

EISM Gender-Equality Plan

1. Introduction

EISM (European Institute of Science in Management) is committed to promoting gender equality and fostering an inclusive environment. Our dedication to these principles is rooted in our mission to promote human flourishing through a better understanding of science and its implications for management. We recognize that gender equality is essential for achieving excellence and innovation in research and management.

Our commitment encompasses the scientific exploration of nature, spanning from the quantum level to social systems. By embracing a multidisciplinary approach that integrates insights from quantum computing, artificial intelligence, and human behavior, we strive to address the world's most pressing management challenges. We believe that a comprehensive understanding of both the natural and social dimensions of science, a critical element of which is gender, is crucial for fostering sustainable development and innovation.

This Gender Equality Plan (GEP) outlines our approach to ensuring equal gender opportunities within our institution. It serves as a strategic framework to guide our actions and policies towards achieving a balanced and inclusive workplace where all individuals, regardless of gender, can thrive and contribute to our mission. Our GEP is not just a formal requirement but a reflection of our core values of science, reason, coherence, integrity, and excellence.

Aligned with the European Commission's requirements for research institutions, this plan emphasizes our commitment to creating a work environment that supports diversity and inclusivity. It highlights the steps we will take to address gender imbalances, support genderless career progression, and integrate gender perspectives into our research and teaching activities. By doing so, we aim to set a benchmark for gender equality in the field of science and management.

We believe that a diverse and inclusive workplace can enhance creativity, decision-making, and overall organizational performance, but also understand that this must be confirmed by taking an empirical and learning approach. Therefore, we are dedicated to implementing this GEP effectively and continuously monitoring and improving our practices to foster a culture of equality and respect at EISM.

2. Objectives

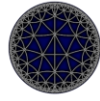
a. Ensure Balanced Representation of Gender in the Organization and Its Activities

- Strive to achieve gender parity across all levels of the organization, from entry-level positions to leadership roles.
- Implement recruitment and promotion practices that encourage applications from underrepresented individuals.
- Monitor and report on gender distribution within the organization regularly to identify and address any imbalances.

b. Promote a Culture of Equality and Respect

- Foster an inclusive work environment where all employees feel valued and respected, regardless of gender.
- Conduct an annual training session on diversity, inclusion, and unconscious bias for all staff members.
- Establish clear policies and procedures to prevent and address discrimination and harassment, ensuring a safe and supportive workplace for everyone. These policies are detailed in our HR handbook, which is accessible to all employees.

c. Integrate Gender Perspectives into Our Research and Teaching



- Ensure that research projects consider and address gender-related issues and impacts.
- Develop and incorporate gender-sensitive methodologies and analyses in our research activities.
- Encourage the inclusion of gender studies in our educational programs and project participation to raise awareness and understanding among students and researchers.
- Collaborate with external experts and organizations specializing in gender studies to enhance the quality and impact of our research.

By pursuing these objectives, EISM aims to create an environment where gender equality is not just a goal but a fundamental aspect of our organizational culture and academic endeavors. We believe this commitment will help us drive innovation, foster a diverse and dynamic community, and contribute to the broader societal goal of gender equality—and we are eager to submit this hypothesis to objective empirical confirmation.

3. Organizational Context

EISM was co-founded in 2010 by a woman and a man, each holding a 50% ownership stake in the organization. This equal ownership reflects our commitment to gender balance and shared leadership. Both co-founders are actively involved in the daily operations and strategic direction of the organization, ensuring that responsibilities are evenly distributed.

Our decision-making process is inherently collaborative and consultative, involving input from various stakeholders within the organization. Significant disagreements or critical issues are resolved following well-established European and Spanish arbitration principles, which provide a fair and structured approach to conflict resolution and decision-making.

Currently, EISM maintains a balanced gender representation, with women and men each constituting 50% of our workforce. Moreover, our commitment to gender equality is reflected in our leadership structure, where 50% of the leadership roles are occupied by women. This gender balance at all organizational levels underscores our dedication to fostering an equitable work environment.

Over the years, we have implemented several initiatives to promote a diverse and inclusive workplace, including flexible working hours and diversity training programs. While these efforts have made a positive impact, this Gender Equality Plan (GEP) aims to further enhance our practices. By addressing any remaining gaps and building on our previous initiatives, we aspire to create a more inclusive environment that supports and empowers all employees.

