

III Equality of Opportunities & Diversity Management Plan 2023 - 2026

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1. Commitment

ICN2 declares its firm conviction and commitment to collaborate in favour of a more just, tolerant, diverse and equal society between women and men, favouring their advancement and development and respecting and promoting fundamental rights.

ICN2 declares its firm commitment to establishing and developing policies that integrate equal treatment and opportunities, as well as the management of diversity in all areas, without direct or indirect discrimination based on factors such as gender, religion, culture, age or other potentially discriminatory conditions.

ICN2 declares its firm commitment to promote measures to achieve absolute equality within our organization by making equal opportunities a strategic principle of our Corporate and Human Resources policies. We will follow the definition of this principle established by Royal Decree 901/2020, of October 13, which regulates equality plans and their registration, Royal Decree 902/2020, of October 13, which pertains to equal pay between women and men and Law 4/2023, of February 28, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people.

2. Introduction

The "Institut Català de Nanociència i Nanotecnologia" (ICN2) is a non-profit international research institute devoted to the generation of knowledge, materials and devices in the broad fields of ICT, health, energy and the environment. The trustees of the ICN2 are the Generalitat of Catalonia (Catalan Government), the Spanish National Research Council (CSIC) and the Universitat Autònoma de Barcelona (UAB), where it is based.

ICN2 bases its activity on the respect and equality among all members of its community. To this end, ICN2 has applied two Equal Opportunity and Diversity Management Plans: the first from 2014 to 2018, and the second from 2019 to 2022. These Plans are now evaluated and being updated with the III Equal Opportunity and Diversity Management Plan.

The III Equal Opportunity and Diversity Management Plan includes both strategic and operational aspects. Its goal is to guarantee the principle of equality between men and women, promote diversity and inclusion, and identify and eliminate any stereotype, role, attitude or barrier that makes it difficult for anyone to access and develop in the workplace on equal terms.

The process of elaborating the III Equal Opportunity and Diversity Management Plan has been based on the cooperative work of the Equal Opportunities Committee and the Human Resources Department, with the collaboration of all the members of the ICN2 community. It is, therefore, the result of a fully participatory project supported by the ICN2 Direction.

The elaboration of the III Equal Opportunity and Diversity Management Plan, in addition to comply with the current legislation on equality, established as of the entry into force of the LOIEMH in 2007, addresses the organization's interest in articulating actions that guarantee equal opportunities.

3. Evaluation of the equal opportunity and diversity management plan 2019-2022

The diagnosis and evaluation process aims to detect, analyse and report the current situation of the ICN2 in terms of gender balance and other diversity indicators, as well as to assess the impact of the actions framed in the 2019-2022 Equality Plan to identify the current needs in terms of equality, diversity and inclusion. The conclusions of this evaluation have been used to define and elaborate the objectives and actions of the III Equal Opportunity and Diversity Management Plan.

Methodology

Our methodology includes the following steps:

- Assessing the execution and level of accomplishment of the actions included in the EOP 2019-2022.
- Collecting both quantitative and qualitative information related to the development of actions and achievement of key indicators.
- Collecting of quantitative information regarding staff composition, selection processes and scientific production during the period 2019-2022, correlated with the degree of evolution in the scientific career and employment situation with a gender perspective.
- Analysing qualitative information and conducting a remuneration analysis following the procedures of the Royal Decree 901/2020, of October 13, which regulates equality plans and their registration, and Royal Decree 902/2020, of October 13, on equal pay between women and men.

In addition to evaluating the II Equality Plan and assessing the current situation, another tool used to identify the needs of the ICN2 regarding equality, diversity and inclusion was a survey conducted on the entire ICN2 community on October 25, 2022. The resulting proposals and recommendations on the perceptions of ICN2 employees concerning equal opportunities, diversity, and inclusion have been reflected in specific actions included in the III Equality Plan.

Based on the analysis of actions, shortcomings, and needs perceived by the ICN2 community to promote equality, diversity and inclusion, we can highlight the following needs: **i)** to improve communication of the Equal Opportunity and Diversity Management Plan activities, **ii)** to promote a greater presence of women in leadership positions, **iii)** to increase transparency in staff selection and promotions processes, **iv)** to conduct more training and awareness activities on equal opportunities, and **v)** to establish a communication channel for the ICN2 community to resolve issues that affect equal treatment and opportunities. All of these aspects have been taken into consideration in the design of the III Equal Opportunity and Diversity Management Plan.

4. Objectives

The III Equal Opportunity and Diversity Management Plan aims to guarantee equality between men and women, promote diversity and inclusion, and identify and eliminate any stereotypes, roles, attitudes or barriers that makes it difficult for anyone to access and progress on an equal basis in the workplace on equal terms.

The objectives of the III Equal Opportunity and Diversity Management Plan have been set based on the results of the diagnosis and evaluation process. This process consisted in the collection of information and data analysis on the impact of the actions of the II Equal Opportunity and Diversity Management Plan and taking stock of the ICN2's current situation in terms of gender balance and other diversity indicators.

