



**cibio**



BIOPOLIS

# Gender Equality, Diversity and Inclusion Plan

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## Foreword

Gender equality, inclusion and diversity in our societies in general, and in the work environment in particular has become a focus of attention over the past years. It is widely proven and accepted that gender equality is beneficial for individuals and organizations at many levels. Nevertheless, there are still many gaps to fill when it comes to achieving the overarching goal of Gender Equality set in the United Nations 2030 Agenda of Sustainable Development Goals.

At the European level, and with a focus on the research and innovation agenda and the European Research Area, gender equality is a central theme. Although Portugal is a leader in EU when it comes to several parity indicators when one looks at the overall ratio of women in science, the same is no longer true when it comes to decision-making and leadership positions<sup>1</sup>. Improving this situation requires the definition and implementation of an action plan to promote gender equality in each organization.

At BIOPOLIS-CIBIO, providing equal opportunities to both male and female researchers and other employees is a fundamental matter on what regards recruitment and career development. In the scope of the BIOPOLIS Teaming project, that aims to upgrade CIBIO to a Centre of Excellence in the areas of Environmental Biology, Ecosystem Research and Agrobiodiversity through extensive Teaming activities with the partner University of Montpellier, France, and the Porto Business School, Portugal, a robust Human Resources strategy has been set up to attract and retain high quality staff, ensuring open and fair recruitment and job quality, and aiming to transform the Centre of Excellence BIOPOLIS-CIBIO into an even more inclusive lab, targeting gender parity at all research and administration levels.

With this overarching goal in mind, this document has been produced after careful consideration by the BIOPOLIS-CIBIO Board of Directors on the specific goals concerning gender-equality, diversity and inclusion that we, as an institution, fully embrace. A working group has been put in place in order to analyse the existing human resources data and propose an action plan to attain those goals. The implementation of this plan will be closely monitored, and the results disseminated to the BIOPOLIS-CIBIO community. By the end of year 2024, a new set of actions will be defined to provide continuity to this first plan, envisioning for BIOPOLIS-CIBIO a place in the Portuguese R&I landscape as a role model for gender equality, diversity and inclusion in the workplace, and an attractive work environment where well-being and work-life balance is of uttermost importance.

The Board of Directors  
Associação BIOPOLIS  
CIBIO Research Center for Biodiversity and Genetic Resources

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<sup>1</sup> [https://www.elsevier.com/\\_\\_data/assets/pdf\\_file/0005/1173263/portugal-gender-report.pdf](https://www.elsevier.com/__data/assets/pdf_file/0005/1173263/portugal-gender-report.pdf)

## Introduction

CIBIO is a research centre in biological sciences approximately 20 years old, which conducts basic and applied research on the three main components of biodiversity: genes, species and ecosystems. Its mission is to advance scientific knowledge in the fields of ecology, biodiversity and evolutionary biology, to provide top-level advanced training, to disseminate scientific knowledge and promote public awareness and appreciation of biodiversity and to provide support to business and government entities in defining strategies and tools that contribute to the conservation of biodiversity and ecosystems.

The research centre is managed by Associação BIOPOLIS, a non-profit private institution dedicated to the development of scientific and technological research activities, namely the provision of services, postgraduate education and collaboration with organizations, universities and non-university companies and institutions. This new entity initiated its activity in July 2021, and was created in the scope of the BIOPOLIS Teaming project, a EC funded initiative that resulted from the successful application to the call H2020-WIDESPREAD-2016- 2017, under the topic WIDESPREAD-04-2017.

The BIOPOLIS project set the foundations of a new Centre of Excellence that will fill in a much needed gap in the Portuguese landscape of research and innovation, and results from the upgrade of CIBIO. BIOPOLIS-CIBIO is the natural evolution of the existing research centre, and aims to become one of the best international Centres of Excellence in Environmental Biology, Ecosystem Research and AgroBiodiversity, with the capacity for spreading excellence towards innovation in the areas of Environment, Biodiversity and Agriculture, and thereby contributing to socioeconomic development at the regional and national levels.

As part of the overall strategy for development of BIOPOLIS-CIBIO, a robust Human Resources (HR) Strategy has been proposed and is being implemented<sup>2</sup>. This Gender Equality, Diversity and Inclusion Plan intends to go a step further in the definition of a set of actions that will contribute to accomplish several of the six objectives set in the BIOPOLIS-CIBIO HR Strategy, that are listed below:

- Recruit and integrate the targeted HR organization defined in the BIOPOLIS project.
- Build a highly international and sustainable workforce, by developing and putting in place a competitive package of salaries, benefits & allowances and suitable regime contracts.
- Ensure professional satisfaction by implementing a merit-based HR management behaviour and culture across all HR related processes.
- Enlarge job happiness by setting up programs and initiatives aiming to improve the quality of life in the work place, and the employee work-life balance.
- Guarantee people management equality across every function regarding gender, race, religion, age, disability and sexual orientation.
- Use HR management proficient IT and web-based tools.

