

ICM's Gender Equality Plan

1º Report of results

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Friday Talk, March 18th, 2022

RESBIOs - RESponsible research and innovation grounding practices in BIOsciences

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LeTSGEPs Leading Towards Sustainable Gender Equality Plans in research performing organisations.

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Horizon 2020 LeTSGEPs

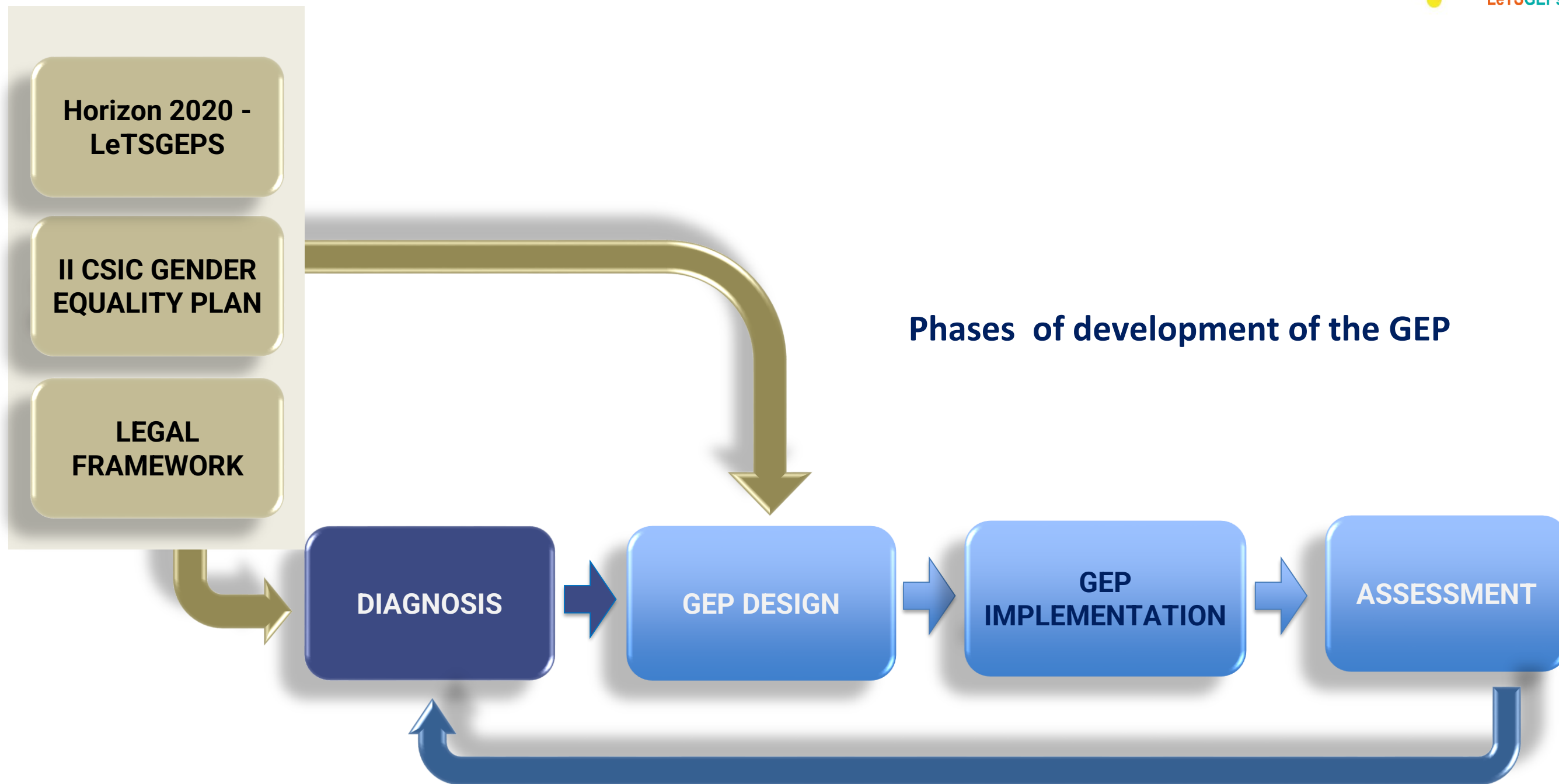
- Defines fields and minimal criteria
- Establishes methodologies
- Horizon Europe guidance on GEPs

II CSIC Gender Equality Plan

- The GEPs of all CSIC centres are under its framework

National Legal Framework

- Equality Law
- Science Law



❑ Overall Objective

To promote a structural transformation leading to the adoption and embedment of gender equality as a cross-cutting principle of the ICM.

