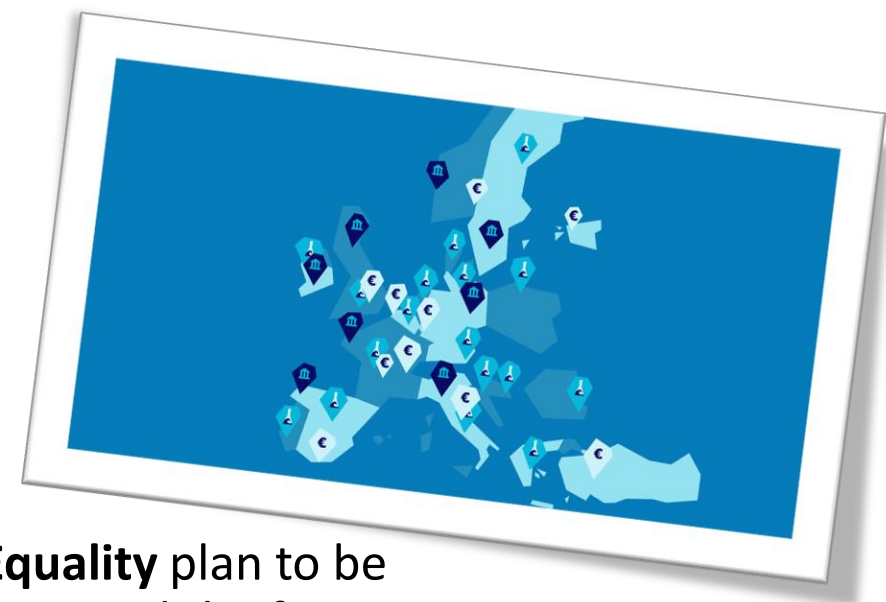


What is EMB Secretariat doing on Gender and Diversity Equity and Inclusion?

Introduction

As a European science policy think-tank, it is important to reflect the diversity of society, at all levels of the EMB.



The European Commission made it **mandatory** to set up a **Gender Equality** plan to be able to participate in **Horizon Europe** projects. The EMB Secretariat created the first version of the **Gender and Diversity plan in Autumn 2021**.

The plan was **significantly expanded and upgraded** after **training on Gender Diversity** in September 2022, given by **JUMP**. The training consisted of two parts:

- **Part 1 – Understanding the fundamentals: Diversity & Inclusion, Gender Equality and Unconscious Bias**
- **Part 2 – EMB Gender & Diversity Plan: SWOT Analysis, Best practices, etc.**

JUMP
SOLUTIONS FOR EQUITY AT WORK

EMB's Gender and Diversity **Equity** and **Inclusion** Plan

Equality means that everyone should have the same opportunities, rights, and obligations.

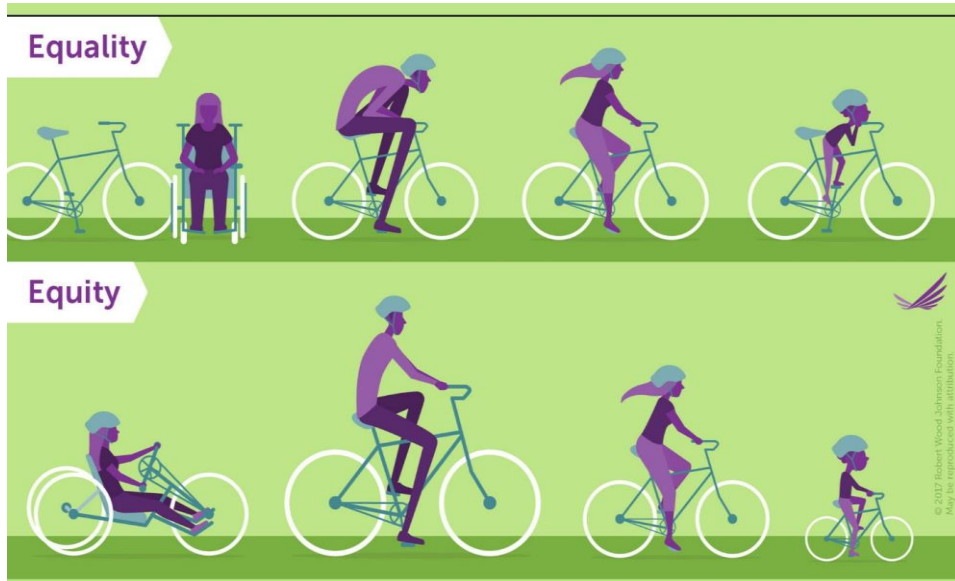


Image Credit: 2017 Robert Wood Johnson Foundation

Equity is the state, quality or ideal of being just, impartial, and fair.