To develop this Gender Equality, Diversity and Inclusion Plan the guidelines set by the European Commission Directorate-General for Research and Innovation have been followed<sup>3</sup>. The document was prepared by an ad-hoc working group composed of Pedro Beja, Vice-President Executive, Sandra

<sup>2</sup> Deliverable 2.1 of the BIOPOLIS Teaming project.

<sup>3</sup> European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

Aresta, Services and Knowledge Transfer Officer, Dora Bastos, Post-graduation and Advanced Training Officer, Sara Lemos Ferreira, Coordination Manager; and Marta Rodrigues, Accounting and Administration Officer. Its implementation will benefit from the Gender Equality in Academia and Research (GEAR) tool developed by the European Institute for Gender Equality<sup>4</sup>.

The work was initiated by a baseline assessment of the gender balance in the BIOPOLIS-CIBIO community. This initial diagnosis allowed to determine the most pressing actions needed in the 2022-2024 period in order to achieve a number of objectives in line with the goals of the BIOPOLIS-CIBIO HR Strategy. These findings are detailed in the following sections of this document.

## Baseline Assessment

BIOPOLIS-CIBIO community counts approximately 400 people, employed by different entities. Many are directly employed by Associação BIOPOLIS, but others are civil servants from Portuguese Universities and other institutions. Also, many are external collaborators, that keep close interaction with in-house researchers and are part of the extended team, but do not have an employment link with a Portuguese institution. Finally, students enrolled in the MSc and PhD programs run by BIOPOLIS-CIBIO are also a big part of this community.

For the purpose of this baseline assessment the external collaborators have been left out, as this community was estimated to be out of scope of future actions of this plan. As for the rest of the above categories, the male/female distribution has been analysed through different lenses and the result of this exercise is presented in the tables and graphs below. Data from December 2021 was used.

### BIOPOLIS-CIBIO's Staff

BIOPOLIS-CIBIO counts a total of 224 collaborators that have an employment contract (Figure 1). Most are employed by Associação BIOPOLIS (75%), while others are civil servants and employed by a Higher Education Institution (HEI) – University Professors in general (16%) - or by a State Laboratory – Technical Staff mostly (9%). The overall gender distribution of CIBIO's staff is roughly equal, with 46% male and 54% female.

Table 1 – Gender distribution of CIBIO staff by employer institution and type of work contract, December 2021.

CIBIO staff by employment category		Total	Male	% Male	Female	% Female
Total all categories		224	103	46%	121	54%
Work Contracts with BIOPOLIS	Sub-total work contracts	167	74	44%	93	56%
	Fellowships (Bolsas)	20	9	45%	11	55%
	Indefinite duration (Efetivo)	26	9	35%	17	65%
	Fixed-term (Termo Certo)	2	2	100%	0	0%
	Unspecified duration (Termo Incerto)	119	54	45%	65	55%
Sub-total Faculty Staff		37	21	57%	16	43%

<sup>4</sup> <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

CIBIO staff by employment category		Total	Male	% Male	Female	% Female
Faculty Staff hosted at BIOPOLIS-CIBIO	University of Porto	16	10	63%	6	38%
	University of Azores	10	5	50%	5	50%
	Other HEI	11	6	55%	5	45%
Portuguese State Technical staff hosted at BIOPOLIS-CIBIO		20	8	40%	12	60%

