

TIGEM
GENDER
EQUALITY
PLAN

FONDAZIONE



V. 1 _ December 2021

Introduction

Statement of Commitment

- The Telethon Institute of Genetics and Medicine (TIGEM) is committed to protecting and promoting equality between people of all genders and preventing discrimination in all its operation.
- Equality means that everyone, regardless of gender, should have the same opportunities, rights, and obligations.
- TIGEM aims to have an even distribution of influence from all genders on teaching, research, study, and working conditions.
- TIGEM strives to have representative individuals of all genders in courses and study programs at all levels, in different professional groups, and in governing bodies and boards.
- TIGEM is committed to recognizing and eliminating practices and structures that create and sustain inequality.
- TIGEM strives to promote a sense of community and transparency.
- This plan includes the present national legislation, the current institutional state-of-play, and goals and measures to be taken for the strategic period 2022-2023. Many of the goals featured in the plan take the form of permanent practices.
- The plan is available on the TIGEM website at www.tigem.it

Italian legal framework

Legislation 183/2010

- Established the creation of the Unique Guarantee Committee for Equal Opportunities in Public Administrations for workers' wellbeing and against discriminations (CUG - Comitati unici di garanzia per le pari opportunità, la valorizzazione del benessere di chi lavora e contro le discriminazioni).
- Although the law indicates general rules for the Committee's composition, it leaves to public administrations and universities the task of drafting internal regulations regarding their election and functioning.

Legislative Decree No. 198 2006

- Established the National Code of Equal Opportunities between Women and Men and obliges Public Administrations (and therefore Universities) to adopt a Positive Action Plan (PAP).
- The plan lasts three years and must assure the removal of all obstacles hindering equal opportunities at work between men and women.
- The directive of the Presidency of the Council of Ministers of 23 May 2007 identifies the instruments and the areas of intervention: positive actions aiming to balance female representation in sectors and professional levels where they are underrepresented; the organisation of work aiming to promote work-life balance; and hiring and promotional mechanisms targeting women.

Legislation 240/2010

- Legislation on the General Reform of University Education set two important aims in terms of equal opportunities.
- First, it calls for gender balance on the board of trustees of research institutions. However, the

law does not specify targets and the respect of gender balance is limited to a generic “declaration of intent”.

- iii. Second, it extends the maternity leave (5 months, paid 80% of the salary) to post-doc researchers.
- iv. In order to support this legal measure, each year the Government provides a specific budget of 3,5 million Euro through the annual act setting the Ordinary Financial Funds (Fondo di finanziamento ordinario - FFO) for public Universities.
- v. Research institutions enjoy the right to autonomously provide additional benefits to women researchers.

Policy framework

- i. In 2011, a Memorandum of Understanding between the Ministry of Education, University and Research (MIUR) and the Department for Equal Opportunities of the Italian Presidency of Council of Ministers (DPO) was established. The Memorandum was designed as an innovative tool to promote equal opportunities in science by devising for the first time in Italy a national strategy aimed at increasing the participation of women and girls in science and technology education, training, research and employment. Given the Government instability in the last years, the Memorandum remained unapplied.
- ii. In 2013, the 2014-2020 National Research Program (Programma nazionale di ricerca - PNR) (so called Horizon 2020 Italia – HIT 2020) represents the main Government’s document for R&D planning and it is coordinated by MIUR. Both in its first draft (2013) and in its second draft (2014), it recommends ensuring a gender-balanced representation of the peer-review selection panels and invites research institutions to promote equal opportunities and to include a gender dimension in research. Moreover, the program foresees a specific budget of 1 million Euro to foster equal opportunities in scientific careers. Because of the changes in Governments, the PNR has not been approved yet and, therefore, the 1 million Euro budget for gender equality has not yet been allocated. A third update of the PNR is currently being drafted.

