Kempelen Institute of Intelligent Technologies

KINIT

Gender Equality Plan (GEP) 2021-2025

Contents

Introduction

1.

The European Union basis

The issues of gender equality have been addressed and discussed at the European level in recent years. Based on the previous experience and discussions, the EU Member States were encouraged to take actions, as stipulated in "the European Commission's Communication for a Reinforced European Research Area" (2012)":

Create legal and policy environment:

- Remove legal and other barriers to the recruitment, retention and career progression of female researchers in compliance with the EU law on gender equality (Directive 2006/54/EC)

- Address gender imbalances in decision making processes

- Strengthen the gender dimension in research programmes

Engage in partnerships with funding agencies, research organisations and universities to foster cultural and institutional change of gender

Ensure adequate equal representation in committees involved in recruitment/career progression and in establishing research programmes.

The Council Conclusions on Advancing Gender equality in the European Research Area (adopted in 2015) reiterate the need to foster sustainable cultural and institutional change in the ERA national action plans or strategies at the level of research institutions. The research organisations are encouraged to revise or develop gender mainstreaming strategies and/or gender equality plans and to mobilise adequate resources.

Why do we need to integrate the gender dimension into R&I content?

- Brings added value of research in terms of excellence, rigor, reproducibility, creativity and it can open business opportunities

- Brings an in-depth understanding of all people's needs, behaviours and attitudes

- It can help develop goods and services better suited to the needs of all citizens

Introduction

Kempelen Institute of Intelligent Technologies (KInIT)

Kempelen institute of intelligent technologies is an independent, non-profit institute dedicated to intelligent technology research, established in 2020. We bring together and nurture experts in artificial intelligence and other areas of computer science, such as: data analysis, machine learning, data ethics, with connections to other disciplines; in the domains - web, natural language processing, energy, security and other relevant fields.

KInIT combines the excellent competencies of academic researchers and educators with innovative companies, their needs and experience.

Our values:

- **Quality**
  We demand the best from ourselves and our partners to ensure that we constantly improve

- **Transparency**
  We make our decisions, verify our hypotheses, and present our results in all transparent manner

- **Honesty**
  We support honesty and fairness in our approach to both people and data
  Our research is responsible and we always take ethics into account

- **Diversity**
  We consider our research from various points of view and co-operate with researchers from diverse disciplines. We believe that only a diverse perspective ensures quality

- **Curiosity**
  We are open to questions and new ideas. We seek out challenges and get excited about every new discovery

Our mission:

- **To improve**
  Slovakia´s competitiveness by amassing diverse talent in a multi disciplinary research environment focused on intelligent technologies

- **To connect**
  The private and public sectors through active co-operation, education and support for evidence-based decision-making

- **To encourage**
  Responsible innovation, expansion of knowledge and talent cultivation

Among all those values the EU objectives for gender equality in research are considered and dealt with in the relevant topics such as:

- Fostering equality in scientific careers

- Ensuring gender balance in decision making processes and bodies

- Integrating the gender dimension in research and innovation content

Introduction

Kempelen Institute ^{of} Intelligent Technologies ^(KInIT)

Essential factors for gender equality in R&I

Work-life balance and organisational culture

Gender balance in leadership and decision making

Gender balance in recruitment and career progression

Integrating the gender dimension into research and teaching content

Measures against gender-based violence, including sexual harassment

This strategic document engages the whole of the organisation. It is supervised by the senior leadership of the organisation and it was prepared and communicated to all the KInIT members and within the institution. There are regularly all KInIt meetings held where all the members are informed about the main topics in the current period.

GEP contains commitments, goals, actions, training and personal and financial resources dedicated to improving gender equality within the organisation and its activities. The document is public and serves as a basis for fulfilling the gender equality objectives and is subject to the further improvement and development.

