GENDER EQUALITY PLAN

2022-2024

This document was prepared by the Human Capital and Organization Directorate and shared with the Committee of the Scientific Director and with the Research Organization Director before submission to IIT's senior management.

This document was approved on March 31st, 2022

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Introduction

The Gender Equality Plan sets out IIT's goals for promoting equality between people of different genders, and details the measures that IIT will take in the coming years to achieve these goals.

The Action Plan, described hereinafter, aims to foster a coordinated and focused approach to promoting gender equality and to support the sharing and adoption of best practices within IIT.

The planned measures address the challenges identified in this Gender Equality Plan and were developed in line with the updated IIT 2018-2023 Strategic Plan (Human Capital and High-Level Education Chapter).

The IIT's Diversity, Inclusion, and Social Impact Office is in charge of coordinating the implementation of the Gender Equality Plan identifying analytical measures and indicators, monitoring progress, and improving measures or actions.
It will work in synergy with the all offices units responsible for executing the Action Plan's measures.

The Diversity, Inclusion, and Social Impact Office is broadly concerned with fostering an inclusive culture for all people, including those with disabilities.

Annual reports shall document any amendments to the Action Plan, as well as new measures or waivers.

Goals

IIT is a Research Center that aims to contribute to basic research and to addressing some of the global societal challenges such as sustainability and healthcare. IIT's 2018-2023 Strategic Plan identifies Societal Challenges (Sustainability and Environment, Healthcare, Aging Society) that will be impacted by IIT's contributions to research and technology. One of IIT's goals is to attract top-quality human capital which is central to achieve its mission at the center of its mission. This requires gender equality and an inclusive culture at all scientific and administrative levels.

IIT's values are integrity, courage, societal responsibility, and inclusion. This plan aims to promote actions consistent with these values.

IIT also cares about the balance between family commitments, academic studies, and/or occupational activity for all students and employees.

IIT aims to promote an inclusive culture that supports equality with actions to enhance career prospects.

Finally, IIT does not tolerate any form of sexual harassment or discrimination, and will take prompt action where necessary.

Responsibilities

It is the duty of the Scientific Director of IIT to ensure the implementation of the Gender Equality Plan. The Scientific Director is hereby supported by the Director General and the Diversity, Inclusion, and Social Impact Office.

The Principal Investigators (PIs) and Administrative Executives are required to collaborate with the Diversity, Inclusion, and Social Impact Office in order to implement the Action Plan and to comply with the legal provisions related to discrimination and gender equality.

The Diversity, Inclusion, and Social Impact Office is part of the Human Capital and Organization Directorate.

Any suggestions, complaints, or feedback can be sent to the dedicated account equality@iit.it.

Other IIT entities (e.g. the Human Capital and Organization Directorate, the Research Organization Directorate, the Communication and External Relations Directorate, and the Associate Directors) are tasked with supporting the implementation process.

Action Plan

IIT's Gender Equality Plan acknowledges six areas of action.

1. **Gender Equality in Recruiting and Career Progression**

   a. Promoting processes to favor and support gender-sensitive recruitment, career development, and appointments

   b. Publicly recognizing "HR Excellence in Research" with an award

   c. Analyzing wage equality

   d. Encouraging recruitment strategies aimed specifically at gender equality for researchers and Ph.D. students

2. **Organizational Culture and Work-Life Balance**

   a. Promoting the balance between work and family/personal life

   b. Parental support

3. **Gender Balance for Leadership and Decision-Making**

   a. Promoting the creation of organizational structures and rules to support gender equality

4. **An Inclusive Culture**

   a. Promoting the creation of an inclusive culture to support equality

   b. Promoting the enhancement of career prospects

5. **Integration of the Gender Dimension into Research and Teaching Content**

   a. Promoting gender awareness in the research process

6. **Measures against gender-based violence including sexual harassment**

7. **Monitoring and Reporting**

1. Gender Equality in Recruitment and Career Progression

1.a Promoting processes to favor and support gender-sensitive recruitment, career development, and appointments

