Carleton University Statement on Gender Equality Plan

I. Introduction and Purpose

Carleton University is located on the unceded and unsurrendered territory of the Algonquin Nation. We acknowledge the enduring presence, knowledge systems and stewardship of the Algonquin Anishinaabe people, and we are committed to ongoing learning, respect and meaningful engagement with Indigenous communities.

This document outlines the institutional policies, programs and initiatives that together constitute Carleton University's Gender Equality Plan, as required for participation in Horizon Europe. It consolidates existing institutional commitments, practices and resources that advance gender equality and broader equity, diversity and inclusion (EDI) priorities across the university.

Carleton is committed to fostering a diverse, inclusive and accessible community in which all individuals feel a sense of belonging and are supported to succeed. The university is dedicated to creating an environment where the dignity and rights of all members are respected, and where students, faculty and staff are empowered to contribute fully to teaching, learning, research and service.

Carleton's approach to EDI is comprehensive and intersectional. While this Gender Equality Plan places particular emphasis on gender equality in alignment with Horizon Europe requirements, it is situated within a broader institutional commitment to addressing systemic barriers faced by equity-deserving groups. These include First Nations, Métis and Inuit peoples, racialized individuals, persons with disabilities, women, and individuals of diverse gender identities and sexual orientations.

Through this integrated and institution-wide approach, Carleton seeks to advance excellence in research, teaching and service by engaging a diverse and highly talented community and by embedding the values of equity, respect and collaboration across all aspects of university life. This document will be made publicly available and maintained by the appropriate institutional offices to ensure ongoing alignment with Horizon Europe requirements and continuous improvement in advancing gender equality.

II. Commitment to Gender Equality

Carleton University affirms its commitment to EDI and to maintaining an environment free from discrimination, harassment and sexual violence.

This commitment aligns with key institutional strategies:

- Strategic Integrated Plan (2020–2025)
- Equity, Diversity and Inclusion Action Plan
- Department of Equity and Inclusive Communities: Annual Report
- Sexual Violence Policy

The Department of Equity and Inclusive Communities leads the institutional EDI initiatives at Carleton and supports a campus environment grounded in inclusion, accessibility and respect.

III. Horizon Europe Gender Equality Plan Elements

A Gender Equality Plan, as defined by Horizon Europe, is recommended to include content and initiatives related to:

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence, including sexual harassment

It is also required to include dedicated resources to support such initiatives, as well as mechanisms for data collection and monitoring, and the provision of training.

Carleton University addresses these elements through the institutional policies, programs and initiatives outlined in the sections below.

IV. Work-Life Balance and Organizational Culture

Policies and Programs
Carleton University supports work-life balance through Human Resources policies and flexible work arrangements:

- Human Resources Forms
- Flexible Work Arrangements
- Healthy Workplace Policy
- Disconnecting from Work Policy
- Accumulated Annual Leave Policy

Institutional culture is further shaped by the Strategic Integrated Plan and the EDI Action Plan, which emphasize inclusion, wellbeing, accessibility and equitable participation across the university.

Training and Awareness
Carleton provides training and resources to support a healthy and inclusive work environment, including workplace wellbeing initiatives, EDI training and guidance on flexible work practices.

For example, Carleton's Equity and Inclusion in Your (Work) Space training provides faculty and staff with tools to recognize workplace power dynamics, address discrimination and foster a more equitable and inclusive research environment. This training supports the objectives of the Horizon Europe Gender Equality Plan by promoting inclusive workplace practices and equal opportunities for all team members.

Data Collection and Monitoring
Carleton monitors workplace culture and employee wellbeing through institutional reporting, employee data collection and EDI-related assessments to support continuous improvement.

V. Gender Balance in Leadership and Decision-Making

Policies and Initiatives
Carleton University promotes equitable leadership through:

- Equity, Diversity and Inclusion Action Plan (institution-wide leadership framework)
- Department of Equity and Inclusive Communities (leadership and advisory role)

These structures integrate EDI considerations into governance, decision-making and institutional strategy.

