

# **GENDER EQUALITY COMMITTEE**

## **2025 ACTION PLAN**

09-05-2025

# GÉANT Gender Equality Committee: 2025 Action Plan

Introduction	1
1 Overall Objectives	2
2 Overall Targets	2
3 Action Plan	3

## Introduction

The Gender Equality Plan (GEP) was launched in September 2022. The Gender Equality Committee (GEC) reviewed progress against the GEP at the end of 2023 and 2024 looking at areas for improvement, and are recommending a number of actions for implementation in 2025 in order to achieve the overall goals.

Following the addition of two objectives in 2024, the 2025 Action Plan continues contributing to all six objectives.

Some of the actions proposed are continued from the previous years.

## 1 Overall Objectives

### 1. GEC Awareness and Value

Improve staff awareness of the Gender Equality Committee and its activities, to maximise the 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. 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

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

### 5. Equality Awareness & Community

Raise awareness of equality issues within GÉANT and wider community, and put in place practices to create improvements.

### 6. Working Environment

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

## 2 Overall Targets

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

- Increase percentage of female applicants by at least 10% in 2025.
- Increase number of female employees recruited for technical roles by at least 20% by in 2025.
- Increase female representation on every decision-making body by at least 10% when opportunities arise.

### 3 Action Plan

Overall Objective	Action	Timeframe
GEC Awareness and Value	1. Continue raising visibility and importance of the committee both within the organisation and the community. Provide quarterly updates to the GÉANT staff by email. Ensure a better presence on the GÉANT public website and internally in a new SharePoint space.	Throughout the year
GEC Awareness and Value	2. Track statistics on staff/recruitments/events for the organisation and GN5 project.	Throughout the year
GEC Awareness and Value	3. Provide input into the Diversity & Inclusion project, and consider how to broaden the scope of gender equality in GÉANT to include non-binary and other gender identities while being synergetic with the EDI policy.	Q3 2025
GEC Awareness and Value	4. Find a synergy with the Works Council and the new EDI policy.	Q3 2025
GEC Awareness and Value	5. Continue working on staff perceptions about Gender Equality and GEC activities through online surveys – plan the next steps following the survey in 2024 and communicate the results.	Q2 2025
GEC Awareness and Value	6. Organise a gender equality awareness activity for the staff at the All Hands event if the programme allows.	September 2025
GEC Expertise	7. Track relevant EC policies and act as a liaison e.g. Interaction with Gender in the Standing Working Group on Gender in Research and Innovation (SWG GRI) of the ERAC.	Throughout the year
Training	8. Consolidate all available Gender Equality related training materials into one space that is accessible to staff and the community members.	Q3 2025
Training	9. Continue working with GLAD team to support and promote the Mentorship Programme as well as other development programmes.	Throughout the year

Overall Objective	Action	Timeframe
Training	10. Ensure a follow-up on the menopause awareness training.	Q4 2025
Training	11. Undertake training on at least one relevant topic available to all staff e.g. on pronouns.	Q2 2025
Recruitment	12. Work with the Talent Acquisition Manager to ensure the recruitment process reflects Gender Equality principles including equal representation on interview panels.	Q3 2025
Equality Awareness & Community	13. Increase brand awareness by encouraging female employees in technical or decision-making roles to speak at events.	Q3 2025
Equality Awareness & Community	14. Continue to promote the Gender Equality Principles and have more NRENs sign up.	Throughout the year
Equality Awareness & Community	15. Support the GÉANT Board and GA in implementing agreed recommendations to improve diversity in community leadership and governance.	Throughout the year
Equality Awareness & Community	16. Develop more targeted community messaging alongside the Task Forces and SIGs to address specific areas within technology development (e.g. bias in design teams, AI bias).	Q3 2025
Equality Awareness & Community	17. Make recommendations to the PMO and GPPC to support fair and diverse recruitment and retention in the GN5 project.	Q4 2025
Equality Awareness & Community	18. Collaborate with the Women In STEM initiative	Throughout the year
Working Environment	19. Review government and charity guidelines on domestic abuse support for employers and make recommendations on how this could be used to support GÉANT employees.	Q4 2025

# GÉANT Gender Equality Committee 2025 Action Plan

---

Date of Issue:	09-05-2025
Document Code:	GECAP2025
Authors:	Daniela Brauner, Dom Mayerl, Hendrik Ike, Nicole Harris, Veronika Di Luna, Zoë Fischer
Classification:	Public

---