Initiatives for Gender Equality by Research Performing Organisations

- i. By Law, Public Administrations – including all Public research organisations including Universities – must have a gender equality plan (also called Positive Action Plan or PAP). Therefore, all 96 Italian universities have a PAP. Normally, these plans have a 3-year duration and are prepared and implemented by internal CUGs or other equality bodies.
- ii. Besides the PAPs, five Italian universities are partners in consortia of EU-funded structural change projects: University of Milan (STAGES and WHIST), University of Padova (GENDERTIME), University di Napoli Federico II (GENOVATE), University of Pisa (TRIGGER) and University of Trento (GARCIA). Within these projects, gender equality plans are being set up and implemented. These gender equality plans focus on enhancing women’s participation in research by promoting actions aimed at removing gender bias in the organisational culture and empowering young women researchers. More specifically, the objective of supporting women’s participation in decision-making bodies is pursued via medium/long-term measures aimed at changing the organisational culture rather than through positive actions aimed at ensuring a balanced representation of both sexes in the composition of boards. Three of these plans also consider the integration of the gender dimension in research in their measures.
- iii. Other organisations in Italy are taking part of the EU-funded structural change projects: FESTA, GENISLAB, WHIST, DIVERSITY and LIBRA.

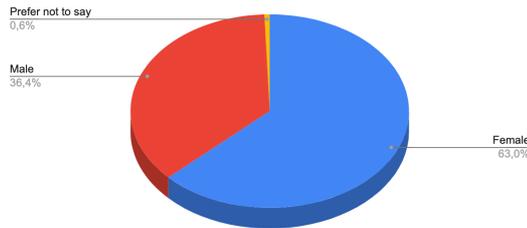
Internal Survey Findings

In October 2021, we conducted an anonymised TIGEM-wide survey to assess the current state-of-play of the institute. Respondents answered questions broken down into the following areas: (i) Institutional Demographics; (ii) Workplace Duration and Job Satisfaction; (iii) Stipend and Hiring; (iv) Parental Leave and Absence; (v) Training and Education; and (vi) Gender Discrimination. The results of this survey are summarised below:

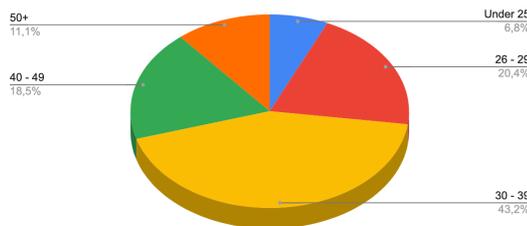
Institutional Demographics

TIGEM is a relatively young institution with around 70% of our members in their 20s or 30s (Age Distribution). Over 60% of TIGEM personnel are female, with female scientists making up the majority in roles of Post Doc, PhD student, and Technician, among others. However, in advanced career roles, such as Principle Investigator, male scientists are in the majority (Gender Distribution and Role Distribution). The main roles at TIGEM are represented in the following data, additional roles included under 'Other' include Assistant Professor, Staff Scientist, Bioinformatician, and Telethon personnel (Role Distribution).

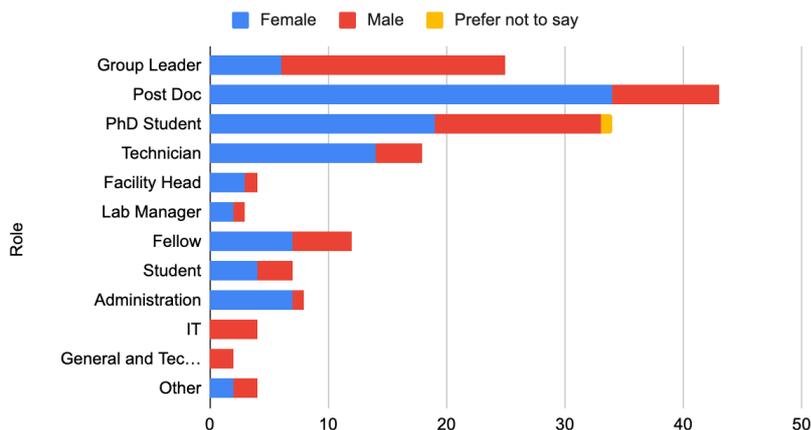
Gender Distribution



Age Distribution



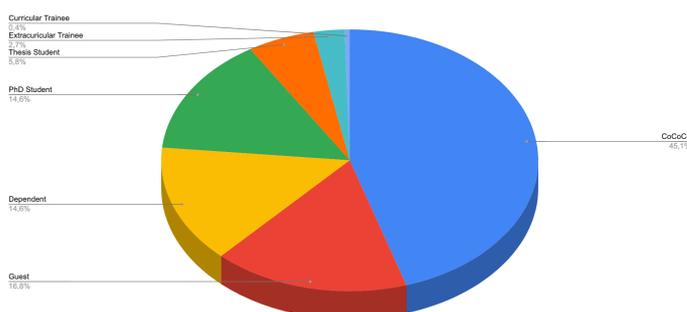
Role Distribution (Broken down by gender)