Training and Awareness
Training initiatives include leadership development programs, unconscious bias training and EDI-focused professional development to support inclusive leadership practices.

For example, the Centre for Research on Inclusion at Work (CRIW) at Carleton's Sprott School of Business conducts and shares research to advance equity, diversity and inclusion in the workplace, focusing on marginalized and underrepresented groups such as women, immigrants, visible minorities and Indigenous individuals.

Data Collection and Monitoring
Carleton collects and analyzes institutional data to monitor representation in leadership roles and inform strategies that improve equity and diversity in decision-making structures.

VI. Gender Equality in Recruitment and Career Progression

Policies and Guidelines
Carleton University ensures equitable hiring and advancement through:

- Employment Equity Policy
- Equitable and Inclusive Hiring Practices
- Canada Research Chairs Program: Equity, Diversity and Inclusion Action Plan

This includes:

- Mandatory unconscious bias and EDI training
- Diverse hiring committees
- Monitoring of applicant pool diversity
- Equity-based recruitment practices

Training and Awareness
Mandatory training on equitable hiring practices, unconscious bias and EDI principles is provided to individuals involved in recruitment and selection processes.

- Equity and Inclusion in Your (Work) Space

Data Collection and Monitoring
Carleton collects equity and diversity data to assess recruitment outcomes and support equitable hiring practices.

VII. Integration of the Gender Dimension into Research and Teaching

Policies and Initiatives
Carleton University integrates gender and inclusion into academic activities through:

- Equity, Diversity and Inclusion Action Plan (teaching, curriculum, research)
- Inclusive teaching training
- Horizon Europe (internal research support)

These initiatives support the integration of gender considerations in both research design and pedagogy.

Training and Awareness
Training and resources are available to support inclusive teaching practices and the integration of gender and diversity considerations into research design and curriculum development.

- Equity-Driven and Inclusive Classrooms training
- Trans- and Non-Binary Inclusion in the Classroom training

Data Collection and Monitoring
Carleton monitors progress through institutional reporting, program assessments and research support activities that incorporate EDI considerations.

VIII. Measures Against Gender-Based Violence, Including Sexual Harassment

Policies and Supports
Carleton University maintains comprehensive policies and supports:

- Sexual Violence Policy
- Workplace Violence and Harassment Prevention
- Human Rights Policy
- Discrimination and Harassment Response

These frameworks provide:

- Prevention measures
- Reporting mechanisms
- Confidential support services
- Investigation and resolution procedures

Training and Awareness
Carleton provides mandatory and voluntary training related to sexual violence prevention, workplace harassment and human rights to promote a safe and respectful campus environment.

Carleton's Department of Equity and Inclusive Communities offers training and workshops on sexual violence prevention and survivor support, including responding to disclosures, bystander intervention, trauma-informed approaches and fostering a culture of consent. These initiatives strengthen awareness, prevention and response capacities among students, faculty and staff, contributing to a safer and more inclusive campus environment.

The Carleton University Sexual Assault Support Centre (CUSASC) provides free, confidential and inclusive support services to students, faculty and staff of all genders affected by sexual violence.

Data Collection and Monitoring
The university tracks reports, outcomes and trends related to harassment and sexual violence in accordance with institutional policies and applicable legislation.

IX. Institutional Resources

Carleton University has dedicated offices to support the implementation of the Gender Equality Plan:

- Department of Equity and Inclusive Communities
- Human Resources
- University Governance Secretariat
- Office of the Provost and Vice-President (Academic)
- Office of Student Affairs
- Research funding support
- Horizon Europe support

X. Public Availability and Review

This Gender Equality Plan statement will be made publicly available and reviewed periodically to ensure continued alignment with:

- Horizon Europe requirements
- Institutional policy updates
- Evolving best practices in gender equality

Example of scheduled policy review:

Sexual Violence Policy review cycle