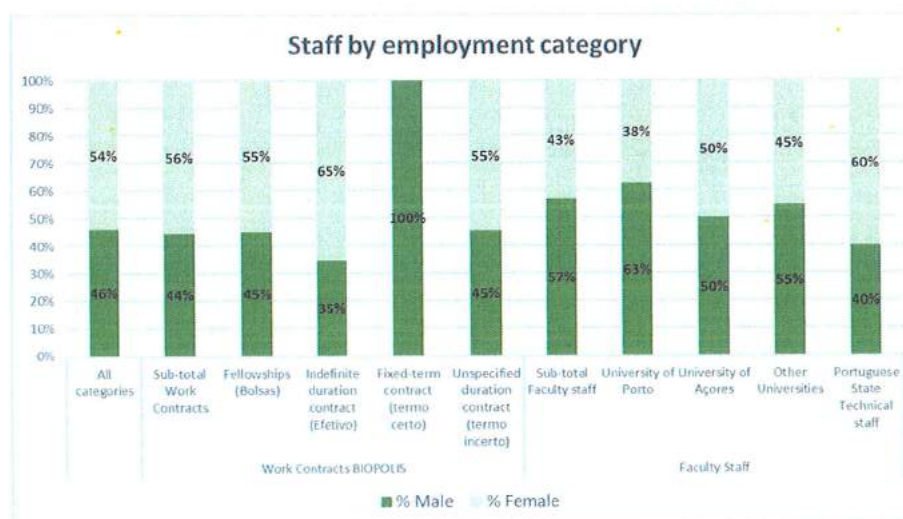


Figure 1 – Gender distribution of BIOPOLIS-CIBIO staff by employer institution and type of work contract, December 2021.

Another type of gender distribution analysis concerned the function of the above employers, in particular concerning a hierarchic role. The distribution is presented in the table and graph below (table 2 and figure 2). Females are more represented in the technical and administrative staff (68% and 71% respectively) and less represented in the groups of leadership, board of directors (25%) and group leaders (27%). In the researchers group the gender distribution is similar to the one of the overall population, and fairly equal, with 45% male and 55% female.

Table 2 - Gender distribution of BIOPOLIS-CIBIO staff by function, December 2021.

CIBIO staff by function	Total	Male	% Male	Female	% Female
All	224	103	46%	121	54%
Board of Directors	4	3	75%	1	25%
Group Leaders	33	24	73%	9	27%
Researchers	132	59	45%	73	55%
Technical staff	38	12	32%	26	68%
Administrative staff	17	5	29%	12	71%

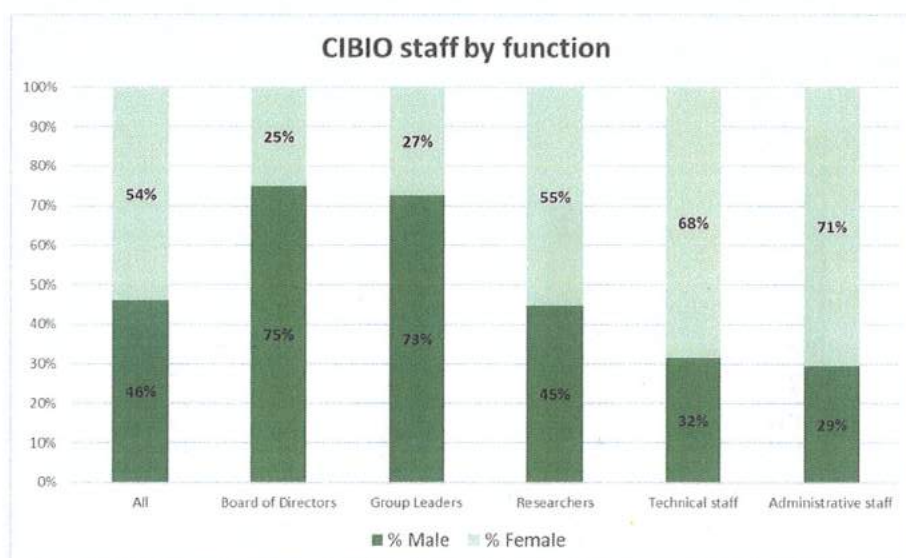


Figure 2 – Gender distribution of BIOPOLIS-CIBIO staff by function, December 2021.

### Research careers at BIOPOLIS-CIBIO

There is currently not enough data concerning career evolution at CIBIO. The existing data allows only to analyse the gender distribution of researchers depending on how long they have obtained their PhD. The results are shown in Table 3, and concerns only the population of researchers with a work contract with Associação BIOPOLIS.

Table 3 - Gender distribution of PhD holders employed by Associação BIOPOLIS and performing R&D functions, December 2021.

PhD Holders in R&D in Associação BIOPOLIS	Total	Male	% Male	Female	% Female
Total	113	60	53%	53	47%
1-5 years	39	17	44%	22	56%
6-10 years	31	16	52%	15	48%
11-15 years	26	14	54%	12	46%
>15 years	17	13	76%	4	24%

A close look at this data shows that as the number of years of experience after the PhD increases, the number of researchers decreases (Figure 3), and gender asymmetry increases (Figure 4). However, the gender asymmetry is only marked in the last level (>15 years after the PhD), while for the other categories there is a rather satisfactory gender balance. In order to draw conclusions, other data would be necessary, such as the number of years elapsed between the PhD and any previous degree, the age of the PhD candidate, etc.

