

Linking Research & Innovation for Gender Equality

Gender Equality Plan Institute for Research in Biomedicine 2021-2024



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Introduction

IRB Barcelona (also referred to herein as the Institute) understands the importance of creating an environment in which diversity, equality and inclusion are valued and promoted. The achievement of an equality and diversity balance among IRB Barcelona personnel contributes to excellence in research and the welfare of all those involved.

IRB Barcelona's Gender Equality Plan serves as an instrument to achieve real equality, by incorporating equal opportunities in all the scopes of the Institute. The following version of the Gender Equality Plan was drawn up following in the framework of the H2020 CALIPER project, which provided tools and guidelines to undertake a thorough analysis of the conditions of the Institute with both an internal and external scope.

The actions of the following plan were designed with the involvement of internal and external stakeholders. Their participation was encouraged to contribute to the following: -

1. Promotion of equality and diversity.
2. Creation of a structural framework to overcome identified challenges and specific situations that were identified as a result of the assessment phase of the CALIPER project.
3. Creation of a working group that allowed a multi-dimensional, multi-target and multi-method approach.

As mentioned above, the actions in this document took into consideration the input and feedback of several internal stakeholders of the Institute, selected on the basis of their involvement in each of the areas of analysis: human resources, institutional governance, institutional communication, research, transfer to market, student services, sexual/ gender harassment, and intersectionality.

In addition, 19 external stakeholders that comprise IRB Barcelona's R+I HUB Working Group provided valuable input and a global perspective on how to complement some of the actions presented in this document.

The information gathered from both the internal and external stakeholders was analysed and converted into actions by the Gender Equality Plan Working Group composed of five members, agreed with the Equality Commission and with the support of the Equality and Diversity Committee.

The following document is the first version of the Gender Equality Plan; the actions will undergo two implementation phases with the possibility of changes in the content.



Approval of Gender Equality Plan

The following Gender Equality Plan was approved and signed, on September 2021 by the IRB Barcelona Equality Commission. The members of the Commission are the following:

- **Margarida Corominas** – Managing Director
- **Maria Isabel Labrid** – Head of Human Resources and Academic Affairs
- **Neus Prats** – Core Facility Manager and Head of the Equality and Diversity Committee
- **Adrià Nicolas** - PhD Student
- **Laura Villareal** – Research Officer
- **Guiomar Solanas** – Research Associate



Gender Equality Strategy and Key Priority Areas

Through the following Gender Equality Plan, IRB Barcelona intends to implement new actions to support and promote equality and diversity, providing a broader vision to drive structural changes in this area. Actions will be used to create systematic standards for the future with the aim to achieve the integration of gender perspective at all levels of the institute.

The Gender Equality Plan intends to create long-term solutions to challenges identified within the Institute and provide continuity to existing efforts and initiatives already in place. The main strategy of the Institute can be summarised in two general objectives and eleven specific objectives:

General Objectives:

- Make the principle of equality a distinctive feature of IRB Barcelona.
- Integrate the gender perspective at all levels of the organisation and in all its policies.