To address the reality and needs of ICN2 detected during the diagnosis and evaluation process, the III Equal Opportunity and Diversity Management Plan includes a set of actions that define an integrated framework to fulfil this general objective. These actions relate to the strategic objectives addressing, among others, conciliation of personal, family and work life, inclusive communication, equal access to specialized training, promotion of a selection and hiring of personnel based on an equal opportunity, prevention of sexual and gender-based harassment and promotion of a culture oriented towards diversity and inclusion. In addition, these actions are designed to become a tool to identify and contextualize diversity, continuously monitoring critical indicators with a diversity perspective, that provides information on the situation of ICN2 in this area. The actions of the Plan also feed from discussion forums and actions available through wider networks such as BIST, SOMMa and EARMA.

The actions proposed in the III Equal Opportunity and Diversity Management Plan have been structured and scheduled, identifying material and human resources and those responsible for the development, monitoring and evaluation of the actions.

5. Actions

HR	
AREA	ACCESS AND RECRUITING
ACTION MANAGER	Julio Gómez / Neus Bastús
ACTION LEADER	Ana Belén Ávalos
IMPACT AREA	Need to balance the gender in the staff distribution, specifically at the PhD and postdocs stages, as well as at the Group Leaders level.
ACTIONS	<p>Action 1: Maintain the current criteria for the PhD programme admission. Analyze the number of women who apply for Postdoctoral Positions and evaluate potential causes of the reduced number of candidates at this career stage. Continue promoting the gender balance for Group Leader positions.</p> <p>Specifically for Postdoctoral positions, conduct an analysis and track the number of female applicants in job advertisements and compare this with number of women who participate in the final stage of the recruitment process. Analyze the reasons for discrepancies.</p> <p>Action 2: Ensure unbiased job announcement and widely disseminate calls for applications in specific portals for women researchers.</p> <p>Action 3: Provide mandatory gender bias training for Hiring Managers and Recruiters and study how to achieve a diversity-neutral recruiting process.</p>
SPECIFIC OBJECTIVES	Improve the gender balance in PhD and Postdoc recruitment processes and increase the number of research groups led by women.
TARGET PEOPLE	New ICN2 members
DELIVERABLES	Collected statistics on job applications and selection processes based on offered positions, gender, nationality, and research areas.
INDICATORS	Increase the female ratio in all positions.

HR/Strategy Area	
AREA	CAREER DEVELOPMENT SUPPORT
ACTION MANAGER	Julio Gómez / Neus Bastús
ACTION LEADER	Ana Belén Ávalos / Inhar Imaz
IMPACT AREA	Need to improve the continuity of women in their professional careers.
ACTIONS	<p>Action 4: Establish specific training initiatives for women in science. Develop tailored training programs to ensure gender and nationality equity among PhD students. The training programme should focus on improving career opportunities for women, including support with applications, project coordination and management, among others.</p> <p>Action 5: BIST-level Mentoring Programme. Promote this programme to the community as a framework for diverse and multiple mentoring options. Expand the current ICN2 Mentorship programme to involve individuals from outside the ICN2.</p> <p>Action 6: ICN2 Call for women research projects and innovative actions for non-scientific personnel.</p> <p>Call open for non-permanent Women researchers (in pre-doctoral and postdoctoral stages) to develop short-term research projects at ICN2. The candidates should present innovative ideas to be developed over 12-18 months. The budget can be spent on equipment, fungible material, services, or travel to conferences. The application should include the researchers' CV and a brief summary of the proposal. A committee composed of internal and external personnel will evaluate the proposals. Projects for senior researchers: 7,500 € x 2 calls. Projects for junior researchers: 7,500 € x 2 calls. A similar call will be open for non-scientific personnel to support career development projects (e.g.: training, innovative ideas).</p> <p>Action 7: ICN2 Call for Women Alumni Award. Open a call to ICN2 women alumni to recognise their professional career post-ICN2. Candidates will be selected from among the alumni who have developed their professional careers in science-related areas. The application should include the researchers' CV. The evaluation will be performed by a committee composed of internal and external personnel. The prize will include an invitation to explain the professional evolution of an ICN2 women scientist in a science-related area.</p>
SPECIFIC OBJECTIVES	Promote leadership among female researchers and support the advancement of women in their professional careers.
TARGET PEOPLE	<p>A4: Female PhD students</p> <p>A5: All ICN2 staff</p> <p>A6: Female junior scientists</p> <p>A7: Female senior scientists</p>
DELIVERABLES	List of training courses and participation (A4).

