

Institut de Biologia Evolutiva

Gender and Diversity Equality Plan

2024-2026

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Based on “Gender and Diversity Equality Plan IBE, 2021” by Rosa Fernández *et al.*

The Institut de Biologia Evolutiva is a joint institute of the Spanish National Research Council (CSIC) and the Pompeu Fabra University (UPF). Their gender/diversity plans can be found here:

[CSIC Gender Equality Plan](#)

[UPF Equality and Diversity Plan](#)

Commitment of IBE's Direction to the Implementation of the Equality Plan

The Institute of Evolutionary Biology (IBE: CSIC-UPF) is committed to equality as a fundamental principle.

To that aim, the IBE Diversity Committee has proposed a first Gender and Diversity Equality Plan, crafted through collaboration and institutional diagnosis, to address existing disparities and biases within our community and beyond.

This plan advocates for a structural shift towards equality in all dimensions, reflecting our community's dedication to scientific excellence through inclusivity and diversity. The success of this initiative relies on active promotion and involvement from the Directorate and the entire community, demonstrating a collective commitment to fostering equality at IBE.

Introduction

Diversity in the workplace in terms of gender, ethnicity, sexual orientation, languages and abilities among others should be a direction to work towards, not only because of its benefits in the long term, but because it is fundamentally fair.

This diversity plan was produced as a collaborative effort between the IBE Diversity Committee and IBE Communication. It is based on an analysis of current diversity in IBE combined with the results of an institute-wide survey (see details below).

The benefits of a more diverse team include a wider variety of backgrounds leading to productivity increases, better decision making, improved creativity and innovation rates¹. Bias, both conscious and unconscious, plays a major role in keeping society, and thus scientific institutions, from reaching diversity goals. This is reflected at IBE, for instance, in the increasing gap between the percentage of women and men with seniority in their academic career (Figure 1). In 2023, there were only 5 women out of a total of 25 Principal Investigators (PIs) at IBE, representing 20% of the total. This has continued to be a sustained trend at IBE for at least the past 10 years.

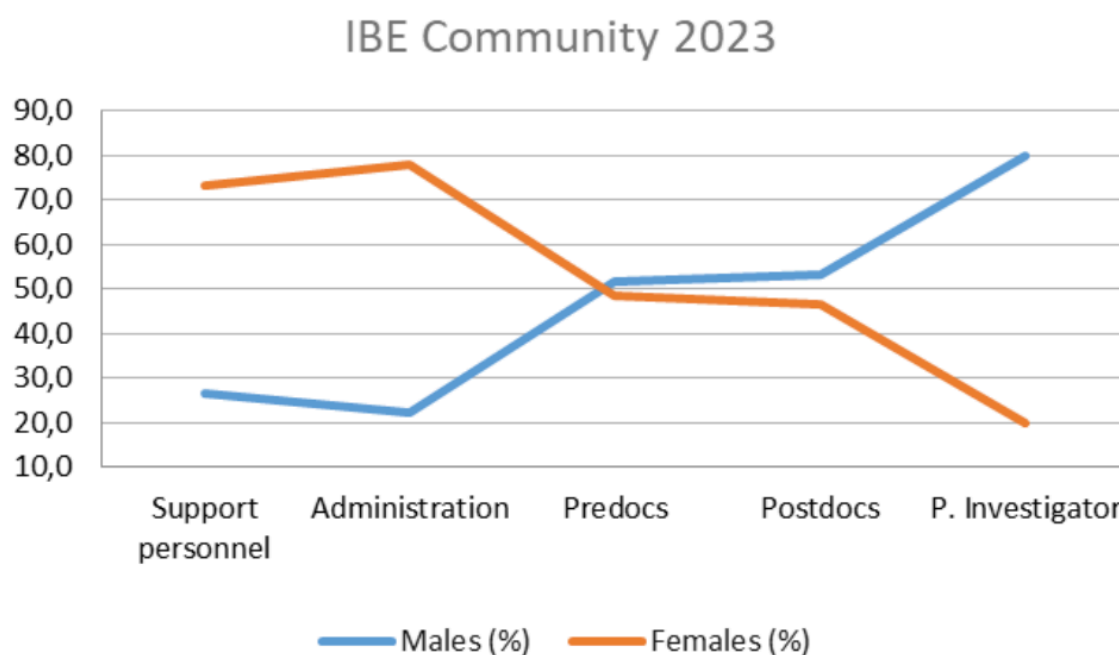


Figure 1. Percentage of women and men in each career position at IBE in 2023.