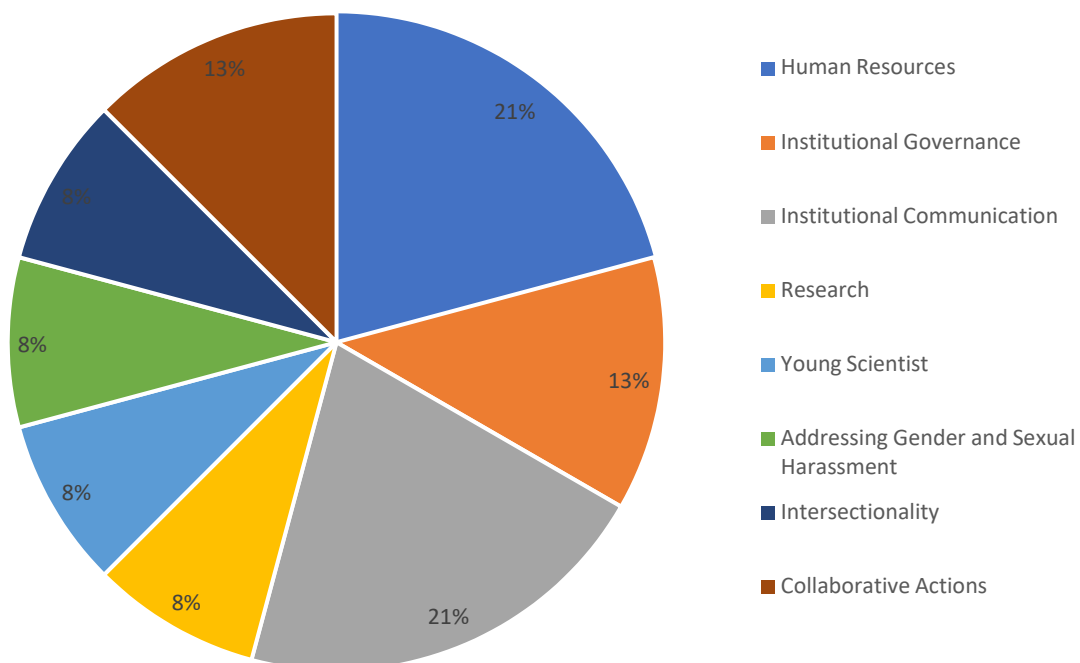
Specific Objectives:

- Design strategies that integrate the principle of equal opportunities into the culture of the organisation.
- Ensure equal, inclusive and non-sexist communication.
- Facilitate access to information and documentation and promote internal communication channels for the entire workforce.
- Guarantee gender-neutral selection and promotion processes, working towards a balanced presence in the different professional categories.
- Ensure the application of a remuneration policy and a neutral professional classification.
- Eliminate any provision, measure or labour practice that involves discriminatory treatment in relation to the type of contract or working day.
- Guarantee equal opportunities to, training and career development for the entire workforce.
- Become a benchmark on equality and diversity in the scientific sector.
- Carry out gender equality awareness actions for IRB Barcelona workforce.
- Work towards an organisation of working time that favours a work-life balance.
- Ensure the application of effective policies to prevent harassment in the organisation.

To achieve these objectives, 24 actions have been prepared, grouped into 8 priority areas:



Actions included in the Gender Equality Plan



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Human Resources

The actions targeting human resources come about from the results of an internal assessment and the legal framework. These actions are focused on three key areas: Recruitment, Equal Pay, and Work-Life Balance.

Through the following actions, IRB Barcelona will channel increased efforts into promoting knowledge of existing department policies and guidelines, promoting an establishing gender-sensitive approach to human resources practices. With regard to work-life balance, the focus is to promote work-life balance practices in the Institute and create awareness of the importance of a pro-conciliation leadership management model.

HUMAN RESOURCES			
Action	Main Goal	Target Audience	Time Frame
Review, update and disseminate existing recruitment policies and guidelines, assuring that the documentation has a gender sensitive approach.	Broaden knowledge of recruitment measures, policies and protocols on the part of the IRB Barcelona community	<ul style="list-style-type: none"> •IRB Barcelona community •Stakeholders involved in the recruitment process (Hiring Managers and Panel members involved in the process) 	October – November 2021
Action	Main Goal	Target Audience	Time Frame
Conduct a salary audit regarding equal pay	Ensure equal treatment and nondiscrimination among men and women with regard to pay	All those on the IRB Barcelona payroll.	October 2021- December 2022
Action	Main Goal	Target Audience	Time Frame
Plan and develop training actions to raise awareness of the importance of work-life balance and implement a pro-conciliation leadership management model.	Make work-life balance effective, enhancing an institutional culture in which the promotion and support of conciliation are highly valued	<ul style="list-style-type: none"> •Middle and Top Management •Heads of Scientific and Administrative Departments 	January 2022- Continuous



Human Resources

Action	Main Goal	Target Audience	Time Frame
Develop a Parental Leave Guide.	Provide support to parents-to-be and encourage men to take parental leave.	IRB Barcelona Community/Parents-to-be	November 2021- January 2022
Action	Main Goal	Target Audience	Time Frame
Develop a Work-Life Balance Guide	Inform about the existing work-life balance measures at IRB Barcelona.	IRB Barcelona community	February 2022- June 2022



Institutional Governance

The actions for Institutional Governance were designed to promote and enhance measures to support equal opportunities for men and women.