❑ Fields of action (8)



❑ Specific objectives



❑ Results



❑ Measures (14)



❑ Indicators

2. GENDER EQUALITY PLAN: Fields and measures

□ Fields (8)

1. Women's **participation** in research, career progression and development



□ Measures (14)

1.1. Overcoming the glass ceiling: Advancing women's researcher careers

1.2. **Professional career development plans for female young researchers**

1.3. **Integration of gender aspects in internal funding**

2. **Institutional Governance**: Gender Balance in decision making



2.1. **Engendering institutional governance: Improvement of gender balance in decision-making bodies**

2.2. **ICM gender equality mechanism and instrument: institutionalizing ETF and GEP**

2.3. **Gender monitoring**

3. **Gender dimension in research**



3.1. **Integrating the gender dimension in ICM's research**

4. **Work-life balance** and organisational culture



4.1. **Improving work-life balance**

5. **Prevention of gender-based violence/sexual harassment**



5.1. **Developing prevention and action against sexual harassment and gender-based violence**

6. **Gender-inclusive institutional culture**



6.1. **Training on the inclusión of gender dimension within the ICM.**

6.2. **Increasing gender awareness: Making women researchers visible**

7. **Remuneration Policy**



7.1. **Gender Budgeting**

7.2. **Gender Pay Gap: analysis and action**

8. **Inclusive and non-sexist communication**



8.1. **Promoting the use of inclusive and non-sexist communication**

3. ICM's GEP's Implementation Progress

IMPLEMENTED ACTIONS GEP JUNE 2021-MARCH 2022

**Women's
participation in
research, career
progression and
development**

1.2. Professional career development plans for young female researchers

- ✓ Self-tailored pilot mentoring program operative (3 mentors (2 women, 1 man) and 3 mentees (all women) (ResBios, Severo Ochoa)

1.3. Integration of gender aspects in internal funding

- ✓ ICM's internal calls are in line with the criteria established in the gender-sensitive framework (OSR)
- ✓ Implementation of the equality criteria set out in the internal calls
- ✓ Dissemination of training videos from CSIC and CERCA about gender bias in recruitment

**2.1. Engendering
institutional governance:
Improvement of gender
balance in decision-making
bodies**

- ✓ A comprehensive presentation session of the GEP with the Governing Board has been delivered

**2.2. ICM gender equality
mechanism and
instrument:
institutionalizing ETF and
GEP**

- ✓ Resolution-Letter of commitment from the highest directorate level promoting the GEP
- ✓ Resources allocated for the implementation of the GEPs actions and funding assigned to the ETF
- ✓ Presentation of the GEP's workplan to heads of departments
- ✓ GEP communication/dissemination strategy
- ✓ Proposal of the Communication Unit of an equality space on the website

**2.3. Gender
monitoring**

- ✓ Implementation of new indicators and analytical tools to monitor gender equality at different fields
- ✓ Sustainable data collection procedures and tools to monitor evolution, and to regularly assess the GEP, are available
- ✓ Sustainable procedures and cooperation with internal units to ensure regular data collection operative
- ✓ Presentation of GEP's implementation progress

**Institutional
Governance:**
Gender Balance in
decision making



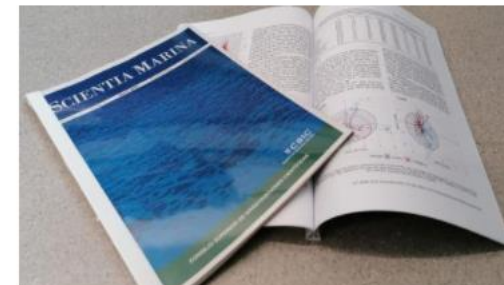
24 NOVEMBER 2021

Research centres gather efforts to promote gender equality



23 JUNE 2021

The ICM presents its first Gender Equality Plan



03 SEPTEMBER 2021

"Scientia Marina" increases its impact factor and obtains the Mention of Good Editorial Practices in Gender Equality from the FECYT