Contractual information on TIGEM employees is also summarised in this section (**Job Contracts**). The types of contract present in the institution are as follows:

- CoCoCo – Collaborazione Coordinata e Continuativa**
 Coordinated and Continuous Collaboration Contract. Researchers with this contractual relationship have full operational autonomy and are not subject to any constraint of subordination but have a unitary and continuous relationship with TIGEM. They are therefore formally included in the organization of TIGEM and can operate within the research process of the institute. This contract has the power to coordinate the activity of the researcher.
- Guest – Ospite**
 Researchers present at the Institute for a (generally brief) scientific collaboration and without any kind of working relationship with the Telethon Foundation.
- Dependent – Dipendente**
 Contracts defining subordinate workers, i.e. the working relationship is regulated/disciplined by an employment contract with the employer (in our case Telethon Foundation), which establishes duties, working hours, places and remuneration of the service. Therefore, the employer establishes how and when the work is to be carried out. Unlike CoCoCo, there is no full operational autonomy but the employee executes the directives of the employer.
- PhD Student – Dottorato/a**
 PhD students are present at TIGEM via one of three programmes set up in collaboration with (i) The Scuola Superiore Meridionale, (ii) The European School of Molecular Medicine, or (iii) The Open University. PhD students receive stipends from the coordinating funding body in the cases of (i) and (ii) or directly from TIGEM researchers in the case of (iii).
- Thesis Student – Tesista**
 A university student enrolled in a master or specialist degree course, who elaborates their thesis at TIGEM (i.e. outside their own University).
- Curricular Trainee – Tirocinio (Curriculare)**
 University student who, on the basis of an agreement stipulated between the University where they is enrolled and the Telethon Foundation, carries out a training period at TIGEM accruing some university formative credits (CFU).
- Extra-curricular Trainee – Tirocinio (Extra Curriculare)**
 A graduate student who, on the basis of an agreement stipulated between the University where they obtained the degree and the Telethon Foundation, carries out a training period at TIGEM, receiving a monthly reimbursement allowance.

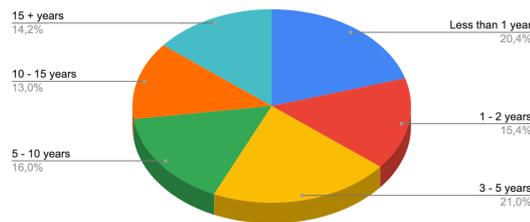
Contract Distribution



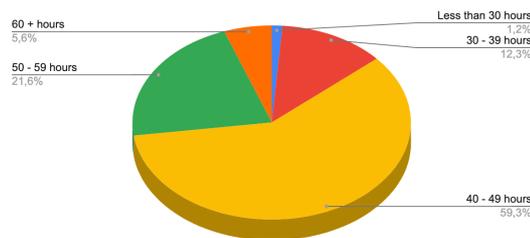
Workplace Duration and Job Satisfaction

Our findings show strong staff retention at TIGEM, with over ¼ of our staff having been members of the institution for over 10 years (**Present Workplace Duration**). This is particularly notable given our relatively high proportion of young researchers. The majority of our working body (almost 60%) report working hours between 40-49 hours per week, or 8-10 hours a day for a 5-day working week (**Average Working Hours**).

