

# Equality plan

## Foreword

Euro-BioImaging ERIC serves the European and Global scientific community in an open and transparent manner, upholds the highest standard of authenticity and dignity, and commits to ensuring non-discriminatory work-life and equal opportunities.

As the Euro-BioImaging Directorate, we ensure that our organisation is committed to implementing the Equality Plan to promote diversity and equality in the organisation, enhance the work-life balance of the staff, and establish an open workplace culture throughout the organisation and its operation.

Equality is ensured through our Code of Conduct, as well as measures of monitoring and audits, training, and open communication. In accordance with this, the Equality plan will be regularly reviewed and revised.

### **The Euro-BioImaging ERIC Directorate**

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## Document info

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# 1. INTRODUCTION

The Equality Plan (EP) of Euro-BioImaging ERIC is provided to promote non-discrimination, inclusiveness, and equality within the organisation.

As stated in its Statutes, Euro-BioImaging ERIC is a distributed infrastructure with its Hub consisting of the Statutory Seat located in Finland, the community-specific section for biological imaging (Bio-Hub) hosted by the European Molecular Biology Laboratory EMBL located in Germany, and the community-specific section for biomedical imaging (Med-Hub) located in Italy. Considering this, Euro-BioImaging ERIC and its EP respect the existing applicable national laws and international organisation's rules and regulations, respectively, in the hosting countries/institutions, including employment law. In Section 6 of the Constitution of Finland (731/1999), it is stated that everyone is equal before the law and that no one shall, without an acceptable reason, be treated differently from other persons on the grounds of gender, age, origin, language, religion, conviction, opinion, health, disability or other reason that is of concern for a person. EMBL, as an inter-governmental organisation outside of specific national jurisdiction, is committed to equality, diversity and inclusion with its own EDI governance (<https://www.embl.org/about/info/equality-diversity/>). Furthermore, the Constitution of Italy, Article 3, states that all citizens possess an equal social status and are equal before the law, without distinction as to gender, race, language, religion, political opinions, and personal or social conditions.

In addition to these, the EP of Euro-BioImaging ERIC follows the European Union (EU) Gender Equality Strategy 2020-2025, which states that gender equality is a core principle of the EU that will provide means for the achievement of the full potential of talent and diversity within the society, politics, business, research, and innovation. In addition, this EP follows the European Parliament and the Council Regulation (EU) 2021/695 establishing Horizon Europe, in which it is stated that the programme should aim to eliminate gender bias and inequalities, enhance work-life balance, and promote equality between women and men in research and innovation, including the principle of equal pay without discrimination based on gender. This is in accordance with Articles 2 and 3 of the Treaty on European Union (TEU), and Articles 8 and 157 of the Treaty on the Functioning of the European Union (TFEU). Furthermore, in accordance with the regulation (EU) 2021/695 Article 7, attention will be paid to ensuring the gender balance of the staff, evaluation panels, and other relevant advisory bodies, such as boards and panels of Euro-BioImaging ERIC, to avoid gender imbalance at all levels of the organisation.

As stated in the Statutes of Euro-BioImaging ERIC, Article 10, selection procedures, recruitment, and employment for the Euro-BioImaging Hub offices shall be transparent, non-discriminatory, and respect equal opportunities. Sensitivity on this matter is followed in all published content by Euro-BioImaging ERIC.

## 2. EVALUATION OF EQUALITY

### Methodology

To identify challenges related to gender equality, a gender audit has been included in the internal audit of Euro-BioImaging ERIC conducted by the Quality Management Team. Statistics of personnel of different genders, of the gender of people applying for different positions, as well as the gender balance of the advisory bodies, as applicable, will be collected annually. In addition, the number and gender of participants for Euro-BioImaging organised events including conferences, stakeholder meetings, webinars, training courses, and other events will be monitored where feasible. Gender equality is aimed at in all the events organised by Euro-BioImaging. The gender distribution of Euro-BioImaging user applicants will be monitored over time to evaluate if specific outreach efforts need to be undertaken to target underrepresented groups. The statistics have been collected and managed by the Quality Management Team at the Euro-BioImaging Statutory Seat starting in 2020.

The gender dimension will be considered when preparing the published material, including channels, such as the Euro-BioImaging Web Portal, the Annual Report, the social media platforms (Twitter, Instagram, LinkedIn), recruitment portals, and other content, to be released from the organisation.

An internal list of identified challenges to equality will be updated upon the annual internal audit.

### 3. ACTION PLAN

The European Commission recommends the following five thematic areas for the EP, which are noted in the table “Overview of measures and targets per recommended area” below:

- 1) Work-life balance and organisational culture
- 2) Gender balance in leadership and decision-making
- 3) Gender equality in recruitment and career progression
- 4) Integration of the gender dimension into external communication content
- 5) Measures against gender-based violence including sexual harassment.

Euro-BioImaging condemns inappropriate behaviour, suggestive acts, or inappropriate speech against another person, which could be degrading or shameful with respect to their gender, gender identity, appearance, race, religion, ethnicity, age, or disability. Euro-BioImaging has a zero-tolerance policy against any type of harassment or discrimination.

In addition, Euro-BioImaging has a Code of Conduct in place, in which the values and behaviours expected from all its staff are determined.

As regards training, Euro-BioImaging is planning awareness-raising and training activities on gender equality, equity, diversity, and inclusion for the whole organisation as well as training on unconscious gender biases for the staff and Directorate. Euro-BioImaging ERIC is using the resources included in the European Commission-funded EVOLVE project, aiming to consolidate the organisation, and has a specific work package for training.