Actions were planned following two key areas: Promoting Career Progression and supporting the figure of the Equality and Diversity Committee.

Career Progression actions are focus in offering mentoring programs, providing leadership and decision-making skills. In addition, existing protocols related to Group Leader positions will be consolidated and disseminated in order to promote the participation of women in this role.

INSTITUTIONAL GOVERNANCE			
Action	Main Goal	Target Audience	Time Frame
Develop mentoring programmes to promote career progression.	Provide a guidance method for career progression reflecting commitment to the career development of women .	<ul style="list-style-type: none"> •Postdoctoral community •Junior Group Leaders 	October 2021- Continuous
Action	Main Goal	Target Audience	Time Frame
Consolidate and disseminate Group Leader selection protocol.	Increase awareness of the protocol, its advantages,	Internal and external stakeholders involved in Group Leader selection processes	October 2021- Continuous
Action	Main Goal	Target Audience	Time Frame
Prepare an internal regulation to govern the Equality and Diversity Committee	Provide a document regulating the functioning of the Equality and Diversity Committee and the roles of its members.	<ul style="list-style-type: none"> • IRB Barcelona community • Equality and Diversity Committee 	January 2022- July 2022



Institutional Communication

The topic of gender equality is increasingly present in the Communications department at the IRB Barcelona. Important efforts are being made to ensure that IRB Barcelona's internal and external communications reflect diversity and gender equality.

The idea of the new communication actions implemented in the Gender Equality Plan is to enhance these efforts and provide policies and guidelines to support the implementation of gender sensitive approach in the Institute internal and external communication plan.

INSTITUTIONAL COMMUNICATION			
Action	Main Goal	Target Audience	Time Frame
Give internal and external visibility to the new Gender Equality Plan.	Raise institutional awareness of efforts to be made in matters pertaining to equality and diversity.	<ul style="list-style-type: none"> •IRB Barcelona community •External stakeholders 	October 2021- Continuous
Action	Main Goal	Target Audience	Time Frame
Creation and promotion of manual/guidelines on inclusive language (English, Spanish, and Catalan)	Include gender sensitivity in internal/external communications.	<ul style="list-style-type: none"> • Fundraising, Communication & Marketing Department •Human Resources Department •Equality and Diversity Committee • IRB Barcelona community 	July 2022- December 2022



Institutional Communication

Action	Main Goal	Target Audience	Time Frame
Develop a checklist/guidelines for posting and checking material on the Institute's social media channels.	Provide a guide to ensure the gender sensitivity of external communication on social media platforms.	<ul style="list-style-type: none"> • Fundraising, Communication & Marketing Department • Human Resources Department • Academic Unit • Equality and Diversity Committee • IRB Barcelona community 	July 2022- December 2022
Action	Main Goal	Target Audience	Time Frame
Organise and participate in advanced training on inclusive language.	Integrate an inclusive (gender, diversity, intersectional) approach into oral and written communications and apply the recommendations for diverse and inclusive communication.	<ul style="list-style-type: none"> • Fundraising, Communication & Marketing Department • Human Resources Department • Equality and Diversity Committee 	January 2022- March 2022
Action	Main Goal	Target Audience	Time Frame
Promote institutional engagement in equality and diversity topics (videos, institutional equality day, printed materials, among others).	Give greater visibility to the efforts made by IRB Barcelona with respect to equality and diversity topics.	<ul style="list-style-type: none"> • IRB Barcelona community • External stakeholders 	October 2021- Continuous



Research

One of the main goals of the IRB Barcelona through the elaboration of a new Gender Equality Plan is to provide a set of tools to support and enhance the integration of gender dimension into research. New measures are planned to set the bases of internal processes to integrate and understand the importance of gender into research studies.

The necessity of implementing research in the Gender Equality plan not only comes as a result of the findings in the assessment phase of the Caliper project but also as the importance of the institute to comply with new requirements set by funding agencies, research ethical committees, and scientific journals.