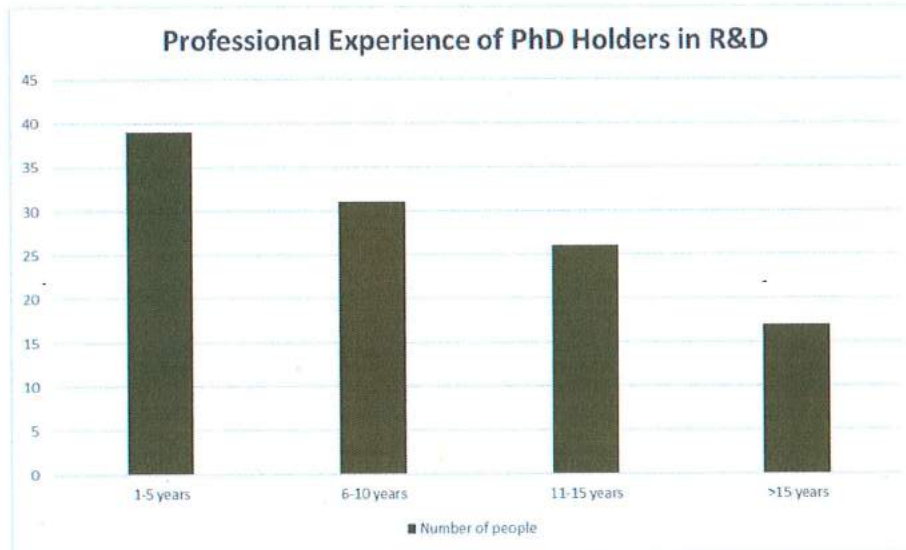


Figure 3 – Number of PhD holders by years of experience post PhD, December 2021.

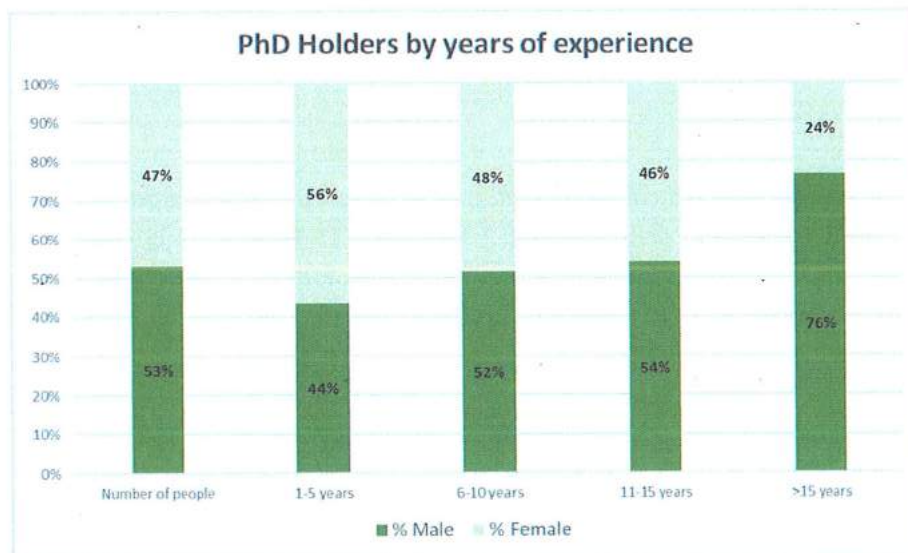


Figure 4 – Gender distribution of PhD holders by years of experience post PhD, December 2021.

A proxy for career development could be the CEEC - Scientific Employment Stimulus Individual Call. This funding scheme is run by FCT – Fundação para a Ciência e Tecnologia, the main funding body for R&D in Portugal, and it is an incentive to hire new researchers and for the development of scientific employment plans and scientific careers by R&D institutions. The CEEC Individual Call scheme presents several reference levels:

- **Junior Researcher:** PhD holders with limited experience in post-doctoral research or without a scientific curriculum after their PhDs in the scientific area they are applying for.
- **Assistant Researcher:** PhD holders with over 5 years of professional experience, with a relevant curriculum in the scientific area to which they are applying, with no requirement to demonstrate their scientific independence.
- **Principal Researcher:** PhD holders with over 5 years of professional experience, with a relevant curriculum in the scientific area to which he/she applies, demonstrating scientific independence over the past 3 years.



- Coordinating Researcher: PhD holders with over 5 years of professional experience, holding the title of *Habilitado* or *Agregado*, with a CV of elevated merit in the scientific area to which they are applying, showing scientific independence and with evidence of leadership in the scientific area to which they are applying.