	<p>List of mentors and mentees involved in the Mentorship programme (A5).</p> <p>Two calls for internal projects open to non-permanent ICN2 female researchers (A6).</p> <p>ICN2 Call for Women Alumni Award that recognises their professional career post-ICN2 (A7).</p>
INDICATORS	<p>Number of awarded women.</p> <p>Funds attracted to these actions.</p>

HR	
AREA	PROTOCOLS
ACTION MANAGER	Julio Gómez
ACTION LEADER	José Pérez / Nadia Vallvé
IMPACT AREA	Continuous monitoring of harassment situations and validation of protocols.
ACTIONS	<p>Action 8: Update the Harassment protocol with new regulations.</p> <p>The current Harassment protocol must be updated with the new regulations outlined in <i>Ley Orgánica 10/2022, de 6 de septiembre, de garantía integral de la libertad sexual, artículo 12.</i></p> <p>https://www.boe.es/buscar/act.php?id=BOE-A-2022-14630</p> <p>Action 9: Establish online and on-site training about Harassment.</p>
SPECIFIC OBJETIVES	Training the ICN2 staff on harassment situations identification and upgrade of harassment protocols.
TARGET PEOPLE	All ICN2 staff
DELIVERABLES	<p>Updated protocol. (A8)</p> <p>List of training courses and participation (A9)</p>
INDICATORS	<p>Number of cases of harassment. (A8)</p> <p>Output of ICN2 staff questionnaire. (A9)</p>

HR

AREA	CONCILIATION OF PERSONAL AND PROFESSIONAL LIFE
ACTION MANAGER	Julio Gómez
ACTION LEADER	Julio Gómez, Estefanía Climent, Jose Hugo Garcia
IMPACT AREA	Enhancing work-life balance
ACTIONS	<p>Action 10: Create a schedule needs map for diverse groups at ICN2, such as single/divorced parents, foreigners, people with especial needs, younger and elder workers, etc. Share this map with the ICN2 community to facilitate appropriate planning of relevant community events.</p> <p>Action 11: Develop a policy allowing for contract suspension for a maximum of 1-month (divisible into 3-day minimum) for employees who need to care for children or other dependents.</p> <p>Action 12: Mother of Science BIST. Issue a call each two years for scholarships to support the attendance to conferences of non-permanent staff who are mothers.</p>
SPECIFIC OBJETIVES	Ensure equality in the flexible working schedule distribution. Support the personal and work-life conciliation.
TARGET PEOPLE	<p>A10. All ICN2</p> <p>A11. All ICN2</p> <p>A12. Non-permanent staff scientists who are mothers.</p>
DELIVERABLES	<p>A10: Design and perform a poll that maps schedule availabilities and preferences segmented into diverse groups of interests.</p> <p>A11: Procedure and Policy for the contract suspension.</p> <p>A12: Procedure, number, and distribution of Mother of Science grants.</p>
INDICATORS	<ul style="list-style-type: none"> • Number of people who have requested contract suspension for caring for dependent people. • Submission of at least one candidate to the Mother of Science BIST call with babies 0-3 years old. • Number of people taking part in the poll. • Number of people participating in the call.

Visibility of Women and Diversity in Science

AREA	COMUNICACION AND MARKETING DEPARMENT WEB AND INTRANET
ACTION MANAGER	Àlex Argemí
ACTION LEADER	Virginia Greco, Jose Hugo García
IMPACT AREA	Need to improve awareness and continuous training on equal opportunities and gender policies related with Women in Science. Highlight the institutional actions to tackle this challenge.
ACTIONS	<p>Action 13: Upgrade and manage the ICN2 web section devoted to WiS. Monitoring gender balance and WiS-related content in ICN2 News, website sections, and social media platforms. Develop and maintain content and design for the Women in Science section of the ICN2 webpage.</p> <p>Action 14: Launch a dissemination campaign to promote the ICN2 Equal Opportunities and Diversity Management Plan. Create a dedicated section on the ICN2 Intranet to showcase the main lines of action and objectives of the Plan. The dissemination campaign goes beyond the Intranet through a strategy combining mailing, the internal TV Channel, institutional newsletters, and posters. The EOC members will organise bi-annual events to present results of the plan and foster debate. Attendance will be strongly encouraged among the ICN2 community and open to a wider area of influence of the ICN2. This dissemination campaign will include general messages as well as curated sub-campaigns around specific topics such as harassment and microaggressions.</p> <p>Action 15: Actively pursue gender balance and diversity in outreach events and educational materials. Encourage the participation of female and diverse role models in educational materials as well as in outreach activities, such as NanoEduca, a successful educational program oriented to high school students, and the YouTube channel What The Física, targeting a broad audience. Foster participation of female and diverse attendees during outreach and educational activities.</p> <p>Action 16: Stronger focus on the concept of diversity in a devoted section on the ICN2 website and across other sections. Content production, design, and maintenance of a devoted section in the ICN2 website presenting the institutional commitment with diversity. Review the website contents and pictures to ensure that diversity is accurately represented.</p> <p>Action 17: Regularly update the ICN2 Welcome package to reflect the Plan and its actions. Review the Welcome package every six months to ensure an updated approach to gender and diversity issues. Present the plan and its main lines of action to new members of the ICN2 community upon their arrival.</p>
SPECIFIC OBJETIVES	Improve the visibility of institutional Women in Science and Diversity initiatives both within and outside ICN2.