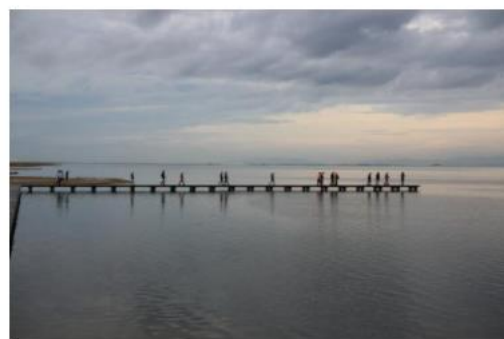


01 MARCH 2022

The gender perspective in research

The inclusion of the gender dimension improves the quality, rigor, reproducibility and creativity of research.

[Read more >](#)



31 JANUARY 2022

Gender budgeting arrives at the ICM

This is one of the measures defined in the Institute's first Gender Equality Plan, which aims to promote an institutional change able to foster gender equality in the centre.



29 JANUARY 2021

The ICM hosts the annual meeting of LeTSGEPs, a European initiative to end gender imbalance in research centers



03 MARCH 2021

The ICM is awarded the runner-up of the Gender Equality Distinction 2020 by the CSIC



01 DECEMBER 2021

The ICM's Gender Equality Plan: A Roadmap to Effective Gender Equality

IMPLEMENTED ACTIONS
GEP JUNE 2021-MARCH 2022

**Gender
dimension
in research**

**3.1. Integrating
the gender
dimension in
ICM's research**

- ✓ Identification of two tools for gender mainstreaming in research: "Gender Wave" (Baltic Gender) and "What is the gender dimension in research"?
- ✓ Establishment of networks with CSIC centers, community of practices on gender and science (ACT LifeSciCoP)

IMPLEMENTED ACTIONS
GEP JUNE 2021-MARCH 2022

**Work-life
balance and
organisational
culture**

**4.1.Improving work-life
balance**

- ✓ Approval of the implementation of a temporary lactation room
- ✓ Results of a survey on the impact of COVID lockdown and work-life balance

IMPLEMENTED ACTIONS
GEP JUNE 2021-MARCH 2022

**Prevention of
gender-based
violence/sexual
harassment**

**5.1. Developing
prevention and action
against sexual
harassment and
gender-based violence**

- ✓ Development of the profiles of the Protocol referent persons
- ✓ Pre-identification of reference persons

IMPLEMENTED ACTIONS
GEP JUNE 2021-MARCH 2022

**Gender-
inclusive
institutional
culture**

**6.1. Training on
the inclusion of
gender dimension
within the ICM.**

- ✓ Results of the ICM training requirements survey
- ✓ Training proposal for ETF, Governing board, young researchers
- ✓ Identification of CSIC 2022 courses on gender issues
- ✓ Translation and adaptation of LeTSGEPs training materials
- ✓ Participation in webinars, courses, trainings on GEPs and gender issues

IMPLEMENTED ACTIONS GEP JUNE 2021-MARCH 2022

**Gender-
inclusive
institutional
culture**

**6.2.Increasing
gender awareness:
Making women
researchers visible**

- ✓ GEP's dissemination through (2) Friday Talks
- ✓ Participation of ICM's women researchers and technicians in different events/campaigns
- ✓ Gender balanced editorial committee on the ICM's 70 years publication
- ✓ Contribution to the LifeSciCoP Blog, Salazar, Janire: The ICM's Road to our first Gender Equality Plan (29/10)
- ✓ ICM's Equality Poster Presentation to the SAB (28 and 29/10)
- ✓ Mention of Good Editorial Practices in Gender Equality to the journal Scientia Marina by ICM
- ✓ Mention of LeTSGEPs project in the institutional memory of CSIC
- ✓ Mural exhibition for local schools about: "WOMEN, driving force behind marine and environmental research"
- ✓ Participation of women researchers and technicians of the ICM in networks of women, equality and science
- ✓ Awareness month activities (11F-8M)
- ✓ Visibility of women scientists in Catalan wikipedia (schools project)

