

GOAL 5: Gender Equality



VILLANOVA 2030 OBJECTIVE
Promote and attain gender equality and empower all people at Villanova.

3.8%
Objective Weight

(Objective weight defined as the portion of the overall Sustainability Plan that this goal represents.)

Metric	Metric Description	2021 Key Result
5.1	Proportion of faculty, staff, and students reporting sexual violence, discrimination, or harassment in their time at Villanova.	Measure per capita incidence of violence, discrimination, and harassment for gender or sexual orientation.
5.2	Average cost incurred by students, faculty, and staff to pay for dependent care while working at Villanova.	Increase subsidy for dependent and elder care to reduce average incurred cost by 10%.
5.3	Proportion of seats held by women in leadership positions on the President's Cabinet, Council of Deans, and Provost Council.	Women's leadership training. Diverse applicant pools (hiring basis)
5.4	Satisfaction of female and male employees in their work environment, work policies, and with family friendly services and facilities at Villanova.	Determine the campus satisfaction with "family friendly" services via survey.