

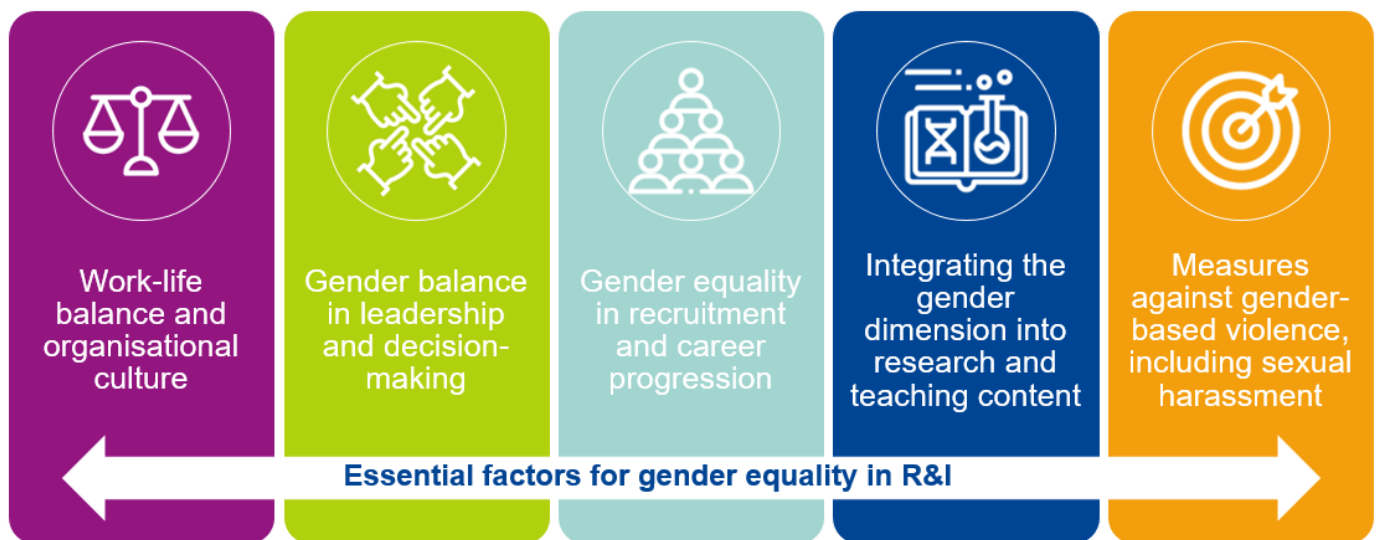
# GENDER EQUALITY PLAN

2022 - 2025

---

*“Since its founding in 2014, the Centre for Innovation in Medicine has promoted equal rights and respect at all levels. The Gender Equality Plan published today is part of our efforts to formalize our commitment to promoting equal rights and opportunities among our employees and partners.” – Dr. Marius Geantă, President and Co-founder of the Centre for Innovation in Medicine*

---



Source<sup>1</sup>

The GEP is available on [ino-med.ro](https://ino-med.ro).

---

<sup>1</sup> <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

## Table of Contents

- Introduction
- Objectives, principles, and courses of action
- Proposed measures
  - Human resources
  - Recruitment and selection process
  - Working conditions and reconciling family and professional life
  - Career progress
- Moral and sexual harassment
- Institutional governance
- Institutional communication
- Research funding

## Introduction

The Gender Equality Plan (GEP) adopted by the Centre for Innovation in Medicine (INOMED) in the period 2022-2025 represents only the first step in a broader approach that INOMED is taking to promote equality at all levels within the organization. The Gender Equality Plan is an instrument that reiterates and reinforces some of the values that are central to our governance (such as equality, inclusion, diversity, transparency), and proactively responds to challenges to ensure that gender equality principles exist in all institutional processes and practices, in line with the European values, strategies and plans. Formal and institutional support for gender equality and discrimination ending comes as a normal response in the current innovation ecosystem, as progress and innovation adoption is not possible without assuming the principles of gender equality and harnessing the potential and creativity of people disregarding their sex, religion, ethnicity, sexual orientation, and identification and so on.

Increased attention to gender equality issues reinforces the fact that INOMED recognizes that men and women have equally important professional roles, in a context of equal opportunities, regardless of their area of activity or hierarchical level, and therefore have diverse experiences and perspectives.

The INOMED GEP also enhances the development of skills and the acquisition of new knowledge, by including everyone, regardless of gender, promoting a better and more motivating work environment and, consequently, higher levels of productivity and satisfaction among employees. INOMED is therefore committed to ensuring the promotion and incorporation of a culture of diversity and inclusion based on respect and equal opportunities.

The Center for Innovation in Medicine, a non-governmental organization based in Bucharest, Romania, focuses on innovation in the healthcare sector. The aim of the Center for Innovation in Medicine is to shorten the time between the emergence of innovations in the medical sector and their application so that they can benefit patients both in Romania and elsewhere. Over time we developed and implemented projects in health literacy and aimed for setting the principles in personalized communication, which makes us very keen to understand the needs of people before setting goals and ambitions.

