

A wide-angle photograph of a city skyline at sunset. The sun is low on the horizon, creating a bright lens flare and casting a golden glow over the scene. In the foreground, there is a lush green lawn and a small, winding stream that reflects the buildings and the sky. The sky is a mix of blue and orange, with some light clouds. The buildings are a mix of modern high-rises and older, more traditional structures.

GENDER EQUALITY PLAN

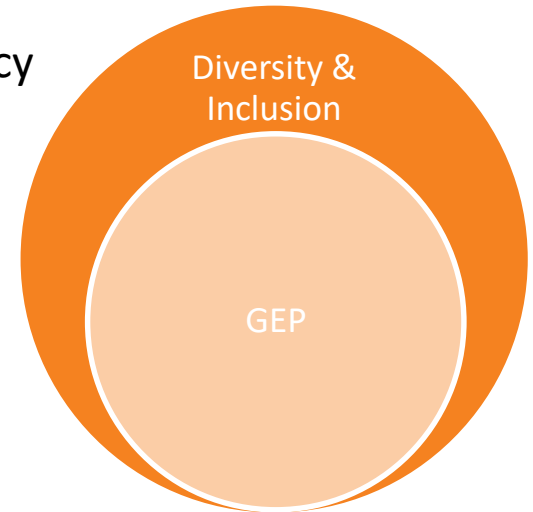
VITO, December 1st 2021

CONTENT SLIDEDECK

- Diversity & Inclusion >< Gender Equality
- What? GEP requirements
- Working group
- D&I in HR >< Gender in Research
- Next steps
- Action plan

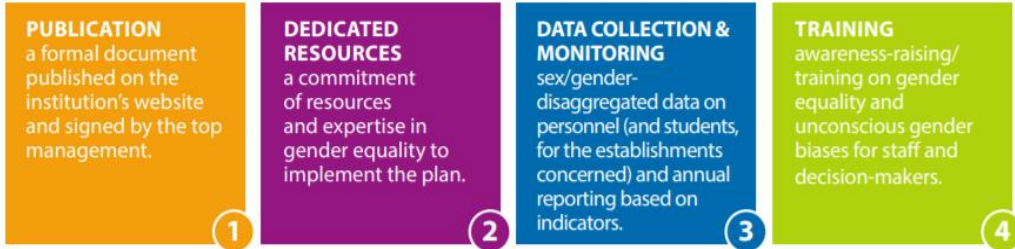
DIVERSITY & INCLUSION POLICY – GEP

- Diversity & Inclusion policy – foreseen in management agreement & validated by the VITO Board & Executive Committee (2020), published on vito.be
- NEW: explicit Gender Equality Plan as foreseen in compliancy rules Horizon Europe-projects, validated by the VITO Executive Committee (2021), published on vito.be



REQUIREMENTS GEP: HR + RESEARCH

To meet the eligibility criterion, a GEP **must** fulfil **4 mandatory process-related requirements**:



In terms of the content, it is **recommended** that a GEP addresses the following **5 thematic areas**, using concrete measures and targets:

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



REQUIREMENT: 'DEDICATED' RESOURCES – INTERNAL WORKING GROUP

- HR Resources: Elien Bogaerts, HR Business Partner
Appointed March '20: Diversity & Inclusion officer
Marianne Wens, HR Manager
- Research Resources: Ina De Vlieger, EU Liaison Officer, Research Office Team
Karen Vercammen, Coordinator Scientific Relations
+ extra 'Researcher/Manager'

