

ICM Commitment & Strategy Towards Gender Equality

Equality Task Force members: 24 females + 7 males // 12 PIs & Postdocs +
4 Predocs + 13 Admin & Technical staff + 2 Directorate Team

igualtat@icm.csic.es



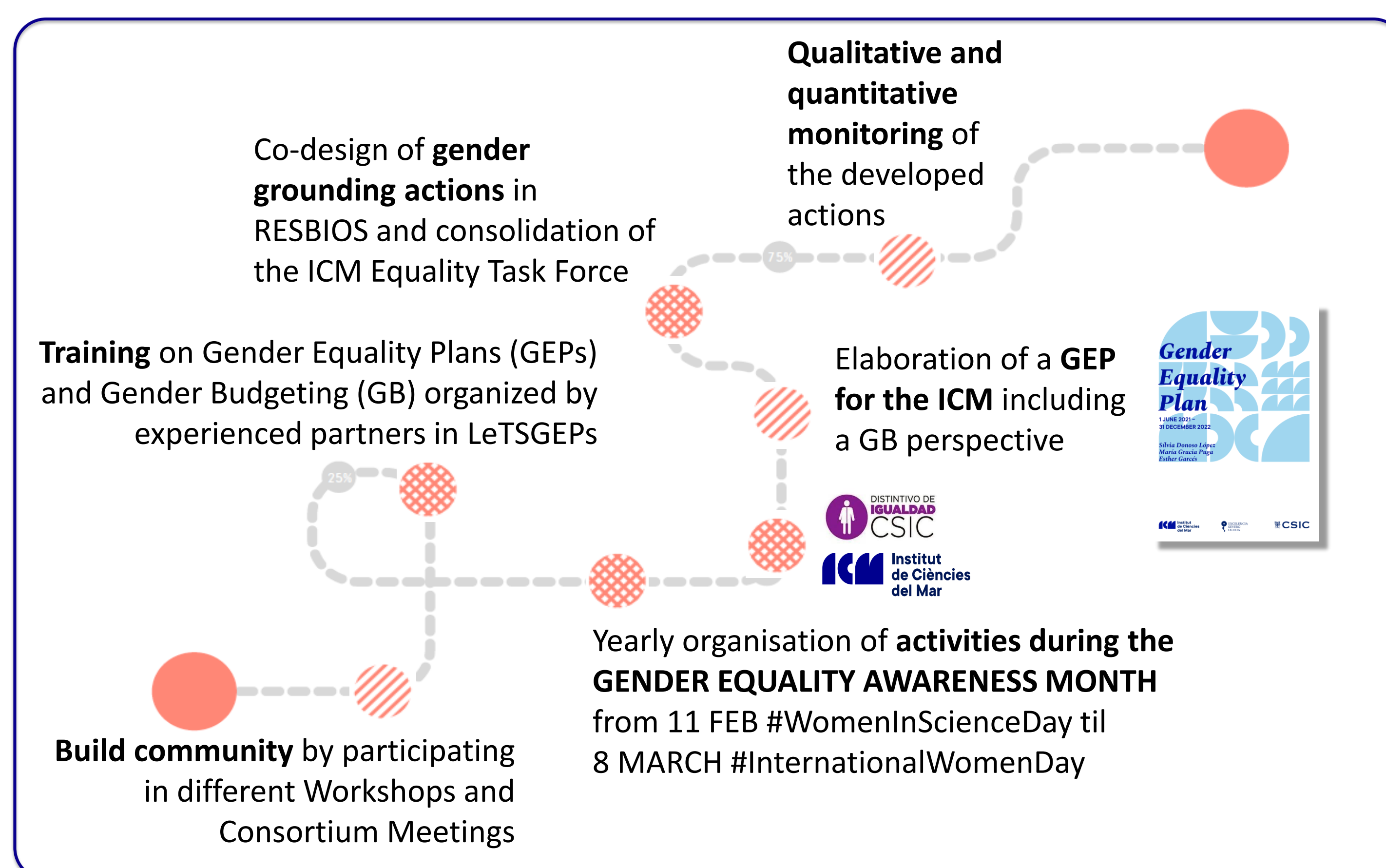
Starting Points

The **Commission of Women and Science (CMyc)** of **CSIC** wrote in 2007 the first CSIC Gender Equality Plan in the scientific career.

The **ICM Equality Task Force** was established as a bottom-up initiative in 2018 with the mission to promote equal opportunities for all employers regardless their **gender**, age, sexual orientation, ethnic background, nationality, religion or disability.