Present Workplace Duration



Average Weekly Hours



Multiple Positions

The survey allowed respondents to detail whether they have held multiple positions while at TIGEM. Of the respondents, 38% reported to have held multiple positions during their time at TIGEM. Some of the most typical career pathways are detailed below:

- 3-4 years as **PhD Student**, 6 months-1 year as a **Fellow**, present position **Post Doc**
- Up to 10 years as **Post Doc**, present position **PI**
- 6 months-5 years as **Fellow**, (6 months as **Extra Curricular Trainee**,) present position **PhD Student**
- 1-2 years as **Fellow**, 5-15 years as Technician, present position **Lab Manager**
- 2 years **Masters Student**, present position **PhD Student**
- 3-4 years **PhD Student**, 5-10 years **Post Doc**, present position **Scientific Office**

International Experience

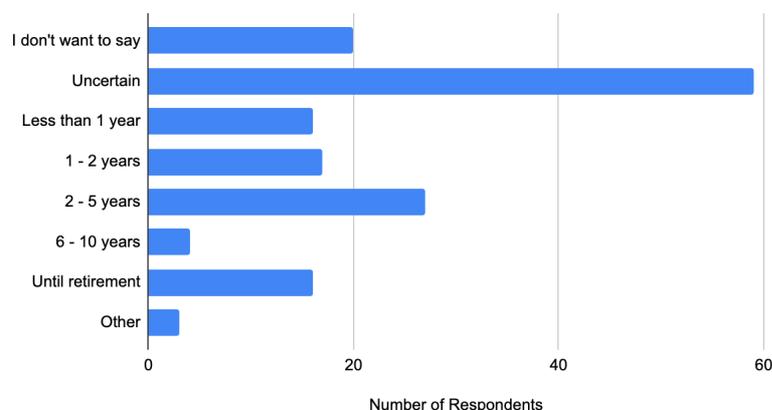
Of TIGEM survey respondents, 13% reported international experience in science and/or research. The locations of these positions are detailed below, with frequency of response. Notably, 10 of the 12 TIGEM members who detailed time spent in the USA are Principle Investigators. A number of TIGEM PIs, and senior Post Docs, have spent time at the Baylor College of Medicine (Houston, Texas), among other institutions. This is due to a long-standing relationship between Baylor and TIGEM.

Location	Frequency
Other Italian Institutions	9
Spain	4
France	1
Germany	2
Switzerland	2
UK	4
USA	12
Russia	1

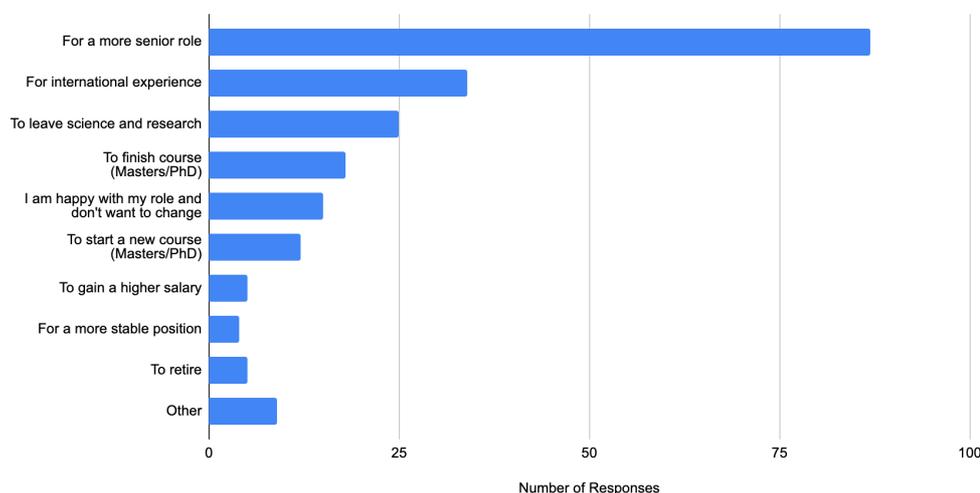
Details on TIGEM researchers' expected future employment duration at TIGEM are summarised below (**Future Duration in Current Employment**). For those respondents who selected 'Other' and added further details, responses include: It doesn't depend on me; I would like to hold increasingly qualified positions, equivalent to personal training improvement; Depends on many factors.

Further to this, TIGEM researchers' projected plans and future career expectations are included below. Respondents often selected more than one reason, with the highest proportion of responses as 'To gain a more senior position'. Respondents who selected 'Other' added the following details: Move to another country; To improve my quality of life; Difficult and long commute; To change my environment; Out of dissatisfaction (x 2); Change for something more rewarding and inspiring; To gain business experience.

