

Gender Equality Plan (GEP), for the Cancer Research and Innovation Hub Malta (CRIHM)

1 Introduction

The Cancer Research and Innovation Hub Malta (CRIHM) is dedicated to fostering an environment that promotes equality, respect and opportunities for all individuals. As an established institution CRIHM is committed to integrating gender equality into its core mission from the start. This Gender Equality Plan (GEP) represents our pledge detailing the strategies, resources and actions we will take to realize our gender equality objectives. The GEP is a document on our official website and has the endorsement of top management reflecting our ongoing commitment to gender equality as we progress.

2 Definitions

Diversity

Diversity encompasses the range of differences among individuals within a group organization or society. These variances may include aspects such, as age, gender, gender identity, ethnic background, nationality, physical and mental capabilities, religion or belief system sexual orientation and social background. Recognized as an asset when effectively managed and embraced diversity can enhance creativity, decision making processes and foster innovation.

Gender Equality

Gender equality is, about ensuring that individuals of all genders have the rights, responsibilities and chances. It involves recognizing and removing obstacles that lead to treatment based on gender and actively advocating for policies and practices that support participation and progress for everyone regardless of gender in various aspects of life such as education, employment, leadership roles and decision making processes.

Gender Equity

Gender equity entails being to individuals of all genders by acknowledging and addressing their needs, experiences and opportunities. It may involve taking steps to offset past disadvantages that have hindered individuals from accessing the same opportunities as others. This principle centers on guaranteeing fairness and impartiality in treatment and outcomes.

Inclusion

Inclusion is the act of establishing an environment where every person feels valued, respected and empowered to contribute. It surpasses diversity by focusing on how the

perspectives, contributions and requirements of diverse individuals and groups are incorporated and utilized within a specific setting. An inclusive environment actively works towards breaking down barriers while ensuring access to opportunities and resources.

Work Life Balance

Work life balance denotes striking a blend, between work commitments and personal life priorities. Creating a work environment that enables employees to effectively balance their duties with pursuits, family time and leisure activities is crucial. Striking a work life equilibrium is vital, for ones well being, productivity and job contentment.

Unconscious Bias

This term refers to the ingrained attitudes or stereotypes that subconsciously influence our perceptions, actions and decisions. These biases operate without our realization. Can impact how we view and interact with individuals based on factors such as gender, race, age or other characteristics. Addressing bias is key to fostering just environments.

Gender Based Violence

Gender based violence (GBV) entails acts of violence targeted at an individual due to their gender. It encompasses psychological or economic harm and often stems from gender disparities and power differentials. GBV can manifest in settings, including workplaces; hence addressing it is essential for promoting safety and equality.

Sexual Harassment

Any unwanted sexual advances, requests, for favours or other forms of physical behaviour of a sexual nature that create a hostile or intimidating atmosphere constitute sexual harassment. It can transpire in any setting. Is considered a type of gender based violence. Preventing and addressing harassment is vital, to creating an respectful work environment for all staff members.

Equal opportunity

Equal opportunity refers to the idea that everyone should have a chance to succeed without facing discrimination based on factors like gender or race. In the workplace it means that decisions regarding hiring, promotions and other employment matters should be based on merit than characteristics.

Gender Dimension in Research

The gender dimension in research involves considering how gender influences the research process and outcomes including analyzing how gender differences might affect research subjects, methods used and result interpretations. By integrating a gender perspective in research we can ensure that findings are relevant and beneficial to individuals of all genders.

3 Dedicated Resources

To effectively implement this Gender Equality Program (GEP) CRIHM will allocate financial resources to support gender equality initiatives. Key steps include:

Appointing a Gender Equality Officer who will oversee GEP execution to ensure gender equality goals are achieved. This officer will report directly to management to prioritize gender equality, in decision making processes. The appointed Officer will act as the contact person, for all gender related issues within CRIHM offering advice and assistance throughout the organization.

Allocating Financial Resources: CRIHM plans to set aside funds for activities promoting gender equality. This includes financing training programs, data collection efforts, awareness campaigns and the adoption of policies and practices that consider gender inclusivity.

Engaging External Gender Experts: When needed CRIHM will seek advice from experts in gender matters to provide insights conduct assessments and suggest ways to enhance our gender equality initiatives.

4 Data Collection and Monitoring

CRIHM is dedicated to gathering, analysing and presenting data on gender equality within our organization. This systematic approach ensures that our policies and practices are informed by data and supported by evidence. Key measures include;

Disaggregated Data Collection; CRIHM will gather sex/gender disaggregated information on all staff members covering details such, as recruitment processes, promotions, salaries and attrition rates. This data will be categorized based on work areas (e.g., administrative, technical, scientific) and job levels (senior management, level positions).

