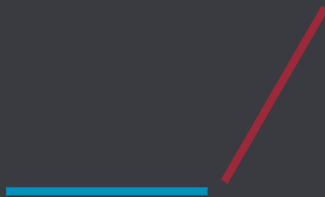




**GENDER
EQUALITY
PLAN**
2023-2025



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 November 22nd, 2023

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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 seven 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. Awareness, Dissemination and Alignment about the European Charter for Researchers
- c. Analyzing wage equality
- d. Encouraging recruitment strategies aimed specifically at gender equality for researchers and PhD 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 Makers**

- 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


Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
Candidates	2023	2024	2025	Owner Research Organization Directorate Scientific Director Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Gender ratio of males and females in selection panels
Internal Candidates	2023	2024	2025	Owner Research Organization Directorate Scientific Director Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Gender ratio of males and females in selection panels
Tenure-Track Candidates and PIs on the Tenure-Track	2023	2024	2025	Owner Research Organization Directorate Scientific Director Involved Diversity, Inclusion, and Social Impact Office		Gender ratio of males and females in selection panels

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

1. Gender Equality in Recruitment and Career Progression

1.b Awareness, Dissemination and Alignment about the European Charter for Researchers

Study and in-depth analysis, shared with the Organizational Units, of the new European Charter Code principles (as per the European Council Recommendation 2023/0285), in order to identify strengths and areas for improvement. After these analyses, IIT will evaluate the possibility of pursuing the European Commission's "Human Resource Strategy for Researchers" (HRS4R) certification process.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
IIT scientific and administrative management	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of dissemination activities

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


Target	Timeline	Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
PIs	2023 2024 2025 ●	Owner Human Capital and Organization Directorate Involved Research Organization Directorate Diversity, Inclusion, and Social Impact Office		1) Gender Pay Gap Index 2) Femininity Index
Postdocs and Researchers	2023 2024 2025 ●	Owner Human Capital and Organization Directorate Involved Research Organization Directorate Diversity, Inclusion, and Social Impact Office Associate Directors		1) Gender Pay Gap Index 2) Femininity Index
Employees in charge of Scientific Areas	2023 2024 2025 ●	Owner Human Capital and Organization Directorate Involved Research Organization Directorate Diversity, Inclusion, and Social Impact Office Associate Directors		1) Gender Pay Gap Index 2) Femininity Index

1. Gender Equality in Recruitment and Career Progression

1.d Encouraging recruitment strategies aimed specifically at gender equality for researchers and PhD students

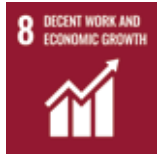
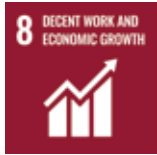
The Plan highlights the following initiatives to improve gender equality for scientists and students within Research Domains with gender gaps:

- Implementation of a Career Advice Service for researchers to facilitate placements after their time at IIT, with a focus on underrepresented groups.
- 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, etc.

Target	Measures	Timeline			Who is in charge for this	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
Scientific (PhD Students, Post-Doc and Researchers), Administrative and Technical Staff	Implementation of strategies and identification of opportunities/measures to attract underrepresented genders to Research Domains and Central Administration Units with gender gap in the Staff distribution	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office Organizational Development Office Research Organization Directorate Principal Investigators		Recruiting Success Gender Ratio

1. Gender Equality in Recruitment and Career Progression

1.d Encouraging recruitment strategies aimed specifically at gender equality for researchers and PhD students

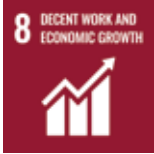
Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
PhD Students, Postdocs, and Researchers/Technologist	Implementation of a Career Advice Service for researchers, with a focus on underrepresented groups	2023	2024	2025	Owner Human Capital and Organization Directorate Higher Education Office Involved Diversity, Inclusion, and Social Impact Office		Number of people using the service
Students	Information and support for students, focusing on underrepresented genders in STEM. Activities and events to motivate young people to study STEM	2023	2024	2025	Owner Research Organization Directorate Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office Organizational Development Office		Number of Events and Number of Attendees

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. Nowadays IIT guarantees remote working up to 2 flexible days a week. A discussion will be opened with Trade Unions to assess the transition from "remote working" to "smart working"

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
Employees	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		1) Remote Working Index 2) The opening of negotiations
		●	●			

Promoting balance between work and family/personal life

IIT will foster 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 are in the making on the basis of the needs of IIT personnel.