	Consistently showcase ICN2’s commitment with diversity and make it visible through all available channels, by generating and updating content and images on a regular basis.
TARGET PEOPLE	<p>A13. All ICN2 community and beyond</p> <p>A14. All ICN2 community</p> <p>A15. Educational community (teachers and students), science aficionados, general public.</p> <p>A16. All ICN2 community and beyond</p> <p>A17. Newcomers</p>
DELIVERABLES	<p>Web Page upgrade with improved gender and diversity-related contents</p> <p>Intranet Page devoted to the Plan</p> <p>Female role models in outreach and educational actions.</p> <p>Updated Welcome package</p>
INDICATORS	<ul style="list-style-type: none"> - Number of reached viewers: <ul style="list-style-type: none"> o >1000 views of the WiS and diversity devoted sections of the ICN2 website per year. o At least 100 views of the ICN2 Plan in the Intranet by the end of the application period of the Plan. o At least 30 mentions per year to #Wis and/or #Diversity in the ICN2 social media profiles. o >15 News per year available in the ICN2 website with WiS and Diversity-related messages. o At least 50 attendees per event launched within the plan dissemination campaign (2 per year). o At least 20% of the ICN2 Community opening the internal newsletter issues showcasing contents related to the plan. - Educational and outreach materials presenting female and diverse role models. - At least 40% of the Crazy for Physics (Bojos per la Física) programme participants are female students. At least 50% of the participants undergo their education in a public high school. - Welcome Package reviewed twice a year.

Visibility of Women and Diversity in Science

AREA	SEMINARS
ACTION MANAGER	Belén Ballesteros
ACTION LEADER	Josep Nogués, Cristina Granadero, M ^a Jose Esplandiú, Ana de la Osa
IMPACT AREA	Create new stereotypes of successful women / diversity in professional careers.
ACTIONS	<p>Action 18: Consolidate the LeaderSHE seminar series. Organize an annual LeaderSHE series, with talks by women with successful professional careers, both in science and other professional fields, to empower women. Include speakers with diverse backgrounds.</p> <p>Action 19: Encourage participation in the activities of the International Day of Girls and Women in Science (11F), such as the 100tífiques initiative.</p> <p>Action 20: Organize a yearly event for the International Day of Women (8M)</p>
SPECIFIC OBJETIVES	Challenge and overcome gender stereotypes related to women in professional careers, with a particular emphasis on STEM fields and leadership positions.
TARGET PEOPLE	<p>A18. All ICN2 staff</p> <p>A19. All ICN2 staff</p> <p>A20. All ICN2 staff</p>
DELIVERABLES	<p>A18. Agendas of the seminars & events organized</p> <p>A19. Agendas of the seminars & events organized</p> <p>A20. Agendas of the seminars & events organized</p>
INDICATORS	Number of attendants to the events

Visibility of Women and Diversity in Science

AREA	ICN2 AWARDS FOR WOMEN IN SCIENCE
ACTION MANAGER	Neus Bastús / Elena del Corro
ACTION LEADER	Elena del Corro / Ana de la Osa
IMPACT AREA	Increase visibility for women in science in the area of nanoscience and nanotechnology. Support junior women to develop their scientific career.
ACTIONS	<p>Action 21: Award the best PhD thesis defended by women</p> <p>Action 22: Award the best papers published by ICN2 women</p> <p>Action 23: Award the senior (non-GL) trajectory of ICN2 women</p> <p>A21-23. Periodic calls will be organized to evaluate the PhD thesis and papers published by ICN2 female researchers and the senior trajectories. A jury composed of internal and external members of the ICN2 community will be convened for each occasion and the awards will be given during the end-of-the-year institutional celebration. The awards will consist of a diploma and an additional reward.</p>
SPECIFIC OBJETIVES	Promote leadership among female researchers. Increase visibility and support to women in science. Promote ICN2 as a gender-friendly institution.
TARGET PEOPLE	<p>A21. Female PhD students</p> <p>A22. Female junior researchers</p> <p>A23. Female senior researchers</p>
DELIVERABLES	<p>A21. List of winners</p> <p>A22. List of winners</p> <p>A23. List of winners</p>
INDICATORS	Number of thesis and papers and CVs submitted to each call

