

# Gender Equality Unit

2024-2025  
REPORT

This year, the Gender Equality Unit has comprised 6 people:

- **María Silvestre:** Professor of Sociology at the University of Deusto, chief researcher of the “Deusto Social Values Team” and Director of the Gender Equality Unit.
- **Mirelur González:** Social worker holding a Master in Intervention in Violence against Women, PhD student in Human Rights and researcher at the Gender Equality Unit.
- **Ainhoa Arostegui:** Social worker and educator with a Master's degree in Intervention in Violence against Women. She has worked as an equality officer from March 2023 to December 2024.
- **Irene Pérez** (January-July): Psychologist currently studying for a Master in General Health Psychology + Clinical Neuropsychology with a collaboration fellowship at the Gender Equality Unit.
- **Carla Arechaga** (January-February): Student undergoing an internship as part of her degree in Philosophy, Politics and Economics.
- **Íñigo Elorduy** (March-May): Student undergoing an internship as part of his degree in Philosophy, Politics and Economics.

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This report has been mainly drawn up by Irene Pérez Berdugo, with collaboration and review provided by María Silvestre and Mirelur González.

Below are provided details of the activities undertaken by the Gender Equality Unit during the academic year 2024-2025.

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## 1. VISIBILITY ACTIONS PURSUED BY THE GENDER EQUALITY UNIT (GEU)

*All actions included in this section are in compliance with **Goal 1.1 of the Equality Plan**: to consolidate the principle of equality at the University of Deusto - specifically, with **Action 6 of said plan**: to ensure that the existence of and functions performed by the Gender Equality Unit and the Academic Equality Committee are visible.*

*This is also covered by **Goal 13.1 of the Equality Plan**: to promote the gender perspective among students - specifically, by **Action 64 of said plan**: to ensure a secure space for students where they can receive guidance in cases of macho violence.*

### 1.1. Establishment of new office (2024)

The Gender Equality Unit (GEU) was established for the 2024-2025 year at its new office located in the Auditorium Cloister, between the bookshop and the auditorium (Bilbao Campus).

### 1.2. Introduction to team at the office entrance

Some posters were put up at the office entrance containing a brief introduction to the people making up the GEU team, with a view to ensuring they are made visible.

### 1.3. Signage (November 2024)

Two blue plaques were put up once the office had been established, bearing the signage: Unidad de Igualdad / Berdintasun Unitatea / Gender Equality Unit.

### 1.4. Creation of new appointments system (November 2024)

A new appointments system was set up during this academic year. Those individuals who wish to do so may access appointments easily and comfortably by scanning the QR code at the office entrance.

### 1.5. Creation of two GEU email accounts (June 2024)

Two email accounts set up for the GEU started to be used in June: [igualdad@deusto.es](mailto:igualdad@deusto.es) (contact email) and [unidad.igualdad@deusto.es](mailto:unidad.igualdad@deusto.es) (internal use)

### 1.6. Establishment of a new telephone extension

A new telephone extension for the GEU office was established during this academic year, corresponding to Mirelur González: 2024.

### 1.7. Creation of a new GEU logo (January-February 2025)

The GEU acquired its own logo thanks to the assistance provided by the Department of Communication and Marketing at the university.



### 1.8. Inclusion of information on the Intranet (January 2025)

Information about the GEU and its main activities was updated on the Intranet, and its contact email, office location and telephone extension included to ensure they are more accessible.

### 1.9. Establishment of a display case containing useful resources (March 2025)

A display case containing useful resources and materials was established at the office entrance. Protocols regarding harassment, BAM Awards leaflets and pamphlets about other centres that deal with cases of macho violence, bookmarks and pins can be found in this display case.

Attention should be drawn to the fact that 44 books regarding harassment have been handed out to individuals from the university community throughout the academic year.

*This point is also covered by **Goal 12.1 of the Equality Plan**: to incorporate the gender perspective in teaching and research – specifically, by **Action 59**: to undertake awareness-raising activities for the entire university community, in addition to **Action 61 of said plan**: to provide incentives and teach degree and master students to integrate and apply the gender perspective in final degree projects and Master's dissertations.*

### 1.10. Distribution of protocols and resources (20<sup>th</sup> and 21<sup>st</sup> March 2025)

As undertaken in the 25N and 8M weeks, leaflets regarding the harassment protocol and pamphlets about centres specialising in macho violence were distributed in May around the different buildings at the Bilbao Campus. All resources were also left in public areas, with a view to facilitating access to information.

### 1.11. Distribution of Guides to Incorporation of the Gender Perspective in Teaching and Research

*Guides to Incorporation of the Gender Perspective in Teaching and Research* (University of Deusto, 2021) were distributed throughout the academic year, both in Spanish and in Basque.

The guides are provided free of charge at the University of Deusto to any individual from the university community. Pass by our office if you would like one! They are also available in digital format in [Spanish](#), [Basque](#) and [English](#).

So far, two groups of students have been to the office to pick up a guide (29 females and 13 males), 6 female teaching and research staff, 2 male teaching and research staff\* and four research teams.