A gender equality evaluation will be conducted for the Committees and Panels involved in the implementation of the Tenure-Track Policy and Recruitment Procedures.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Candidates	2022	2023	2024	**Owner** Research Organization Directorate Scientific Director Human Capital and Organization Directorate	5 GENDER EQUALITY
		●	●	**Involved** Diversity, Inclusion, and Social Impact Office	
Internal Candidates	2022	2023	2024	**Owner** Research Organization Directorate Scientific Director **Involved**	5 GENDER EQUALITY
		●	●	Diversity, Inclusion, and Social Impact Office	
Tenure-Track Candidates and PIs on the Tenure-Track	2022	2023	2024	**Owner** Research Organization Directorate Scientific Director **Involved**	5 GENDER EQUALITY
		●	●	Diversity, Inclusion, and Social Impact Office	

1. Gender Equality in Recruitment and Career Progression

1.b Publicly recognizing "HR Excellence in Research" with an award

The "HR Excellence in Research" award publicly recognizes research institutions that have made progress in aligning their human resource policies with the principles set out in the "Charter & Code." Awardees have the right to use an icon to highlight their commitment to implementing fair and transparent recruitment and appraisal procedures for researchers. The European Charter for Researchers contains requirements for non-discrimination (age, race, ethnicity, religion, sexual orientation, language, disability, and so on) and gender balance at all staff levels.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Internal Candidates	2022	2023	2024	**Owner** Research Organization Directorate Scientific Director	
	●	●	●	**Involved** Diversity, Inclusion, and Social Impact Office	

1. Gender Equality in Recruitment and Career Progression

1.c Analyzing wage equality

IIT will analyze wage equality, and design specific measures to reduce any gender inequalities found, including the design of wage clusters for Postdoc and Researcher roles.

The analysis will focus on:

- Principal Investigators.
- Employees in charge of Scientific Areas
- Postdocs and Researchers

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
	2022	2023	2024		
PIs	●	●		**Owner** Human Capital and Organization Directorate **Involved** Research Organization Directorate Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY
Postdocs and Researchers			●	**Owner** Human Capital and Organization Directorate **Involved** Research Organization Directorate Diversity, Inclusion, and Social Impact Office Associate Directors	5 GENDER EQUALITY
Employees in charge of Scientific Areas			●	**Owner** Human Capital and Organization Directorate **Involved** Research Organization Directorate Diversity, Inclusion, and Social Impact Office Associate Directors	5 GENDER EQUALITY

1. Gender Equality in Recruitment and Career Progression

1.d Encouraging recruitment strategies aimed specifically at gender equality for researchers and Ph.D. students
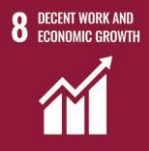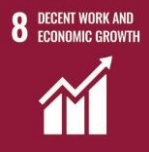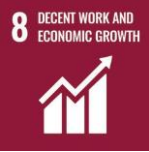
The Plan highlights the following initiatives to improve gender equality for scientists and students within Research Domains with gender gaps:

- Implementation of a Career Advice Service for researchers to facilitate placements after their time at IIT, focusing on underrepresented genders.

- Information and support for students, focusing on underrepresented genders in STEM. Activities and events to motivate young people to study STEM include promotion activities for secondary school students to instill a positive perception of STEM disciplines, meetings and talks between scientists and students, contests for students in STEM subjects, a scientist-student mentoring program, math and coding courses for children.

- Implementation of an internship policy to encourage university students to apply to intern at IIT. This policy should encourage students from underrepresented genders.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Ph.D. Students, Postdocs, and Researchers	Implementation of strategies and identification of opportunities/measures to attract underrepresented genders to Research Domains with the gender gap	2022	2023 ●	2024 ●	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate Principal Investigators	5 GENDER EQUALITY

1. Gender Equality in Recruitment and Career Progression

1.d Encouraging recruitment strategies aimed specifically at gender equality for researchers and Ph.D. students
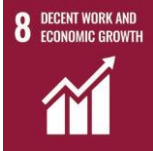
Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
		2022	2023	2024		
Ph.D. Students, Postdocs, and Researchers	Implementation of a Career Advice Service for researchers, focusing on underrepresented genders		●	●	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	**8** DECENT WORK AND ECONOMIC GROWTH
Students	Information and support for students, focusing on underrepresented genders in STEM. Activities and events to motivate young people to study STEM		●	●	**Owner** Research Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Human Capital and Organization Directorate	**8** DECENT WORK AND ECONOMIC GROWTH
Students	Implementation of an internship policy to encourage young people to study STEM		●	●	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	**8** DECENT WORK AND ECONOMIC GROWTH