Database with Gender Perspective

AREA	ACTIVE RESEARCH ON CREATION AND EVALUATION OF GENDER POLICIES
ACTION MANAGER	Neus Bastús
ACTION LEADER	Núria Benítez
IMPACT AREA	Record gender information in every ICN2 report, including personal data or performance, to evaluate differences in terms of gender.
ACTIONS	<p>Action 24: As part of its data management roadmap, the ICN2 will track gender in all datasets recording personnel data, in order to facilitate analysis of gender-related aspects of the institute's activity.</p> <p>Action 25: These data will facilitate participation in research projects to study the impact of and promoting gender balance in science. This includes, on one hand, the integration into consortiums for participation in European-level research projects aimed at developing and implementing gender equality plans, and on the other hand, collaboration with research groups on gender equality in science.</p>
SPECIFIC OBJETIVES	Conduct research on the efficacy and impact of gender balance policies at the ICN2 and allocate necessary resources for analysis and improvement.
TARGET PEOPLE	All the ICN2 community
DELIVERABLES	<p>List of datasets including gender-related data (to be updated regularly)</p> <p>Analysis of the gender balance policies performance and impact at ICN2 (biennial)</p>
INDICATORS	<p>Number of new datasets including gender-related data recorded</p> <p>Number of participations in research projects</p>

Corporate Policy	
AREA	INCORPORATE GENDER & DIVERSITY (if possible) INDICATORS IN EVALUATION OF RESEARCH GROUPS AND SUPPORT UNITS
ACTION MANAGER	Neus Bastús
ACTION LEADER	Núria Benítez, Josep Nogués, Àlex Argemí
IMPACT AREA	<p>Need to quantify and create appropriate indicators to evaluate the impact of gender balance and diversity inclusion policies.</p> <p>Need to update existing indicators to ensure they are gender and diversity neutral.</p>
ACTIONS	<p>Action 26: Define gender and diversity indicators and adapt current ones for a gender-balanced evaluation of scientific evaluation and administrative performance at ICN2. Utilise the datasets from Action 25 to establish mechanisms and tools to observe gender and diversity biases in scientists' access and performance at ICN2. Design appropriate indicators that are suitable for ICN2's context and information availability and collaborate with the Management team to implement them in the evaluation processes of scientific and administrative activity.</p> <p>Action 27: Define protocols to measure the suitability and effectiveness of the gender and diversity indicators created in action 26. Evaluate whether the indicators developed in action 26 enable ICN2 to accurately evaluate the excellence and quality of its scientific and administrative members and groups, from a gender and diversity balanced perspective.</p> <p>Action 28: Promote visibility of non-Group Leaders permanent researchers at the institute. Evaluate potential actions that could improve the visibility of a broader group of permanent positions with a better gender and diversity balance. This would increase visibility of a wider range of scientific staff at ICN2.</p>
SPECIFIC OBJETIVES	<p>Have the adequate tools to evaluate all ICN2 members and units from a gender and diversity balanced perspective.</p> <p>Design appropriate indicators to monitor gender and diversity bias within the ICN2 structure, research groups and research areas.</p> <p>Ensure that gender and diversity balance is considered in the evaluation of all ICN2 units.</p> <p>Establish a protocol to regularly monitor the evolution of the developed indicators.</p>
TARGET PEOPLE	<p>A26. All ICN2 research groups and units</p> <p>A27. All ICN2 research groups and units</p> <p>A28. Senior ICN2 Researchers</p>

DELIVERABLES	<p>A26. List of indicators measuring gender and diversity balance in scientific productivity and administrative activity</p> <p>A26. List of indicators on diversity inclusion in scientific productivity and administrative activity</p> <p>A26. List of current indicators adapted to a gender and diversity balanced measure</p> <p>A27. Protocol for periodic creation of gender bias reports</p> <p>A27. Protocol for periodic creation of diversity inclusion reports</p> <p>A28. List of potential actions to promote non-GL senior researchers' visibility</p>
INDICATORS	<p>A26. Number of new indicators</p> <p>A26. Number of adapted indicators</p> <p>A27. Number of protocols</p> <p>A28. Number of potential actions</p>

Corporate Policy	
AREA	CREATION OF AN EQUALITY AGENT POSITION AT ICN2
ACTION MANAGER	Neus Bastús
ACTION LEADER	Julio Gómez
IMPACT AREA	Need to identify a responsible individual at the institutional level to manage gender and equal opportunities policies. This person should coordinate all transversal actions, improve the impact of gender actions, and facilitate interdepartmental communication.
ACTIONS	<p>Action 29: Creation of a gender agent position.</p> <p>Integration of the role of a Gender Officer into the ICN2 structure as an employee fully devoted to overseeing and implementing gender policies across all ICN2 activity. The position is expected to be funded through competitive funds.</p>
SPECIFIC OBJECTIVES	Concentrate the gender perspective and policies oversight under a single individual who can act transversally to coordinate and contribute to all activities developed by all ICN2 departments.
TARGET PEOPLE	ICN2
DELIVERABLES	Hiring or generation of equality agent professional position in ICN2
INDICATORS	<p>Number of grant proposals to fund the position</p> <p>Activity of the equality agent</p>