This figure reflects only the most obvious imbalances in diversity at IBE. Biases at IBE in all aspects of diversity must also be quantified and addressed. In order to reach these goals, we have created a diversity plan and the entire IBE community has the responsibility to ensure that we actively work together towards its application.

¹ Stewart AJ, Valian V. An inclusive academy: Achieving diversity and excellence. MIT Press, 2018.

What did the diversity committee achieve up until 2021?

Led by **Elena Casacuberta** and **Iñaki Ruiz-Trillo** (2014-2020), the [IBE Diversity Committee](#) proposed the following actions, with the following results:

- *Actively look for inviting women speakers at the IBE seminars and establish a quota around 30% of women speakers at the conferences organized by IBE members*
 - Note: current IBE policy is that gender parity should be achieved among IBE seminar speakers.
- *Organize a retreat-like activity for all IBE members focused on this subject*
 - In October 2015, the Diversity Committee offered a seminar to all IBE staff during the IBE retreat sharing the results of a study on gender equality and explaining the measures adopted together with the institute direction board.
- *Look for women when searching for potential IBE PI candidates*
 - Note: this measure was adopted by IBE, and is current practice.
- *Increase female presence in both the executive board and the external advisory board*
 - In 2017, the IBE directorate changed and Elena Bosch was incorporated as Vice-Director.
 - IBE's Executive Board also changed three of the members of the External Advisory Committee, incorporating Anna Di Rienzo (University of Chicago), Purificación López-García (Université Paris-Sud / Paris-Saclay) and Susanna Manrubia (Spanish National Center for Biotechnology (CSIC)).
- *Establish a link between IBE's Diversity Committee and other similar committees*
 - IBE participated in the [PRBB Equity, Diversity and Inclusion committee](#) and its actions.
 - IBE participated in the [LifeSciCoP](#) meetings.
- *In parallel, in collaboration with the IBE Communication Unit, several outreach campaigns were organized around 11 February*
 - 2017: [Gender Awareness Day, Women in Evolution](#)
 - 2019, 11 February: ["we are scientists"](#) and school visits
 - 2020, 11 February:
 - [Projection of "Scientifilia" and debate](#)
 - ["who is your shero?"](#)
 - Virtual school visits

Led by **Rosa Fernández** (2020-2021):

- *Participate in the [first CSIC diversity committee meeting](#) (2020)*
- *Recruit a group of IBE members (technicians, PhDs, postdocs)*
 - To create an initial draft of the IBE Diversity proposal (2020-2021).
 - To adapt and launch the [ACT Survey](#), with overall survey participation of 69% of IBE, whose results are described below.
- *Propose numerous actions to be taken at IBE*
 - A channel for a formal system of collection of suggestions and ideas.
 - Promote the visibility and inclusion of female scientists within the IBE community.
 - Reaching equality in leading positions at IBE.

- Reaching equality in hiring processes at IBE.
- Increase interactions among members of the IBE community.
- Increase dissemination of information on diversity statements and plans by the IBE community.
- Publish internal IBE guidelines on inclusive practices in academia (interviews, recommendation letters, reviews, etc.)

What has the diversity committee achieved since 2021?

In October, 2020, IBE conducted a survey available to all members of the community, whose [principal results](#) and recommendations for current and future actions are summarized below. These results were presented to the IBE community and to the IBE direction, who agreed to implement future proposed actions.