Recurrent meetings: semi-annual

Design & follow-up indicators & action plans

REQUIREMENT: MEASURES/TARGETS – HR KPI'S

D&I Topic	KPI	Target
Gender	% F/M/X on total population	status quo % F/X
	% F/M/X in management positions	at least 30% F/X of new positions (further scale up to 50%)
	% outflow F/M/X (on total outflow)	monitoring
	% F/M/X in mentorrol (on total mentors)	equal ratio % F/X mentors als % F/X in total population
	participation rate training courses F/M/X	evolution similar as evolution participation rate (payroll population)
	number F/M/X research leaders	at least 30% F/X of new positions (further scale up to 50%)
International	PhD's VITO (% F/M/X)	Ratio R&D employed
	number of nationalities	monitoring (action if less than 30)
	% internationals on total population (= payroll + non-payroll)	status quo % internationals
	% international outflow (on total outflow)	monitoring (action if less than 30)
	% internationals in mentorrol (on total mentors)	equal ratio of % international mentors as % internationals in total (payroll)population
Age	participation rate training courses internationals	evolution participation rate internationals similar as evolution participation rate (payroll population)
	age distribution: % employees by age group	monitoring
	% inflow per age group (on total inflow)	monitoring
Payroll & non-payroll	% outflow per age group (on total outflow)	monitoring
	% payroll vs non-payroll population	monitoring
	% inflow payroll/non-payroll (on total inflow)	monitoring
Other topics	% outflow payroll/non-payroll (on total outflow)	monitoring
	% F/M/X in decision-making bodies (f.e. DC, COM & OR)	monitoring - depending on automatisisation

RECOMMENDATION: MEASURES/TARGETS – RESEARCH KPI'S

D&I Topic	KPI	Target	Publication
Gender	Authoring publications (yearly % F/M/X)	Ratio R&D employed	Yes
	First author publication (yearly % F/M/X)	Ratio R&D employed	Yes
	Submitting patents (yearly % F/M/X)	Ratio women R&D employed in hard tech	Yes
	VITO ambassador engagement in social media (% F/M/X)	Ratio R&D employed	Yes
	Project coordinator of new Horizon Europe Projects - number related (% F/M/X)	Ratio R&D employed	No
	Project coordinator of new Horizon Europe Projects - budget related (% F/M/X)	Ratio R&D employed	No
	Project leaders of H2020/HE projects - number related (% F/M/X)	Ratio R&D employed	No
	Project leaders of H2020/HE projects - budget related (% F/M/X)	Ratio R&D employed	No
	Project leaders of H2020/HE projects - number related per unit (% F/M/X)	Monitoring	No
	Project leaders of H2020/HE projects - budget related per unit (% F/M/X)	Monitoring	No
	Project leaders of SBR projects - number related (% F/M/X)	Ratio R&D employed	No
	Project leaders of SBR projects - budget related (% F/M/X)	Ratio R&D employed	No
	Project leaders of SBR projects - number related per unit (% F/M/X)	Monitoring	No
	Project leaders of SBR projects - budget related per unit (% F/M/X)	Monitoring	No

GEP ACTIONS

- Publication & internal/external communication (Website, Channel V,...), December 2021
- Design action plan '22,...: focus on awareness & monitoring (Develop KPI Dashboard, Training)

ANNEX: DRAFT ACTION PLAN 2022



General actions

- 2022: AWARENESS
 - Setting up divers think tank regarding Diversity & Inclusion (D&I) (yearly brainstorm)
 - Research lady/don award?
- 2023: DATA
 - Monitor targets & dashboard D&I + re-evaluation action plan
- 2024: KNOWLEDGE CREATION
 - Knowledge sharing e.g. EARTO-network



Training

- Different training initiatives regarding awareness: e.g.
 - Objective recruitment
 - Unconscious bias
 - Cultural awareness/power of diversity
- Research office: learning network attention for gender topic



Integration in process

- Develop D&I dashboard
 - HR: Q1 2022
 - Gender in research: Q1 2023
- HR projects: diversity check
- FIT@VITO: cross-section survey results?
- R&D: include gender-topic in the project process



Communication

- Regular communication regarding D&I (e.g. newsletter)
- Announcement GEP & intermediate realizations
- Special attention for women in science role models
- Elaborate example cases 'Gender aspects in research'
- Section 'diversity & inclusion' on Channel V & external website (including job site)



Monitoring

- D&I dashboard in Q-reporting HR (yearly overview)
- Automatisated data collection (cfr. integration in process)
- Monitoring targets + re-evaluation action plan (yearly)

VITO GEP APPROVED

The Executive Committee gave its support and endorsement to the Gender Equality Plan (GEP) on Wednesday, December 1st 2021.