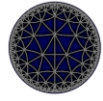
4. Areas of Action

a. Introduce Flexible Working Hours and Remote Working Options

- Develop and implement policies that allow employees to adjust their working hours to accommodate personal and family responsibilities. This flexibility will include options for part-time work, compressed workweeks, and staggered hours.
- Expand remote working options to enable employees to work from home or other locations when feasible. This policy will support diverse work styles and help employees balance their professional and personal lives more effectively.
- Regularly review and adjust flexible working arrangements based on employee feedback and organizational needs to ensure they meet the evolving demands of our workforce.

b. Provide Equal Parental Leave Irrespective of Gender

- Offer equal parental leave benefits for all employees, regardless of gender, to support both mothers and fathers in balancing work and family responsibilities. This includes paid leave for birth, adoption, and child-rearing.



- Develop and communicate clear policies on parental leave, ensuring that all employees are aware of their entitlements and the application process.
- Provide additional support, such as flexible return-to-work options and childcare assistance, to help employees transition smoothly back to work after taking parental leave.

c. Organize Workshops on Gender Inclusivity and Unconscious Bias

- Regularly schedule workshops and training sessions focused on gender inclusivity, unconscious bias, and promoting a respectful workplace. These sessions will be designed to educate employees about the importance of diversity and inclusion and provide practical tools for addressing bias.
- Invite external experts and facilitators to lead these workshops, bringing a diverse range of perspectives and insights to our organization.
- Evaluate the effectiveness of these workshops through participant feedback and follow-up surveys and use the results to continuously improve the content and delivery of future training sessions.

d. Enhance Organizational Culture

- Foster a culture of open communication where employees feel comfortable discussing and addressing issues related to work-life balance and organizational culture. Create channels for anonymous feedback and suggestions.
- Recognize and celebrate achievements and milestones related to gender equality and work-life balance, both within the organization and publicly.
- Develop mentorship and support networks to provide guidance and career development opportunities for all employees, with a focus on supporting underrepresented genders and those balancing work and family responsibilities.

e. Implement Supportive Policies and Practices

- Establish a dedicated team or role responsible for overseeing work-life balance initiatives and ensuring they align with organizational goals and employee needs.
- Continuously monitor and assess the impact of work-life balance policies and practices through regular employee surveys and performance metrics.
- Promote a healthy work-life balance culture by integrating these principles into organizational values and leadership practices, ensuring that they are modeled and reinforced at all levels of the organization.

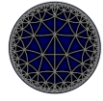
By addressing these areas, EISM aims to create a supportive and inclusive work environment that not only promotes gender equality but also enhances overall employee well-being and organizational effectiveness.

5. Implementation and Monitoring

a. Roles and Responsibilities

Gender Equality Committee

- **Chairperson:** The Gender Equality Committee will be chaired by Leonor Gil Rubio. As the chairperson, Leonor will lead and coordinate the committee's activities, ensuring that the Gender Equality Plan (GEP) objectives are effectively met and aligned with the organization's strategic goals.
- **Committee Composition:** The committee will consist of EISM's co-founders, Leonor Gil Rubio, a woman, and Luis Razo Bravo, a man. This diversity will ensure, to the extent possible given the current



limitations of the organization and its structure, a comprehensive perspective on gender issues and inclusivity.

- **Key Responsibilities:**

- **Oversee Implementation:** The committee will oversee the execution of the GEP, ensuring that all planned actions and initiatives are carried out effectively and in accordance with the established strategy.
- **Monitor Progress:** Regularly monitor and assess the progress of gender equality initiatives. This includes reviewing data and gathering feedback to evaluate the impact of the GEP and identify areas for improvement.
- **Set Goals and Targets:** Develop and update specific, measurable goals and targets related to gender equality. These goals will be aligned with the broader strategic objectives of EISM and will guide the committee's efforts.
- **Provide Guidance:** Offer advice and support to internal collaborators and external teams on implementing gender equality practices. This includes helping to resolve issues related to gender equality and promoting best practices across the organization.
- **Review Policies:** Conduct regular reviews of organizational policies and procedures to ensure they are in line with current best practices in gender equality and inclusivity. Update these policies as necessary to address emerging issues and opportunities.
- **Facilitate Training:** Coordinate and facilitate training sessions and awareness programs focused on gender equality and unconscious bias. These programs will be designed to educate employees and promote a culture of inclusivity.

- **Meetings and Reporting:**

- **Regular Meetings:** The committee will hold bi-annual meetings to review progress, discuss challenges, and plan future actions. Additional meetings may be scheduled as needed to address urgent issues or capitalize on new opportunities.
- **Reporting:** Prepare and present an annual report detailing the progress of the GEP. This report will cover achievements, challenges, and recommendations for further action. It will be shared with all employees and relevant stakeholders to ensure transparency and accountability.