2. Organizational Culture and Work-Life Balance

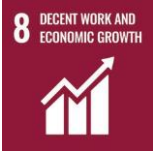## 2.a Promoting the balance between work and family/personal life

Availability of flexible working arrangements from remote working to smart working

For many years, IIT has actively facilitated a healthy work-life balance for its employees and collaborators. Remote working is an important initiative that will be continued and expanded. During the pandemic, IIT expanded remote working (from 2 days a week to every working day of the week). In the near future, IIT will start a pilot project on smart working to enable employees to work whenever and wherever they want, so long as this complies with operative constraints, national rules, and internal procedures. Depending on the pilot project's success, smart working could be proposed to all interested employees.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
	2022	2023	2024		
Employees				**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
		●			

Promoting balance between work and family/personal life

IIT will work with a network of external partners to implement a new welfare service to support the needs of parents and families in terms of childcare, family care, household chores, schools, nurseries, summer camps, and so on. Agreements will be made based on the needs of IIT personnel.
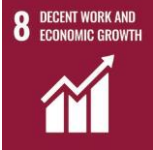
Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
	2022	2023	2024		
All IIT Personnel				**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
		●	●		

2. Organizational Culture and Work-Life Balance

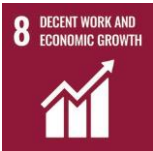## 2.a Promoting the balance between work and family/personal life

Mental wellbeing

A service to support mental wellbeing will be designed for all IIT personnel. The service will provide support for personal and work-life balance issues.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
All IIT Personnel	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
	●				8 DECENT WORK AND ECONOMIC GROWTH

Diversity and Inclusion Certification Uni Iso 30415:21

UNI ISO Certification is an international standard that aims to guide the correct application of the principles of Diversity and Inclusion for organizations promoting a working environment without inequalities. It also contains the evaluation of actions to support family, work, study, and research, and it is aimed at helping wellbeing and work-life balance. IIT will apply for this certification.
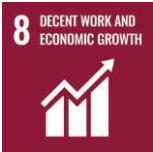
Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
All IIT Personnel	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
			●		8 DECENT WORK AND ECONOMIC GROWTH

2. Organizational Culture and Work-Life Balance

2.b Parental Support

Stop the Clock and Parental Leave

IIT encourages and facilitates parental leave. In addition to statutory parental leave for researchers who give birth, IIT will adopt a Stop the Clock policy. This policy is intended to promote gender equality in professional development and avoid career path disruption. During statutory parental leave, the clock will be stopped on the scientific activity and evaluations necessary for career development. Upon returning to work, the clock will be restarted.To ensure gender equality and to promote parental leave, IIT will evaluate the possibility of extending Stop the Clock to new parents who have not given birth.

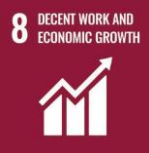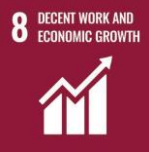| Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Scientific Staff (postdocs, researchers, PIs, and so on)	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
		●			8 DECENT WORK AND ECONOMIC GROWTH

2. Organizational Culture and Work-Life Balance

2.b Parental Support

Network for Parents

A voluntary network where IIT people with parental experience could help and listen to new parents.

Wellbeing for new parents

Programs dedicated to new parents facilitate synergies between family life and working life.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
All IIT Personnel	Implementation of a New Network for Parents	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
			●			![8 DECENT WORK AND ECONOMIC GROWTH]
All IIT Personnel	Wellbeing Project for New Parents	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
			●			![8 DECENT WORK AND ECONOMIC GROWTH]

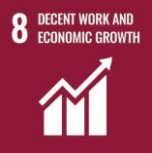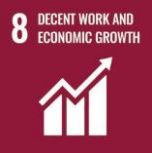# 2. Organizational Culture and Work-Life Balance

2.b Parental Support

Coaching for New Parents

To facilitate career development following parental leave/stop the clock, people on Tenure-Track or executive administrative career paths can be supported by specific coaching meetings upon their return to work.

