

GENDER EQUALITY STATEMENT

Version 1. 11.09.2023, 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
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MIRRI-ERIC holds an unwavering commitment to maintaining the highest standards of employability, where the wellbeing of each collaborator is recognized as integral to the success of our infrastructure. Gender equality is not only a fundamental value but also a cornerstone in realising our mission. That is why, beyond seeking gender balance when hiring its team, MIRRI-ERIC follows gender equality best practices in its events and training and also 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.

Presently, MIRRI-ERIC has only one person hired. However, as we expand our team, we are resolute in our dedication to establishing conditions that foster an equal and balanced system.

MIRRI-ERIC recognises gender equality is pivotal in preventing any kind of discrimination and ensuring impartial and just processes for all employees. To cultivate a more inclusive workplace, we shall raise awareness on critical topics such as gender equality, discrimination, diversity, and unconscious biases. Although this path may present challenges, it promises personal and professional growth, ultimately benefiting our staff and the overarching infrastructure.

The promotion of gender equality yields positive impacts on both the external and internal dimensions of our research infrastructure. It not only aligns with regulatory mandates but also presents a conscientious and commendable image to the global community. Internally, it fosters inclusiveness, encourages social dialogue, and nurtures a sense of community, thereby enhancing our decision-making processes, career management, and talent retention.

For MIRRI-ERIC, Gender Equality extends its reach to encompass everyone, transcending barriers of gender, language, culture, and belief, assuring that rights, responsibilities, and opportunities are bestowed impartially upon all. Our meticulously defined objectives, spanning from work-life balance to the elimination of discrimination in HR processes, mark significant strides towards establishing a fairer, safer, and more transparent work environment. Through a conscientious use of inclusive language, MIRRI-ERIC commits to ensuring that every individual feels embraced, valued, and empowered.

We assert that Gender Equality is not merely a fundamental value of MIRRI-ERIC and the European Union, but a driving force that enriches research and innovation. It elevates the calibre and pertinence of our endeavours, drawing in and retaining top-tier talent, and empowering all individuals to realise their fullest potential.

As we embark on this collective journey, we are acutely aware of the areas that demand focused attention. We are resolute in our commitment to undertaking the requisite steps. Our Gender Equality Plan will evolve organically, attuned to the shifting needs and circumstances of our organisation. Furthermore, we aim to actively engage with the ERIC-Forum Initiative, coalescing our efforts to craft a cross-ERIC Gender Equality Plan, meticulously aligned with best international practices.