- **Resource Allocation:**

- **Budget Management:** The committee will oversee the allocation of the budget dedicated to gender equality initiatives. This includes ensuring that funds are used effectively to support the GEP's activities and objectives.
- **Support and Training:** Identify and secure additional resources, such as external experts or consultants, to enhance the implementation of the GEP. These resources will provide specialized support and help to improve the effectiveness of gender equality initiatives, especially as these may be affected by the limited organizational structure of the organization.

- **Engagement and Communication:**

- **Employee Engagement:** Actively engage with employees to collect feedback, address concerns, and encourage participation in gender equality initiatives. Use feedback sessions to gain insights into employee perspectives and experiences.
- **Communication Strategy:** Develop and implement a communication strategy to keep employees informed about the GEP, upcoming events, and progress updates. Utilize various channels, such as newsletters, the intranet, and internal meetings, to ensure comprehensive dissemination of information.



6. Communication and Dissemination

Regular Updates to Staff and External Collaborators

- **Bulletins:** Issue periodic bulletins to keep staff and external collaborators informed about the progress and developments related to the Gender Equality Plan (GEP). These newsletters will include updates on initiatives, upcoming events, success stories, and any new policies or changes. They will be distributed via email and made available on the organization's intranet.
- **Meetings:** Organize periodic meetings to discuss the status of GEP implementation, address any questions, and gather feedback from staff. These meetings will provide an opportunity for open dialogue and engagement, allowing employees and collaborators to discuss their experiences and contribute suggestions for improvement.
- **Dropbox Updates:** Maintain a dedicated section on the organization's Dropbox intranet for GEP-related information. This folder will feature updates, resources, and key documents related to gender equality, ensuring easy access for all employees.

Annual Report

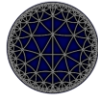
- **Content and Format:** Publish an annual report that highlights the achievements, challenges, and progress made under the GEP. The report will include quantitative data, such as gender balance statistics and progress towards specific targets, as well as qualitative insights from staff feedback.
- **Transparency and Accountability:** Ensure that the report is comprehensive and transparent, providing a clear picture of the organization's efforts and outcomes related to gender equality. This will include an analysis of what has been achieved, what challenges have been encountered, and how these challenges are being addressed.
- **Distribution:** Share the annual report with employees, collaborators, and relevant stakeholders. The report will be distributed via email, posted on the intranet, and made available in print copies if needed.

Additional Communication Strategies

- **Email Feedback Channel:** Create and actively promote an email feedback channel where employees can share their thoughts and experiences related to gender equality. This will include anonymous online feedback forms.
- **Training and Awareness:** Incorporate communication about the GEP into regular training and awareness programs. Ensure that all new hires are briefed on gender equality policies and practices as part of their onboarding process.
- **Celebration of Achievements:** Highlight and celebrate milestones and successes related to gender equality within the organization. Recognize individuals or teams who have made significant contributions to advancing gender equality and share these stories in bulletins and on the intranet.
- **Engagement with External Stakeholders:** Engage with external stakeholders, such as industry partners and professional networks, to share best practices and collaborate on gender equality initiatives. Participate in relevant conferences and events at the European level to showcase the organization's commitment to gender equality.

By implementing these communication and dissemination strategies, EISM will ensure that all employees are well-informed about the GEP, its progress, and its impact, while also fostering a culture of transparency and engagement around gender equality issues.

7. Conclusion



EISM is committed to advancing gender equality and fostering an inclusive environment for everyone within our organization. Our dedication to these principles is reflected in our Gender Equality Plan (GEP), which represents a significant step toward achieving our vision of a balanced and equitable workplace.

The GEP is designed to address existing gender disparities, promote equal opportunities, and support a culture of respect and inclusivity. By implementing the actions outlined in this plan, we aim to create a supportive environment where all employees can thrive and contribute to their fullest potential.

To ensure the continued relevance and effectiveness of the GEP, it will be reviewed and updated on a regular basis. This ongoing evaluation process will involve assessing the impact of our initiatives, gathering feedback from staff, and adapting strategies as needed to address new challenges and opportunities.

Our commitment to gender equality is not a one-time effort but a continuous journey. We will remain dedicated to upholding these values and strive to make meaningful progress toward a more inclusive and equitable workplace for all.

Signed on July 19, 2024:

Leonor Gil Rubio, Co-Founder
Legal and Administrative Director
European Institute of Science in Management

Signed on July 19, 2024:

Luis Razo Bravo, Co-Founder
Research Director
European Institute of Science in Management