To apply to this call, the PhD holder needs institutional support from the research centre where he/she intends to develop his research work. BIOPOLIS-CIBIO provides that support to all of its researchers intending to apply. This funding scheme has been widely used by BIOPOLIS-CIBIO's PhD holders since its first edition in 2017, and the data concerning applications that have received CIBIO's support is available for analysis. As shown in Table 4 and Figure 4, the proportion of female applying for the Principal Researcher category is much lower than for other categories requiring less experience.

Table 4 - Gender distribution of BIOPOLIS-CIBIO's applicants to different editions of the CEEC Individual Call, December 2021.

Category	2017 (1st ed.)		2018 (2nd ed.)		2019 (3rd ed.)		2020 (4th ed.)	
	F	M	F	M	F	M	F	M
Junior Researcher	18	19	22	15	22	17	19	12
	49%	51%	59%	41%	56%	44%	61%	39%
	37		37		39		31	
	F	M	F	M	F	M	F	M
Assistant Researcher	16	20	11	16	21	18	16	18
	44%	56%	41%	59%	54%	46%	47%	53%
	36		27		39		34	
	F	M	F	M	F	M	F	M
Principal Researcher	4	13	4	7	1	6	1	4
	24%	76%	36%	64%	14%	86%	20%	80%
	17		11		7		5	
	F	M	F	M	F	M	F	M
Total	38	52	37	38	44	41	36	34
	42%	58%	49%	51%	52%	48%	51%	49%
	90		75		85		70	
	F	M	F	M	F	M	F	M

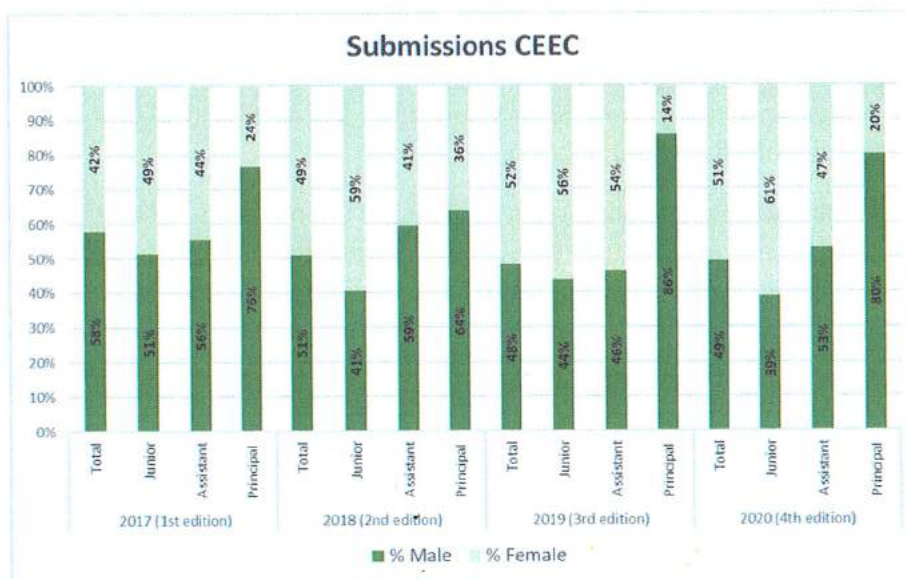


Figure 5 - Gender distribution of CIBIO’s supported applicants to different editions of the CEEC Individual Call, December 2021.

Data concerning the results of these calls are also available and shown in table 5 below. Further demographic data is needed in order to draw conclusions relating to career progression and access to more senior categories in the research career at CIBIO.

Table 5 - Gender distribution of BIOPOLIS-CIBIO’s supported applicants that have received approval of their submission to different editions of the CEEC Individual Call, December 2021.

Approved	2017 (1st ed.)		2018 (2nd ed.)		2019 (3rd ed.)		2020 (4th ed.)	
	F	M	F	M	F	M	F	M
Junior Researcher	3	4	2	0	3	4	2	0
	43%	57%	100%	0%	43%	57%	100%	0%
	7		2		7		2	
Assistant Researcher	2	1	0	5	3	1	3	1
	67%	33%	0%	100%	75%	25%	75%	25%
	3		5		4		4	
Principal Researcher	0	2	1	0	0	1	0	1
	0%	100%	100%	0%	0%	100%	0%	100%
	2		1		1		1	
Total	5	7	3	5	6	6	5	2
	42%	58%	38%	63%	50%	50%	71%	29%
	12		8		12		7	

## BIOPOLIS-CIBIO's Students

BIOPOLIS-CIBIO is highly committed to training a new generation of researchers, both at MSc and PhD levels. The Doctoral Degree in Biodiversity, Genetics and Evolution - BIODIV - is a 4-year programme offered jointly by the Faculty of Sciences of the University of Porto and the Faculty of Sciences of the University of Lisbon. Furthermore, BIOPOLIS-CIBIO's hosts the master's degree in Biodiversity, Genetics and Evolution – MBGE, a 2 years' program offered by the Faculty of Sciences of the University of Porto. As the two populations are deeply embedded in the BIOPOLIS-CIBIO's community, a gender-distribution analysis has been performed. A total of 138 students were hosted at BIOPOLIS-CIBIO in December 2021, 43% male and 57% female. A more detailed analysis by type of degree and nationality is presented in table 6 and figure 6. No data exists at the moment concerning the career evolution of students that have completed their degrees in previous years.