Given that the GEU ran out of stock, a new order was placed for 400 guides: 200 in Spanish and 200 in Basque.

*This point is also covered by **Goal 12.1 of the Equality Plan**: to incorporate the gender perspective in teaching and research – specifically, by **Action 61 of said plan**: to provide incentives and teach degree and master students to integrate and apply the gender perspective in final degree projects and Master's dissertations.*

## **2. ACTIONS IN FAVOUR OF EQUALITY AT THE UNIVERSITY**

### **2.1. Review of the selection procedure**

The GEU reviewed the selection process during this academic year for staff contracted by the University of Deusto from a gender perspective.

*This point is covered by **Goal 2.1 of the Equality Plan**: to ensure selection processes without any gender discrimination – specifically, by **Action 11 of said plan**: to review the selection process, including wording vacancies, in addition to the tools and tests used from a gender perspective.*

### **2.2. Monitoring of the Equality Plan**

The GEU undertook monitoring of the Equality Plan at the University of Deusto, together with the staff management team, at monthly meetings throughout the academic year.

It also took part on 2<sup>nd</sup> July 2025 in dissemination of the 4<sup>th</sup> Equality Plan in terms of training those in charge of the university in gender biases.

### **2.3. Review of the 2023-2024 Yearbook**

The GEU reviewed the 2023-2024 Yearbook during the academic year 2024-2025, with a view to ensuring this document is more inclusive.

## 2.4. “Where are they” headcount (January 2025)

In 2018, the European Parliament launched the “[Where are They?](#)” initiative, the purpose of which is to make the role of women in the public domain visible, especially within the context of debates and conferences on European affairs.

Thus, as it does every year, the GEU fills in a document that gathers together all the activities pursued at the university, together with a headcount of all the speakers and participants segregated according to gender and disability\*. As such, it may then analyse the relevant proportions and take any steps in favour of parity, thus steadily improving the figures if deemed necessary to do so.

## 2.5. Training course to inform about the Guide (March 2025)

The GEU offered a training course during this academic year with a view to informing about the Guide to Incorporation of the Gender Perspective in Teaching and Research. There were 5 participants and 3 certified individuals in total.

*This point is covered by **Goal 12.1**: to incorporate the gender perspective in teaching and research – specifically, by **Action 60 of said plan**: to provide a training course with a view to informing about the Guide.*

## 3. 25N CAMPAIGN

A range of activities were organised at the Donostia and Bilbao campuses from 25<sup>th</sup> to 29<sup>th</sup> November to celebrate 25N, International Day for the Elimination of Violence against Women. This year, the campaign focused on violence against women with disability under the motto “We raise our voice on behalf of the thousands of stories that have been silenced”.



*All points in this section are covered by **Goal 10.1 of the Equality Plan**: to promote an organisational culture free of macho violence – specifically, by **Action 48 of said plan**: to raise staff awareness through campaigns that focus on macho violence.*

*They are also covered by **Goal 12.1**: to incorporate the gender perspective in teaching and research – specifically, by **Action 59 of said plan**: to undertake awareness-raising activities for the entire university community.*

*The points are in addition aligned with **Goal 13.1**: to incorporate the gender perspective among students -specifically, by **Action 66**: to encourage critical gender awareness-raising among students (both men and women) through awareness-raising activities.*

### **3.1. 25N gatherings (25<sup>th</sup> November 2024)**

Two gatherings took place on 25<sup>th</sup> November: one at the Bilbao Campus and another at the Donosti Campus.

Two female students took part at the Bilbao Campus, one of them with intellectual disability and another visually impaired. A sign language interpreter was contracted to ensure the accessibility of the event, enabling those individuals with hearing impairments to fully participate in the activity.

The Rector, Juan José Etxeberria, and the GEU director, María Silvestre, were in charge of the event. In the course of their speech, they highlighted the fact that macho violence is a structural problem in society that is unacceptable both in terms of its denial and in minimising its seriousness. The event included a version of the song “Azaroak 25” (25<sup>th</sup> November) by Sastrakako Emakumeak, which symbolises and denounces gender violence against women.

- **Timetable:** 10:50-11:10
- **Venue:**
  - Plaza de la Memoria at the Bilbao Campus
  - Larramendi Building Entrance at the San Sebastián Campus

### **3.2. Online trivial pursuit: *How much do you know about gender violence against women with disability?* (25N week 2024)**

Online trivial pursuit was played throughout the entire week of 25N under the title “*How much do you know about gender violence against women with disability?*”. This initiative was established with a view to promoting reflection among university students.

The trivial pursuit was played using the dynamics of daily questions (from Monday to Friday) in which participants had to choose the correct answer. Each question was asked via the University of Deusto Instagram account ([@udeusto](#)).

Around 300 votes for each question were recorded by way of average participation in the trivial pursuit, and an average 2,000 people per day viewed it. To conclude the dynamics, a *Nobel Run* deck-building card game was raffled among participants.

### **3.3. Bilbao Open Doors (26<sup>th</sup> November 2024)**

A GEU Open Doors conference took place at the Bilbao Campus on 26<sup>th</sup> November, the purpose of which was to inform about the Unit and its functions.

