AI⁴I

GENDER
EQUALITY
PLAN

GEP
2025

GENDER EQUALITY PLAN

1. Introduction

AI4I recognises the importance of promoting gender equality and intersectional inclusion as core values. This plan, developed in line with the European regulatory framework and the guidelines of the European Institute for Gender Equality (EIGE), describes strategies and actions to create an inclusive, diverse and equitable organisational culture, contributing to the achievement of the objectives of *Horizon Europe 2021-2027*. Through an intersectional approach, it aims to consider the interaction between gender, ethnicity, age, sexual orientation, disability and other dimensions of individual identity.

2. Regulatory Framework

- **Treaty on the Functioning of the European Union (TFEU)**
  Promotion of equality between men and women.

- **EU Charter of Fundamental Rights**
  Prohibition of discrimination based on sex, ethnic origin, religion, age and disability.

- **Directive 2006/54/EC**
  Equal opportunities and treatment of men and women in the workplace.

- **Directive 2010/41/EU**
  Application of equal treatment for self-employed persons.

3. Objectives

1. Ensure a gender balance at all levels and functions of the organisation, integrating an intersectional perspective.

2. Promoting a flexible, inclusive and family-oriented working environment.

3. Eliminate systemic bias and discrimination in recruitment, evaluation and career advancement processes.

4. Foster the integration of gender and other intersectional perspectives in research and innovation.

5. Strengthen mechanisms against gender-based violence, harassment and all forms of intersectional discrimination.

6. Monitor and report progress in a transparent and systematic manner.

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4. Areas of Action and Indicators

The six lines of action identified in this GEP, described in the following sections, were determined and reconfirmed in accordance with the guidelines provided by the EIGE and the European Commission, which highlight relevant areas to be addressed to ensure equal opportunities in public and private organisations. In line with this vision and adopting a systematic approach to the promotion of equal opportunities, the AI4I GEP defines the most relevant measures we intend to pursue in the coming years in these areas, detailing objectives, actions, indicators and responsibilities for each of them.
These lines of action take into account the specificities and peculiarities (scientific, organisational and regulatory) of AI4I.

4.1 Gender Equality and Inclusion in Recruitment and Career Progression

Objective	**To promote a fair and inclusive working environment by ensuring equal opportunities for all people regardless of gender, age, ethnicity, sexual orientation or disability.**
Description	Creating an inclusive working environment that respects individual needs.
Target Groups	All employees and applicants.
Actions	1. Create a gender dashboard to monitor in real time: staff composition (percentage of men and women in technical, administrative and management roles); gender balance in research teams; staff feedback (through surveys on well-being and perceived fairness).
	2. Organising outreach activities in schools and universities, through the scheduling of STEM workshops, thematic workshops (e.g. teaching coding) and orientation days on AI, as well as the organisation of internship programmes, apprenticeships or dedicated events.
Indicators	Percentage of applicants and recruitments by gender, ethnicity and other relevant categories.
	Annual report on wage equality, integrating cross-sectional analyses.

4.2 Inclusive Organisational Culture and Work-Life Balance

Objective	**To promote a balance between professional and personal life, ensuring an inclusive working environment that respects individual needs.**
Description	Creating an inclusive working environment that respects individual needs.
Target Groups	All employees.
Actions	1. Encouraging flexible working arrangements, work-life balance tools and parenting support.
	2. Introduce equal parental leave, including families of 'different composition'.
	3. Offering mental wellbeing support services for people with different needs.
Indicators	Results of satisfaction surveys on work-life balance.
	Percentage of staff using parental leave, broken down by relevant categories.
	Statistics on the use of mental wellbeing services, with impact assessments.

4.3 Gender Balance and Inclusion in Leadership and Decision-Making Processes

Objective	**To ensure diverse and inclusive representation in decision-making and leadership roles.**
Description	Increase diversity in leadership roles and improve access to decision-making opportunities.
Target Groups	Executives and managers.