Table 6 - Gender distribution of CIBIO students, December 2021.

Level	Students	Total	Male	% Male	Female	% Female
	All	138	60	43%	78	57%
PhD	TOTAL	104	44	42%	60	58%
	Portuguese	76	30	39%	46	61%
	Foreign	28	14	50%	14	50%
MSc	TOTAL	34	16	47%	18	53%
	Portuguese	31	15	48%	16	52%
	Foreign	3	1	33%	2	67%

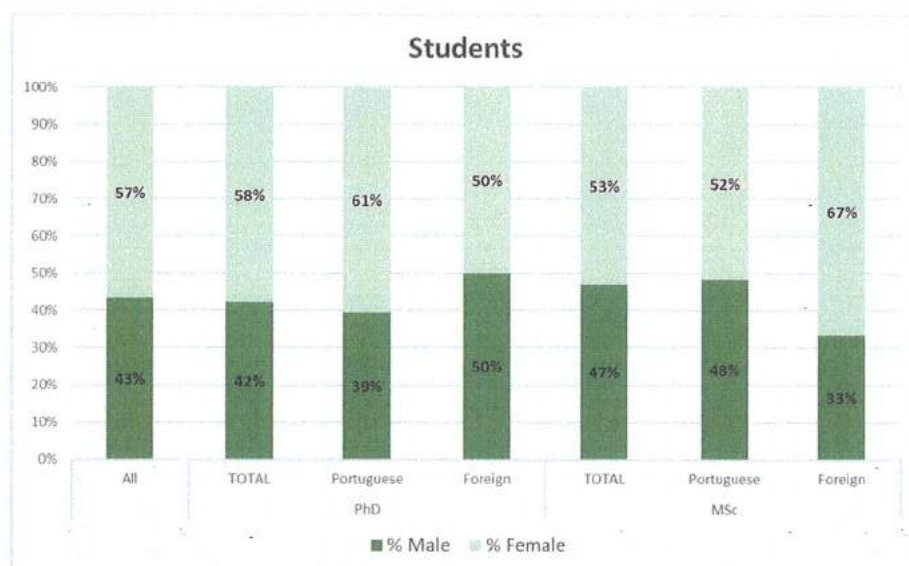


Figure 6 – Gender distribution of BIOPOLIS-CIBIO students, December 2021.

## Conclusions

Overall, there is a fairly equal distribution in gender in BIOPOLIS-CIBIO's community. When one analysis gender distribution in leadership and decision-making bodies, gender balance is no longer observed, and the proportion of women in leadership positions is reduced.

In the future, additional information on career progression, salaries and other gender equality, diversity and inclusion indicators will allow to address these issues in more detail, making it a priority to develop and implement a robust database and HR management tool.

## Action Plan

This action plan describes the activities that will be developed during 2022-2024 and that will allow to achieve the objectives listed below. These have been grouped into areas of intervention, that cover several of the five content-related areas recommended by the European Commission<sup>5</sup>.

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Measures against gender-based violence, including sexual harassment
- Integration of the gender dimension into research and teaching content

Monitoring of these actions will be subject of an annual report published on BIOPOLIS-CIBIO website as an annex to this document, and it will be the responsibility of the soon to be hired Human Resources Officer.

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<sup>5</sup> European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