Resources and informative materials were handed out over the course of the day, including the harassment protocol, stickers, bookmarks and badges, in which 62 people took part (48 women and 14 men\*).

- **Timetable:** 10:00 - 12:00
- **Venue:** Auditorium Cloister

*This point is covered by **Goal 1.1 of the Equality Plan**: to consolidate the principle of equality at the University of Deusto – specifically, by **Action 6 of said plan**: to ensure that the existence of and functions performed by the Gender Equality Unit and the Academic Equality Committee are visible.*

### **3.4. Video Forum (26<sup>th</sup> November 2024)**

The Video Forum took place on the afternoon of 26<sup>th</sup> November. Short films were screened about the reality facing women with disability in view of macho violence, in order to encourage reflection about such violence. An area for debate and reflection was then opened up, overseen by Aurora Madariaga, director of the Leisure and Disability Chair. 53 people attended the event (40 women and 13 men\*), mainly students.

- **Timetable:** 16:00 - 18:00
- **Venue:** Garate Hall at the Bilbao Campus

### **3.5. Donosti Open Doors (28<sup>th</sup> November 2024)**

A GEU Open Doors conference took place at the Donosti Campus on 28<sup>th</sup> November, the purpose of which was to inform about the Unit and its functions.

Resources and informative materials were handed out over the course of the day, including the harassment protocol, stickers, bookmarks and badges, in which 82 people took part (69 women and 13 men\*).

- **Timetable:** 10:00 - 12:00
- **Venue:** Larramendi Building Hall

*This point is covered by **Goal 1.1 of the Equality Plan**: to consolidate the principle of equality at the University of Deusto – specifically, by **Action 6 of said plan**: to ensure that the existence of and functions performed by the Gender Equality Unit and the Academic Equality Committee are visible.*

### **3.6. “How much do you know about gender violence against women with disability?” mural (25N week 2024)**

A mural was put up during the 25N week at the Bilbao Campus, bearing information about violence against women with disability.

The aim was to raise university community awareness about gender violence endured by women with disability.

- **Timetable:** 25<sup>th</sup> November - 9<sup>th</sup> December
- **Location:** Labyrinth Entrance Hall at the Bilbao Campus

## **4. 8M CAMPAIGN**

A range of activities were organised by the GEU from 3<sup>rd</sup> to 7<sup>th</sup> November to celebrate 8M, International Women’s Day. This year, the campaign focused on the myths and truths about feminism.

*All points in this section are covered by **Goal 10.1 of the Equality Plan**: to promote an organisational culture free of macho violence – specifically, by **Action 48**: to raise staff awareness through campaigns that focus on macho violence, and by **Action 49 of said Plan**: awareness-raising about micromachismo.*

*They are also covered by **Goal 12.1**: to incorporate the gender perspective in teaching and research – specifically, by **Action 59 of said plan**: to undertake awareness-raising activities for the entire university community.*

*The points are in addition aligned with **Goal 13.1**: to incorporate the gender perspective among students -specifically, by **Action 66**: to encourage critical gender awareness-raising among students (both men and women) through awareness-raising activities.*

#### **4.1. Donosti Open Doors (3<sup>rd</sup> March 2025)**

A GEU Open Doors conference took place at the Donosti Campus on 3<sup>rd</sup> March, the purpose of which was to inform about the Unit and its functions.

Resources and informative materials were handed out over the course of the day, including the harassment protocol, stickers and bookmarks, among others. Both the *Nobel Run* deck-building card game and the Guide to Incorporation of the Gender Perspective in Teaching and Research were also put on show.

63 people participated (30 women and 33 men\*) over the course of the day.

- **Timetable**: 10:30 - 12:30
- **Venue**: Larramendi Building Hall

*This point is covered by **Goal 1.1 of the Equality Plan**: to consolidate the principle of equality at the University of Deusto – specifically, by **Action 6** of said plan: to ensure that the existence of and functions performed by the Gender Equality Unit and the Academic Equality Committee are visible.*

*It is also covered by **Goal 12.1**: to incorporate the gender perspective in teaching and research – specifically, by **Action 61** of said plan: to provide incentives and teach degree and master students to integrate and apply the gender perspective in final degree projects and Master's dissertations.to undertake awareness-raising activities for the entire university community.*

#### **4.2. Face-to-face participatory activity: *Myths and Truths about Feminism* (4<sup>th</sup> March 2025)**

A participatory activity took place on 4<sup>th</sup> March that focused on an analysis of a range of beliefs about feminism, with a view to determining whether they are myths or truths. The initiative sought to raise university community awareness about their active involvement.

Critical reflection was encouraged throughout the day, and enriching debates were put forward among those in attendance. Bookmarks were handed out as part of the activity containing the different myths and truths, accompanied by a justification based on scientific evidence.

The chance to participate in several languages was provided – Spanish, English and Basque – with a view to passing knowledge on to persons of different nationalities. Bookmarks were also made available in three languages, and 3,555 (2,061 in Spanish, 999 in Basque and 495 in English) were printed in total, all of which were used up before the end of the academic year.

