

GENDER EQUALITY PLAN

FOR FONDAZIONE GIMEMA – FRANCO MANDELLI ONLUS: MAIN PRIORITIES AND KEY PLANNED ACTIONS

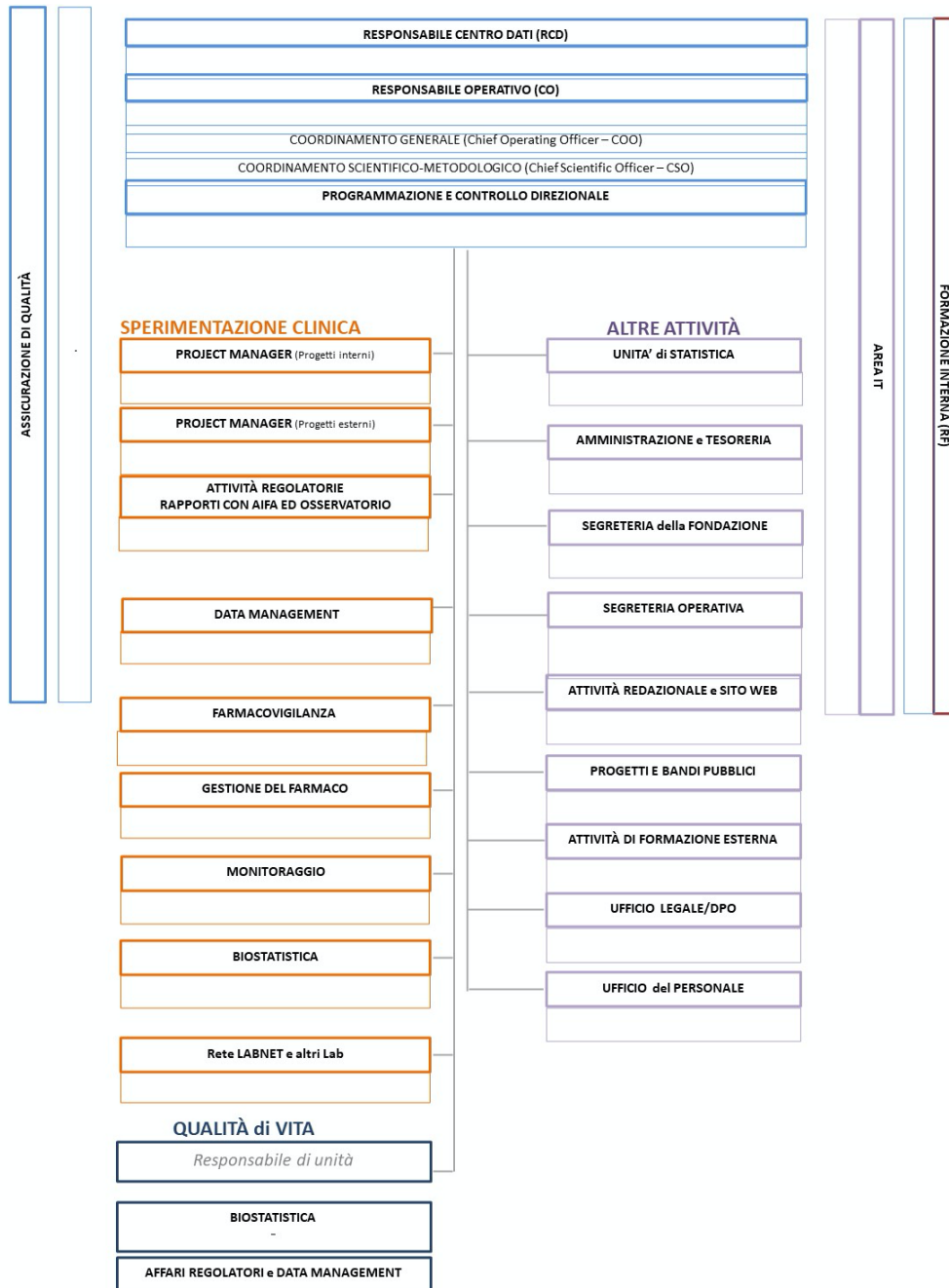
(2022-2024)

Background

The Fondazione GIMEMA – Franco Mandelli ONLUS is an independent non-profit foundation whose core mission is to coordinate and conduct national and international translational and clinical research studies to improve standards of care for patients with hematologic diseases. Established in 1982 as GIMEMA group (Gruppo Italiano Malattie Ematologiche) by Prof. Franco Mandelli, is from 1998 a Foundation and nowadays it is a consolidated body that coordinates a national network with which almost all the hematology centres in Italy collaborate and it manages numerous international collaborative initiatives. The GIMEMA operational centre, the Data Centre, is a facility of excellence, certified and recognized internationally for its management of clinical trials and entrusted with the creation of clinical research projects.