OBJECTIVES	TASKS	TARGETS AND TIMING	INDICATORS	RESPONSABILITIES
<b>1. ORGANIZATIONAL CULTURE</b>				
1.1. To promote gender equality, diversity and inclusion at the institutional level	<ul style="list-style-type: none"> <li>- Establishment of a Gender Equality, Diversity and Inclusion (GEDI) Committee representing all levels of leadership and types of work contracts.</li> <li>- Create a contact form for suggestions and complaints addressed to the GEDI committee ensuring total anonymity</li> <li>- Regular references to GEDI issues in the BIOPOLIS-CIBIO newsletter (Weekly Digest)</li> </ul>	<ul style="list-style-type: none"> <li>- GEDI Committee appointed by 31/10/2022</li> <li>- Contact form created and published in Q4 2022</li> <li>- GEDI Committee meets every 2 months</li> <li>- Monthly reference to GEDI issues in the Weekly Digest</li> </ul>	<ul style="list-style-type: none"> <li>- GEDI Committee meeting minutes.</li> <li>- Number of contacts to GEDI committee</li> <li>- Number of references to GEDI issues in the Weekly Digest</li> </ul>	<ul style="list-style-type: none"> <li>Board of Directors (BoD)</li> <li>Human Resources Officer (HRO)</li> <li>Communication, Advancement and Engagement Unit (CA&amp;EU) –</li> <li>Communication and Dissemination Officer (C&amp;DO)</li> </ul>
1.2. To promote a safe, discrimination free, work environment	<ul style="list-style-type: none"> <li>- Inclusion of GEDI references in the Welcome Booklet</li> <li>- Definition of content and calendar for training and awareness in GEDI issues</li> </ul>	<ul style="list-style-type: none"> <li>- A new version of the Welcome Booklet finished in Q1 2024</li> <li>- Training sessions in GEDI issues start in Q2 2023</li> </ul>	<ul style="list-style-type: none"> <li>- Welcome Booklet</li> <li>- Number of training sessions in GEDI issues</li> <li>- Number of attendees to training sessions</li> </ul>	<ul style="list-style-type: none"> <li>BoD</li> <li>HRO</li> <li>CA&amp;EU - Education and Training Officer (E&amp;TO)</li> </ul>
<b>2. WORK LIFE BALANCE</b>				
2.1. To assess work-life balance issues at BIOPOLIS-CIBIO	<ul style="list-style-type: none"> <li>- Preparation of a survey to BIOPOLIS-CIBIO's staff and students to identify work-life balance issues, including gender related ones such as gender-based violence and sexual harassment</li> </ul>	<ul style="list-style-type: none"> <li>- Survey launched in Q1 2023</li> <li>- Analysis of survey results finished in Q2 2023</li> </ul>	<ul style="list-style-type: none"> <li>- Internal publication of Survey Results (Weekly Digest)</li> <li>- Internal publication of Work-Life balance action plan (Weekly Digest)</li> </ul>	<ul style="list-style-type: none"> <li>HRO</li> <li>CA&amp;EU – C&amp;DO</li> </ul>
221. To promote work-life balance for BIOPOLIS-CIBIO's staff and students	<ul style="list-style-type: none"> <li>- Identification of relevant legislation and national best practices relating to work-life balance</li> <li>- Definition of future actions to provide advice and support on work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>- Relevant legislation and best practices identified by Q4 2022</li> <li>- Action plan for future actions approved by Q4 2023</li> </ul>	<ul style="list-style-type: none"> <li>- Internal publication of Work-Life balance action plan (Weekly Digest)</li> </ul>	<ul style="list-style-type: none"> <li>BoD</li> <li>HRO</li> <li>CA&amp;EU – C&amp;DO</li> </ul>

OBJECTIVES	TASKS	TARGETS AND TIMING	INDICATORS	RESPONSABILITIES
<b>3. RECRUITMENT AND SELECTION</b>				
3.1. To improve data collection and monitoring of the recruitment and career advancement process	- Establishment of a comprehensive database and HR management and recruitment tools for a more detailed data collection of all indicators, including gender distribution, related to recruitment and career advancement, including remuneration	- Database implemented Q1 2023	- HR database - Annual report on recruitment	HRO
3.2. To ensure gender-equality in recruitment	- Analysis of past recruitment campaigns for baseline assessment regarding gender distribution in applicants, selected candidates and selection committees - Definition of internal guidelines for candidate interview and selection, in line with the European Code of Conduct for the Recruitment of Researchers - Training on interview techniques for avoidance of gender bias in recruiting	- Baseline assessment completed Q1 2023 - Internal Guidelines produces Q2 2023 - Training content and calendar established Q3 2023 - 50/50 of gender ratio in selection committees by Q1 2024	- Baseline assessment of gender distribution in recruitment - Internal guidelines for candidate interview and selection - Gender ratio in selection committees - Number of training sessions - Number of attendees to training sessions	BoD HRO CA&EU – C&DO
<b>4. CAREER DEVELOPMENT</b>				
4.1. To ensure equal treatment in career development and remuneration for all staff	- Analysis of career track of BIOPOLIS-CIBIO's employees since they joined the institute - Analysis of remuneration of all employees by career level and gender - Establishment of evaluation and appraisal criteria and process for career and salary progression for each professional category	- Assessment of career tracks completed in Q1 2023 - Assessment of remuneration levels completed in Q1 2023 - Evaluation and appraisal criteria and process defined by Q4 2023	- Baseline assessment of career track and remuneration of CIBIO's employees - Evaluation and appraisal criteria and process in place	BoD HRO Administration & Finances Unit (A&FU)