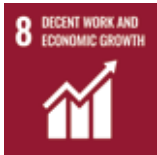
Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
All IIT Personnel	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of agreements signed/renewed
		●	●			

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 has been implemented. The service will provide support for personal and work-life balance issues for the next 3 years. Monitoring activities are carried out.

Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
	2023	2024	2025			
All IIT Personnel				Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Utilisation ratio in relation to the target population for the service
	●	●	●			

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 carry out preliminary activities to obtain this certification.

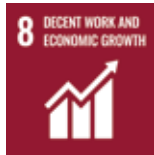
Target	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
	2023	2024	2025			
All IIT Personnel				Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Carrying out of preliminary activities
			●			

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	KPI
Scientific Staff (included Ph.Ds), Administrative and Technical staff	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Stop the Clock Index
		•				

2. Organizational Culture and Work-Life Balance

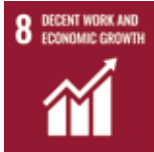

2.b Parental Support

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 to 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	KPI
All IIT Personnel	Implementation of a New Network for Parents	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of people joining the network
All IIT Personnel	Wellbeing Project for New Parents	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of people involved in the project

2. Organizational Culture and Work-Life Balance

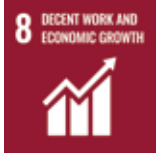
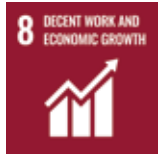
2.b Parental Support

Coaching for New Parents

To facilitate career development following parental leave/stop the clock, people on 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 to 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	KPI						
Scientific Staff (Researchers, Technologist, PIs) and administrative and technical staff	A coaching program to support career development upon return from parental leave	<table border="1"> <tr> <td>2023</td> <td>2024</td> <td>2025</td> </tr> <tr> <td></td> <td>●</td> <td></td> </tr> </table>	2023	2024	2025		●		Owner Human Capital and Organization Directorate Higher Education Office Involved Diversity, Inclusion, and Social Impact Office		Number of people using the service
2023	2024	2025									
	●										
All IIT Personnel	Children's Entertainment	<table border="1"> <tr> <td>2023</td> <td>2024</td> <td>2025</td> </tr> <tr> <td>●</td> <td>●</td> <td></td> </tr> </table>	2023	2024	2025	●	●		Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of children/parents involved in the project
2023	2024	2025									
●	●										




3. Gender Balance for Leadership and Decision Makers

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 2025.

Regular meetings will be planned with IIT people 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	KPI
Members of Governance Board	Actions to increase gender equality in IIT Bodies	2023	2024	2025	Owner IIT Governance Involved Diversity, Inclusion, and Social Impact Office		Women's representation in Committee Index
All IIT Personnel	Promoting of regular GEP follow-up meetings	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		1) Number of meeting/seminars hosted; 2) number of people involved
All IIT Personnel	Routine revision of texts, communications, and images to promote gender equality and diversity	2023	2024	2025	Owner Communication and External Relation Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of reviewed documents

4. An Inclusive Culture

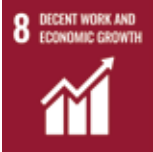
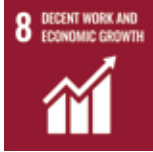
4.a Promoting the creation of an inclusive culture to support equality

Equality Awareness Training

IIT will create an equality awareness training module specifically for managers, executives, and principal investigators . Training initiatives to promote widespread gender awareness at all organizational levels will be offered to staff, PhD students, and researchers.

Diversity and Inclusion Webinars

IIT will create Diversity and Inclusion webinars on topics like gender, age, race, ethnicity, religion, sexual orientation, language, disability and any other dimensions of interest for IIT.

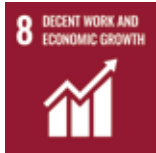
Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
Managers, Executives and Principal Investigators (Scientific Area and Support Area)	IIT will create an equality awareness training module specifically for managers, executives, and principal investigators.	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		1) Number of trainings delivered 2) Number of people trained
		●	●	●			
All IIT Personnel	IIT will create a webinar program on Diversity and Inclusion topics	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		1) Number of trainings delivered 2) Number of people trained
		●	●	●			

4. An Inclusive Culture

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

Networking

Networking is important and, to promote Diversity and Inclusion, IIT will plan initiatives like cross-cultural events to be held either at IIT premises or through videoconferencing.

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
All IIT Personnel	IIT will plan initiatives like cross-cultural events be held either at IIT or through videoconferencing	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office Research Organization Directorate		1) Number of trainings delivered 2) Number of people trained

4. An Inclusive Culture

4.b Promoting the enhancement of career prospects

IIT will run coaching, and counseling programs to support the career development of junior researchers and P.hD.s, with a focus on under-represented groups. These services aim to enhance both the academic and non-academic career prospects of IIT researchers.