INOMED is a non-traditional actor in the field of research by the structure of organization, that is very flexible, having a horizontal approach, not a vertical one. And while there is established authority, the communication, honesty, and collaboration at all levels is encouraged and should trespass the functions barriers. Of course, each member of the organization can personalize their interaction based on their needs.

Starting 2021, the need for implementing a formal GEP was obvious, as we have long-term plans for adding more persons to our team and to be able to offer the same opportunity to everyone wishing to join our team. The process started with an internal analysis on how gender equality is approached within the organization, based on the guidance provided in Horizon Europe program, and later by the European Institute for Gender Equality instruments and tools.

Our first use of a structured gender equality approach, for example, came in the urgency context created by the war in Ukraine, as in March 2022, we opened our doors to welcome young Ukrainian scientists and health professionals, and currently, our team is composed of more than 60% women. The selection process, although the GEP implementation phase was only at its beginning, we consider it was unbiased and equal. We had no less than eight 6-months interns (50% women and 50% men). We continued collaboration with two of them.

## Objectives, principles, and course of action

In the assumed fight against inequalities and inclusivity barriers, as well as from the desire to establish equal rights and opportunities for all those with whom INOMED collaborates and are part of our team, we assume the following principles to guide us:

- **Inclusion:** promoting an inclusive culture based on respect and dignity, equality, respect for the differences that characterize each of us, the fight against stereotypes, discrimination, harassment, and any form of violence.
- **Diversity:** promoting mutual respect and a community that integrates cultural, religious, or ideological differences; undertaking initiatives that improve and enhance the understanding of diversity and consequently promote the transfer of knowledge.
- **Gender equality:** promoting in our organization's network practices and policies that ensure a balanced representation.
- **Equality:** promoting organizational processes that ensure equal opportunities and efficient access to one's career in our organization.
- **Work-life balance:** promoting individual or collective measures that reconcile family with professional life, including a very flexible work environment and time-scheduling promoting creativity.
- **Transparency and integrity:** practices to ensure transparency within the organization by applying the principles of excellence, equal opportunities, and diversity.
- **Freedom:** building and encouraging critical and creative thinking and protect freedom of expression in a healthy and safe environment.



## Building Blocks of Gender Equality Plan:



Table with proposed measures organized by topic

	PROPOSED MEASURE	OBJECTIVE	ACTIVITIES	TARGED AUD.	TIMEFRAME	PERFORMANCE	OUTCOMES
<b>RECRUITMENT AND SELECTION</b>	Informative kit to tackle gender discrimination and prevent stereotypes	Provide support in the process of recruiting to the management	Best practices highlighting/developing the kit and present it to the members of the organization	INOMED staff and collaborators	Feb 2022 – Dec 2022	>90% of target audience should be aware of it	Informative kit and meeting to present it
<b>WORK-LIFE BALANCE</b>	Flexible working time, workload management and support	Increase work efficiency and improve work-life balance	Situation evaluation at all levels to understand how the flexible working is encouraged	INOMED staff	On-going	Raising awareness on the importance of life-work balance	Meeting organized to discuss the aspects and individual interviews
<b>CAREER PROGRESSION</b>	Personal development programs and mentoring	Increase the number of persons wishing for better competencies and multi-lateral development	Evaluation of leadership qualities and competences Offering mentoring if the person wishes for	All	Feb 2022- Dec 2022	Raising awareness on the importance of career progression and the available resources	Establish a personal developing program and acceding mechanisms
<b>SEXUAL AND MORAL HARASSMENT</b>	Informative kit regarding sexual and moral harassment	To clearly establish that our organization is committed to providing a work	Internal research for best practices and case studies regarding sexual or moral harassment informative kits	All	Feb 2022- Dec 2022	>90% of staff informed	Informative kit and training

		environment that is free from discrimination and harassment in any form	Developing the kit Training on the content Evaluate knowledge				
<b>INSTITUTIONAL GOVERNANCE</b>	Establishing a GE Body	Establishing a body whose main activity will be to ensure gender equality and supervision	Decide the structure of the GEB within the organization Evaluate external members Develop mechanism and protocols	All	May 2022- Dec 2022	more than 75% of the performance indicators in the GEP are attained	GEB established of 3 internal collaborators and 1 external expert
<b>INSTITUTIONAL COMMUNICATION</b>	informative gender sensitive communication kit	all institutional communication, both internal and external, is gender sensitive	Research best practices and develop the kit Organize trainings and evaluate knowledge	All	May 2022- Dec 2022	>90% are informed	Informative and communication kit, training session
<b>RESEARCH FUNDING</b>	Understand the sexes gap in research projects in the organization	Encourage equal participation and inclusion (as INOMED is an organization that mostly collaborates with women)	Evaluate project's competence and understand the structures behind it	All	On-going	>90% of participants are encouraged to participate and informed	Open and on-demand meetings

\* The tight timeframe is due to INOMED's team close collaboration and willingness to take the necessary steps in achieving the objectives

*Adopted on 4th of January 2022 by the President of the Centre for Innovation in Medicine, Dr. Marius Geanta*



Discover our activities:  
**ino-med.ro**

Contact us: [office@ino-med.ro](mailto:office@ino-med.ro)