The requirements as follows are covered by the Gender Equality Plan:

4 mandatory requirements:

- The strategic document is public

- For the purpose of Gender Equality Plan there are adequate dedicated resources in place

- Data collection and monitoring is the inevitable part of Gender Equality Plan

- Among the various kind of activities for training focused on human resources development there are the ones aiming at issues of gender equality

GEP also covers 5 thematic areas:

- Work-life balance and organisational culture

- Gender balance in leaderships and decision-making

- Gender equality in recruitment and career progression

- Integration of the gender dimension into research and teaching content

- Measures against gender-based violence, including sexual harassment

Tasks and measures

3.

Work life balance and organisational culture

	Objectives	Measures	Timeline					Responsibility	Indicator
			Audit phase	Planning phase	Implementation phase	Monitoring phase	Evaluation phase		
Sustainable, respectful, open and welcoming organisational culture, including advancing gender equality and work life balance.	All staff – both men and women are properly supported to advance their career alongside personal responsibilities.	Availability of flexible working times arrangements.	2021	2021	2021	2022 - 2025	2023 - 2025	CHRO	Staff numbers by sex/gender at all levels, by disciplines, function (including administrative/support staff.
		Environment created to support a fast and smooth work readaptation after parental leave (for mothers and fathers).	2021	2021	2021	2022 - 2025	2023 - 2025	CEO, Board, CHRO	Share of employees returning to their former functions after parental leaves.
	Working environment for balance between work and family life.	Advice and support on work-life balance.	2021	2021	2022	2022 - 2025	2023 - 2025	CHRO	Well being program activities included in company benefits.
		Support for caring responsibilities (including people with disabilities, elderly relatives).	2021	2021	2022	2022 - 2025	2023 - 2025	CHRO	Flexible working hours in place, home office policy in place, all employees informed about the policies.
Implementation of necessary policies and practices to ensure an open and inclusive working environment.	Regular workload monitoring.	Creation of environment of meeting planning and task distributing in set business hours.	2021	2022	2022	2022 - 2025	2023 - 2025	CEO, Board, CHRO	Business hours specified in Company Guidelines.
Impact of Covid 19 on organisation´s working environment (including gender equality in R&I) – new ways of working, online management and collaboration.	Establishing the conditions and arrangements for working and safe health during pandemic and other unpredictable crisis situation.	Creating safe office working environment.	2021	2021	2021	2022 - 2025	2022 - 2025	CEO, Board, CHRO	Maximum number of employees present in office limited according to WHO guidelines. Hand sanitizers available at work premises. Proper ventilation system.
		Arrangements for home office and other measures for distant working.	2021	2021	2021	2022 - 2025	2023 - 2025	CHRO	Internal procedures enabling flexible work from home for all staff members. Measures for secure work place, prevention and health protection.

Tasks and measures

Key Area 2 The governance, leadership and decision making

	Objectives	Measures	Timeline					Responsibility	Indicator
			Audit phase	Planning phase	Implementation phase	Monitoring phase	Evaluation phase		
Advancing structures, communication processes and practice.	Ensuring that leadership and decision-making roles are properly recognised.	Ensuring sustainable gender balance on key committees and senior management positions.	2021	2021	2022	2022 - 2025	2023 - 2025	CEO, Board, CHRO	Number of women and men in research and administrative decision-making positions (e.g. top management, boards, committees, teams, recruitment and promotion panels).
		Adequate trainings both for women and men in leadership and decision making.	2021	2022	2022	2022 - 2025	2023 - 2025	CHRO	Quality and number of learning&development activities provided to women and men employees equaly.
	Promotion of initiative to widespread gender competence at all levels and across the institution.	Regular meetings between management, staff, PhD. students for information exchange.	2021	2021	2021	2022 - 2025	2023 - 2025	CEO, Board, CHRO	Regular meetings schedule in place and communicated to employees through the wholle organisation.
		Support to female employees, mentoring programmes, peer networking opportunities.	2021	2022	2022	2022 - 2025	2023 - 2025	CHRO	Number of women and men in research and administrative decision-making positions (e.g. top management, boards, committees, teams, recruitment and promotion panels).
Examination and consideration of the governance.	To consider gender equality leadership from different perspectives - locations, roles, potential limits.	Regular monitoring and improvement actions to strengthen the potential of the plan, in order to maximize its impact.	2022	2022	2023	2023 - 2025	2023 - 2025	CHRO	Collecting gender-disaggregated qualitative and quantitative data on personnel in the organisation.
		Measures to overcome potential limits/barriers in structural, institutional or individual levels.	2021	2022	2023	2023 - 2025	2023 - 2025	CEO, Board, CHRO	Implementing corrective action plan based on the findings. Follow-up of the realisation..

