ceremony announcement [Gender Perspective Award 2024 for Final Bachelor's and Master's Degree Dissertations, Doctoral Theses and Research](#)

- The UMH conducted over 40 activities in favour of gender equality during the 2024-2025 school year. 28 July 2025. [Press release](#)

- Commemorating the International Day for the Elimination of Violence Against Women. To celebrate 25 November, the UMH organised an institutional campaign with several

gender-based violence awareness and prevention activities, including the lighting of buildings and specialised conferences on different types of violence. [Press release](#)

- Discussion on digital gender-based violence. Organised by the Faculty of Social and Legal Sciences, with the participation of the Department of Equality of the UMH to address gender-based violence in digital environments. [Press release](#)

**Action 1.2.1: Organise (at least) institutional awareness acts related to 11 February (International Day of Women and Girls in Science), 8 March (International Women's Day) and 25 November (International Day for the Elimination of Violence Against Women). The acts will unite all the campuses of the UMH and involve the University Centres, Services and Administrative Units. FULFILLED**

Indicators	<ul style="list-style-type: none"> <li>• Number of festivities commemorated</li> <li>• Number of campaigns conducted and related actions or events</li> <li>• Number of centres, departments and administrative services involved</li> </ul>
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Evidence:

- #UMH11F - International Day of Women and Girls in Science. In order to promote scientific and technological vocations among the youth in Elche, the Scientific Park of the UMH held, on Monday 10 February 2025, the 'Women in Science and Technology - PCUMH' conference. During the conference, the director of the Department of Equality of the UMH, Rosario Carmona Paredes, gave a speech that sought to familiarise students with these technologies (in science, technology, engineering and maths) and show them the opportunities that these fields offer and the careers that they can pursue within these fields. During the speech, she discussed some relevant historical names and their careers.

<https://parquecientificoumh.es/noticias/cerca-de-una-veintena-de-estudiantes-en-jornada-ciencia-y-tecnologia-en-femenino>

- UMH8M INTERNATIONAL WOMEN'S DAY 2025

Activity programme: <https://igualdad.umh.es/2025/03/03/umh8m-dia-internacional-de-las-mujeres-2025/> - <https://igualdad.umh.es/2025/03/04/umh8m-dia-internacional-de-las-mujeres-2025-2/> - <https://igualdad.umh.es/2025/04/02/curso-gratuito-de-defensa-personal-con-motivo-del-dia-de-lesport/>

Awards ceremony announcement [Gender Perspective Awards 2024 for Final Bachelor's and Master's Degree Dissertations, Doctoral Theses and Research](#)

- Commemorating the International Day for the Elimination of Violence Against Women. To celebrate 25 November, the UMH organised an institutional campaign with several gender-based violence awareness and prevention activities, including

the lighting of buildings and specialised conferences on different types of violence. [Press release](#)

- Discussion on digital gender-based violence. Organised by the Faculty of Social and Legal Sciences, with the participation of the Department of Equality of the UMH to address gender-based violence in digital environments. [Press release](#)

**Action I.2.3: Plan, design, execute and assess training activities on equality between women and men, mainstreaming and gender-inclusive language aimed at the university community, with specific information. FULFILLED**

Indicators	<ul style="list-style-type: none"> <li>● Number of training actions proposed (at least one per group: administrative and service staff, teaching and research staff, research staff, students...)</li> <li>● Number of training actions conducted</li> <li>● Specific recognition of teaching and research staff and administrative and service staff included</li> <li>● Proportion of women and men who complete the training courses offered</li> <li>● Proportion of women and men that deliver the training courses offered</li> </ul>
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Evidence:

**- Training for the teaching and research staff - Teaching and Research 2025. Innovative Teaching and Educational Excellence Programme**

- **The category of gender in research.** Dates: 18, 19, 20 and 26 June 2025.

Duration: 12h. Enrollees: 8; 4 women and 4 men. Delivered by Juana Aznar Márquez and Purificación Heras González.

- **Tools to insert a gender perspective in teaching.** Dates: 7, 9, 14 and 16 July 2025.

Duration: 12h. Enrollees: 12; 11 women and 1 man. Delivered by Juana Aznar Márquez and Purificación Heras González.

**Initial Programme of University Teaching 2025**

- **Gender perspective in teaching and research.** Date: 15 May 2025. Duration: 3h. Enrollees: 25; 14 women and 11 men. Delivered by Purificación Heras González.

**- Summer course 2025.**

- Sexual violence and support: Detect sexual harassment in your surroundings, 13th edition. Dates: From 16 June 2025 to 18 July 2025. 31 enrollees: 26 women and 5 men. Teachers: 2 women.
- Gender-based violence and the healthcare system: detection and assisting the victims. 11th edition. From 1 to 28 July 2025. 35 enrollees: 29 women and 6 men. Teachers: 2 women.
- Equality between women and men and gender-inclusive language. 3rd edition 17 enrollees: 3 women and 14 men. Teachers: 3 women and 1 man.