The participation of 161 people (117 women and 44 men\*) was recorded over the two hours of activity. Special mention should be made of the fact that the panels were on display until Friday 7<sup>th</sup> to ensure that other people could visualise them at other times.

- **Timetable:** 10:30 - 12:30
- **Venue:** Labyrinth Entrance Hall

#### **4.3. Online participatory activity: *Myths and Truths about Feminism* (8M week 2025)**

Different beliefs about feminism were shared throughout the week of 8<sup>th</sup> March via stories recounted on the University of Deusto Instagram account ([@udeusto](#)). The aim was for the Instagram community to interact actively, voting whether each statement was a myth or a truth. The statements were subsequently either confirmed or refuted based on scientific evidence.

250 votes and 1,879 visualizations were recorded in total per each publication shared on Instagram. A *Nobel Run* deck-building card game was raffled among participants at the end of the week.

#### **4.4. Bilbao Open Doors (5<sup>th</sup> March 2025)**

A GEU Open Doors conference took place at the Bilbao Campus on 5<sup>th</sup> March, the purpose of which was to inform about the Unit and its functions.

Resources and informative materials were handed out over the course of the day, including the harassment protocol, stickers and bookmarks, among others. Both the *Nobel Run* deck-building card

game and the *Guide to Incorporation of the Gender Perspective in Teaching and Research* were also put on display.

101 people participated (86 women and 15 men\*) over the course of the day.

- **Timetable:** 10:30 - 12:30
- **Venue:** Auditorium Cloister

*This point is covered by **Goal 1.1 of the Equality Plan:** to consolidate the principle of equality at the University of Deusto – specifically, by **Action 6 of said plan:** to ensure that the existence of and functions performed by the Gender Equality Unit and the Academic Equality Committee are visible.*

#### **4.5. Presentation of Benita Asas Manterola Awards (BAM; 6<sup>th</sup> March 2025)**

Presentation of the BAM 2023/2024) awards took place on 6<sup>th</sup> March, these awards being aimed at the incorporation of the gender perspective in research projects involving final degree projects, Master's dissertations and PhD theses. The new 2024/2025 call for awards was also launched.

The event also included the special participation of **María José Villa**, who presented her book ***Benita Asas Manterola y los feminismos en España (1873-1968)***, a new contribution to studies that focus on the breaking out and consolidation of feminist movements in Spain. 41 people (26 women and 15 men\*) in total registered for this event.

At the same time, advantage was also taken to inform about the GEU and its different resources. Leaflets were handed out about the BAM Awards and university harassment protocol, among other materials. The session concluded with a space for sharing and enjoying an aperitif.

- **Timetable:** 12:30
- **Venue:** Garate Hall at the Bilbao Campus

*This point is also covered by **Goal 12.1 of the Equality Plan:** to incorporate the gender perspective in teaching and research – specifically, by **Action 61 of said plan:** to provide incentives and teach degree and master students to integrate and apply the gender perspective in final degree projects and Master's dissertations.*

#### **4.6. New call for BAM Awards (March2024)**

The requirements were updated and new resources designed during February 2025 with a view to announcing the new call for the 2023-2024 BAM Awards. As such and after having presented the awards on 6<sup>th</sup> March, the new edition was then announced across the university's social media and

informative screens, leaflets were handed out, posters put up and the different academic coordinators and deans' offices notified.

*This point is also covered by **Goal 12.1 of the Equality Plan**: to incorporate the gender perspective in teaching and research – specifically, by **Action 61 of said plan**: to provide incentives and teach degree and master students to integrate and apply the gender perspective in final degree projects and Master's dissertations.*

#### **4.7. 8M gatherings (7<sup>th</sup> March 2025)**

Two gatherings took place on 7<sup>th</sup> March: one at the Bilbao Campus and another at the Donosti Campus. Various people attended the Bilbao Campus with a view to reading their discourse on International Women's Day.

- Aitziber Irigoras, Vice-Rector of the University Community and Agenda 2030
- María Silvestre, Gender Equality Unit director
- Irune Pérez, currently studying for a Dual Master in General Health Psychology + Clinical Neuropsychology with a collaboration fellowship at the Gender Equality Unit
- Mirelur González, coordination of the event via the Gender Equality Unit
- Group from Amnesty International, 4<sup>th</sup> year students on the Dual Degree in International Relations and Law: Goizeder Arginzoniz, Hiart Bediaga, Naia Espinel, Alejandra Fernández de Lucio, Ane Goyarzu, Gorka Omaetxebarria and Naia Mena.

A sign language interpreter was contracted to ensure accessibility of the event, enabling those individuals with hearing impairments to fully participate in the activity.