## Overview of measures and targets per recommended area

Measure No	Measures	Work-life balance and organisational culture	Gender balance in leadership and decision-making	Gender equality in recruitment and career progression	Integration of the gender dimension into external communication content	Measures against gender-based violence including sexual harassment
1.1	Disseminate vacancies broadly to attract qualified applicants of all genders for all positions		X	X	X	
1.2	Use inclusive and gender-neutral language in vacancy advertisement		X	X	X	
1.3	Gender balance in the team	X	X	X		
2.1	Employees are regarded as equal irrespective of their life situations, such as parental leave, parental role, medical conditions etc.	X	X	X		
2.2	Provision of occupational health services covering physical and mental healthcare and wellbeing services	X		X		
2.3	Policy for parental leave and return	X	X	X		
3.1	Reporting of Euro-BioImaging activities shall be gender-balanced, and inclusive, and gender-neutral language will be preferred in the visual contents				X	
3.2	The gender balance of the invited speakers				X	
3.3	Raise awareness to integrate gender dimension in research design				X	

4.1	Violence or harassment of any kind is not accepted at any level of the organisation	X				X
4.2	Approving or informing staff about the anti-harassment policy of each of the hosting institutions of Euro-BioImaging, including the reporting process	X				X



## Goal 1: To maintain the gender balance of the Euro-BioImaging ERIC Team

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
1.1	Disseminate vacancies broadly in order to attract qualified applicants of all genders for all positions	Continuous from EP adoption and when vacancies are available	Vacancies systematically disseminated broadly	Gender balance in applicant numbers	A sufficient budget is dedicated to the dissemination of vacancies. Monitoring included in the Quality Management Team resources at the Statutory Seat
1.2	Use inclusive and gender-neutral language in vacancy advertisements	Continuous from EP adoption and when vacancies are available	Use of inclusive language in all vacancy advertisements	Monitoring of the vacancy advertisements for the use of inclusive language	Directorate
1.3	Gender balance in the team	Continuous from EP adoption and when vacancies are available	Hub team	The gender balance of the team which is measured in the audit	Monitoring included in the Quality Management Team resources at the Statutory Seat

## Goal 2. Maintain healthy work-life balance and positive organisational culture

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
2.1	Employees are considered equal regardless of their life situation, such as parental leave, parental role, medical conditions etc.	Continuous from EP adoption	All employees	Employees express their satisfaction and fulfilment with their role and tasks as Hub team members and can confirm a positive work-life balance in bilateral meetings with their line manager (Directorate)	Directorate in regular bilateral meetings with their respective individual team members and internal audit - and each Director to the respective team member when it comes to the specifics of the policies of the institutions they are hired by.
2.2	Provision of occupational health services covering physical and mental healthcare and wellbeing services	Continuous from EP adoption	All employees	Health insurance and/or health care services in place, including mental health, according to the legislation of the operating country or international organisation	Each Director, based on the policies and resources of the institution where the Director and its employees are hired
2.3	Policy for parental leave and return	Continuous from EP adoption	All employees	Processes according to the legislation of the operating country or international organisation	Each Director, based on the policies and resources of the institution where the Director and its employees are hired

### Goal 3: Awareness of gender dimension in research and public relations

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
3.1	Reporting of Euro-BioImaging activities shall be gender-balanced, and inclusive, and gender-neutral language will be preferred in the visual contents	Continuous from EP adoption	Usage of inclusive and gender-neutral language at activities, such as user access projects, conferences, or events	Continuous monitoring of the gender dimension in the context of public relations, ensuring balanced representation in all publications.	All Hub team members
3.2	The gender balance of the invited speakers	Continuous from EP adoption	Invited speakers	Monitoring the gender balance of invited speakers	All Hub team members who are organising events
3.3	Raise awareness to integrate gender dimension in research design	Continuous from EP adoption	Encouraging the Euro-BioImaging Nodes and users to include these considerations when Euro-BioImaging is being consulted on the experimental design or when Euro-BioImaging provides funding	To be monitored from the project proposals	All Hub team members consulting Nodes and Users on research design

## Goal 4: Recognise measures against violence and harassment

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
4.1	Violence or harassment of any kind is not accepted at any level of the organisation	Continuous from EP adoption	Usage of appropriate language and behaviour among personnel and people participating in Euro-Bioimaging organised events.	The personnel are kept aware that any kind of harassment and violence must be reported according to the reporting procedure of the organisation	Based on the applicable policy and laws of each hiring institution.
4.2	Identifying or drafting the applicable anti-harassment policy for each employer and informing all staff about it, including the contact points and reporting process to address inappropriate behaviour	Continuous from EP adoption	Usage of appropriate language and behaviour among personnel and people participating in Euro-Bioimaging organised events.	The personnel are aware of the applicable anti-harassment policy and their process to report inappropriate behaviour.	Based on the applicable policy and laws and each hiring institution. Resources are in place in each hiring institution (e.g. as regards the ERIC, resources are mainly at Quality Management team and Legal Services), while in other research institutions, this falls upon the HR., EDI and/or Legal Departments,

## 4. Monitoring and Evaluation

The implementation of the Equality Plan will be annually monitored and revised as required by the Euro-BioImaging Statutory Seat by its Quality Management Team and the Legal Advisor, as well as any other relevant Euro-BioImaging staff. Any possible challenges will be listed, reparative procedures will be proposed and the GEP will be revised accordingly and presented for Directorate's approval.

Euro-BioImaging will report progress annually based on the evolution of the specific indicators indicated above. The data will be collected by the Quality Management Team and other relevant colleagues and evaluated by the Directorate. The outcome of this assessment may contain recommendations and/or additional objectives and targets on gender equality for the following year(s).