

GENDER EQUALITY COMMITTEE

2024 ACTION PLAN

GÉANT Gender Equality Committee

Recommended Actions 2024

Introduction

This Plan of Action provides an update and addendum to GÉANT's 2022 [Gender Equality Plan \(GEP\)](#). The Gender Equality Committee (GEC) reviewed progress against the GEP at the end of 2023 looking at areas for improvement, and are recommending a number of actions for implementation in 2024, endorsed by GÉANT's top management, in order to achieve the plan's overall goals. In addition to the four objectives originally identified in the GEP, listed at points 4 to 6 below, two new objectives (1, 2) have been added relating to improving the awareness and expertise of the Committee.

Overall Objectives

1. GEC Awareness and Value

Improve staff awareness of the Gender Equality Committee and its activities to maximise benefits for all.

2. GEC Expertise

Strengthen the expertise of GEC members and the reputation of the Committee within the organisation and the community.

3. Gender Equality Training

Put in place appropriate training for employees of all levels on gender equality and related topics and offer targeted programmes for career development.

4. Recruitment Processes

Improve recruitment processes in relation to gender equality and increase gender balance of applications by making the organisation more attractive to female candidates (increase the visibility of diversity in the community and GÉANT's commitment to it).

5. Equality Awareness

Raise awareness of equality issues within GÉANT and the wider community and put in place practices to bring about improvements.

6. Working Environment

Foster a supportive working environment, ensuring that employees can balance their personal life with work commitments.

Overall Targets

The Gender Equality Committee will continue to work towards the targets identified in the 2022 GEP:

- Increase percentage of female applicants to at least 40% in 2024.

- Increase number of female employees recruited for technical roles by at least 5% by the end of 2024.
- Take opportunities, as they arise, to increase female representation on every decision-making body by at least 10%.

The proposed actions are listed in the table below. Some of these actions are continued from the 2022 GEP.

Action Plan

OVERALL OBJECTIVE	ACTIONS	TIMEFRAME
GEC Awareness and Value	1. Create a Wiki / SharePoint page and populate it with GEC info, GEPs, a link to the Community GE work and other information. Provide quarterly updates to staff by email. Track statistics on staff/recruitments.	Q2 2024 and throughout the year
	2. Create an internal poster encouraging staff to seek the advice of the GEC on gender equality aspects in their activities where applicable and propose a process for this engagement. Voluntary basis in 2024.	Q3 2024
	3. Undertake survey / range of interviews with a focus group to determine what staff expect / need from the GEC and run an engagement session at the All-Hands Retreat in May.	Q2 2024
	4. Add more information about the committee and its work to the GÉANT website.	Q2 2024
	5. Provide input into the Diversity & Inclusion project due to be kicked off in Summer 2024, and consider how to broaden the scope of gender equality in GÉANT to include non-binary and other gender identities.	Q4 2024
GEC Expertise	6. Each member of GEC to undertake at least one training in 2024 on gender equality (GE)-related topics. Test trainings to identify useful materials for subsequent wider use (after 2024).	Commencing Q1 and throughout the year
	7. Track relevant EC policies and act as a liaison e.g. interaction with the Standing Working Group on Gender in Research and Innovation (SWG GRI) of the European Research Area and Innovation Committee (ERAC).	Throughout the year
Gender Equality Training	8. Support the GLAD team in designing its Mentorship Programme.	Q1-Q2 2024
	9. Professional presentation training to raise awareness of aspects of gender bias.	Q1-Q2 2024

OVERALL OBJECTIVE	ACTIONS	TIMEFRAME
	10. Work with the Community Manager and the Head of HR on the Code of Conduct training at the All Hands Retreat in May (based on the community Code of Conduct).	May 2024
Recruitment Processes	11. Ensure that GÉANT's new HR system includes user friendly reporting tools to provide the GEC with employee / gender data when needed.	Q2 2024
	12. Increase brand awareness by encouraging female employees in technical or decision-making roles to speak at events such as Women in STEM.	Q4 2024
	13. Consider whether blind CV recruitment can be enabled as part of the existing recruitment system or added to function requirements when the recruitment system is renewed during 2024.	Q4 2024
	14. Revise GÉANT's recruitment process including by aiming for equal representation on interview panels.	Q3 2024
Equality Awareness	15. Incorporating GE principles in the Community through community events, training and collection of community-wide data.	Throughout the year
	16. Work with the Marcomms team on the Women in STEM campaign using a synergetic approach.	February 2024
	17. Improving diversity of representation on the community committees.	Throughout the year
Working Environment	18. Publicise flexible working and support for those with dependents or caring responsibilities.	Q1 2024
	19. Revise employee handbook to adopt a tone more reflective of the informal culture within the organisation.	Q4 2024
	20. Introduce informal buddy system for those coming back from career break (e.g. maternity leave, long-term sickness).	Q3 2024

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