Children's Entertainment

Entertainment and educational activities for children will be offered, particularly during school holidays in the summer. The goal is to help parents when schools are closed and nurture children's interest in technology and science.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
PIs on Tenure-Track and Administrative Executives	A coaching program to support career development upon return from parental leave	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	
			●			8 DECENT WORK AND ECONOMIC GROWTH
All IIT Personnel	Children's Entertainment	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	
		●	●			8 DECENT WORK AND ECONOMIC GROWTH

3. Gender Balance for Leadership and Decision-Making

3.a Promoting the creation of organizational structures and rules to support gender equality

A gender equality evaluation will be conducted for IIT Bodies (Council, Executive Committee, Board of Auditors) and Committees (i.e., Scientific Technical Committee). Actions to increase gender equality will be proposed by 2023.

IIT will design and approve a statement on diversity and inclusion to ensure respect for these issues as well as gender equality.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
		2022	2023	2024		
Members of Governance Board	Actions to increase gender equality in IIT Bodies				**Owner** IIT Bodies **Involved** Diversity, Inclusion, and Social Impact Office	
				●		
All IIT Personnel	Designing of a Diversity and Inclusion Statement included in the IIT Ethical Code	2022 ●	2023	2024	~~**Owner**~~ Human Capital and Organization Directorate ~~**Involved**~~ Diversity, Inclusion, and Social Impact Office	

3. Gender Balance for Leadership and Decision-Making

3.a Promoting the creation of organizational structures and rules to support gender equality

Regular meetings will be planned with key actors of the IIT's governance and senior management to raise awareness of the GEP, increase its potential, and maximize its impact.

Official documents, communications, and graphics will be routinely revised to promote gender equality and diversity.

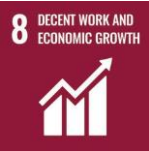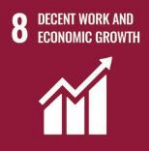| Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Diversity, Inclusion, and Social Impact Manager	Planning of regular GEP follow-up meetings with key actors in governance and senior management	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY
		●	●	●		
All IIT Personnel	Routine revision of texts, communications, and images to promote gender equality and diversity	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY
			●	●		

4. An Inclusive Culture

4.a Promoting the creation of an inclusive culture to support equality

Equality Awareness Training

IIT will create an equality awareness training module specifically for managers, executives, and principal investigators and make it an integral component of the Onboarding and Induction measures. IIT will also create an e-learning module about the different dimensions of equal opportunities. Training initiatives to promote widespread gender awareness at all organizational levels will be offered to staff, Ph.D. students, and researchers.

Diversity and Inclusion Webinars

IIT will create Diversity and Inclusion webinars on gender, age, race, ethnicity, religion, sexual orientation, language, and disability.
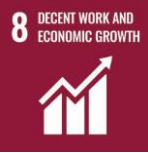
Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
		2022	2023	2024		
Managers, Executives and Principal Investigators (Scientific Area and Support Area)	IIT will create an equality awareness training module and make it an integral component of the Onboarding and Induction measures		●		**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	8 DECENT WORK AND ECONOMIC GROWTH
All IIT Personnel	IIT will develop a webinar program on Diversity and Inclusion topics	●	●		**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	8 DECENT WORK AND ECONOMIC GROWTH

4. An Inclusive Culture

4.a Promoting the creation of an inclusive culture to support equality

Networking

Networking is important, particularly when people are not working on IIT premises. To promote Diversity and Inclusion, IIT will plan initiatives like cross-cultural breakfasts, lunches, and coffee breaks to be held either at IIT or through videoconferencing.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
		2022	2023	2024		
All IIT Personnel	IIT will plan initiatives like cross-cultural breakfasts, lunches, and coffee breaks to be held either at IIT or through videoconferencing.		●	●	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	8 DECENT WORK AND ECONOMIC GROWTH

4. An Inclusive Culture

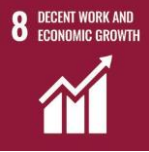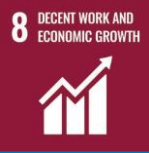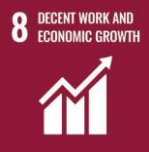## 4.b Promoting the enhancement of career prospects

IIT will run special mentoring, coaching, and counseling programs to support the career development of its junior researchers, particularly those from underrepresented genders. These services aim to enhance both IIT researchers'academic and non-academic career prospects.