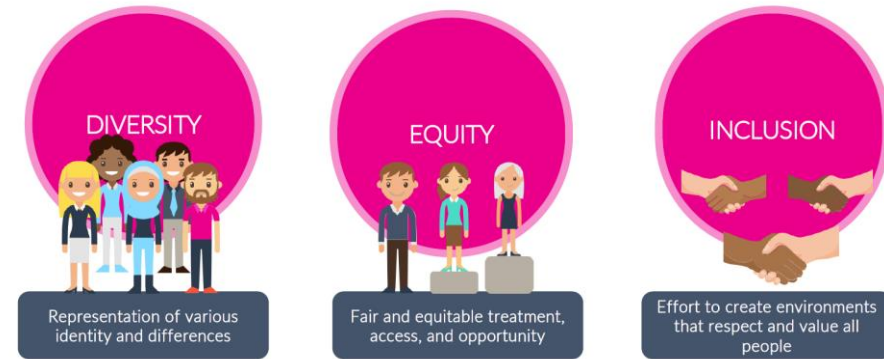
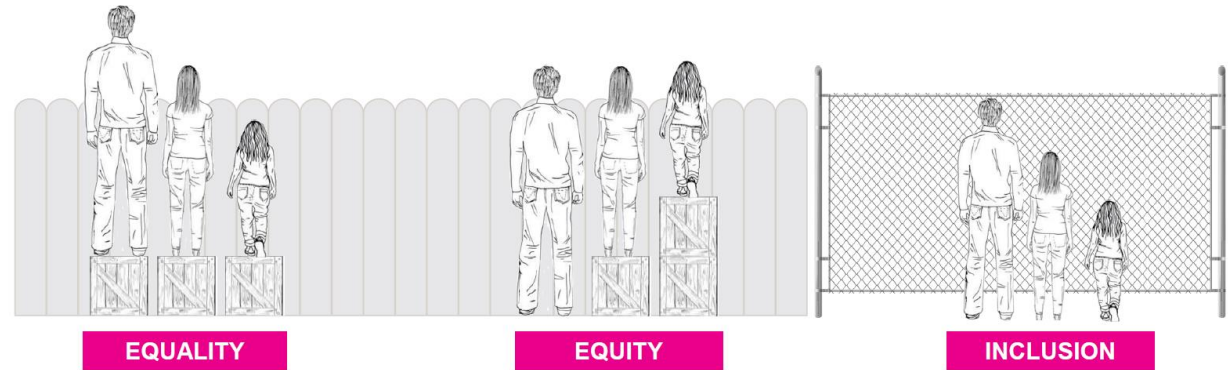


Image Credit: JUMP

Inclusion refers to actions, practices, policies and behaviours that enable the full diversity of people to have equity.

Overarching Goals

The European Marine Board will only be able to *advance seas and Ocean science* if;

- ✓ The organisation and its Members reflect the diversity of society;
- ✓ We ensure diverse engagement in all activities through inclusion;
- ✓ Understand the diversity of needs linked to Ocean science;
- ✓ We serve as a role models to our community.

The EMB aims to *achieve equity for all forms of diversity*, and the plan outlines how EMB will achieve that.

Main objectives of our Plan

1. **Raise awareness** about gender and diversity equity and inclusion issues and **influence** EMB's Members to this end;
2. **Increase diversity in representation** within EMB bodies and activities;
3. Promote a **culture of inclusion** within EMB bodies and activities;
4. **Champion** Gender and Diversity Equity and Inclusion;
5. **Understand the diversity of needs** of Ocean stakeholders to achieve equity.

Priority Actions

Objective 1: Raise awareness about gender and diversity equity and inclusion issues and influence EMB's Member

Target(s)	Action(s)
Raise awareness about Gender and Diversity Equity and Inclusion	<ul style="list-style-type: none">▪ Make the EMB Plan visible on the EMB website▪ Share social media posts and newsletter posts about the importance of Gender and Diversity Equality and Inclusion▪ Host webinars for EMB ECOP network and general stakeholders on this topic
Raise awareness about Gender and Diversity Equality in EMB Working Groups	<ul style="list-style-type: none">▪ Highlight the importance of gender balance when opening a call for Working Group nominations▪ Keep track of gender balance within nominated and selected Working Group members and report back on this to EMB Board during Plenary meetings and Annual Reports
Influence EMB Members to consider Gender and Diversity Equity	<ul style="list-style-type: none">▪ Promote the development and implementation of Gender and Diversity Equity and Inclusion Action Plans in our Members▪ Host an Open Session on Gender and Diversity Equity and Inclusion at the Spring 2023 EMB Plenary Meeting

Priority Actions

Objective 2: Increase diversity in representation within EMB bodies and activities

Target(s)	Action(s)
Achieve gender balance in EMB leadership and decision-making with at least a traditional (male and female) gender-balanced ExCom	<ul style="list-style-type: none">▪ Specify this target within the EMB Internal Guidelines▪ Encourage EMB Members to appoint one male and one female representative▪ Enable both EMB Delegates and Alternates that are eligible to stand for ExCom election▪ Use gender diversity as one of the criteria in electing new ExCom members
Achieve gender balance in the EMB operations with at least a traditional (male and female) gender-balanced Secretariat	<ul style="list-style-type: none">▪ Include gender diversity as one of the criteria in selecting new EMB Secretariat members▪ Write vacancy advertisements in language that is gender-neutral▪ Offer unconscious gender bias training to EMB Secretariat staff where required in order to objectively select candidates for various roles as EMB representatives