Early 2019, the ICM became partner in the EU **H2020 LeTSGEPs project** (*Leading Towards Sustainable GEPs in research performing organizations*) and the **RESBIOS project** (*RESponsible research and innovation grounding practices in BIOSciences*).

Both projects are SWAFS and conceived transversal and strategic for the ICM:



Main goals

- Design and implementation of a specific **Gender Equality Plan (GEP) for the ICM**, aimed to deploy specific actions and measures that will lead to a **more effective systemic institutional change and better address of gender bias** in our organization.
- Increase ICM commitment towards GE** by sharing relevant knowledge, strengthening collaborations and helping fostering the use Gender Budgeting in our institution (ICM/CSIC), as a new strategic element based on the participation at different already established networks and Communities of Practices (CoPs).
- Improve the **alignment among societal needs and science** from a Responsible Research & Innovation (RRI) perspective.



- LeTSGEPs - Leading Towards Sustainable Gender Equality Plans in research performing organizations** (H2020-SwafS-2018-2020, CSA, 275.988€), aimed at connecting 6 Research Performing Organizations in the **design and implementation of Gender Equality Plans (GEPs)**.

- 8 partners, coordination UNIMORE Italy, 2020-2023.
- ICM coordination: Esther Garcés (PI), Sílvia Donoso and Maria Gracia Puga (Gender Officers)
- Local mentors: [Direcció General d'Igualtat](#), [Generalitat de Catalunya](#)
- Web: <https://letsgeps.eu/>



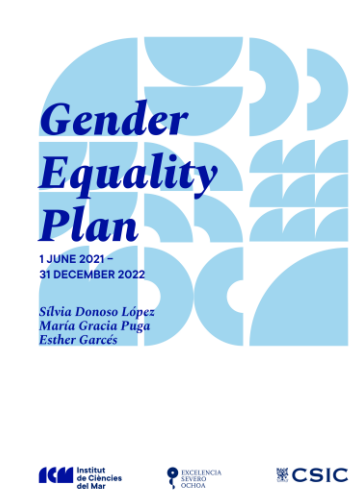
- RESBIOS - RESponsible research and innovation grounding practices in BIOSciences** (H2020-SWAFS-2019-1, CSA, 194.680€), to implement RRI Grounding Actions at ICM level, including Gender Equality actions.

- 12 partners, coordination UNITOV Italy, 2020-2022.
- ICM coordination: Janire Salazar, JM Gili (PI)
- Web: <https://www.resbios.eu/>

Community building & established alliances



EU Consortia:



ICM Gender Equality Plan in a nutshell

A total of **8 fields of action** were defined to address the gender gaps and inequalities highlighted during the diagnosis phase, in accordance with the [CSIC Equality Plan](#) (which in turn responds to the mandates of the Spanish regulatory framework) and in line with the impact areas established by the LeTSGEPs EU consortium (that will allow us to meet the priorities posed by the European Commission [Gender Equality Strategy 2020-2025](#)).

FIELDS of ACTION

MEASURES

KEY ACTIONS 2021 – 2022 (ongoing actions in **bold**)

1. Career progression and development

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*

Training in confidence-building and leadership skills / **Gender-sensitive mentoring programme** / **Gender-sensitive framework for ICM's internal calls (SO funding)**

2. Institutional governance: Gender balance in decision-making bodies

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*

GEP presentation to ICM staff & the Governing Board / Promotion of female candidacies in decision bodies / **Institutional budget for Equality Task Force** / Gender-sensitive data collection

3. Gender dimension in research

3.1. *Integrating gender dimension in ICM research*

Best practices identification in other marine research centres / International event to establish joint efforts in marine sciences

4. Work-life balance and organizational culture

4.1. *Improving work-life balance*

Creation of a lactation room / Better management of research grants concerning maternity leaves / **Co-responsibility awareness**

5. Prevention of gender-based violence/sexual harassment

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

Nomination and training of ICM individuals responsible for sexual and gender-based harassment prevention and action

6. Gender inclusive institutional culture

6.1. *Training on the inclusion of gender dimension within ICM*
6.2. *Increasing gender awareness: Making women researchers visible*

Diagnosis of training requirements of ICM staff in gender issues / Training package on gender dimension in research / Increase visibility & recognition of achievements by women staff

7. Remuneration policy

7.1. *Gender budgeting*
7.2. *Gender pay gap: analysis and action*

Disaggregated budget analysis / proposal for an ICM Gender-Responsive Budget

8. Inclusive Communication

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

Gender-inclusive approach in ICM Communication Plan (ext. & int.) / Inclusive & non-sexist language guide and training sessions

GEP full version: <http://bit.ly/GEP-ICM-2021>

