

MIRRI-ERIC Gender Equality Plan

Version 1. 12.09.2023, by Ana João Ferreira and Ana Portugal Melo, to be approved by the AoM.

This document has been granted unanimous approval by the Assembly of Members of MIRRI-ERIC, via e-mail, on September 20th 2023

We would like to express our unwavering dedication to upholding the highest standards of employability within MIRRI-ERIC. We firmly believe that the well-being of each collaborator is integral to the success of our infrastructure. To this end, we consider gender equality and inclusion as fundamental principles and pledge to prioritize them within the MIRRI-ERIC community.

Our strategy is rooted in the principles of gender equality, equal opportunities, and diversity. At MIRRI-ERIC, we maintain a zero-tolerance policy towards any form of discrimination. We are committed to ensuring that all our employees and trainees are treated with equality, embracing their diverse backgrounds in terms of gender, ethnicity, religion or belief, sexual orientation, or age. It is our aspiration that all members have an equal opportunity to participate and take on leadership roles within our infrastructure.

Despite our ongoing efforts, we recognize the need to continually strive for a balanced approach in this regard. It is within this framework that we have developed the MIRRI-ERIC action plan (Table I).

We remain steadfast in our enduring commitment to promoting diversity and equity in the workplace, knowing that each year brings us closer to our objective.

To achieve these goals of gender equality and inclusion, MIRRI-ERIC relies on a strategic approach encompassing the following key areas:

Non-discrimination

MIRRI-ERIC adheres strictly to non-discrimination principles, and we endeavor to ensure that all our members are well-versed in these principles. Any instances of harassment, regardless of gender or hierarchical standing, which may lead to physical, psychological, sexual, or economic harm, are strictly prohibited. Any such occurrences should be promptly reported to the Executive Director, who will take appropriate action. During all events organized and/or funded by MIRRI-ERIC, participants are required to adhere to the MIRRI-ERIC Code of Conduct.

Gender Equality in Recruitment and Career Progression

MIRRI-ERIC recruitment and promotion processes are grounded in the assessment of skills, experiences, and recognition of merit. Moreover, recognizing the importance of diversity in decision-making processes, we will focus on achieving gender balance within our recruitment panels. Mechanisms will be established to ensure that these panels are as balanced as possible, thereby creating a fair and inclusive environment for all candidates. We also facilitate access to capacity-building initiatives for continuous education, thus ensuring equal opportunities for promotion and career advancement.

Work-life Balance

The primary objective of MIRRI-ERIC is to foster well-being both within and beyond the workplace, while also recognizing and accommodating the individual needs of our diverse workforce. The initiatives implemented will contribute to the overall well-being and the perception of inclusivity and equality within the infrastructure.

The organization places great emphasis on delineating clear policies and elucidating the rights of employees. This includes provisions for care-related absences, reallocation of responsibilities, parental leave irrespective of gender and flexible work-hour arrangements. Concurrently, employees are expected to adhere to their contractual working hours and uphold confidentiality aspects.

Gender Balance in Leadership and Decision-Making

MIRRI-ERIC takes pride in challenging national gender imbalances by prioritizing gender balance in leadership and decision-making roles, recommends its members to take these practices into consideration when appointing representatives for the Assembly of Members and the National Coordinators Forum, as well as for other leading positions serving MIRRI-ERIC. We are striving for an equal representation of speakers in led events and training. This is an important measure as it is a direct outward signal to our wider community that we are striving for a positive change.

Table I: MIRRI-ERIC action plan

Focus Area	Objective	Strategies/actions	Target	Indicators
Non-discrimination	Promote non-discrimination principles and ensure a respectful work environment.	<p>The Code of Conduct delineates the foundational principles of gender equality. Additionally, it would incorporate fundamental definitions and terminology related to gender equality, such as the elucidation of gender, gender equality, gender bias, and the gender dimension in research.</p> <p>Include a webinar for the promotion of gender equality and non-discriminatory principles.</p>	<p>MIRRI-ERIC employees, members, event participants.</p> <p>MIRRI-ERIC employees.</p>	<p>Develop and regularly update the MIRRI-ERIC Code of Conduct. Staff informed of the update.</p> <p>Number of webinars and number of participants.</p>

<p>Recruitment and career progression</p>	<p>Promote gender balance at recruitment level and career progression.</p>	<p>Standardization of job vacancy announcements to include gender-inclusive language and to explicitly mention MIRRI-ERIC's dedication to being an equal opportunities employer.</p> <p>Ensure that recruitment and promotion is based on an evaluation based on skills, experiences and recognition of merit.</p>	<p>MIRRI-ERIC employees.</p>	<p>Recruitment policy drafted, regularly updated and disseminated.</p> <p>The proportion of male and female candidates who have submitted applications and have been selected and appointed; Recognition of merit of men and women applying.</p>
<p>Work-life Balance</p>	<p>Promote a healthy equilibrium between work and personal life.</p>	<p>Establish policies and description of rights, responsibilities and obligations of the employees.</p>	<p>MIRRI-ERIC employees.</p>	<p>Satisfaction of employees.</p>
<p>Leadership and decision-making</p>	<p>Promote and maintain gender balance in all MIRRI-ERIC boards.</p>	<p>Promote equal training opportunities to women and men to facilitate career development and promotion.</p> <p>Create a list of boards and responsibilities and the possibility for rotation.</p> <p>Communication guidelines are drawn up and disseminated amongst MIRRI-ERIC staff, and community.</p>	<p>MIRRI-ERIC employees and Consortium.</p>	<p>Annual report on career progression.</p> <p>The percentage of men and women participating in leadership roles.</p> <p>Gender aggregated data of speakers and attendees is collected and easily available for automatic reporting.</p>