



Key Area	Objective	Action	Population		Timeframe				
			Staff	Students	2022	2023	2024	2025	2026
5 Sex/Gender, Diversity & Inclusion Perspective and Approach in Research and Research Teams	To help ensure that the value of diversity in research and research teams is promoted	Monitor data - disaggregated by sex when it comes to: funding allocation, publications' submission, awards, patent applications (to be compiled in annual report)	X	X				X	X
		Develop, communicate and implement standards for the incorporation of the sex and gender variables into research	X	X				X	X
		Develop, communicate and implement standards for the incorporation of other forms of diversity into research	X	X				X	X
		Awareness raising campaigns on the economic, social and innovative value of incorporating a diversity perspective in research	X	X				X	X
		Training on the inclusion of diversity perspective in research	X	X			X	X	X
		Change criteria for funding - Researchers who want to apply for UM research funds will have to integrate sex and gender variables in their research where applicable and to demonstrate how they have successfully done so once research project has been concluded	X	X					X
		Institutional promotion of the outcomes of MA, PhD research which incorporates a sex/gender and diversity dimension	X	X				X	
		Promote networking of multi-disciplinary research groups studying gender, sex, gender, diversity and inclusion issues	X	X				X	X
		Develop, communicate and implement standards for the incorporation of balanced research teams by sex/gender	X						X