IIT will run a special coaching and counseling program to support the outplacement of researchers who are ending their career at IIT, particularly those who are near to the end of their time at IIT. This action will be particularly aimed at researchers from underrepresented genders.

IIT will run a coaching and counseling program to support the career path and/or change of administrative and technical staff career roles.

4. An Inclusive Culture

4.b Promoting the enhancement of career prospects

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
Ph.D. Students, Postdocs	IIT will run special mentoring, coaching, and counseling programs for under-represented people	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	DECENT WORK AND ECONOMIC GROWTH
			●	●		
Researchers	IIT will run special coaching and counseling programs to support the outplacement of researchers whose time at IIT is coming to an end	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	DECENT WORK AND ECONOMIC GROWTH
			●			
Administrative & Technical Staff	IIT will run coaching and counseling programs to support the career paths and change in roles of administrative and technical staff	2022	2023	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	DECENT WORK AND ECONOMIC GROWTH
			●			

5. Integration of the Gender Dimension into Research and Teaching Content

5.a Promoting gender awareness in the research processes

IIT will monitor all data on research grouped by gender, including funding allocations, publication submissions, excellence evaluations, patent applications.

IIT will develop, communicate, and implement standards for incorporating sex and gender variables into research.

IIT will provide internal training and seminars on the importance of gender awareness in research in order to foster understanding of its economic, social, and innovation value.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
		2022	2023	2024		
Scientific Staff including Ph.D. Students	Monitoring of data disaggregated by gender for publications, patents, projects awarded, entrepreneurship, and so on		●		**Owner** Human Capital and Organization Directorate Research Organization Directorate Technology Transfer Directorate **Involved** ICT Directorate	5 GENDER EQUALITY
Scientific Staff including Ph.D. Students	Creating a repository of training material on the gender dimension in research and its inclusion in the onboarding pathway		●	●	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office Research Organization Directorate	5 GENDER EQUALITY
Scientific Staff including Ph.D. Students	Internal training and seminars on the gender dimension in research and gender aspects	●			**Owner** Research Organization Directorate Principal Investigators **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY

6. Measures against gender-based violence including sexual harassment

IIT advocates a safe, inclusive, and professional working environment free from any forms of harassment, sexually inappropriate behaviors, and bullying.

IIT shall adopt an anti-harassment and anti-bullying policy and shall disseminate it to all recipients.

.IIT shall disseminate knowledge and awareness among staff on harassment, bullying, and gender-based violence.

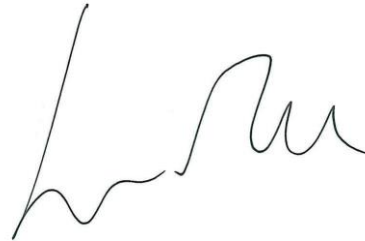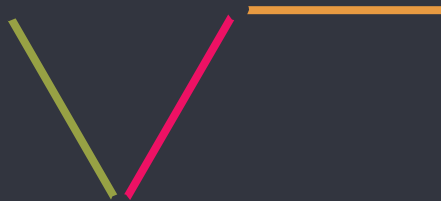| Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030
All IIT personnel including Ph.D. Students and affiliates; Third Parties	Preparation, approval, and publication of a Statement on combating harassment, sexually inappropriate behaviors, and bullying, including in the IIT Ethical Code	2022	2023 ●	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY
All IIT personnel including Ph.D. Students	Provision of training courses on harassment, bullying, and gender-based violence	2022	2023 ●	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY
All IIT personnel including Ph.D. Students	Definition of a monitoring system for Policy Anti-Harassment violations	2022	2023 ●	2024	**Owner** Human Capital and Organization Directorate **Involved** Diversity, Inclusion, and Social Impact Office	5 GENDER EQUALITY

7. Monitoring and Reporting

The IIT Gender Monitoring Report tracks developments in the gender distribution of personnel at different stages of their careers. It measures IIT's progress in relation to equal representation and allows IIT to set needs-based objectives and to create measures to remedy any shortcomings.

It plays a pivotal role in the management of IIT's equality policy.

The IIT Gender Monitoring Report and the IIT Gender Equality Report will be published on the IIT website.

Director General
Dott. Ing. Gianmarco Montanari