IIT will run a special coaching and counseling program to support the outplacement of researchers and employees who are ending their career at IIT, with a focus on under-represented groups.

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	KPI
PhD Students, Postdocs	IIT will run coaching, and counseling programs for early-career researchers and P.hD.s with a focus on under-represented groups	2023	2024	2025	Owner Human Capital and Organization Directorate Higher Education Office Involved Diversity, Inclusion, and Social Impact Office Research Organization Directorate		Number of people using the service
Researchers	IIT will run special coaching and counseling programs to support the outplacement of researchers whose time at IIT is coming to an end, with a focus on under-represented groups	2023	2024	2025	Owner Human Capital and Organization Directorate Higher Education Office Involved Diversity, Inclusion, and Social Impact Office Research Organization Directorate		Number of people using the service
Administrative & Technical Staff	IIT will run coaching and counseling programs to support the outplacement of administrative/technical employees whose time at IIT is coming to an end, with a focus on under-represented groups	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of people using the service




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	KPI
Scientific Staff including PhD Students	Monitoring of all data disaggregated by gender for publications, patents, project awarded, entrepreneurship, and so on	2023	2024	2025	Owner Human Capital and Organization Directorate; Research Organization Directorate; Technology Transfer Directorate Involved: Diversity, Inclusion and Social Impact Office; ICT Directorate		1) Scientific Glass Ceiling Index 2) Scientific KPI per Gender
Scientific Staff including PhD Students	Creating a repository of training material on the gender dimension in research and its inclusion	2023	2024	2025	Owner Human Capital and Organization Directorate; Involved Diversity, Inclusion, and Social Impact Office Research Organization Directorate Higher Education Office		Repository Creation
Scientific Staff including PhD Students	Internal training and seminars on the gender dimension in research and gender aspects	2023	2024	2025	Owner Diversity, Inclusion, and Social Impact Office Research Organization Directorate Higher Education Office Involved Principal Investigators		1) Number of trainings delivered 2) Number of people trained

7. N f b t v s f t ! b h b j o t u ! h f o e f s . c b t f e ! w j p m f o d f ! j o d m v e j o h ! t f y v b m ! i b s b t t n f o u

UU!bewpdbuf t!b!tbgf-!jodmvtjwf-!boelqspgfttjjobm!xpsljoh!fowjspo n fou!gsf f!gsp n !boz!gps n t!pg!i bsb t t n fou-!t fyvbmz!jobqqspqsjbuf!c f i bwjpst-!boe!cvmzjoh/

Providing training courses, IIT shall disseminate knowledge and awareness among staff on harassment, bullying, and gender-based violence. IIT will define a monitoring system for Policy Anti-Harassment violations and shall handle the reporting procedure

Target	Measures	Timeline			Who is in charge for this?	Connection with Sustainable Development Goals (SDGs) ONU Agenda 2030	KPI
All IIT Personnel including P.hD. Students	Providing of training courses on harassment, bullying, and gender-based violence	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Number of trainings delivered and number of people trained
All IIT Personnel including P.hD. Students	Definition of a monitoring system for Policy Anti-Harassment violations	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Implementation of the indicator toolkit
All IIT Personnel including P.hD. students	Handling the reporting procedure	2023	2024	2025	Owner Human Capital and Organization Directorate Involved Diversity, Inclusion, and Social Impact Office		Monitoring and Handling the Set of Indicators


6. 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.

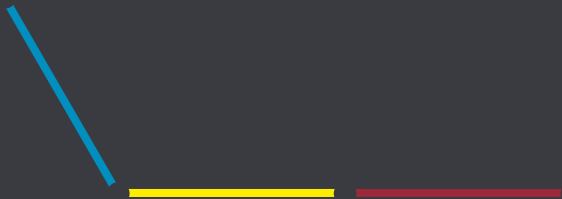
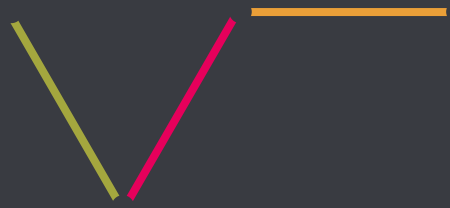
The IIT Gender Monitoring Report and the IIT Gender Equality Report will be published on the IIT website.

Director General
Dott. Eraldo Moscone



Scientific Director
Prof. Giorgio Metta





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