Corporate Policy	
AREA	DEVELOPMENT OF GENDER AND DIVERSITY NETWORKS
ACTION MANAGER	Neus Bastús
ACTION LEADER	Belén Ballesteros, Núria Benítez, Julio Gómez
IMPACT AREA	Building collaborative capacities on gender and diversity topics.
ACTIONS	<p>Action 30: Maintain the current Gender Working Group activities (CERCA, BIST, SOMMa, EARMA).</p> <p>Action 31: Establish new collaborative relations with neighboring institutions (ICMAB, CNM, UAB, etc.) to join efforts and improve the impact of the actions (e.g., visibility of actions).</p>
SPECIFIC OBJECTIVES	Create and improve collaborations with other organisations working on the same topic.
TARGET PEOPLE	ICN2 Equal Opportunities Committee
DELIVERABLES	List of collaborations (formal and informal)
INDICATORS	<p>Number of collaborations</p> <p>Number of participations</p>

5.1 Timeline

AREA	IMPACT AREA	OBJECTIVES	ACTIONS	2023				2024				2025				2026						
				T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4			
HR	ACCESS AND RECRUITING	Need to balance the gender in the staff distribution, specifically at the PhD and postdocs stages, as well as at the Group Leaders level.	<p>ACTION 1 Maintain the criteria for the PhD programme admission. For Postdoctoral Positions: Analyze the number of women who apply and evaluate potential causes of the reduced number of candidates in this career stage. Continuing promoting the gender for Group Leader</p> <p>ACTION 2 Dissemination of the calls in specific portals for women</p> <p>ACTION 3 Run mandatory gender bias training for the Hiring Managers and Recruiters and study how to reach diversity neutral recruiting process.</p> <p>ACTION 4 Establish specific training / coaching actions for women in science. Develop specific training programs to ensure equity among the PhD students as a function of their gender and nationality.</p> <p>ACTION 5 Mentoring Programme at BIST level. Promote to the community this programme as a framework for diverse and multiple options for mentorships. Continuity and expansion of the current ICN2 Mentorship program to involve people from outside the ICN2.</p> <p>ACTION 6 ICN2 Call for women research projects and innovative actions for non-scientific personnel. Call open to non-permanent Women researchers (pre-doctoral and postdoctoral stage) to develop short research projects at ICN2.</p> <p>ACTION 7 Call open to ICN2 women alumni for an award that recognizes their professional career post ICN2. The candidates will be selected from among the alumni of ICN2 that have developed their professional careers in science-related areas.</p> <p>ACTION 8 Update the Harassment Prevention protocol with new regulations.</p> <p>ACTION 9 Establish on-line and on-site training about Harassment.</p> <p>ACTION 10 Map the schedule needs for different groups within ICN2. As for example, single/divorced parents, foreigners, people with special needs, younger and elder workers, etc. Make this map available to the ICN2 community in order to aid in proper planning of relevant community</p> <p>ACTION 11 Create a policy for the contract suspension for 1-month maximum (divisible 3 days min) for the care of children or</p> <p>ACTION 12 Mother of Science BIST: Call each two years for scholarships to participate in conferences for mother non-permanent staff.</p>																			
				CAREER DEVELOPMENT SUPPORT	<p>Promote leadership in women researchers and support women to successfully develop their professional careers.</p> <p>Need to improve the continuity of women in their professional careers.</p>																	
HR	PROTOCOLS	Continuous monitoring of harassment situation and validation of protocols.	Training of ICN2 staff on harassment and upgrade of harassment protocols.																			
HR	CONCILIATION OF PERSONAL AND PROFESSIONAL LIFE	Improvement of conciliation of personal and professional life	Ensure equality in the flexible working scheduling distribution.																			

