

UNIVERSITY OF PORT HARCOURT PORT HARCOURT NIGERIA



POLICY ON DIVERSITY, INCLUSIVENESS, EQUITY AND GENDER EQUALITY

**Ratified during the Stakeholders' Meeting of Monday 16th October 2023
at the CBN Centre of Excellence Auditorium, University Park**

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CORPORATE PROFILE OF THE UNIVERSITY

VISION

The University of Port Harcourt envisions to be among the best entrepreneurial Universities in the world renowned for its teaching, research, innovation, creativity, productivity, scholarship and entrepreneurship.

PHILOSOPHY

The University of Port Harcourt is committed to academic freedom, ethics and integrity, tolerance, probity, equal opportunity, producing competent graduates and respect for cultural diversity.

MISSION STATEMENT

The Mission of the University of Port Harcourt is the pursuit of academic excellence, the advancement of knowledge and services through quality teaching, lifelong learning, social inclusion, strengthening of civil society and policy relevant research that address the challenges of contemporary society.

GOALS AND OBJECTIVES

GOAL 1: UNIVERSITY GOVERNANCE/FINANCIAL MANAGEMENT

Objective 1: Every unit of the University should be structured to be cost effective and efficient, and generate revenue e.g. 10% annual improvement

Objective 2: Broaden the funding sources for the University.

Objective 3: Computerization of the accounting system of the University

Objective 4: The skill set of people in the University leadership should meet global best practice.

Objective 5: Adherence to procurement guidelines

GOAL 2: EXCELLENCE IN TEACHING, TRAINING AND RESEARCH

Objective 1: Improvement in the quality of teaching, research and Learning

Objective 2: Improvement in the international outlook of the University

Objective 3: Upgrade of existing library and information technology services in the University

Objective 4: Making the University a Centre of excellence for Niger Delta Studies, Sports, Arts, Petroleum Engineering and Geosciences

Objective 5: Engage in internationally recognized and locally relevancy research, perfect creativity, innovation, patent, publish and develop products for commercialization and entrepreneurship.

GOAL 3: UPGRADING OF INFRASTRUCTURE AND UTILITY SERVICES

Objective 1: Improvement of the road network and access to all units.

Objective 2: Water supply for a projected population of 100,000 by 2025

Objective 3: Provision of uninterrupted power supply using a multi-prong approach including gas, biomass, solar.

Objective 4: Strengthening and upgrade of safety, waste management and general environmental beautification (including aesthetics, painting/building designs)

Objective 5: Provision of suitable buildings to accommodate all academic Units.

Objective 6: Improvement of health care and recreational facilities.

Objective 7: Expansion of student and staff accommodation using various partnership options

Objective 8: Provision of modern ICT infrastructure

Objective 9: Provision of adequate resources and logistics to enable units of the university to fulfill their roles.

GOAL 4: STRENGTHENING THE ENGAGEMENT OF THE UNIVERSITY WITH STAKEHOLDERS

Objective 1: Building enabling environment and encourage partnership with stakeholders.

Objective 2: Increasing participation of stakeholders in decision making

Objective 3: Marketing our services and solicit the services of stakeholders and partners through the Technology Park, Art Village, Green Park.

Objective 4: Engaging national and international standards organizations for ISO Certification of the University of Port Harcourt

Objective 5: Encouraging the Alumni Association by developing programmes that promote effective networking amongst its members in Nigeria and Diaspora

Policy on Diversity, Inclusiveness, Equity and Gender Equality

Introduction

A thriving and healthy academic community must value diversity, inclusivity, and equity, according to the University of Port Harcourt (UNIPORT). This policy document's goal is to lay forth the values and procedures that support equity, inclusivity, and diversity within the organisation. The ideals and goals of UNIPORT in promoting a diverse and inclusive community are reflected in the policy statement that follows.

Scope

This policy applies to all members of the university community, including students, faculty, staff, administrators, and external stakeholders (e.g., partners, collaborators). It covers all aspects of university life, including admissions, hiring, curriculum design, research, and campus climate.

Definitions

Diversity: The presence of differences within the university community, including race, ethnicity, gender, sexual orientation, disability, socioeconomic background, age, and religious beliefs.

Inclusiveness: Creating an environment where all individuals feel welcomed, respected, supported, and valued for who they are.