Tasks and measures

5.

Key Area 3 Gender equality in recruitment and career progression

	Objectives	Measures	Timeline					Responsibility	Indicator
			Audit phase	Planning phase	Implementation phase	Monitoring phase	Evaluation phase		
Promoting women and men getting equal chances to develop and advance their careers.	Recruitment and selection process reflects equal chances for men and women. Career opportunities do not depend on gender.	Cleary defined principles of equal gender treatment during recruitment process included in Code of Conduct.	2021	2022	2022	2022 – 2025	2023 – 2025	CHRO	Feedback collected for the quality of recruitment and career progression practices.
		Adequate trainings for staff involved in recruitment process, equal consideration given to all female and male candidates.	2021	2022	2022	2022 – 2025	2023 – 2025	CHRO	Trainings for equal gender consideration as part of learning and development plan of all employees participating on recruitment process.
		Other measures to balance between women and men (scientists, researchers, administrative staff).	2022	2023	2023	2023 – 2025	2024 – 2025	CHRO	Staff numbers by sex/gender at all levels, by disciplines, function and by contractual relation to the organisation.

Tasks and measures

Key Area 4 Research and teaching content

	Objectives	Measures	Timeline					Responsibility	Indicator
			Audit phase	Planning phase	Implementation phase	Monitoring phase	Evaluation phase		
Promoting the gender dimension during the R&I cycle.	Gender dimension in research teams.	Gathering disaggregated data on basic research (e.g. publication submissions; evaluating and reporting results).	2021	2022	2022	2023 - 2025	2024 - 2025	CRO	Share of men and women in the research teams. Share of men and women on basic research results.
		The support and capacity provided for researchers for considering gender analysis.	2021	2022	2022	2023 - 2025	2024 - 2025	COO	
	Gender dimension in research projects.	External and internal trainings, meetings, discussions on gender perspective in research.	2021	2022	2022	2023 - 2025	2024 - 2025	CRO, CHRO	Gender dimension in research; submitted and funded projects.
		Reflecting the gender differences and aspects in the research and research outputs.	2021	2022	2022	2022 - 2025	2023 - 2025	CEO, CRO, Board,	Research outputs adressing gender differences and specifics.
		Promotion of multidisciplinary and gender balanced research groups.	2021	2021	2022	2022 - 2025	2023 - 2025	CEO, CRO, Board,	Support of gender balanced and multidicsiplinary research teams.
Networking of multidisciplinary research groups in gender issues and diversity management.	Networks and information exchange on the topic among teams (research, ethics, support staff).	Well developed and co-ordinated actions (research programmes, PhD. programmes and others) are in place	2021	2022	2021	2023 - 2025	2024 - 2025	CRO, CHRO	Support procedures and adequate regular trainings based on the needs.

Tasks and measures

■ Key Area 5 Measures against any kind of violance (including gender ones)

	Objectives	Measures	Timeline					Responsibility	Indicator
			Audit phase	Planning phase	Implementation phase	Monitoring phase	Evaluation phase		
Creating the inclusive and safe culture for the whole institution.	Keeping and promoting the values of transparency, honesty, diversity and curiosity in KInIT environment. Establishing and codifying the expected behaviours of employees, including the actions in case of any kind of violence.	Code of conduct reflecting objectives.	2021	2022	2022	2022 - 2025	2023 - 2025	CEO	Each employee trained for understanding Code of conduct.
		Support, discussions and advise on people´s needs, behaviours and attitudes.	2021	2021	2021	2022 - 2025	2023 - 2025	CEO, CHRO, Board	Regular discussions on the topic are in place. Point of contact for employees is established.

Contacts

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