AREA	IMPACT AREA	OBJECTIVES	ACTIONS	2023				2024				2025				2026			
				I1	I2	I3	I4	I1	I2	I3	I4	I1	I2	I3	I4	I1	I2	I3	I4
Visibility of Women and Diversity in Science	COMUNICATION AND MARKETING DEPARMENT WEB AND INTRANET	Need to improve awareness and continuous training on equal opportunities and gender policies related with Women in Science. Highlight the institutional actions to tackle this challenge.	ACTION 13	Upgrade and manage the ICN2 web section devoted to WIS. Content: production, design, and maintenance of content of the Women in Science section of the ICN2 webpage.															
			ACTION 14	Launch a dissemination campaign around the Plan. Create a devoted section in the ICN2 intranet to present the ICN2 Equal Opportunities and Diversity Management Plan, which will include highlights about the main lines of action and objectives. The EOC members will organise twice a year an event to present results of the plan and foster debate.															
			ACTION 15	Actively pursue gender balance and diversity in outreach events and educational materials... Promote the presence of female and diverse role models in educational materials as well as in outreach actions.															
			ACTION 16	Stronger focus on the concept of diversity in a devoted section on the ICN2 website as well as in institutional content throughout other sections of the website. Content: production, design, and maintenance of a devoted section in the ICN2 website presenting the institutional commitment with diversity.															
			ACTION 17	Periodically update the ICN2 Welcome package to ensure a proper presence of the plan and its actions. Every 5 months the Welcome package that guides the landing of new professionals at the ICN2 will be reviewed to ensure an updated approach to gender and diversity issues. The plan will be presented together with some of its main lines of action to make it available to the new members of the ICN2 community as soon as they enter it.															
Visibility of Women and Diversity in Science	SEMINARS	Creation and reinforcement of the stereotypes of women with professional careers, more specifically in the STEMS areas and competitive positions.	ACTION 18	Consolidate the LeaderSHE seminar series.															
			ACTION 19	Promote participation in the activities of the International Day of Girls and Women in Science (11F), such as the 100kiffiques.															
			ACTION 20	Organize the yearly event for the International Day of Women (8M)															
Visibility of Women and Diversity in Science	ICN2 AWARDS FOR WOMEN IN SCIENCE	Give visibility to women in science in the area of nanotechnology. Ensure support to the development of scientific careers for junior women.	ACTION 21	Award to the best PhD thesis defended by women															
			ACTION 22	Award to the best paper published by ICN2 women															
Database with Gender Perspective	ACTIVE RESEARCH ON CREATION AND EVALUATION OF GENDER POLICIES	Need to record the gender in every record of the ICN2 including people's data or performance to be able to evaluate differences in term of gender.	ACTION 23	Award to the senior (non-GL) trajectory of ICN2 women															
			ACTION 24	As part of its data management roadmap, the ICN2 will monitor that gender is recorded in every dataset recording personnel data, to facilitate the analysis of gender-related aspects of the institute's activity.															
			ACTION 25	These data should enable the participation in research projects to study the impact and promote gender balance on science. This includes on one hand, the integration in consortiums to participate in research projects at European level for the elaboration and implementation of gender equality plans and on the other hand, the collaboration with research groups on gender equality in science.															

AREA	IMPACT AREA	OBJECTIVES	ACTIONS	2023				2024				2025				2026			
				T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
Corporate Policy	INCORPORATE GENDER & DIVERSITY INDICATORS IN EVALUATION OF RESEARCH GROUPS AND SUPPORT UNITS	<p>Have the adequate tools to evaluate all ICN2 members and units from a gender and diversity balanced perspective</p> <p>Design appropriate indicators to monitor gender and diversity bias in the context of ICN2 structure, research groups and research areas.</p> <p>Include the gender and diversity balance in the evaluation of all ICN2 units.</p>	ACTION 26	<p>Definition of gender and diversity indicators and adaptation of current indicators to a gender-balanced measure for scientific evaluation and administration of departments at ICN2. Using the datasets created in action 25, establish the mechanisms and the tools to observe gender and diversity bias in the access and performance of scientists at ICN2. Design of appropriate indicators that fit to ICN2 reality and available information and the collaboration with the Management team for the implementation of such indicators in the evaluation processes of the scientific and administrative activity.</p>															
			ACTION 27	<p>Definition of protocols to measure its convenience and evaluate its effectiveness. Evaluate the appropriateness of the indicators developed in action 26 to enable the ICN2 correctly evaluate excellence and quality of its scientific and administration members and groups, from a gender and diversity balanced perspective.</p>															
			ACTION 28	<p>Promote visibility of permanent researchers (not GL) at the institute. Study the potential actions that would improve the visibility of non-GL scientific permanent positions. This would increase the visibility of a broader scientific group of ICN2 members, with a better gender and diversity balance.</p>															
Corporate Policy	CREATION OF AN EQUALITY AGENT POSITION AT ICN2	<p>Concentrate the gender perspective and policies control in one single person that can act transversally to coordinate and contribute to all activities developed by all ICN2 departments.</p>	ACTION 29	<p>Creation of gender agent position. To launch, control and implement the deployment of the plan, it is desirable the hiring of a full time gender agent. The position is expected to be funded by competitive funds.</p>															
Corporate Policy	DEVELOPMENT OF GENDER AND DIVERSITY NETWORKS	<p>Create and improve collaborations with other organisations working on the same topic.</p>	ACTION 30	<p>Maintain the current Gender Work Group activities (CERCA, BIST, SOMMA, EARMA).</p>															
			ACTION 31	<p>Establish new collaborative relations with our neighboring institutions (CERCA, ICMAB, CNM, UNAB, AMIT, etc.) to join efforts and improve the impact of the actions (e.g., the visibility of actions).</p>															

6. Implantation, monitoring and evaluation strategy

The implementation, monitoring and evaluation of the III Equal Opportunity and Diversity Management Plan will involve collaborative work between members of the Equal Opportunities Committee, with the participation of ICN2 staff. The actions foreseen by this Plan cover a period of four years, until December 2026.