- **Timetable:** 10:50-11:10
- **Venue:**
  - Paraninfo Cloister at the Bilbao Campus
  - Larramendi Building Entrance at the San Sebastián Campus

## 5. MICROMACHISMO CAMPAIGN

*All points in this section are covered by **Goal 10.1 of the Equality Plan**: to promote an organisational culture free of macho violence – specifically, by **Action 48 of said plan**: to raise staff awareness through campaigns that focus on macho violence, and by **Action 49 of said Plan**: awareness-raising about micromachismo.*

*They are also covered by **Goal 12.1**: to incorporate the gender perspective in teaching and research – specifically, by **Action 59 of said plan**: to undertake awareness-raising activities for the entire university community.*

*The points are in addition aligned with **Goal 13.1**: to incorporate the gender perspective among students -specifically, by **Action 66**: to encourage critical gender awareness-raising among students (both men and women) through awareness-raising activities.*

### 5.1. “The Machismo Pyramid” participatory activity (13<sup>th</sup> May 2025)

A panel was designed by the GEU to depict the Machismo Pyramid – a diagram that arranges macho violence into 6 levels, ranging from the subtlest forms – such as structural violence – to the most visible, extreme forms, and locating femicide at the apex. Different news items were displayed over the course of the morning about acts of macho violence and students were invited to classify each one according to their corresponding level and subtype.

The activity was aimed especially at men from the university environment and the purpose was to raise awareness about the different types of macho conduct that may have a bearing on types of violence which, on occasions, may go unnoticed. 122 people in total participated (89 women and 33 men\*) over the course of the day.

- **Timetable:** 10:30 - 12:30
- **Venue:** Labyrinth Entrance Hall at the Bilbao Campus

### 5.2. “Micromachismo, or not?” participatory activity (15<sup>th</sup> May 2025)

On Thursday 15<sup>th</sup> May, the GEU put up a poster containing 12 micromacho statements that might be heard among students.

The activity was aimed at students, especially young men, and the purpose was to raise awareness about the content of some widespread comments that implicitly convey a macho message. Likewise,



an attempt was made to encourage reflection and generate debate involving participants, and with this aim in mind, they were also encouraged to think about instances of micromachismo they could notice in their daily life. 138 people in total participated (94 women and 44 men\*) over the course of the day.

- **Timetable:** 10:30 - 12:30
- **Venue:** Labyrinth Entrance Hall at the Bilbao Campus

## 6. PROVINCIAL PROJECTS AND NETWORKS

### 6.1. Participation in Herri Ituna

To commemorate the 25<sup>th</sup> anniversary of the Beijing Declaration and Platform for Action, Emakunde-the Basque Institute for Women of the Basque Government promoted the Herri Ituna–Country Pact for the Equality and Lives Free from Violence against Women, in response to a UN Women initiative. Its aim is to conduct an analysis of the situation regarding equality in the Basque Country, identify advances made over the past 25 years and future challenges, setting out the commitments to be met by 2026.

The University of Deusto, through the GEU, has been involved in the Pact since the outset. Within the Pact’s framework, the Gender Equality Unit Working Group within the Basque University System has been set up by the Gender Equality Unit with the participation of the University of the Basque Country, University of Mondragon and the University of Deusto, under the coordination of Emakunde, with a view to collaborating on a joint project regarding university equality policies.

#### **6.1.1. Meetings focusing on the setting-up of and advances made by the Gender Equality Unit Working Group within the Basque university system in Herri-Ituna / Emakunde Country Pact**

Three meetings were held to promote and made advances in terms of this course of action. The first meeting took place at the University of Deusto on 30<sup>th</sup> October 2024 with a view to setting up the Gender Equality Unit Working Group with the participation of Emakunde and the three universities pertaining to the Basque system: (University of the Basque Country (EHU), Mondragon and Deusto.

The second group meeting took place on 10<sup>th</sup> April, to which experts from Catalonia (Inma Pastor) and Galicia (Eva Aguado) were invited to participate with a view to learning about coordination experiences in both autonomous regions. Lastly, a meeting was held on 16<sup>th</sup> May 2025 at the Centre for Materials Physics Centre, in which Emakunde brought together two working groups: that of the Equality Unit and that of Science, Technology and Innovation, and which representatives from the Directorate of Care and Support for the University Community of the Department of Science, Universities and Innovation of the Basque Government also attended. It was decided at this meeting that universities and research centres would share the good practices pursued in terms of equality and ongoing challenges with the Basque Government Directorate.

## **6.2. Euskaditik Mundura: a critical approach to Basque Agenda 2030 (27<sup>th</sup> May 2025)**

Euskaditik Mundura is a project funded by E-lankidetza that was set in motion by the University of Deusto together with the Alboan Foundation. Its aim is to promote critical reflection and generate proposals for the purpose of making advances from a global and human rights perspective based on Agenda 2030. With this aim in mind, meeting and collective reflection spaces are organised with educational establishments and organisations in Africa and Latin America, providing contributions and recommendations to Agenda 2030.

This academic year, the GEU attended the 2<sup>nd</sup> Euskaditik Mundura Conference, which the working groups involved in the project also attended: organisations from civil society, political decision-makers and technical personnel from Public Administration. The different groups presented their results during the course of the conference, and this was followed by a round table: *Where Agenda 2030 stands from a Global Perspective*. A summary presentation was given following inter-group work and the conference was concluded.