Topic	ACT Survey Result	Actions Already Taken	Future Proposed Actions
Training	<ul style="list-style-type: none"> • Many IBE members have obtained practical training, but other types of training have been lacking 	<ul style="list-style-type: none"> • Participation in PRBB Intervals • IBE inclusive language training 	<ul style="list-style-type: none"> • New training courses to address specific needs
Working Conditions	<ul style="list-style-type: none"> • Parental leave: some information about the policies regarding parental leave is lacking; schedule flexibility and telework helps, but tight and inflexible deadlines don't when it comes to reintegration 	<ul style="list-style-type: none"> • Promote teleworking and flexible work schedules 	<ul style="list-style-type: none"> • Include information about the policies regarding parental leave on the IBE intranet
Organizational Culture & climate (perception of the participants)	<ul style="list-style-type: none"> • IBE is an attractive place to work • Significant difference between sexes: You have to speak with a loud, assertive or even forceful tone if you want people to listen to you, especially if you are a woman. • Men and women don't think that they are treated equally at IBE • Representation in senior positions are biased against women, but student care is entrusted to women • PI roles, promotion and awards are more often given to men; the ease with which individuals can reach senior positions at IBE is in general easier for men • IBE workplace is generally positive but lacking mentorship, committee membership • IBE workplace is friendly but internal communication could be better • IBE workplace allocation is generally fair 	<ul style="list-style-type: none"> • Continue to encourage female candidates to apply for competitive calls: Ramón y Cajal, Juan de la Cierva, etc. • Work on an IBE Seminar agenda with diversity representation, which leaves room for a variety of profiles and visions • Encourage the activities of committees and working groups and provide them with resources (funding, visibility) • Internal Newsletter to share institutional news and IBE community activities 	<ul style="list-style-type: none"> • Promote a healthy environment in which everyone is treated equally • Improve internal communication, especially between buildings
Behavior	<ul style="list-style-type: none"> • Some people personally experienced harassment (or were unsure if they had) 	<ul style="list-style-type: none"> • Share the harassment protocol, make it more accessible and readable through IBE intranet • Take part in PRBB-wide initiatives to help the community identify / recognize harassment when it happens 	<ul style="list-style-type: none"> • Designate contacts to help register official (CSIC/UPF) complaints of harassment?

From 2021-2023, several of the actions proposed above have been implemented:

- 1. Training**
 - a. New training courses to address specific needs
 - i. [Inclusive and non-sexual language training](#), 10 February, 2021
- 2. Organizational Culture & Climate**
 - a. Improve internal communication, especially between buildings

- i. [IBE Suggestion box](#)
- ii. Bi-weekly coffee breaks (initiated by the IBE Mentoring Committee)
- b. To address “Men and women don’t think that they are treated equally at IBE”
 - i. Modification of language in job offers to promote applications from women
 - ii. Use of gender-balanced images and language on IBE official communications (IBE Website, social media, press releases)

3. Behavior

- a. [Anti-harassment protocols available](#) on the IBE Intranet
- b. [PRBB-wide harassment survey](#)

In addition, we also continue with the following actions:

1. Regular visibility campaigns and school visits to demonstrate role models for 11F and 8M (in collaboration with the IBE Communication Unit)

- a. 2021: 11F: “[Focus on Me. I’m visible](#)”
- b. 2021: [Visiting schools: women in evolution](#)
- c. 2022: [11F: "We Were There Too"](#) and school visits
- d. 2023: 8M campaign on the effects of diversity on innovation in [English](#) and [two](#) posts in [Catalan](#)
- e. 2024: close the scissors campaign
 - i. [Web campaign](#)
 - ii. [Social media campaign](#)

2. Ensure IBE seminars continue to have gender-balanced presenters

3. Partnerships with other local diversity committees (Figure 2)

- a. Participate in the PRBB EDI committee
 - i. Guidelines: [How to set up a Gender Equality Committee](#)
 - ii. 2022: [Round table on racial and gender biases in technology and medicine](#)
- b. New network of CSIC diversity committees of Catalonia

