



Equality Plan

Foreword

As the Director General of Euro-BiImaging ERIC, I ensure that Euro-BiImaging ERIC is committed to implementing the Equality Plan of Euro-BiImaging to promote diversity and equality in the organisation, enhance the work-life balance of the staff, and establish an open workplace culture at all its Sections.

Equality will be achieved through measures of monitoring and audits, training, and open communication.



Prof. John E. Eriksson, Ph.D.
Turku, Finland

Director General

Document info

Status	Approved
Written by	Susanne Vainio
Contributors	Ilari Pulli & Johanna Bischof
Approved by	John Eriksson, Director General
Date	September 5, 2022
Licence	
Version	1

Version history

Version	Date	Revised by
1	5.9.2022	

CONTENTS

1. INTRODUCTION	3
2. EVALUATION OF EQUALITY	4
3. ACTION PLAN	5
Overview of measures and targets per recommended area	6
Goal 1: To maintain the gender balance of the Euro-BioImaging ERIC Team	8
Goal 2: Maintain healthy work-life balance and positive organisational culture	9
Goal 3: Awareness of gender dimension in research and public relations	10
Goal 4: Recognise measures against violence and harassment	11
4. Monitoring and Evaluation	12
Annex 1.	13
Annex 2.	13

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 the Statutes of 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 at 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 national laws and international organisation's rules and regulations, respectively, in the hosting countries/institutions. 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 ground of sex, age, origin, language, religion, conviction, opinion, health, disability or other reason that concerns his or her 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 sex, 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, where it is stated, 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 sex. 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. In addition, this EP will follow the recommendation on the awareness of the gender dimension outlined in the regulation (EU) 2021/695. Sensitivity on this matter will be followed in all published content concerning research and innovation. This EP has been prepared at the Statutory Seat of Euro-BioImaging ERIC by Susanne Vainio. Ilari Pulli and Johanna Bischof have contributed to the contents significantly.

2. EVALUATION OF EQUALITY

Methodology

To identify challenges related to gender equality, a gender audit will be included in the internal audit of Euro-BioImaging ERIC conducted by the Quality Management Team. The statistics of personnel of different genders, the number and 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 observed 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 are collected and managed by the Quality Management Team at the Euro-BioImaging Statutory Seat starting in 2022.

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.

A list of identified challenges to equality will be updated upon the first 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 research and teaching 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, race, religion, ethnicity, age, or disability. Euro-BioImaging has a zero-tolerance policy against any type of harassment or discrimination. According to the “Reporting process” in Annex 2, allegations are reviewed on a case-by-case basis. The review process is an evolving process specified in Annex 2, which is available upon authorised request.

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 research and/or teaching content	Measures against gender-based violence including sexual harassment
1.1	Disseminate vacancies broadly in order to attract qualified applicants of all genders for all positions		X	X		
1.2	Use inclusive and gender-neutral language in vacancy advertisement			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		
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	Having a reporting process plan to address inappropriate behaviour	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	Communications Manager has dedicated budget for 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	Communications Manager and Directorate
1.3	Gender balance in the team	Continuous from EP adoption and when vacancies are available	Hub team	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 the audit	Directorate in regular bilateral meetings with their respective individual team members and internal audit.
2.2	Provision of occupational health services covering physical and mental healthcare and wellbeing services	Continuous from EP adoption	All employees	All employees have access to occupational health services provided by the hiring institutions or external health care services at all times	Directorate
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	Directorate

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	The personnel are kept aware that any kind of harassment and violence must be reported according to the reporting procedure of the organisation	Resources have been appointed for The Quality Management team for monitoring events related to Annex 2.
4.2	Having a reporting process plan to address inappropriate behaviour	Continuous from EP adoption	Usage of appropriate language and behaviour among personnel	The personnel are aware of the reporting process plan in Annex 2 of this document.	Resources have been appointed for The Quality Management team for monitoring events related to Annex 2.

4. Monitoring and Evaluation

The implementation of the Equality Plan will be monitored annually by the Euro-BioImaging Statutory Seat and its Quality Management Team. The outcome will be reported to the Directorate. After the report, the possible challenges will be listed, reparative procedures will be stated and the EP will be revised accordingly. In addition to the annual monitoring, Euro-BioImaging will establish an anonymous audit and feedback route for all of its personnel. The first survey to monitor equality within the organisation will be organised and monitored by the Quality management team in September 2022, and the outcome reported to the Directorate of Euro-BioImaging. The results from the audit will be used as input for improving the equality status of Euro-BioImaging for the following year.

Annex 1.

Revision history			
Version/Author	Valid from Date	Changed Part	Description of the change
1/ Susanne Vainio, Ilari Pulli, Johanna Bischof	5.9.2022	-	-
2			

Annex 2.

This annex of the EP is confidential and available from the Euro-BioImaging ERIC Statutory Seat with a valid request.



Euro-BioImaging ERIC, P.O. Box 123, Tykistökatu 6
FI-20521, Turku, FINLAND

email: info@eurobioimaging.eu

Published 2022