Equity: Ensuring fair treatment, access, and opportunity for all, while striving to eliminate barriers that have prevented the full participation of marginalized groups.

Gender Equality: The principle that all genders have equal rights, responsibilities, and opportunities. It addresses gender-based discrimination and promotes fairness in terms of access to resources, opportunities, and decision-making processes.

Guiding Principles

1. **Respect for Human Dignity:** Every individual within the university has the right to be treated with dignity and respect, irrespective of their personal characteristics or circumstances.
2. **Equal Opportunity:** The university is committed to ensuring that all individuals have equal opportunities to succeed and participate fully in academic, social, and professional life.
3. **Non-Discrimination:** The university prohibits all forms of discrimination based on race, gender, sexual orientation, religion, disability, age, or any other protected status.
4. **Support for Marginalized Groups:** The university prioritises initiatives that address the needs and challenges of underrepresented and marginalized groups.
5. **Commitment to Gender Equality:** The university commits to promoting gender balance in leadership roles, academic opportunities, and institutional decision-making.
6. **Accountability:** The university will hold individuals and departments/faculty/colleage/centres accountable for upholding diversity, inclusiveness, equity, and gender equality principles.

Objectives

1. **Create an Inclusive Campus Culture:** Foster a campus environment where diversity is celebrated, and inclusiveness is actively promoted.
2. **Ensure Equitable Access:** Guarantee that all students, faculty, and staff, regardless of background, have equal access to educational and professional opportunities.
3. **Promote Gender Equality:** Ensure that all policies, procedures, and practices support gender equality and combat gender-based discrimination or harassment.
4. **Eliminate Discrimination:** Actively work to prevent, identify, and address any form of discrimination or inequitable treatment within the university community.
5. **Support Diverse Recruitment and Retention:** Increase diversity in student enrollment, faculty, and staff hiring, and ensure retention through support systems.

Policy Statement

The University of Port Harcourt is dedicated to establishing a diverse, welcoming, and equitable community that supports intellectual curiosity, personal development, and academic performance. The following guidelines and procedures will be used to accomplish this goal:

Promoting diversity

A diverse academic environment fosters brilliance, innovation, and creativity, according to UNIPORT. By the recruitment and retention of a diverse community of students, teachers, and staff, the institution shall support diversity. The university will make an effort to foster a culture that embraces and promotes diversity in all of its manifestations, including but not limited to race, ethnicity, nationality, gender, religion, ability, and socioeconomic status.

Ensuring inclusiveness

UNIPORT is dedicated to fostering an inclusive academic environment where all participants are valued and respected. The institution will make an effort to make sure that everyone in the community feels supported, welcomed, and appreciated. By creating a secure and encouraging environment where all community members can freely express themselves and have an open and sincere conversation, the institution will encourage inclusivity.

Fostering Equity

The academic community at UPH is dedicated to fostering fairness and social justice. Regardless of their identity or history, the institution will work to guarantee that all community members have access to the same opportunities and services. By tackling systemic obstacles and trying to end bias and discrimination, the university will support equity.

Implementing policies and Procedures

UPH will put policies and procedures into place that support equity, inclusivity, and diversity. To make sure they are in line with industry standards and the changing requirements of the community, the university will examine and assess its policies and procedures. In all facets of its operations, including but not limited to recruitment, admissions, hiring, promotion, and retention, UNIPORT will work to promote diversity, inclusivity, and equity.

Offering Instruction and Training

All community members will get training and instruction on topics pertaining to diversity, inclusivity, and equity from UNIPORT. The university will offer chances for community members to learn about various cultures, identities, and experiences as well as to have frank and open discussions. UNIPORT will also offer resources and assistance to people who encounter bigotry or discrimination.

Accountability

UNIPORT is dedicated to upholding this policy, and will hold itself responsible for doing so. To measure its success in fostering diversity, inclusivity, and equity, the university will set measures and benchmarks. Also, UNIPORT will put in place a procedure for handling complaints of bias or discrimination.

Gender Equality

Introduction

The University of Port Harcourt (UNIPORT) demonstrates a strong dedication to advancing and maintaining ideals of gender equality, inclusion, and diversity across its academic and administrative constituents. The objective of this policy is to establish a secure and nurturing atmosphere that upholds and appreciates the dignity of all individuals, irrespective of their gender identification, while also guaranteeing equitable access to opportunities for all members of the university community.