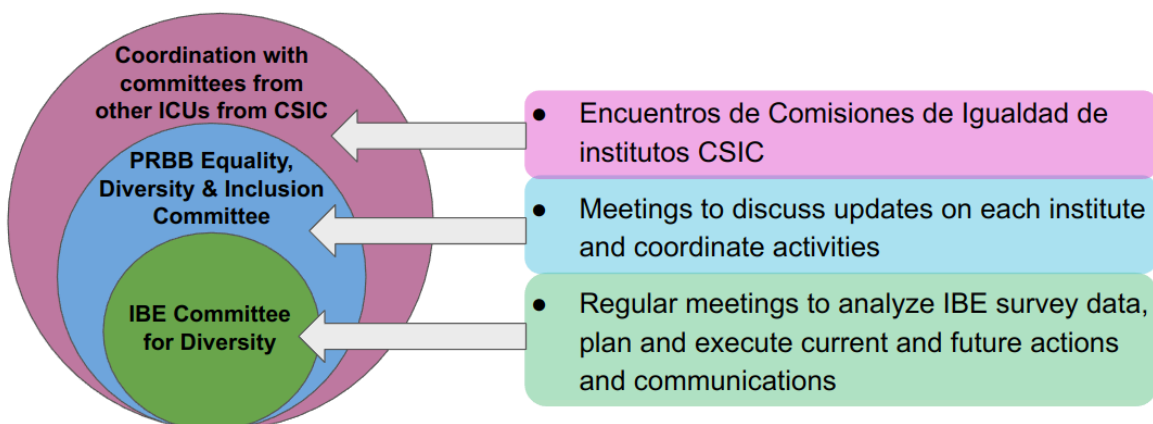


Figure 2. The IBE Diversity Committee participates in equality initiatives at various hierarchical levels.

Key Areas of Action 2024-2026

Key Area 0: Organization of the committee

Ongoing: reevaluate the organization of the committee. In the past the committee has consisted of only two coordinators (Iřaki and Elena, Pilar and Daniel), or of a large team chaired by a single coordinator (Rosa).

Ongoing: update the IBE Diversity Committee website.

Ongoing: emphasize the potential utility of an officially recognized (partial) contract in IBE administration to support the diversity committee / act as diversity representative.

Key Area 1: Awareness Raising & Training

Action 1.1	Awareness raising
Expected Outcome	Campaigns for 11F and 8M
Target Audience	General public and scientific community
Organizers	IBE Communication and IBE Diversity Committee
Timing	Twice yearly, also <i>ad hoc</i> campaigns
Indicators	Posters, social media indicators

Action 1.2	Training
Expected Outcome	<ol style="list-style-type: none"> 1. Training for the IBE community on specific topics (e.g., harassment prevention; see Action 7.3) 2. Highlight, from the Diversity Committee, the training programs on diversity-related issues that are available via PRBB and the wider community
Target Audience	IBE community
Organizers	IBE Diversity Committee
Timing	Ongoing
Indicators	IBE training sessions, participation in PRBB and other courses

Key Area 2: Health & Work-Life Balance

Action 2.1	Give online visibility to IBE measures for work-life balance (raise awareness, ensure that workers are comfortable exercising their rights)
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Expected Outcome	<ol style="list-style-type: none"> 1. Prepare a clear, uniform description of current work/life balance rules (applicable to both UPF and CSIC) <ol style="list-style-type: none"> a. Include links to CSIC and UPF policies 2. Give visibility to lactation/break room shared with ICM in CMIMA building, and to PRBB lactation room (located in the lobby of the seminar rooms at the square)
Target Audience	IBE community
Organizers	IBE Human Resources and IBE Diversity Committee
Timing	Autumn of 2024
Indicators	Information posted on IBE Intranet and included in the IBE welcome packet

Key Area 3: Recruitment, Selection, Career progression and access to decision making

Action 3.1	Recruitment of Principal Investigators
Expected Outcome	Principal investigators: focused dissemination of job offers and recruitment of potential PIs from a gender/diversity perspective
Target Audience	IBE community, scientific community
Organizers	IBE Direction, IBE Human Resources, IBE Communication
Timing	Ongoing
Indicators	Ratio of female/male PIs, directed recruitment of potential PIs from a diversity perspective, job offers

Action 3.2	Diverse leadership (<i>in decision-making positions: direction, SAB</i>)
Expected Outcome	<ol style="list-style-type: none"> 1. Coaching/training in leadership skills (promote Intervals course) 2. SAB: maintain balance of diversity 3. Equal participation in housekeeping committees
Target Audience	IBE community, scientific community
Organizers	IBE Direction, IBE Human Resources, and IBE Diversity Committee
Timing	Ongoing
Indicators	Ratio of female/male members of direction/SAB/housekeeping, IBE attendance in leadership courses

