



# CENTRE FOR ADVANCED STUDY SOFIA GENDER EQUALITY PLAN

## Our commitment

This Gender Equality Plan (GEP) defines the key objectives for the Centre for Advanced Study Sofia (CAS) in regards to gender equality non-discrimination. The primary goal is to ensure that CAS is a safe, inclusive and fair environment for both the staff as well as the participating fellows.

Inclusivity and diversity are critical for success in research, which is why CAS provides equal opportunities to scholars applying to its programmes.

## Statistics as per 2023

Category	Men	Women	Total
CAS Staff ( <i>as of 2023</i> )	2 (25%)	6 (75%)	8
Board of Trustees ( <i>as of 2023</i> )	5 (71%)	2 (29%)	7
Academic Advisory Council ( <i>as of 2023</i> )	5 (63%)	3 (37%)	8
CAS Fellows ( <i>in the period 2010-2023</i> )	143 (56%)	112 (44%)	255

## Objectives and actions

Objective	Actions	Expected results	Working with
1. Data collection and monitoring	<p>Collection, analysis and publishing of gender disaggregated statistics about CAS workforce</p> <p>Development of an action plan for ensuring the gender equality in the recruitment procedures</p>	<p>Published annual report on workforce data, including by gender</p> <p>Developed action plan with measures of success</p>	CAS Staff
2. Awareness-raising and training on gender equality	<p>Conduct awareness-raising events on Inclusion, Diversity and Equality</p> <p>Create a section on CAS' website with</p>	<p>Develop and disseminate awareness-raising material on gender equality</p> <p>CAS website updated with materials on</p>	CAS Staff

	information on gender equality	gender equality	
3. Achieve and secure gender balance in leadership and decision-making	<p>Systematic collection and evaluation of statistical data</p> <p>Review procedures for selection/appointment of staff/governing bodies</p>	<p>CAS strategic documents reflecting the non-discrimination policies</p> <p>Ensuring gender balance through corrective actions</p>	<p>CAS Staff</p> <p>CAS Governing Bodies</p>
4. Achieve and secure gender balance in fellows	<p>Collect, analyse and publish disaggregated statistics about CAS fellows</p>	<p>Published annual report on fellows' data, including by gender</p>	<p>CAS Staff</p> <p>CAS Governing bodies</p> <p>CAS Fellows</p>

Approved by the CAS Board of Trustees on its Annual Meeting in May 2023,

Endorsed by Diana Mishkova, director of Centre for Advanced Study Sofia:

Sofia, 31  
May 2023


