



WoMen in Science

Gender Equality Plan

2022-2024

European Institute of Oncology

The European Institute of Oncology (IEO) is fully committed to gender equality and inclusion within the organization.

We are part of EU-LIFE - Alliance of research institutes advocating for excellent research in Europe – and through it we have established a long-term commitment to gender equality and inclusion. Our approach stems from these shared values and extends to a proactive approach to the Sex and gender dimension of research and Gender medicine.

This GEP is meant to update and sustain the results obtained through the Horizon2020 funded LIBRA project.

Milan, December 2023

A handwritten signature in black ink, appearing to read 'R. Orecchia', with a small mark above the final 'i'.

Roberto Orecchia – Scientific Director

PLAN OF ACTIONS

AREA	OBJECTIVE	ACTIONS	IMPLEMENTATION STAGE	RESPONSIBLE	INDICATORS
1. RECRUITMENT	1.1. Increasing the percentage of female applicants and the offer acceptance rate	1.1.1. Institutional website revision (in collaboration with PR department) to demonstrate diversity-inclusive work environment (e.g. including pictures of both male and female role models in non-traditional roles)	In development	Direction/ Communication department	Reports of change
		1.1.2. Promote transparency of recruitment practices internally and externally	Planned/Under review	HR	Statement of the Directors on fairness in recruitment
		1.1.3. Monitoring the actual implementation of institutional policies for recruitment processes as of the recommendations of the LIBRA recruitment guidelines	Ongoing	HR Selection committee	Document
		1.1.4. Agreeing on a list of interview questions to be asked to each candidate among members of the recruitment committee (specified for each vacancy).	Ongoing	Selection committee	Document
		1.1.5. Creating interview report forms to be completed by each recruiter for faculty and senior leadership positions.	Ongoing	PI/Recruiters	Reports completed
	1.2. Data collection and monitoring	1.2.1. Monitoring gender balance at each stage of the recruitment process and for each advertised scientific vacancy.	Ongoing	HR	Data are reported by gender
		1.2.2 Review items for collection of gender sensitive data	Ongoing	HR/WoMen in Science	New items are agreed

AREA	OBJECTIVE	ACTIONS	IMPLEMENTATION STAGE	RESPONSIBLE	INDICATORS
2. CDV	2.1 Support equality in career development	2.1.1. Provide training in soft skills/career development	Active	HR/WoMen in Science	Number of women and men attending training sessions
		2.1.2 Establishing a mentoring programme for postdoctoral women researchers in collaboration with EU LIFE	Planned	WoMen in science	Number of women postdocs attending the program
3. WLB	3.1 Reconciliate professional and private life	3.1.1. Set core times for seminars and meetings	Under review	Direction/PIs	Seminars and meeting are scheduled at core times
		3.1.2. Publishing on the institute's website a clear policy on work-life balance	Under review	Direction/HR	The clear policy is established and disseminated through the website

AREA	OBJECTIVE	ACTIONS	IMPLEMENTATION STAGE	RESPONSIBLE	INDICATORS
4. SGR	4.1. Increase awareness of young researchers (PhDs) on SGR	4.1.1. Include a specific course about SGR within the Doctoral program or formalize the presence of an SGR module within the “Scientific Methodologies” course of SEMM	Ongoing	Teaching Staff SEMM/ WoMen in Science	Nr. of hours dedicated to SGR teaching within the SEMM doctoral program
		4.1.2. Establish a specific methodology to enhance critical skills for the analysis of SGR	Ongoing	Teaching Staff SEMM/ WoMen in Science	Nr of papers analysed each year
		4.1.3. Incorporating the teaching modules on gendered aspects of research in the life sciences in the institute’s PhD programme and more advanced courses	Ongoing	WoMen in Science	PhD students completing the online teaching modules
	4.2 Increase awareness about SGR among senior scientists and PIs	4.2.1. Increasing the number of seminars on SGR topics in Roundtables and Grand Round Seminars	Ongoing	WoMen in Science	Nr of PIs attending to the seminars
		4.2.2. Encourage the formulation of specific research questions that address sex-specific differences for which external (or internal if available) additional funding can be sought.	Planned	WoMen in Science /Grant office	Nr. of papers published addressing SGR/Nr of grants with a clear SGR component

AREA	OBJECTIVE	ACTIONS	IMPLEMENTATION STAGE	RESPONSIBLE	INDICATORS
		4.2.3. Develop a gender oriented check-list for the draft or research projects	Under review	Clinical Trial Office	Development of the checklist
	4.3. Engaging with funding bodies	4.3.1 Promoting a working table with funding bodies and research institutes for promoting SGR and Gender medicine	Planned under the “Integrating gender in precision medicine” guidelines	WoMen in Science	Establishment of a working table with funding agencies
5. AHP	5.1. Ensure action against harassment	5.1.1. Offer Active Bystander Training to all staff	Ongoing	HR/WoMen in science	Nr of attendants/ Feedback
	5.2. Draft a clear policy to prevent harassment	5.2.1. Gather instruments and define procedures for a transparent policy on harassment	Planned	Direction/HR	Policy is drafted

AREA	OBJECTIVE	ACTIONS	IMPLEMENTATION STAGE	RESPONSIBLE	INDICATORS
6. MGT	6.1. Institutionalization of the GEP Team	6.1.1 Renew the current GEP team (WoMen in Science), dedicate specific institutional resources and agree on specific roles and deliverables (i.e. renew of GEP for years 2025-2028, reports, etc.)	Under revision	Direction	Dedicated resources
	6.2. Regularly collecting gender-disaggregated data	6.2.1. Modifying data analysis tools to have gender-disaggregated data on all the indicators currently in use for reporting	Ongoing	WoMen in science /HR	Number of new indicators
	6.3. Adopting gender-sensitive language	6.3.1 Screening internal documents and communication for gender-unfairness and change them accordingly	Planned	WoMen in science	Number of documents screened

Abbreviations

1. REC = Recruitment
2. CDV = Career development
3. WLB = Work Life Balance
4. SGR = Sex and Gender in Research
5. AHP = Anti-harassment policies
6. MGT = Management