IMPLEMENTED ACTIONS
GEP JUNE 2021-MARCH 2022

**Inclusive and
non-sexist
communication**

**8.1. Promoting
the use of
inclusive and
non-sexist
communication**

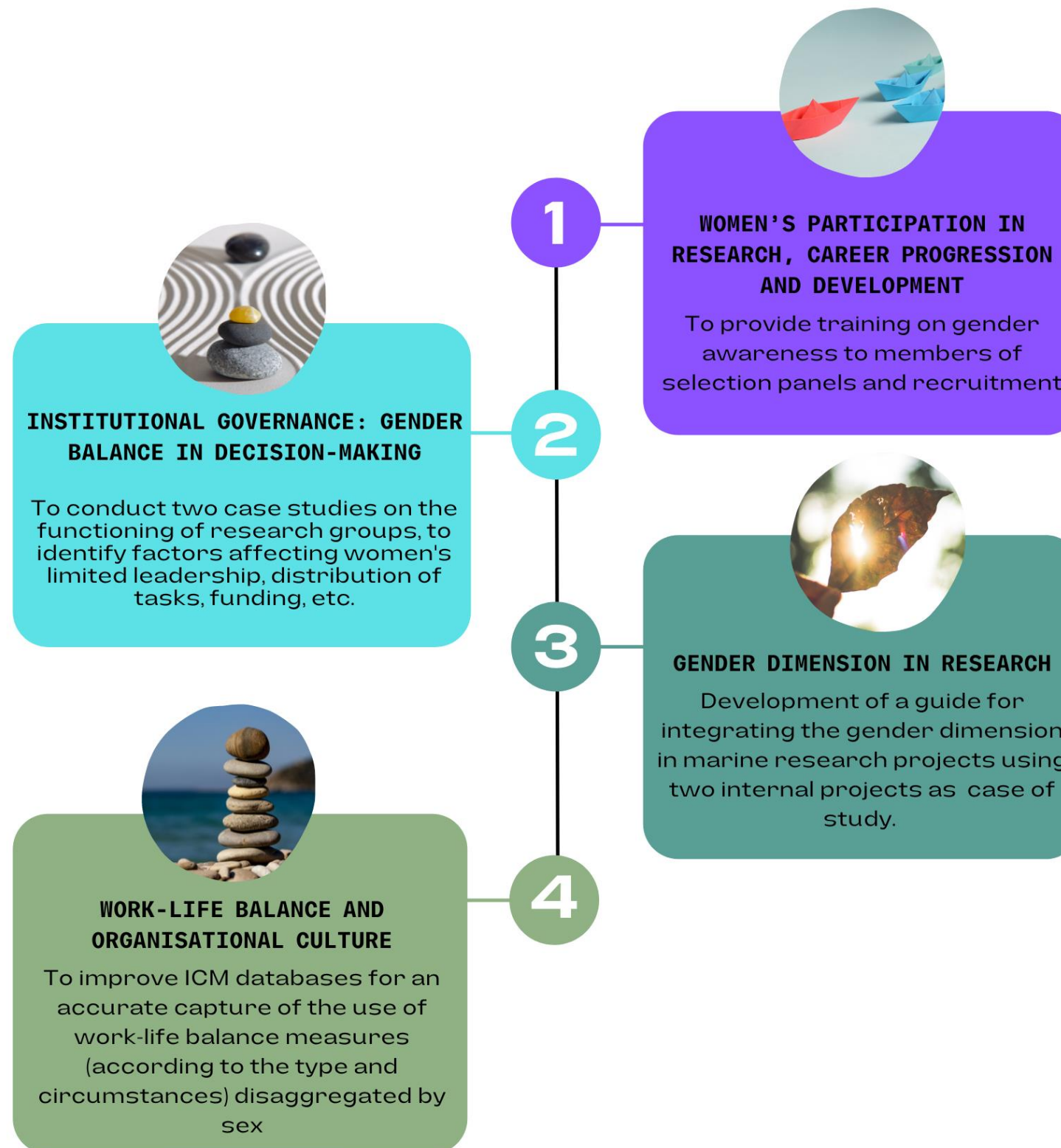
- ✓ Internal Guide on inclusive and non-sexist communication is available.
- ✓ Publication of the Guide in the institutional website
- ✓ Dissemination of examples from the Guide through a poster campaign
- ✓ Periodic reviews

***Guia de
comunicació
inclusiva i
no sexista***

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4. Next steps: Actions planned for 2022

GEP's Key Upcoming Actions 2022



GEP's Key Upcoming Actions 2022



Leading Towards Sustainable GEPs in research performing organizations

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Link up with us on Twitter



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And to the ICM's Equality Task Force

Thank you!