The Actions set in the Gender Equality plan are specially focused in providing training actions to the scientific community of the institute and to promote and monitor the participation of women in scientific seminars within the IRB Barcelona.

RESEARCH			
Action	Main Goal	Target Audience	Time Frame
Training sessions on the integration of the gender dimension into research.	Understand the importance of gender dimension in research and innovation.	IRB Barcelona scientific community (researchers)	April 2022-Continuous
Action	Main Goal	Target Audience	Time Frame
Create and consolidate a protocol for planning and developing internal seminars, ensuring the participation of female speakers.	Assure that the speakers who give seminars at the Institute are chosen considering the gender perspective.	<ul style="list-style-type: none"> • IRB Barcelona community • Fundraising, Communication & Marketing Department • Seminar organisation team • External stakeholders 	January 2022-Continuous



Young Scientist

The IRB Barcelona has adapted the “Student Services” category initially set by the framework to the Caliper Project and modified to fit the structure of the Institute, renaming this category as “Young Scientist”. This change has been made because the IRB Barcelona is not a dedicated teaching center, but a scientific Institute.

Even though, the institute does not have enrolled students it does serve as workplace for young scientist to start their scientific career. To support the evolution of scientific careers with a gender perspective, the actions for “young scientist” pretend to provide tools through training actions, to provide a context of the commitment of the institute with equality and diversity. These training actions will provide information of the existing measures the institute has in regards to equality and diversity such as the existence of an Equality and Diversity Committee, mentoring programs, measures in integrating gender dimensions into research and innovation, among other.

YOUNG SCIENTISTS			
Action	Main Goal	Target Audience	Time Frame
Reinforce equality and diversity topics in onboarding sessions.	Give all newcomers a general overview of efforts made at IRB Barcelona e in matters pertaining to quality and diversity.	All newcomers	October 2021-Continuous
Action	Main Goal	Target Audience	Time Frame
Integrate gender perspective training in transversal PhD programme.	Include a mandatory course to inform about existing initiatives addressing equality and diversity.	PhD Students	September 2023-June 2024



Sexual and Gender Harassment

The IRB Barcelona has a strong commitment in creating an inclusive and safe workplace. To support this, the IRB Barcelona created in 2012 the protocol for dealing with, preventing and eradicating workplace harassment.

Through the internal assessment analysis, the results indicated that not all the IRB Barcelona community is aware of such protocol and the existence mechanism of how to address harassment situations.

Actions to offset these situations have been included in the Gender Equality Plan. The actions are focused on two main areas: training, and reviewing and disseminating existing protocols and documentation to provide and support a safe environment in the IRB Barcelona.

SEXUAL AND GENDER HARASSMENT			
Action	Main Goal	Target Audience	Time Frame
Develop internal training on Sexual & Gender Harassment	Increase awareness and capacity to prevent and recognise sexual and gender harassment.	<ul style="list-style-type: none"> • Health and Safety Unit • Equality and Diversity Committee • Human Resources Department 	March 2022- Continious
Action	Main Goal	Target Audience	Time Frame
Review and update protocol on Sexual Harassment.	Prevent and eradicate behaviours related to sexual and gender harassment.	IRB Barcelona community	October 2021- January 2022



Intersectionality

The IRB Barcelona, through the actions and involvement of the Equality and Diversity Committee has taken a broader approach from a binary perspective to equality towards a more intersectional approach, taking into account other aspects that converge and influence gender equality, such as social class, ethnicity, the existence of disability, and sexual or gender orientation, among others.

To reinforce this approach and to improve important aspects that were highlighted in the internal assessment, the actions for the intersectionality topic will be based in training actions and awareness campaigns. The objectives of these actions will be to provide a better knowledge of intersectionality topics to members of the Equality Commission and Equality and diversity Committee and to provide a better overall perspective of intersectionality topics to the IRB Barcelona Community.