Actions	1. Establish a Gender Equality Office (or an internal task force) dedicated to the supervision and implementation of the GEP based on the Gender Equality Maturity Model.
	2. Offering leadership training with a focus on equity, diversity and inclusion and experimenting with leadership academies, through specific training programmes for female researchers and middle management employees selected through objectively detectable parameters.
	3. Establish transparent and inclusive criteria for access to decision-making roles.
	4. Implement a gender audit to assess the level of the Gender Equality Maturity Model.
Indicators	Gender distribution and diversity in leadership roles.
	Number of participants in leadership training, disaggregated by intersectional categories.

4.4 Inclusive Culture and Anti-Discrimination Policies

Objective	**To create a respectful and inclusive work environment, preventing all forms of discrimination and harassment.**
Description	Preventing all forms of intersectional discrimination and harassment.
Target Groups	All employees and collaborators.
Actions	1. Organise training courses focusing on recognition and prevention of the dynamics of discrimination and lack of respect for diversity; recognition of the effects of discrimination and unequal treatment in the professional sphere (mansplaining, verbal and physical harassment, abuse, mobbing).
	2. Organise workshops on unconscious bias, with specific programmes to recognise and counter unconscious bias in selection, evaluation and promotion processes.

Indicators	Number of training sessions held and participation rate.
	Number of reports of discrimination or harassment addressed in accordance with policies.
	Survey results on inclusiveness.

4.5 Inclusive Culture and Anti-Discrimination Policies

Objective	**Gender and Intersectional Dimension Integration in Research**
Description	Integrating intersectional perspectives into research content.
Target Groups	All research and development staff.
Actions	1. Adopt bias-free AI Development practices, ensuring that the datasets used to train AI models are not susceptible to gender bias.
	2. Providing training to scientific staff on gender-aware AI frameworks, developing targeted guidelines to ensure that the algorithms developed respect gender equality and do not perpetuate stereotypes.
	3. Monitor and report on the integration of the intersectional dimension into research results.
	4. Promoting gender balance in project teams.
Indicators	Proportion of research projects integrating gender and intersectional analysis.
	Post-training feedback on improved awareness.

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4.6 Inclusive Culture and Anti-Discrimination Policies

Objective	**To prevent and address all forms of violence and discrimination, ensuring adequate support for victims and promoting awareness.**
Description	Ensuring support for victims and promoting awareness.
Target Groups	All employees and collaborators.
Actions	1. Implement zero tolerance policies through the adoption of a Code of Ethics for the organisation and the identification of clear procedures for reporting, ensuring anonymity, protection and assistance to victims.
	2. Organising awareness-raising campaigns through the celebration of thematic days (e.g. 25 November); the production and distribution of information material (printed and digital, indicating institutional contacts on the prevention of gender-based violence); launching internal communication initiatives (e.g. newsletters).
	3. Providing support to victims, through flexible hours and remote working possibilities, to facilitate the management of legal, health or family issues related to the situation of violence experienced.
	4. Facilitate safe relocation routes to protect victims.
Indicators	Number of incidents reported and resolved.
	Awareness assessments through anonymous surveys.

5. Monitoring and Reporting

Annual progress reports will be published, highlighting achievements, challenges and updates on indicators.

6. Conclusion

The AI4I Gender Equality and Inclusion Plan 2025-2027 represents a commitment to creating a diverse, equitable and inclusive organisation through concrete strategies and measurable results.

APPENDIX

Mandatory minimum requirements

1. **Publication and official approval**
   - Formal document published online.
   - Adopted by the top management of the organisation.
   - It must include clear objectives, planned actions and allocated resources.
   - It must be actively communicated and regularly updated with progress reports.

2. **Dedicated resources:**
   - Creation of a unit or function dedicated to gender equality.
   - Involvement of staff at all stages (audit, planning, implementation, monitoring).
   - Specific budgets to support gender activities and policies.

3. **Data collection and monitoring:**
   - Gender-disaggregated data on staff and students (where applicable).
   - Indicators to measure inequalities and monitor progress.
   - Data analysis published annually.

4. **Training:**
   - Awareness-raising activities on gender equality and unconscious bias.
   - Involvement of staff, managers and decision-makers.
   - Long-term evidence-based training initiatives.