

# Gender Equality Plan (GEP) for Transmitting Science

## 1. Introduction

At Transmitting Science, we are committed to fostering an inclusive and equitable environment that reflects our values of equity, collaboration, and sustainability. This Gender Equality Plan (GEP) outlines our objectives, strategies, and actions to ensure gender equity across all aspects of our organisation. It aligns with our *Code of Conduct* (available at [Code of Conduct](#)) and our vision of creating a fairer and healthier scientific ecosystem.

## 2. Key Building Blocks

### Publication

This GEP is a formal document approved by top management and published on our website. It represents our transparent commitment to promoting gender equity.

### Dedicated Resources

We have allocated dedicated human resources and consulted with gender experts to develop, implement, and monitor this plan. Specific staff members are responsible for overseeing initiatives and reviewing progress.

### Data Collection and Monitoring

We will collect and analyse sex/gender-disaggregated data on staff, trainers, and participants. Annual reviews of this data will allow us to evaluate our progress. Key indicators include:

- Gender distribution in leadership, staff, and trainers.
- Gender pay gap analysis.
- Gender balance among course participants and event attendees.

### Training

Regular training sessions will be provided to staff, trainers, and decision-makers, focusing on gender equality and unconscious biases. These activities aim to foster greater awareness and equity in both daily operations and strategic planning.

## 3. Content Areas and Actions

### Work-Life Balance and Organisational Culture

- Promote flexible working arrangements, including hybrid options and adaptable schedules.
- Support staff with caregiving responsibilities through tailored policies.
- Ensure all internal and external communications use inclusive language and imagery.

### Gender Balance in Leadership and Decision-Making

- Set clear targets to achieve gender balance in leadership roles, decision-making bodies, and advisory boards.
- Monitor and report gender representation in leadership annually.
- Create mentoring opportunities to support career advancement for underrepresented genders.

### Gender Equality in Recruitment and Career Progression

- Ensure job descriptions and calls for trainers are gender-inclusive and free from bias.
- Establish diverse recruitment panels and standardised evaluation criteria.
- Offer equal access to professional development and training opportunities for all staff.

## Integration of the Gender Dimension into Research and Teaching Content

- Provide training on incorporating gender perspectives into research and course materials.
- Review teaching content and outreach materials to ensure examples and language are inclusive.
- Collaborate with experts to design modules that explore gender dimensions in life and earth sciences.

## Measures Against Gender-Based Violence and Sexual Harassment

- Enforce the Code of Conduct to uphold respectful interactions among staff, trainers, and participants.
- Establish a confidential mechanism for reporting gender-based violence or harassment, ensuring swift action and support for those affected.
- Deliver regular workshops on recognising and addressing harassment, and promote zero-tolerance policies.

## 4. Implementation and Accountability

### Timeline

We will develop yearly action plans with clear objectives, deadlines, and assigned responsibilities to drive implementation.

### Monitoring and Evaluation

An annual report will summarise progress against targets, analysis of gender-disaggregated data, and feedback from staff and participants on the organisational culture.

### Continuous Improvement

This plan will be reviewed annually to incorporate feedback, adopt emerging best practices, and reflect organisational growth and evolution.

## 5. Conclusion

This GEP is a living document that reflects Transmitting Science's dedication to creating a collaborative, equitable, and inspiring environment for all. By implementing concrete actions and ensuring accountability, we aim to build a thriving scientific community where everyone feels valued and supported.

For further information or to share feedback, please contact [communication@transmittingscience.com](mailto:communication@transmittingscience.com)

Our Code of Conduct can be accessed at [Code of Conduct](#).