Annual Reporting: We will create an annual report focusing on gender equality, which will include metrics, like gender balance in leadership career advancement and incidents of gender related violence. This report will be shared with all parties and made publicly accessible on our website.

Monitoring and Evaluation: The data collected will be used to monitor progress towards our gender equality objectives. Regular reviews will be conducted to assess the effectiveness of our initiatives and inform future policies and actions.

5 Training and Awareness Raising

To foster a culture of gender equality at CRIHM we plan to implement training and awareness campaigns. Key initiatives involve;

Mandatory Training: All staff members and decision makers will participate in training sessions on gender equality and unconscious biases. This training aims to ensure that

everyone at CRIHM understands the impact of gender biases and is prepared to advocate for equality in their tasks.

Ongoing Awareness Campaigns: CRIHM will regularly run awareness campaigns on gender related issues through newsletters, seminars, workshops and other communication platforms. These campaigns aim to maintain a focus on gender equality within the organizations consciousness and promote education.

Customized Training for Leaders: Leaders and decision makers will receive training to encourage leadership practices that are sensitive, towards gender issues. This will involve workshops focusing on promoting leadership, gender sensitive communication and strategies for building diverse and equitable teams. In terms of actions and practical steps.

6 Areas to Concentrate on and Tangible Actions

6.1 Work-life Balance and Organizational Culture

Flexible Working Arrangements: CRIHM will implement policies that support flexible working hours, remote working options, and parental leave for all genders. This will help employees balance their professional and personal responsibilities, promoting a healthy work-life balance.

Family-friendly Policies: As part of our commitment to work-life balance, CRIHM will establish family-friendly policies, including on-site childcare facilities and resources for employees with caregiving responsibilities. These initiatives will support employees in managing their work and family obligations effectively.

Creating an Inclusive Culture: CRIHM will foster an inclusive workplace culture through diversity celebrations, mentorship programs, and employee resource groups. These initiatives will create a supportive environment where all employees feel valued and respected.

6.2 Gender Equality in Recruitment and Career Progression;

Bias Recruitment; CRIHM will adjust its recruitment methods to remove gender biases, such as using gender job descriptions and involving diverse hiring panels. Efforts will be made to actively recruit candidates from genders and backgrounds.

Equal Opportunity Policies; Concrete policies will be set up to encourage opportunities for advancing in ones career. CRIHM is committed to maintaining promotion and salary structures along with providing career development resources for all employees.

Mentorship and Sponsorship Programs; Specific mentorship and sponsorship initiatives will be established by CRIHM targeting genders. These programs aim to offer guidance, support and advancement opportunities contributing towards narrowing the gender gap, in leadership positions.

6.3 Integration of Gender Considerations, in Research and Teaching Content

Incorporating Gender Perspectives in Research; CRIHM aims to encourage researchers to integrate gender considerations into their research methods, data analysis and dissemination practices. Researchers are urged to view gender as a variable in their studies to ensure that research findings are inclusive and beneficial for all genders.

Supporting Researchers; CRIHM is committed to providing researchers with training and resources on how to include gender analysis in their work. This support includes workshops, guidelines and access to experts in the field of gender studies.

6.4 Combatting Gender Based Violence, Including Sexual Harassment

Establishing Transparent Reporting Procedures; CRIHM will. Promote protocols for reporting incidents of gender based violence and sexual harassment. These procedures will prioritize the confidentiality and safety of victims while ensuring effective resolution of reported incidents.

Providing Support Systems; CRIHM will offer counselling services, legal assistance and protection for individuals affected by gender based violence. These support services will be accessible, to all staff members ensuring they have the help to recover from experiences and seek justice.

Zero Tolerance Policy; CRIHM will enforce a zero-tolerance policy towards gender-based violence and sexual harassment. This policy will include clear consequences for perpetrators, up to and including termination of employment.

7 Implementation and Accountability

Regular Reviews: To ensure accountability the Gender Equality Officer will conduct reviews of our Gender Equality Plan (GEP) to track progress and make any adjustments.

Top Management Involvement: Senior management will play a role in implementing and monitoring the GEP providing updates on progress and participating in key decisions related to gender equality.

Feedback Mechanism: We are establishing a feedback system at CRIHM that allows employees to anonymously share their thoughts on gender equality issues. This input will help shape initiatives and ensure that all voices within our organization are heard and considered.

8 Conclusion

In conclusion the Cancer Research and Innovation Hub Malta is committed to fostering a culture that values and upholds gender equality. Our Gender Equality Plan serves

as a roadmap for achieving this goal ensuring that gender equality is ingrained in all aspects of our institution's values and operations. As we continue to expand, we aim to set an example of diversity, inclusivity and gender equality, within the realm of cancer research and innovation.