

GENDER EQUALITY
ANNUAL REPORT
2024-2025
City Unity College (Nicosia)



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Message from the CEO

City Unity College stands committed to equity, dignity, and inclusion across all academic and administrative dimensions. The 2024 reporting year was pivotal in transforming our Gender Equality Plan from aspiration to structured institutional action. Building a workplace and academic environment where everyone thrives regardless of gender identity remains a strategic and ethical imperative.



Elias Philippou

Executive Summary

City Unity College continues to make meaningful actions toward achieving the objectives outlined in its Gender Equality Plan (GEP) for 2023–2026. The 2024/2025 reporting period focused on laying the groundwork for long-term structural and cultural changes, with significant progress in awareness-building, policy reinforcement, and preliminary implementation of strategic actions.

Goals of the Gender Equality Committee

The **Gender Equality Committee** at City Unity College is a strategic advisory body responsible for advancing and overseeing the implementation of the institution's Gender Equality Plan (GEP). Its core mission is to promote an inclusive, respectful, and equitable academic and work environment where all members of the college community, regardless of gender, have equal access to opportunities and representation.

Key Goals of the Committee:

- Monitor and evaluate the implementation of the Gender Equality Plan.
- Recommend policies and initiatives that promote gender equity across all levels.
- Raise awareness and build capacity through training, events, and communication.
- Address gender-based discrimination and harassment by ensuring support structures are in place.
- Promote the integration of gender perspectives in teaching, research, and institutional governance.
- Encourage data-driven decision-making through regular collection and analysis of gender-disaggregated data.
- Collaborate with internal units and external partners to advance institutional change and share best practices.

Table 1: Gender Equality Committee Members (2024/2025)

Name	Role	Department / Office	Position in Committee
Ms. Anastasia Yiannakou	Faculty Representative	Business Department	Chair
Ms. Eleni Kalli	Director of Administration	Administration	Member
Mr. Constantinos Charalambous	Faculty Representative	Business Department	Member

Reinforce Gender Equality awareness among faculty, staff, and students

As part of City Unity College's ongoing commitment to raising awareness on gender equality and fostering inclusive practices, the Gender Equality Committee organized a comprehensive training seminar titled "Gender Equality at the Workplace" on May 2–3, 2025, held at the College's Main Building in Nicosia. This initiative aligns with the GEP objective to promote understanding of gender issues and engage the academic community in cultivating equity.

The training focused on essential themes including equal opportunity, unconscious bias, inclusive communication, and strategies to create equitable work environments. Participants, comprising both faculty and administrative staff, actively took part in group discussions, case studies, and practical exercises, exploring the real-world impact of gender dynamics and the responsibilities of institutions in promoting fairness and respect.

Highlights of the Training Included:

- In-depth discussions on gender dynamics in the workplace
- Practical tools to recognize and address gender bias
- Strategies for cultivating inclusive and supportive environments
- Insights into legal and ethical standards promoting equality

The training provided valuable knowledge and skills for faculty and staff dedicated to championing equality.



Strategic Pillars and 2024/2025 Progress

Pillar 1: Integrate Equal Opportunity Principles in Recruitment, Career Development, and Promotions

Objective: Ensure transparent, equitable, and merit-based hiring and career progression.

Actions Taken:

- All job advertisements were rewritten using gender-fair language.
- Selection criteria revised for inclusiveness and clarity.

Progress Indicators:

Table 2 – Gender Distribution in Academic and Administrative Employment

Category	Term/Year	Male	Female	Total	% Female
Academics	SP 2024	11	13	24	54.2%
	FA 2024	12	17	29	58.6%
	SP 2025	13	16	29	55.2%
Administration	2024	4	7	11	63.6%
	2025	5	10	15	66.7%

Observations:

- Female representation in academics remained above 50% across all observed terms, showing consistent gender balance.
- In administration, female staff members make up over 60% of the workforce, showing positive female predominance.
- These trends suggest that gender-sensitive hiring practices are beginning to yield visible results.

Pillar 2: Ensure Equal Participation in Governance and Decision-Making Bodies

Objective: Guarantee fair gender representation in all academic, administrative, and student governance structures.

Actions Taken:

- Gender composition monitored across committees.
- Target of **≥40% representation of either gender** adopted as official benchmark.
- Faculty encouraged underrepresented groups to pursue governance roles.

Table 3: Progress Indicators

Metric	2024/2025 Result
Governance bodies achieving ≥40% gender representation	>60%
Training sessions on inclusive governance	1 held
Student council female representation	50%

Pillar 3: Embed Gender Perspective in Teaching, Learning, and Research

Objective: Foster gender-sensitive pedagogy, inclusive curriculum, and balanced participation in research.

Actions Taken:

- Curriculum audits piloted in all three departments: Business, Culinary, and Hospitality.
- One seminar held for gender equality at workplace.

Table 4: Progress Indicators

Metric	2024 Result
Faculties participating in curriculum audit	3/3
Faculty and administration members trained for gender equality at workplace	34%

Pillar 4: Promote a Campus Free of Sexism, Harassment, and Gender-Based Violence

Objective: Eliminate gender-based violence through prevention, support, and accountability.

Actions Taken:

- Finalized and disseminated zero-tolerance policy.
- Psychological and legal support services expanded.

Table 5: Progress Indicators

Metric	2024 Result
Harassment reports received and addressed	1 (100%)
Trust in reporting system (survey-based)	80% feel “safe to report”

Awareness and Engagement

- Constant information is disseminated to faculty and students for College’s harassment policies.

Additional Initiatives and Outreach

In addition to the actions outlined under the four strategic pillars of the Gender Equality Plan, City Unity College has undertaken further steps to promote transparency, awareness, and engagement within the academic community. A dedicated **Gender Equality section** was launched on the College’s official website, serving as a central hub for equality-related **policies, procedures, news, resources, and upcoming events**. This platform ensures that students, faculty, and staff have easy access to relevant information and support channels. Furthermore, the College developed and disseminated an informative **PowerPoint presentation on gender issues and gender discrimination**. This presentation was shared during student orientations and integrated into academic communication streams, reinforcing the institution’s commitment to raising awareness and fostering a respectful and inclusive campus culture.

2025/2026 Goals & Priorities

- Increase faculty training participation to 50 %.
- Increase trainings for Free of Sexism, Harassment, and Gender-Based Violence

Conclusion

City Unity College made strong initial progress in the academic year 2024/2025 by embedding gender equality actions across core functions. The coming year will deepen implementation, strengthen accountability, and advance toward the College's vision of a diverse, equitable, and inclusive academic community.