## **7. STATE PROJECTS/NETWORKS**

### **7.1. Participation in CRUE**

The GEU has formed part of the CRUE (Spanish University Rectors' Conference) over this past academic year.

CRUE is a not-for-profit association that was set up in 1994 and currently comprises 77 Spanish universities, both state-run and private. The association fosters cooperation between member

universities and public administrative bodies and promotes relations with overseas universities and social agents. Its goals are to:

- Become established as a reference point in terms of knowledge, and promote the quality of its transfer
- Foster quality in terms of research, higher education and innovation
- Promote lifelong learning
- Foster science and culture with a view to promoting social progress

The GEU forms part of two working groups within CRUE. On the one hand, Mirelur forms part of the Gender Policies working group and, within this, belongs to the team that focuses on Harassment Protocols. For her part, María takes part in the research group and has provided the group with an operational summary of the Guide to Incorporation of the Gender Perspective in Teaching and Research as a working document to inspire recommendations that could be made to the CRUE Governing Board.

#### **7.1.1. CRUE meeting (19<sup>th</sup> May 2025)**

María attended the CRUE meeting, which took place in Cadiz on 19<sup>th</sup> and 20<sup>th</sup> May 2025. Then Secretary of State for Equality and the Director of the Institute for Women attached to the Spanish Government also attended, and it was agreed to transfer a series of demands, recommendations and requests to these bodies with a view to formalising some collaborative agreement between them. The training sessions focused on areas of improvement in terms of sexual harassment protocols and gender reasons at universities, and working groups met to make advances with regard to the proposals made.

#### **7.2. Participation in RUIGEU**

The RUIGEU (Network of Gender Equality Units for University Excellence) brings together different equality units from Spanish universities. 25 universities joined it when it was set up in 2009, to which there are now currently 54 universities affiliated, among which is the University of Deusto.

RUIGEU meets annually and, among other issues, conducts periodic analyses of the situation regarding gender equality at Spanish universities. Specifically, Mirelur belongs to the **Harassment Protocols** working group while María forms part of the group that focuses on **Research with Gender Perspective**.

The RUIGEU conference took place on 5<sup>th</sup> and 6<sup>th</sup> June 2025 this year in Badajoz, with María and Mirelur attending online. Special mention should be made of the RUIGEU Assembly held on 6<sup>th</sup> June,

in the course of which the new RUIGEU President was elected and participation accepted in the Mondragon University Network.

## 8. INTERNATIONAL PROJECTS/NETWORKS

### 8.1. Participation in the INSPIRE project

INSPIRE refers to the European Centre of Excellence for Inclusive Gender Equality in Research and Innovation. Its aim is to bring together advanced knowledge, innovative policies and good practices with a view to facilitating collaboration between experts, academics and professionals, fostering the exchange of resources and the joint creation of new tools. The INSPIRE project was launched in 2022 and will be completed in 2026. It comprises 12 Communities of Practice (CoPs).

The GEU at the University of Deusto coordinates the “Intersectionality for Change” CoP, the purpose of which is to make advances in the incorporation of the intersectional perspective with regard to equality, research and teaching plans. 20 individuals form part of this CoP, divided up among 12 universities.

Additionally, the CoP is subdivided into 4 working groups: (1) conceptual frameworks, (2) practical incorporation, (3) monitoring and assessment, (4) research and teaching. Specifically, the GEU focuses on the work carried out in this last-mentioned group.

#### 8.1.1. Kick off meeting (3<sup>rd</sup> October 2024)

Within the INSPIRE framework, the kick off meeting of the **Intersectionality for Change** CoP took place at the University of Deusto. The GEU was in charge of administering the event, as well as arranging stays for those coming from other universities.

A paper on **Intersectionality at Universities** was presented by Bruna Pereira during the day and group sessions were arranged to share knowledge and reflections. The monthly CoP meeting was also held, and the day ended with a guided feminist tour around Bilbao. 15 people took part in total.

#### 8.1.2. Knowledge Exchange Event (27<sup>th</sup> September 2025)

With regard to the Intersectionality for Change CoP, a meeting was held this past September in Vienna for the purpose of knowledge exchange about intersectionality: **Inclusive Gender Equality in Research & Innovation: Doing Intersectionality – from Practice to Policy**.

A reflective session was held during the course of the day that focused on the practical application of intersectionality and the learning deriving from it. The role of intersectionality in sustaining change, broadening participation and promoting innovation was also covered. Lastly, the group was divided up into different work rooms and a debate subsequently generated, in the course of which participants shared the ideas put forward.

Special attention should be drawn to the fact that, following the event, the information covered was gathered and a working document put together that will be published, with Mirelur as co-author.

The document examines how intersectionality in gender equality practices and policies in non-Western societies such as those of Central, Eastern and South-eastern Europe are understood and applied, as well as in Latin America. It is also clear that there is a gap between theory and practice, given the limited implementation of intersectionality in gender equality plans. In this regard, factors that hinder the practical application of intersectionality are covered - such as political resistance or the lack of commitment to local knowledge – and good practices put forward towards their implementation in academic and research environments, such as inclusive data collection, community participation and support for disadvantaged groups.