INTERSECTIONALITY			
Action	Main Goal	Target Audience	Time Frame
Develop awareness campaigns on Intersectionality.	Construct a critical perspective on intersectional topics, providing the grounds to rethink everyday practices.	<ul style="list-style-type: none"> Equality and Diversity Committee IRB Barcelona Community 	January 2022-Continuous
Action	Main Goal	Target Audience	Time Frame
Organise an advance training session on gender and diversity topics for members of the Equality Commission.	Provide an advance perspective on the concept of equality and diversity.	<ul style="list-style-type: none"> Equality Commission CALIPER Working Group Equality and Diversity Committee 	January 2022-July 2023



Collaborative Actions

The following actions come about from a series of interactions and collaborations between IRB Barcelona and members of the R+I Hub. Through meetings and working groups with external stakeholders, it was proven that most situations related to equality and diversity are not alien to our institute, and that through a process of co-creation it could be possible to establish work collaborations to promote solutions and share knowledge in topics of equality and diversity.

The actions presented below have been chosen based on the experience of external stakeholders and on results they have obtained.

COLLABORATIVE ACTIONS				
Area	Action	Main Goal	Target Audience	Time Frame
Human Resources	Introduce measures to avoid bias in selection and evaluation processes.	Promote the under-represented gender among applications of similar merit and skills	<ul style="list-style-type: none"> • Selection Committees/ Panels • Hiring Managers • Stakeholders involved in the recruitment process 	October 2021- Continuous



Collaborative Actions

Area	Action	Main Goal	Target Audience	Time Frame
Transfer to Market	Develop a system to monitor the evolution of women in transfer to market	Promote the integration of a gender perspective into the transfer to market process.	<ul style="list-style-type: none"> • IRB Barcelona community • Innovation Department 	TBD
Area	Action	Main Goal	Target Audience	Time Frame
Transfer to Market	Engaging with the innovation ecosystems: CALIPER FemTech Events	Highlight and value women-led innovation, presenting startups and spin-offs and examples of gender-sensitive product development/ design	<ul style="list-style-type: none"> • STEM Students and Researches • Local and national R+ I ecosystem • Members of the IRB Barcelona R+I HUB • IRB Barcelona community 	February 2022



Gantt Chart

ACTIONS

ACTIONS	2021				2022												2023											
	M21	M22	M23	M24	M25	M26	M27	M28	M29	M30	M31	M32	M33	M34	M35	M36	M37	M38	M39	M40	M41	M42	M43	M44	M45	M46	M47	M48
	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
1 Review, update and disseminate existing recruitment policies and guidelines, assuring that the documentation has a gender-sensitive approach																												
2 Give internal and external visibility to the new Gender Equality Plan																												
3 Review and update protocol on Sexual Harassment																												
4 Develop mentoring programmes to promote career progression																												
5 Consolidate and disseminate Group Leader Selection Protocol																												
6 Promote institutional engagement in equality and diversity topics (videos, institutional equality day, printed materials, among others)																												
7 Conduct a salary audit regarding equal pay																												
8 Reinforce equality and diversity topics in onboarding sessions																												
9 Develop a Parental Leave Guide																												
10 Collaborative action n. 3: Engaging with the innovation ecosystems: CALIPER FemTech Event																												
11 Plan and develop training actions to raise awareness of the importance of work-life balance and implement a pro-conciliation leadership management model																												
12 Organise and participate in advanced training on inclusive language																												
13 Create and consolidate a protocol for planning and developing internal seminars, ensuring the participation of female speakers																												
14 Develop awareness campaigns on Intersectionality																												
15 Organise an advanced training session on gender and diversity topics for members of the Equality Commission																												
16 Prepare an internal regulations to govern the Equality and Diversity Committee																												
17 Develop a Work-Life Balance Guide																												
18 Develop internal training on Sexual and Gender Harassment																												
19 Training sessions on the integration of the gender dimension into research																												
20 Creation and promotion of a manual/guidelines on Inclusive language (English, Spanish, and Catalan)																												
21 Develop checklist/guidelines for posting and checking material on institutional social media channels																												
22 Integrate gender perspective training in transversal PhD programme																												
23 Collaborative action n. 1: Introduce measures to avoid bias in selection and evaluation processes (TBD)																												
24 Collaborative action n. 2: Develop a system to monitor the evolution of women in transfer to market (TBD)																												



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