Policy statement

The University of Port Harcourt (UNIPORT) is committed to cultivating a campus environment that actively promotes and progresses gender equality. The objective of this policy is to eradicate instances of discrimination, harassment, and bias that are based on gender, with the aim of ensuring fair and equal access to education, employment, and other opportunities for all individuals within the university community, irrespective of their gender identity.

The fundamental principles of this policy are as follows:

1. **Non-Discrimination:** The University of Port Harcourt (UNIPORT) strictly condemns any manifestation of gender-based discrimination and harassment. Every individual within the university community, encompassing students, teachers, staff, and visitors, possesses the right to a learning and working environment that is devoid of any form of discrimination based on gender.
2. **Equal Opportunities:** The university demonstrates its dedication to ensuring equal opportunities throughout all facets of university life, encompassing admission, recruiting, promotion, scholarship, and training, irrespective of gender.
3. **Gender-sensitive curriculum:** The implementation of a gender-sensitive curriculum is of paramount importance in educational settings. The University of Port Harcourt (UNIPORT) will incorporate gender perspectives and advance gender-sensitive pedagogy

and scholarly inquiry across all academic fields, therefore fostering an equitable and inclusive scholarly milieu.

4. **Prevention and Awareness:** The topic of prevention and awareness is of utmost importance. The institution intends to formulate and execute initiatives aimed at enhancing consciousness regarding matters of gender equality, sexual harassment, and associated concerns. The university community will get training and workshops to raise awareness on these subjects.

5. **Methods of Reporting:** The University of Port Harcourt (UNIPORT) aims to provide transparent and easily accessible mechanisms for reporting instances of gender-based discrimination, harassment, or violence. The assurance of confidentiality and safeguarding measures for those who report such instances will be provided.

6. **Support services:** Support services are an essential component of any organisation or institution. These services play a crucial role in providing assistance and resources to individuals or groups in need. Support services can encompass The institution will offer a range of support services, encompassing counselling and legal aid, to individuals who have encountered instances of gender-based discrimination or harassment.

7. **Representation and Leadership:** The topic of representation and leadership is of significant importance. The university shall endeavour to attain equitable gender representation in leadership positions and decision-making entities, thereby fostering parity in participation and influence.

8. **Research and advocacy:** Research and advocacy are two important components in the field of academia. The University of Port Harcourt (UNIPORT) will provide assistance to research and advocacy endeavours that prioritise gender equality. This will be achieved through collaborative efforts with pertinent organisations and institutions, with the aim of promoting constructive transformation.

Responsibilities

- **University Leadership:** Responsible for setting the tone for diversity and inclusion initiatives, developing relevant policies, and ensuring accountability across all levels of the institution.

- **Centre for Gender, Conflict and Development Studies (CGCDS):** Oversees diversity and inclusion initiatives, supports marginalized groups, conducts workshops, and handles complaints related to discrimination or inequitable treatment.
- **Academic Departments:** Responsible for creating curricula that reflect diverse perspectives, promoting inclusive pedagogy, and ensuring equitable academic opportunities for all students. The welfare committees in the Departments/Faculty/College/Centre provides support to indigent students.
- **Counselling and Human Development Centre:** Supports diverse student needs by offering services that accommodate a range of backgrounds and identities, including mental health, and academic support services.
- **All Members of the University Community:** Expected to uphold the values of respect, fairness, and inclusivity in their interactions with others.

Implementation and Evaluation:

The implementation of this policy will be facilitated by a collaborative endeavour including the multiple departments and key stakeholders within the university. Periodic evaluations and appraisals will be undertaken to ascertain the continued pertinence and efficacy of the policy.

Related Policy

University of Port Harcourt Sexual Harassment Policy

Conclusion

The University of Port Harcourt demonstrates a strong dedication to cultivating an atmosphere that upholds and advances principles of gender equality, diversity, and inclusivity. The aforementioned policy exemplifies the university's commitment to establishing an inclusive campus environment that fosters the growth, education, and active participation of all individuals, free from any apprehension of being subjected to gender-related discrimination or prejudice. By means of collective endeavours, we shall persistently strive to attain gender parity throughout all tiers of the organisation.