## **8.2. Participation in the GenderSAFE project**

The GenderSAFE project was set in motion as a continuation of the UniSAFE project, which demonstrated the existence and consequences of gender-based violence in educational establishments and research centres. As such, its aim is to support these establishments and centres in creating safe, respectful and inclusive environments by pursuing policies geared to the eventual elimination of gender-based violence.

GenderSAFE covers 5 circles of collaboration: (1) Legal aspects of gender-based violence, (2) Relations between intersectional power and gender-based violence, (3) A Central and Eastern European perspective about gender-based violence, (4) Students, (5) National authorities. Specifically, the GEU forms part of the second area.

In October 2024, Mirelur attended the GenderSAFE launch meeting in Rome, where work started to be undertaken on the projects' requirements, goals set out and different roles and tasks assigned to each circle of practice.

## 9. CONGRESSES, CONFERENCES AND TRAINING

### 9.1. Training in Human Rights (16<sup>th</sup> to 19<sup>th</sup> September 2024)

At the start of the academic year 2024-2025, Mirelur took part in the [Human Rights Internship Training Programme](#) for young people, promoted by UN ETXEA with the support of the Basque Government. The programme took place in Geneva, where participants had the chance to learn about the UN Human Rights Council in the course of the Council's 57<sup>th</sup> session period. She also attended the Committee on Economic, Social and Cultural Rights (CESCR) at the Wilson Palace and met Mikel Mancisor who, apart from being a committee member, is also a lecturer in International Law at Deusto.

### 9.2. Training in sensitivity to diversity and unconscious bias (21<sup>st</sup> October 2024)

The GEU attended an [online training course on sensitivity to diversity and cognitive bias](#), such as in selection processes. This was organised by UNIC, an alliance comprising ten universities located in different European countries that represent ten different post-industrial cities.

### 9.3. Participation in the forum on SDGs (22<sup>nd</sup> and 23<sup>rd</sup> October 2024)

A forum on sustainable development goals (SDGs) took place in October 2024, organised by the University of Deusto and the Local2030 Coalition Secretariat attached to the United Nations.

The event brought together institutional representatives and from administrative bodies, as well as citizens' and non-governmental associations, and academic establishments. Issues were covered such as quality in terms of education, reduction in inequalities, artificial intelligence and climate action via various papers and round tables. A discussion also took place on projects, in the course of which María presented the different activities and research carried out by the GEU from a gender perspective.

### 9.4. GenderSAFE training

We undertook **Train the Trainers** training within the framework of the Gender SAFE project, which attempted to study gender-based violence in teaching and research in depth by promoting good practices that combat this phenomenon.

We also covered the following **papers**:

- Sexual harassment and gender-based violence in academia
- Pitfalls and precautions for producing victim-survivor-centred surveys

- Exploring non-disclosure agreements from a victim-survivor-centred perspective
- Developing anti-retaliation policies

### **9.5. Gender Equality Structures meeting in Tomar (5<sup>th</sup> April 2025)**

Mirelur was invited to the 1<sup>st</sup> National Gender Equality Structures Meeting in Higher Education from the sustainable campus network, which was held in Tomar (Portugal). Her paper focused on intersectionality for change, which she covered based on the experience gained in the University of Deusto and INSPIRE.

### **9.6. VOICES conference (9<sup>th</sup> to 11<sup>th</sup> July 2025)**

Mirelur attended the **Gender Voices Final Conference** in Paris within the framework of the VOICES project.

Her paper, titled “**Institutional Challenges for Addressing GBV and Precarity among Early Career Researchers**”, focuses on the institutional barriers from an intersectional perspective, identifying the difficulties in incorporating intersectionality into equality, research and teaching plans. Specifically, she highlights the specific factors that affect women in early stages of their career such as insecure contracts of employment, limitations in terms of opportunities for professional growth and greater vulnerability in situations involving gender violence, harassment and discrimination. She also draws attention to additional pressure deriving from gender expectations and caring roles.

Lastly, the presentation makes a call to the institutional commitment to intersectionality – essential for creating more inclusive academic environments – and describes good practices for achieving this.

Attention should be drawn to the fact that the presentation is given based on different perspectives and initiatives, especially via the “Intersectionality for Change” community of practice attached to the INSPIRE project, in which the GEU takes part.

## **10. OTHER COLLABORATION ON THE PART OF THE GENDER EQUALITY UNIT**

### **10.1. Summer School in inclusive mentorship (8<sup>th</sup> to 11<sup>th</sup> July 2024)**

The GEU organised the Summer School “[Equality: Unlocking knowledge, experience, and good practice in inclusive mentoring](#)” within the framework of the VOICES project, the aim of which was to promote good practices by especially highlighting intersectionality and inclusion.

The event brought together 48 young female researchers and people in charge of equality, diversity and inclusion, administrative workers and feminist activists, who attended training sessions, workshops and debates about mentoring within academic and scientific contexts. A guided feminist tour around Bilbao was also included.