The Equal Opportunities Committee will establish a timeframe for monitoring and evaluating actions in accordance with the deadlines established in this document, with a final evaluation of the Plan's impact at the end of its application period.

Each action in the Plan includes an Action Manager and an Action Leader, with the possibility of including a working team. The responsibilities are distributed as follows:

Action Manager: responsible for developing the action and managing the budget.

Action Leader: responsible for implementing and executing the action. The action leader may designate a working team to support the action's implementation.

Working team: individuals who participate in the development of the action.

7. Procedure for modifying the equality plan and resolving discrepancies

The Equality Plan must be reviewed, at a minimum, in accordance with the review periods set out in the Plan. However, it must also be reviewed if any of the circumstances provided in Art. 9.2 of RD 901/2020 of October 13 concur. These circumstances include:

- a) When it must be done as a result of the results of the monitoring and evaluation provided for in sections 4 and 6.
- b) When its lack of adaptation to the legal and regulatory requirements or its insufficiency as a result of the Labour and Social Security Inspection action is revealed.
- c) In the cases of merger, absorption, transmission or modification of the company's legal status.
- d) In the event of any incident that substantially modifies the company's workforce, its working methods, organization or remuneration systems, including the non-application of the agreement and substantial modifications of working conditions or the situations analysed in the diagnosis of the situation that has served as the basis for its elaboration.

- e) When a court ruling condemns the company for direct or indirect discrimination based on sex or when it determines the lack of adaptation of the equality plan to legal or regulatory requirements.

If modifications to the Equality Plan are required, the modifications will be agreed by a Monitoring Commission, which will undertake the work necessary to update the diagnosis and the measures.

If there are any discrepancies within the Monitoring Commission that cannot be resolved by a simple majority, it will be possible to refer the matter to the procedures and bodies of autonomous solution of conflicts if so agreed.

8. Approval of the ICN2 equality plan

8.1 Agents

Agents of this Plan include all the ICN2 members and external individuals involved in its definition, elaboration, implementation, monitoring and evaluation. There are two types of agents: the parties that subscribe the Plan and the ICN2 Equal Opportunities Committee.

8.2 Parties that subscribe to the Equality Plan

Commission for negotiating the Equality Plan

On the one hand, the representatives of the company:

Name and Surname	
Julio Gómez	Head of HR
Nadia Vallvé	Labour Relations Officer

and, on the other, the trade union representatives:

Name and Surname	
Jordi Puig	UGT
Albert Llargués	CC.OO.

8.3 Equal Opportunities Committee

The ICN2 established the Equal Opportunities Committee in 2017 to elaborate, monitor and assess internal policies and actions that foster equal opportunities for the ICN2 community. The committee focuses on gender balance, cultural and social diversity, and meeting the leading actor of the elaboration and monitoring of this Plan and an essential agent in its effective implementation.

The Equal Opportunities Committee is a transversal unit that collaborates with all ICN2 departments involved in implementing and developing the actions included in this Plan.

The responsibilities of the Equality Committee are:

- Determine and manage the annual execution budget.
- Develop the monitoring system for the implementation of the Plan.
- Supervise the planned monitoring systems.
- Coordinate the collection of information.
- Analyse the information and make the necessary adjustments.
- Prepare follow-up reports.
- Implement improvement actions that fall within its competence.
- Promote the dissemination and communication relevant to the workforce at key moments.
- Evaluate the equality actions once they are implemented.
- Raise the evaluation report to the Management bodies.
- Promote communication and dissemination of the Plan evaluation results.
- Ensure continuous improvement by systematizing the actions in the strategic processes of the ICN2 to consolidate the principles of equality in all the management procedures of the centre.

The composition of the committee at the moment of the signature of this Plan is as follows:

Collective	Name and Surname	Position at ICN2
Management	Àlex Argemí	Head of Marketing and Communication
Scientific-Technical Staff	Belén Ballesteros	Division Leader
Scientific Staff	Neus Bastús *	CSIC Tenured Scientist
Scientific Staff	Fanny Amanda Karolina Baumann	Doctoral Student
Administration Staff	Núria Benítez **	Strategy Development
Scientific Staff	Elena Del Corro	Senior Researcher
Scientific-Technical Staff	Manuela Dietrich	Senior Laboratory Officer
Scientific Staff	Jose Hugo Garcia	Postdoctoral Researcher
Management	Julio Gómez	Head of Human Resources
Scientific Staff	Inhar Imaz	Senior Researcher
Scientific Staff	Josep Nogués	Group Leader
Administration Staff	Nadia Vallvé	Labour Relations Officer

* Chair of the committee ** Secretary of the committee

This Equality Plan has been approved by Negotiation Committee

Name and surname	Signature
Julio Gómez	
Nadia Vallvé	
Jordi Puig	
Albert Llargués	
Bellaterra, a 30 March 2023	