Action 3.3	Career development at IBE
Expected Outcome	<ol style="list-style-type: none"> 1. Continue discussions with IBE Direction regarding mentoring committee to provide support (with a focus on diversity / historically underrepresented groups) for not only early- but also mid-career scientists 2. External web with paths for how to join IBE 3. Online document for how to enroll in IBE once you have been offered a position
Target Audience	IBE community
Organizers	IBE Direction, IBE Project Management, IBE Communication, IBE Diversity Committee
Timing	Beginning autumn 2024
Indicators	Progress on the IBE mentoring program, useful web documents for potential/new IBE members

Area 4: Communication and inclusive language

Action 4.1	Inclusive language
Expected Outcome	<ol style="list-style-type: none"> 1. Continue the practice of IBE communications incorporating inclusive language 2. Share information from inclusive language training course on the IBE Intranet
Target Audience	IBE community, scientific community
Organizers	IBE Communication Unit, IBE Diversity Committee
Timing	Spring 2024 (language training course materials online)
Indicators	Regular monitoring of IBE communications with gender/diversity perspective, updated information through IBE Intranet

Area 5: Gender Balance in Research Teams and in Research Subjects

Action 5.1	Diversity in Research
Expected Outcome	<ol style="list-style-type: none"> 1. Investigate rules imposed by EU on diversity in research project teams 2. Gender perspective within research projects (human data, male/female ratio) <ol style="list-style-type: none"> a. Identify plans that other centers have implemented b. Develop an IBE internal policy or guidelines for gender in research

	3. Take into account CSIC/UPF recommendations
Target Audience	IBE community
Organizers	IBE Diversity Committee
Timing	Spring 2025
Indicators	Summary of regulations for compliance at IBE

Area 6: Inclusion – Structures and resources to support diversity and gender equality in the workplace.

Action 6.1	Measures to support personnel and maintain a welcoming IBE climate
Expected Outcome	<ol style="list-style-type: none"> 1. Maintain IBE Welcome sessions 2. Address any issues reported via IBE suggestion box
Target Audience	IBE community
Organizers	IBE Human Resources, IBE Communication, IBE Diversity Committee
Timing	Ongoing
Indicators	Attendance to welcome sessions, number of suggestions received and addressed

Area 7: Prevention and Treatment of Harassment

Action 7.1	Clear information on Harassment
Expected Outcome	<ol style="list-style-type: none"> 1. Concise summary of CSIC/UPF harassment policies and information on designated contact(s) (see Action 7.2) available on IBE Intranet 2. Add information on harassment to IBE scientific code of conduct
Target Audience	IBE community
Organizers	IBE Human Resources, IBE Good practices and Scientific Integrity committee, IBE Communication Unit, IBE Diversity Committee
Timing	Spring 2024
Indicators	Publication of the information through the IBE Intranet, update of the IBE code of conduct

Action 7.2	Take action: representative person for harassment protocol activation
Expected Outcome	<ol style="list-style-type: none"> 1. Designate administration contacts to help register official (CSIC/UPF) complaints of harassment 2. Nominate someone from IBE to take Generalitat course on harassment
Target Audience	IBE community
Organizers	IBE Direction, IBE Human Resources, IBE Diversity Committee
Timing	Spring 2024
Indicators	Identification and training of representatives

Action 7.3	IBE harassment prevention training
Expected Outcome	IBE harassment training course, based on PRBB harassment survey results
Target Audience	IBE community
Organizers	IBE Diversity Committee
Timing	Winter 2025
Indicators	Harassment prevention training, especially for permanent IBE staff

Area 8: Monitoring & Evaluation

Action 8.1	Accountability
Expected Outcome	<ol style="list-style-type: none"> 1. Ensure that yearly reports on IBE facts & figures continue to contain information on distribution of diversity at IBE 2. Analyze gender pay gap among IBE employees 3. More official institutional recognition of membership in committees by IBE employees (CSIC and UPF)
Target Audience	IBE community, scientific community, external audiences
Organizers	IBE Human Resources, IBE Direction, IBE Communication, IBE Diversity Committee
Timing	Ongoing, yearly reports in June/July
Indicators	Yearly publication of Facts & Figures, pay gap analysis, implementation of recognition for IBE service