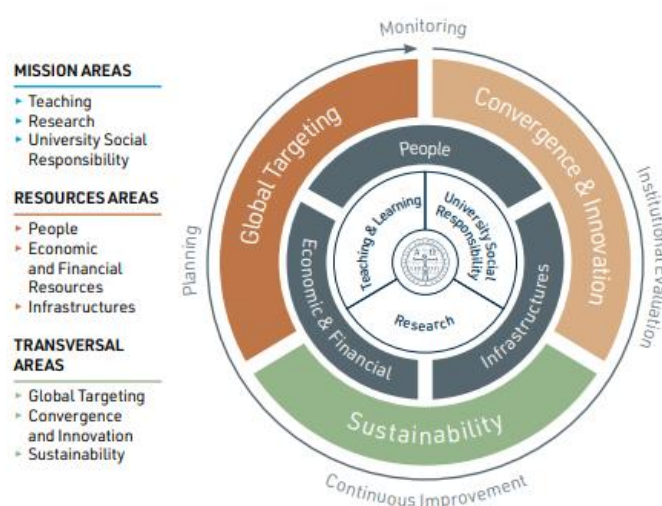


Inclusion & Diversity

The Universidade Católica Portuguesa «is an academic community of research, teaching and innovation strategically committed to the sustainable development of society and contributing to the common good» ([Strategic Development Plan](#) UCP 2021-2025, p.7) and aims to be recognised as a leading European university in impactful research and teaching and as one of the best Catholic universities on a global scale. Its values are integral ecology, responsible participation, collaborative knowledge, intelligent innovation and global proximity. With a Christian humanist inspiration, its mission is anchored in respect for the human person and individual diversity, from a perspective of the common good ([Statutes of the Portuguese Catholic University](#), Notice no. 18383/2023).

Its strategic action is structured around a matrix with three axes and nine dimensions (see figure 1). The strong message in the objectives and actions of the Portuguese Catholic University's Strategic Plan is that of the Common Good, i.e. the consolidation of a university orientated towards the good of people and institutions at a local and global level.

Figure 1 - UCP Strategic Development Plan: Mission, Resources and Transversal areas (2021-2025)



Aligned with the UCP's Strategic Plan is an important document, the [Plan for Gender Equality](#), which places particular emphasis on the issues of inclusion and gender equality. In this document, the university 'undertakes to defend and promote the fundamental principles of the dignity and integrity of the person, which frame the Christian humanist matrix of the university and repudiates any form of discrimination on the grounds of culture, gender, ethnicity, nationality, political and ideological orientation or discrimination against people with disabilities' (art. 4).

The UCP's Action Plan for Gender Equality is structured around six areas that articulate with each other: (1) Institutional Culture of Gender Equality; (2) Gender Balance in Leadership and Governing Bodies; (3) Gender Equality in Recruitment and Progression; (4) Recognising the Gender Dimension in Research and Teaching; (5) Gender Balance in Reconciling Professional, Family and Personal Life and; (6) Promoting a Culture of Inclusion and Care. Among the policies and actions stemming from these areas, creating an Ombudsman for Equality and Inclusion and mainstreaming equality issues in research and teaching stand out.

Other important documents from the University related to Inclusion & Diversity:

- [Code of Conduct](#) and [Addendum](#)
- [UCP Safeguarding Plan & Ombudsman](#)
- [Zero Tolerance Policy](#)
- [Sustainability Agenda](#)