

ACTION PLAN FOR EQUITY AND INCLUSION

Based on the diagnosis, the key areas that a Plan of Action for Equality and Inclusion at ICMAB (PLA3I) should address have been identified. For each area, a series of general and specific objectives and actions to be implemented have been defined. The PLA3I should be valid for 4 years and, by nature, must be cross-cutting. The objectives listed below take shape in 76 actions.

Axis 1. Institutional governance and institutional culture with a gender perspective.

- 1.1. Gender balance in decision-making.
 - 1.1.1. Promote gender equality in all decision-making bodies at ICMAB.
- 1.2. Ensure that equality and the gender perspective are present in all aspects at ICMAB.
 - 1.2.1. Strengthen the CIGiD as the body responsible for implementing and overseeing compliance with the PLA3I.
 - 1.2.2. Raise awareness on equality.
 - 1.2.3. Provide training on equality and inclusion.
 - 1.2.4. Ensure the use of inclusive language by ICMAB staff, especially in institutional communication.

Axis 2. Equality in the workplace.

- 2.1. Work to ensure equality in hiring, working conditions, and promotion opportunities for all ICMAB staff.
 - 2.1.1. Ensure equal opportunities in access to employment at ICMAB.
 - 2.1.2. Ensure equal pay and working conditions for ICMAB staff.
 - 2.1.3. Promote professional advancement of staff with a gender perspective.

Axis 3. Work-life balance.

- 3.1. Facilitate work-life balance for ICMAB staff.
 - 3.1.1. Publicize the work-life balance measures offered by CSIC and ICMAB (remote work, flexible schedules, etc.).
 - 3.1.2. Facilitate work-life balance within ICMAB.
 - 3.1.3. Establish mechanisms to ensure the rights of staff in this area are protected.

Axis 4. Occupational health with a gender perspective and combating gender-based harassment and microaggressions.

- 4.1. Prevention and fight against gender-based harassment.
 - 4.1.1. Prevention and awareness regarding gender-based harassment, microaggressions, etc.
 - 4.1.2. Internal protocol against gender-based harassment.
- 4.2. Introduce the gender dimension in occupational risk prevention measures and monitoring of occupational health at ICMAB.
 - 4.2.1. Introduce the gender perspective in Occupational Risk Prevention.
 - 4.2.2. Introduce the gender perspective in occupational health surveillance.

Axis 5. Women's participation in research.

- 5.1. Combat the glass ceiling and the leaking pipeline.
 - 5.1.1. Promote greater gender equality within ICMAB research groups.

- 5.1.2. Analyse the causes that may lead young female researchers at ICMAB to abandon their scientific careers.
- 5.1.3. Fight against the leaking pipeline.
- 5.1.4. Encourage the professional advancement of female researchers.
- 5.2. Retention and development of talent among research support staff.
 - 5.2.1. Support the professional careers of women providing research support (management, KTT, technical staff, etc.).
- 5.3. Attracting talent with a gender perspective.
 - 5.3.1. Implement talent attraction strategies with gender sensitivity.
- 5.4. Visibility of women in research or research support roles.
 - 5.4.1. Highlight the work of ICMAB's women scientists.
 - 5.4.2. Make visible the work of ICMAB women.
- 5.5. Promoting STEM among girls and young women.
 - 5.5.1. Encourage scientific and technical vocations among students in schools, high schools, and universities.

Axis 6. Gender dimension in research.

- 6.1. Incorporate gender into scientific projects.
 - 6.1.1. Improve the capacity of research staff to incorporate the gender dimension into research at ICMAB.
- 6.2. Ensure awareness of and minimize gender biases in research and its evaluation.
 - 6.2.1. Provide training on biases in the evaluation of scientific activity.
 - 6.2.2. Ensure that evaluation/selection committees created at ICMAB minimize gender bias.
- 6.3. Promote visibility and equal treatment of women in research.
 - 6.3.1. Promote gender equality in scientific events.

Axis 7. Inclusion of other diversities and fight against discrimination.

- 7.1. Awareness and inclusion of minoritized groups.
 - 7.1.1. Raise awareness about respect for minorities.
 - 7.1.2. Work towards equal treatment of minoritized groups.
 - 7.1.3. Deepen knowledge about diversity and minoritized communities present at ICMAB.
- 7.2. Ensure a healthy and conflict-free work environment for all ICMAB staff.
 - 7.2.1. Combat workplace abuse and harassment.
 - 7.2.2. Promote exchange and mutual understanding between groups.
 - 7.2.3. Value the contributions of all ICMAB personnel.