Fondazione GIMEMA acknowledges the benefits of gender equality in research, as part of the scientific excellence of the projects it promotes and, with this Gender Equality Plan (GEP), seeks to address gender inequalities and imbalances in Research through the development and implementation of a context specific GEP.

Functional Organization Chart



LIST OF ACRONYMS

PR	President and Legal Representative
RCD	Data Center Responsible
RSQ	Quality Assurance responsible
COO	Chief Operating Officer
CSO	Chief Scientific Officer
BIO	Biostatistician

Key points

This GEP is a public document

This GEP is an official document, approved by the Legal Representative and publicly available on the Fondazione GIMEMA website. The aim of this GEP is to acknowledge Fondazione GIMEMA commitment to gender equality.

Dedicated resources

PR appoints every three years a staff member as Equality Coordinator, responsible for the coordination of the activities related to the implementation of the GEP. Three other staff members are appointed by the PR, together with the Equality Coordinator, as members of the Equality Team. The Equality Team will ensure that all Fondazione GIMEMA staff members are actively involved in the actions of the GEP.

Data collection and monitoring processes are in place

Fondazione GIMEMA supports a clear and transparent data collection in all processes related to internal staff recruitment. Not all data, in compliance with the EU GDPR, are published.

Training

Fondazione GIMEMA promotes and organises events for awareness-raising and training on the areas covered by the GEP for the whole organisation. All staff is involved in the implementation of the GEP.

Objectives

Following the requirements of the Horizon Europe Framework this GEP will target five specific thematic areas:

- 1) Work-life balance and organizational culture.**
- 2) Gender balance in leadership and decision-making.**
- 3) Gender equality in recruitment and career progression.**
- 4) Integrating the gender dimension into research content.**
- 5) Measures against gender-based violence, including sexual harassment.**

Thematic area: Work–life balance and organisational culture

Main issue	Promote work–life balance is relevant for all members of staff and can lead to significant improvements in productivity, induce a lower risk of burnout and give a greater sense of well being. Also it ensures that everybody is properly supported to advance their career alongside personal responsibilities that they may hold outside the workplace, including caring responsibilities.					
Goals / Priorities	Develop an internal strategy to enact remote work to allow any staff member to benefit from it					
Planned actions	Responsibilities	Timeline (start/end date)	Targets	Indicators	Resources required	Status
Propose to employees a company agreement and related regulation for the conduct of smart working	RCD, CO, CSO	By the end of 2022	All the staff	Number of staff members benefiting from the agreement	Work consultants	Active from January 2023

Thematic area: Gender balance in leadership and decision-making

Main issue	Gender equality is a critical condition for excellent research					
Goals / Priorities	Strengthening the capacity/decision-making power of the under-represented gender in top positions					
Planned actions	Responsibilities	Timeline	Targets	Indicators	Resources required	Status
Monitoring of gender balance in leadership and in decision decision-making processes	RDC, CO, CSO	Yearly (2022-2024)	All staff members	Systematic collection of quantitative data disaggregated by gender for top positions	BIO	Active

Thematic area: Gender equality in recruitment and career progression;

Main issue	Fostering equal opportunities in professional development and career opportunities.					
Goals / Priorities	Monitoring gender distribution in the different staff categories and adopting corrective actions if needed.					
Planned actions	Responsibilities	Timeline	Targets	Indicators	Resources required	Status
Undertake an annual review of data on the role, the type of contract and the level of responsibilities of the Fondazione GIMEMA staff by gender	RCD, CO, CSO	From 2023	All staff	Internal data on staff roles and contract by gender	BIO	Active

Thematic area: Integration of the gender dimension into research and teaching content

Main issue	Verify gender representation among Principal Investigators of GIMEMA sponsored trials					
Goals / Priorities	Analysis of gender gaps in Fondazione GIMEMA promoted research					
Planned actions	Responsibilities	Timeline	Targets	Indicators	Resources required	Status
Monitor gender representation among Principal Investigators	RCD, CO, CSO	From 2023	All GIMEMA Principal Investigators	Percentage of women among the Principal Investigators of GIMEMA Trials	BIO	Active

Thematic area: Measures against gender-based violence, including sexual harassment

Main issue	Gender violence, bullying and harassment can occur in different situations and environments, including research organisations. To acknowledge these issues is not always easy but it is of paramount importance to address them properly to avoid that victims feel isolated or discriminated.					
Goals / Priorities	Raise awareness of these issues among the Foundation's staff by introducing policies and training on the subject					
Planned actions	Responsibilities	Timeline	Targets	Indicators	Resources required	Status
Include gender perspective in internal policies	RCD, CO	From 2023	All staff members	Update of the internal procedure on the human resources management to include a definition of gender-based violence, bullying and harassment, including sexual harassment	RSQ, AQ	To be enacted in 2023