Priority Actions

Objective 2: Increase diversity in representation within EMB bodies and activities

Target(s)	Action(s)
Achieve at least a traditional Gender (male and female) balance in EMB working groups and at events	<ul style="list-style-type: none">▪ Include gender as one of the selection criteria for Working Group Chairs and Co-Chairs, and where possible, aim to have Chair and Co-Chair with different genders▪ Encourage Working Group Chairs to select a balanced team within the possibilities offered by the nominations▪ Ensure that EMB events have overall gender balance in terms of speakers / Chairs / panellists, with equivalent roles, within the possibilities offered by the topic and availability
Understand EMB Member organisation Gender balance and Diversity representation	<ul style="list-style-type: none">▪ Send a survey to EMB Member organisation HR departments to gather data on institutional gender balance and diversity data

Priority Actions

Objective 3: Promote a **culture of inclusion** within EMB bodies and activities

Target(s)	Action(s)
Achieve a work-life balance and a culture of inclusion within the EMB Secretariat	<ul style="list-style-type: none">▪ Monitor EMB Secretariat staff work life balance and perspectives on organisational culture via annual performance management reviews▪ Take steps as a result of performance management reviews▪ Specify the complaints and conflicts resolution procedure within the EMB Internal Guidelines
Achieve a zero sexualised violence and zero-discrimination working environments for all EMB staff and representatives	<ul style="list-style-type: none">▪ Specify relevant measures against violence of all kinds and support mechanisms for victims in EMB Secretariat staff working regulations▪ Offer training to EMB Secretariat staff and ExCom where required▪ Promote a zero-tolerance culture to violence and discrimination within all EMB Member organisations▪ Engage in activities which raise awareness of (gender-based) violence issues, and promote measures to address these

Priority Actions

Objective 3: Promote a **culture of inclusion** within EMB bodies and activities

Target(s)	Action(s)
Support a culture of inclusion within EMB activities	<ul style="list-style-type: none">▪ Give new Working Groups a Best Practice introduction to inclusive interactions at kick-off meetings▪ Make sure to have diverse reviewer options for EMB publications

Priority Actions

Objective 4: **Champion** Gender and Diversity Equity and Inclusion

Target(s)	Action(s)
Increase visibility of EMB actions	<ul style="list-style-type: none">▪ Share the EMB plan with the Board, with Working Groups, and with partners organisations
Champion Gender and Diversity Equity in External Projects	<ul style="list-style-type: none">▪ Investigate if all EU Projects that EMB participates in have a Gender and Diversity Board, and possibly encourage this

Priority Actions

Objective 5: Understand the diversity of needs for Ocean equity to achieve equity beyond Ocean science

Target(s)	Action(s)
Include Gender dimension in EMB outputs	<ul style="list-style-type: none">▪ Include where relevant recommendations relating to Gender Equity in EMB publications and recommendations▪ Ensure that Gender and Diversity Equity and Inclusion are reflected as appropriate in EMB publications▪ Be transparent about Working Group composition and potential biases in recommendations, acknowledging their limitations

Responsibilities within EMB

Members and Stakeholders

The promotion of Gender and Diversity Equity and Inclusion is the **responsibility of everyone connected with the EMB.**

Individual **EMB Board Members** retain the responsibility for ensuring Gender and Diversity Equity and Inclusion within their own organisations.

Responsibilities within EMB

EMB Secretariat

The **EMB ExCom and Secretariat** play a crucial role in promoting and ensuring Gender and Diversity Equity and Inclusion in all its activities and representatives, therefore the **EMB Secretariat** will:

- Manage **awareness raising** activities;
- **Monitor** and, where possible, **ensure equality** in EMB activities and representatives;
- **Track progress** and **report** on this to ExCom and the EMB Board;
- Lead on **promoting a culture of inclusion**; and
- **Champion** gender and diversity equity and inclusion **internally** and **externally**.

Responsibilities within EMB

Executive Director

The **Executive Director** plays a crucial role in ensuring the EMB Secretariat is an inclusive workplace, therefore they will:

- Ensure an **equal and accessible recruitment process** for new staff members;
- Ensure **equal pay for employees** with the same role and experience;
- Ensure the **same opportunities for recognition** and promotion;
- Ensure the **same professional opportunities** (e.g. training, diversity of tasks, responsibility);
- Ensure the **same right for employees** in line with the Belgian employment law (e.g. choice of leave, parenthood, secondment and/or sabbatical, benefits).

Additionally, the InnovOcean campus was designed to comply to the rules of the A++ 'accessible office building' label.