

# Charter of Commitment to Gender Equality in research centres

## *Commitment of the directors of research centres*

1. We acknowledge that the Catalan research ecosystem cannot reach its full potential unless it benefits from the talents of all.
2. We acknowledge that advancing gender equality demands comprehensive and genuine commitment from research centres, in particular active leadership from those in senior roles.
3. We are aware that initiatives and actions to support individuals alone will not sufficiently advance gender equality. We see the new gender priorities from local, national and European governments, funding and assessment agencies as an opportunity to align individual actions.
4. We acknowledge that gender inequalities are just an expression of the insufficient representation of diversity in science. We also acknowledge that individuals have multiple identities and we commit to considering the intersection of those identities wherever possible.

Therefore,

5. We commit to **advancing gender equality** in the centres, in particular, addressing the loss of women across the career pipeline and the absence of women from senior roles.
6. We commit to **tackling the gender pay gap**, both vertically and horizontally for the same role and level of seniority.
7. We commit to taking action to **remove the obstacles faced particularly by women** at major points of career development and progression, and especially in the transition from PhD into a sustainable research career.
8. We commit to addressing the **consequences of labour contract interruptions and labour market rigidities** for the retention and progression of staff in research centres, particularly women.
9. We commit to promoting **sustainable structural and cultural changes** to remove systemic barriers, unconscious biases, stereotypes and inequities and promote inclusive settings for diversity and family conciliation.

10. We commit to taking the opportunity of the new gender priorities from local, national and European governments, funding and assessment agencies. Thus, in alignment with the HRS4R charter and other European and government initiatives, we engage in a genuine **implementation of Gender Equity Action Plans (GEAP) internally, and commit to sharing our experience between centres** for the sake of mutual learning and support.
11. We commit to supporting and training our researchers to take a responsible approach to **gender perspective in research and innovation** with the aim to strengthen the quality of knowledge production and benefit all individuals in society, regardless of gender.
12. We commit to taking action beyond women's representation with the **inclusion of any form of diversity**.

We endorse this Charter with the understanding that governments are giving the necessary means to make this charter a tool for women's advancement and leadership in science

Signature:

Directors of the 19 biomedical research centres