### **10.2. Feminist Self-defence Workshop (11<sup>th</sup> and 18<sup>th</sup> March 2024)**

The GEA provided technical and logistics assistance within the 8M framework to a two-day feminist self-defence workshop organised by Raquel Royo and Itziar Gandarias through Deusto Campus, with the support of the Provincial Council of Bizkaia.

The workshop was given by Maitena Monroy, a pioneer and reference point in the Basque Country in this discipline and author of the book “Autodefensa feminista: Más allá de aprender a decir no” (*Feminist Self-defence: Beyond Learning to Say No*). In the course of the workshop, participants learned to identify aggression and analyse the origin and construction of violence in terms of all its aspects and consequences. Work was also carried out on different mechanisms and actions with a view to responding to and dealing with aggressive situations in daily life. 21 women attended the workshop in total.

- **Timetable:** 15:15 - 19:15
- **Venue:** Tatami, Xabier Kirolgunea, at the Bilbao Campus

*This point is covered by **Goal 10.1 of the Equality Plan**: to promote an organisational culture free of macho violence – specifically, by **Action 48 of said plan**: to raise staff awareness through campaigns that focus on macho violence.*

### **10.3. Second Conference on Feminist Self-defence (8<sup>th</sup> May 2025)**

With the support of the Provincial Council of Bizkaia, the GEU coordinated the 2<sup>nd</sup> University Conference on Feminist Self-defence organised by Raquel Royo Prieto and Itziar Gandarias. Participating students shared their experiences with feminist self-defence and then Karin Konkle, speaker and lecturer in Feminist Self-defence, went on to present her book “Autodefensa Feminista para todo el mundo” (*Self-defence for Everyone*). Lastly, a round table took place in the course of which different groups (AMUGE, Feminist Movement and the Matagalpa- Nicaragua Women’s Collective) talked about their experiences. 165 people attended the conference (139 women and 26 men\*).

Those people who collaborated in preparing the conference were presented with a gift comprising materials from the GEU in order to share views about equality and inform participants about the Unit,



while the speakers received a *Nobel Run* deck-building card game by way of gratitude for their participation.

- **Timetable:** 09:00 - 13:30
- **Venue:** Auditorium at the Bilbao Campus

*This point is covered by **Goal 10.1 of the Equality Plan**: to promote an organisational culture free of macho violence – specifically, by **Action 48 of said plan**: to raise staff awareness through campaigns that focus on macho violence.*

#### **10.4. 14<sup>th</sup> Women and Sport Seminar (12<sup>th</sup> December 2024)**

The 14<sup>th</sup> Women and Sport Seminar is an event organised by Aspasia, in collaboration with the Faculty of Education and Sport and the GEA at the University of Deusto, mainly dealing with the opportunities and difficulties facing sportswomen in professional sport.

A paper was presented over the course of the day titled “Challenges from Paris 2024: The New Law governing Sport and Women in the field of Sport”, delivered by Arantxa Uria, the Vice-President of the Association for Women in Professional Sport. Two round tables also took place: (1) “Opportunities and Difficulties facing Sportswomen in gaining access to Professional Sport: What does taking part in the Olympics entail for a Sportswoman?”, and (2) “Being a Woman and Sportsperson with Disability: Strengths and Weaknesses, Challenges and Achievements in the Paris 2024 Paralympics”. Various sportswomen took part in both debates, providing their personal experience.

Several working groups were subsequently organised to tackle issues such as the difficulties faced by women in gaining access to sport as a profession and combining elite sport with studies and leisure. Lastly, the session ended with the handing over of prizes to individuals and organisations that are committed to equality.

- **Timetable:** 09:30 - 14:00
- **Venue:** Garate Hall at the Bilbao Campus

## **11. INTERVENTION / ACCOMPANIMENT**

The GEA has accompanied and intervened in the cases of 4 women who have requested attention owing to a situation involving harassment or macho violence. The fact that the GEA did not activate the harassment protocol should be highlighted.

*This is also covered by **Goal 13.1 of the Equality Plan**: to promote the gender perspective among students - specifically, by **Action 64 of said plan**: to ensure a secure space for students where they can receive guidance in cases of macho violence.*

## 12. QUANTITATIVE SUMMARY

Lastly, below is a summarised version of the data provided:

- **51** activities undertaken by the Unit during the academic year 2024-2025.
- **Over 1,656** participants in the aforementioned activities. \*\*
- From among the 902 participants whose gender was recorded, **675 (75%) were women** and **227 (25%) were men.** \*
- **4** people (100% women) attended to owing to macho violence during the academic year 2024-2025.

\* Special mention should be made of the fact that this breakdown of figures is for guidance only and may be biased, given that participants were not asked about their gender and the number of non-binary individuals was not able to be counted.

\*\* The number of participants was not able to be recorded in many of the activities, which is why they have not been included in the headcount.

We at the Gender Equality Unit will be delighted to receive any suggestions or clarify any doubt that may arise among readers. To contact us, please email [igualdad@deusto.es](mailto:igualdad@deusto.es).