OBJECTIVES	TASKS	TARGETS AND TIMING	INDICATORS	RESPONSABILITIES
<p>4.2. To increase clarity about future career prospects and opportunities for CIBIO's employees and students</p>	<ul style="list-style-type: none"> <li>- Establishment of a career development adviser role/unit at the institutional level</li> <li>- Organization of information sessions and workshops on career development and progression</li> </ul>	<ul style="list-style-type: none"> <li>- Career development unit in place Q3 2023</li> <li>- Quarterly sessions on career development starting Q4 2023</li> <li>- 50% increase in the number of female applications to higher reference levels in funding schemes such as FCT's CEEC</li> </ul>	<ul style="list-style-type: none"> <li>- Number of individual interviews for career development advice</li> <li>- Number of information sessions</li> <li>- Number of workshops</li> <li>- Number of female applications to higher reference levels</li> </ul>	<p>HRO CA&amp;EU - E&amp;TO</p>
<b>5. LEADERSHIP AND DECISION MAKING</b>				
<p>5.1. To promote gender balance in leadership positions, with focus on research group leaders</p>	<ul style="list-style-type: none"> <li>- Preparation of a survey to BIOPOLIS-CIBIO's female senior researchers to identify internal barriers to access to leadership positions</li> <li>- Organization of training sessions on leadership skills to BIOPOLIS-CIBIO's community</li> <li>- Identification of national and international best practices relating to access to leadership positions by female researchers</li> <li>- Definition of future actions to foster higher gender-balance amongst research group leaders</li> </ul>	<ul style="list-style-type: none"> <li>- Survey launched in Q1 2023</li> <li>- Survey analysis finished Q2 2023</li> <li>- Quarterly sessions on leadership skills starting Q4 2023</li> <li>- 50% increase in the number of female group leaders by Q2 2024</li> </ul>	<ul style="list-style-type: none"> <li>- Survey results</li> <li>- Gender ratio in group leader positions</li> <li>- Number of training sessions in leadership</li> <li>- Number of attendees to training sessions</li> </ul>	<p>BoD HRO CA&amp;EU – E&amp;TO</p>

OBJECTIVES	TASKS	TARGETS AND TIMING	INDICATORS	RESPONSABILITIES
<p>5.2. To promote gender balance in decision making and key bodies</p>	<ul style="list-style-type: none"> <li>- Analysis of gender ratios in existing governance bodies and advisory groups/committees</li> <li>- Raise awareness in BIOPOLIS-CIBIO's community for the existing advisory groups/committees and rules for participation</li> <li>- Definition of an internal policy for gender representation in BIOPOLIS-CIBIO governance bodies and advisory groups/committees</li> <li>- Implementation of training and awareness sessions in GEDI issues for all decision makers</li> </ul>	<ul style="list-style-type: none"> <li>- Baseline assessment completed in Q4 2022</li> <li>- List of advisory groups/committees participants published on BIOPOLIS-CIBIO website Q1 2023</li> <li>- Internal policy published Q2 2023</li> <li>- Semi-annual training sessions in GEDI issues for decision-makers starting Q4 2023</li> </ul>	<ul style="list-style-type: none"> <li>- Gender ratio in CIBIO's advisory groups/committees</li> <li>- Gender ratio in BIOPOLIS governance bodies</li> <li>- Internal guidelines for advisory groups/committees appointment</li> <li>- Number of training sessions in GEDI issues</li> <li>- Number of attendees to training sessions</li> </ul>	<p>BoD HRO CA&amp;EU – E&amp;TO</p>



## Concluding Remarks

The implementation of BIOPOLIS-CIBIO's Gender Equality, Diversity and Inclusion Plan will be continuously monitored and annual reports on the effectiveness and results of the plan will be published. The results along this first period of implementation, from 2022-2024 will allow to identify areas for improvement and new measures to be implemented, in particular in areas such as the integration of the gender dimension into research and teaching content, that is not currently addressed.

The implementation of the above listed actions will be carried out mostly by the Human Resources Officers and other team members of the administrative staff, starting in Q4 2022. The work will be supervised by the GEDI committee and the results regularly submitted to the BIOPOLIS-CIBIO Board of Directors and other governance bodies.

The Gender Equality, Diversity and Inclusion Plan is embedded in a larger vision of the BIOPOLIS-CIBIO's Centre of Excellence and an important milestone in the road to become an even more inclusive work place, aiming for gender parity at all levels of the organisation.

*Pedro Rui Beji*  
*Salvador*  