**- Winter course 2025**

- Equality between women and men and gender-inclusive language. 2nd edition. 22 enrollees: 18 women and 4 men. Teachers: 2 women and 1 man.

- Sexual violence and support: Detect sexual harassment in your surroundings 14th edition 29 enrollees: 24 women and 5 men. Teachers: three women.

**Action I.2.4: Produce and disseminate specific recommendations on equalitarian language and communication. FULFILLED**

Indicators	<ul style="list-style-type: none"> <li>• Document on equalitarian and inclusive language and communication</li> <li>• Number of times the recommendations have been disseminated on communication channels (e.g. TV, social networks), the website of the Department of Equality, press releases and institutional emails</li> </ul>
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**Evidence:**

- Course entitled 'Promoting Non-Sexist Language from the Department of Equality with ChatGPT', delivered by Asunción Vicente Ripoll, telematic engineer, to the people who comprise the Department of Equality and its contributors.

LOVELACE PROJECT - <https://lovelace.umh.es/>

GOAL: The gender bias of artificial intelligence chatbots can affect the way in which people interact with each other and how they see women and men in different situations. Therefore, the goal of this project is to develop objective and rigorous methods and protocols to assess gender bias in the contents generated by AI chatbots, thus ensuring that their use is inclusive and does not foster discrimination.

- Email sent to the teaching and research staff on 5 June 2025.

*Dear colleagues,*

*We are contacting you regarding the production of the Academic Guides for the 2025-2026 school year and request that they use respectful and inclusive language. This is one of the goals of the II Equality Plan and the I Equity, Diversity and Inclusion Plan of the UMH. Both plans seek, among other purposes, to implement respectful forms of communication that are accessible for all people and groups. In this sense, as the teaching staff is a primary agent of communication, how it uses both oral and written language is significant for the students' training.*

*Thus, we encourage you to follow the Guide of Recommendations for Non-Sexist and Inclusive Language, which includes examples on how to represent the different people and realities that co-exist in our society and that may help you with the guides and your teaching*

<https://igualdad.umh.es/files/2023/04/GuiaLenguaje2023.pdf>

*Warm regards*

- The Department of Equality has a specific website with resources for teaching with a gender perspective [enlace](#)

## Training for the teaching and research staff - Teaching and Research 2025. Innovative Teaching and Educational Excellence Programme

- **The category of gender in research.** Dates: 18, 19, 20 and 26 June 2025. Duration: 12h. Enrollees: 8; 4 women and 4 men. Delivered by Juana Aznar Márquez and Purificación Heras González.
- **Tools to add a gender perspective in teaching.** Dates: 7, 9, 14 and 16 July 2025. Duration: 12h. Enrollees: 12; 11 women and 1 man. Delivered by Juana Aznar Márquez and Purificación Heras González.

### Initial Programme of University Teaching 2025

- **Gender perspective in teaching and research.** Date: 15 May 2025. Duration: 3h. Enrollees: 25; 14 women and 11 men. Delivered by Purificación Heras González.

Indicators	<ul style="list-style-type: none"> <li>● Report on the various actions conducted to add a gender perspective in each programme:             <ol style="list-style-type: none"> <li>1. DIFUNDE programme for the dissemination of research with a focus on the transfer and exchange of knowledge.</li> <li>2. CONCEPTO programme for the appreciation and transfer of research results through proof of concept projects.</li> <li>3. CAPACITA programme for the scientific training of researchers by conducting industrial theses.</li> <li>4. ISOCIAL programme for the promotion of projects on knowledge transfer and social entrepreneurship.</li> <li>5. COMPACIENCIA programme for the promotion of introductory projects to knowledge transfer (Final Bachelor's and Master's Degree Dissertations) with companies and institutions.</li> <li>6. CONTACTA programme for the exchange of knowledge with the corporate and institutional ecosystem by way of stays.</li> </ol> </li> </ul>
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### Evidence:

In the 2024/2025 school year, the available aid for the dissemination of research geared towards the transfer and exchange of knowledge were the DIFUNDE programmes. Data: Assessment tribunal comprised by 2 women and 1 man. Requests submitted 26 (12 by women and 14 by men). Granted: 20. 10 to women and 10 to men.

The second programme executed was CONCEPTO, for the appreciation and transfer of research results through proof of concept projects. Data: Assessment tribunal comprised by 1 woman and 3 men, 17 requests submitted, 7 female PIs and 10 male PIs. Granted: 7, all to male PIs.

The other schemes were not executed.