Future Duration in Current Employment



Reason (if any) to leave TIGEM



Further details related to job satisfaction

We left an open response section of the survey to allow respondents to give further information on their job satisfaction. The prompt was 'If you are not happy with your role at TIGEM and would like to add any details, please do so here.' For this reason, most of the comments in the following section are constructive criticism, which will be kept in mind for future institutional improvements we plan to implement.

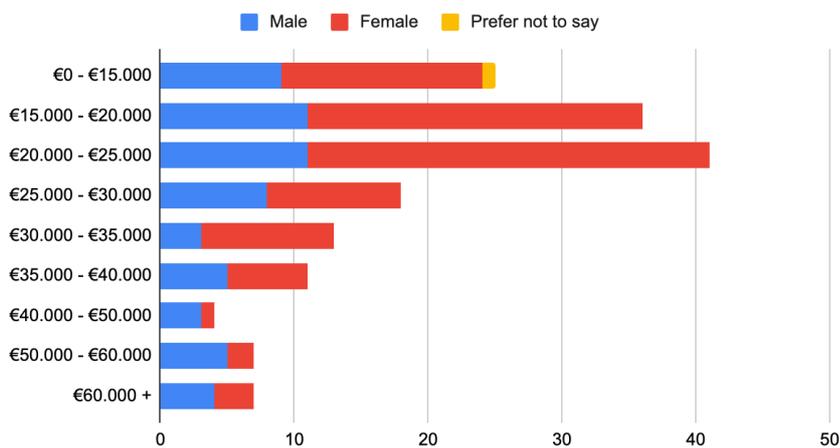
No margin for professional and economic growth for some roles such as Technician	I am happy with my role, but there are many hours of work for a low salary, uninspiring kind of contract	I would like the commitment to be recognized also with financial allowances.
Possible career advancement steps are not at all clear and nobody seems to be interested in helping with this, you are left to yourself.	Contractual forms are not satisfactory I believe that, in general, the contracts are not at all competitive.	Challenging work not reciprocated by adequate economic feedback, in which a sense of precariousness and uncertainty is constantly in force.
Very satisfied, I consider TIGEM an outstanding research centre.	Happy at the moment but would like to advance my career.	I'm satisfied with my role, less so with my salary.
Too many work hours, no protection, a little exploitation.	There is a lack of stimulation and gratification.	There is no longer the team spirit between colleagues of the past.
Not perfectly satisfied.	Money.	Little or no possibility to grow professionally.
I would like TIGEM to have the possibility of having more stable contracts to cover roles as staff scientists.	For the role I play the contract I have does not give present and future guarantees, nor is it well paid.	PhD students are treated as technicians, not as thinking minds who have to develop a critical sense.
I have been downgraded to a non-preexisting position in the career developed plan at TIGEM. The motivation is not completely clear to me and not aligned with the progression of my CV during these years.	I am not completely satisfied, as I find it very difficult to make a career while remaining within TIGEM. And it seems to me that I always do the same things without concrete progress.	I don't think my role here is in line with my resume and expertise and, overall, does not reflect my academic position.
It's impossible to improve my role with this company policy.	I am fully satisfied with my role but may consider offers for more senior position or higher salary.	Clear future vision and program missing.
I feel that the social environment in my lab is not used to internationality. I find it hard to blend in both from a social and professional point of view. It's important to have each other backs in our lab as we have little guidance and no senior postdoc. I believe that in order to do significant science, Ph.D. students should brainstorm together and help each other, but I often find myself out of call as it is mostly conducted in Italian. Although I referred this problem to my colleagues and PI, there's no improvement. I try my best to learn Italian, and I'm taking Italian classes at my own expense. However, I believe I won't be able to conduct a full scientific conversion in Italian any time soon. To solve this problem, I found two external mentors to help me with my projects. Furthermore, I joined a data club in CNR (AIC), where I got to know people from my field who were kind enough to offer their help with different problems I had. I'd be happy to have more opportunities to go abroad/online for internships or courses. Until now, I've taken several courses online (EMBL, IBM, MDC). All initiatives mentioned above were enterprise by myself. It would be great to have opportunities for intentional collaboration initiated by TIGEM, and I'll be more than happy to help with that.		

Stipends And Hiring

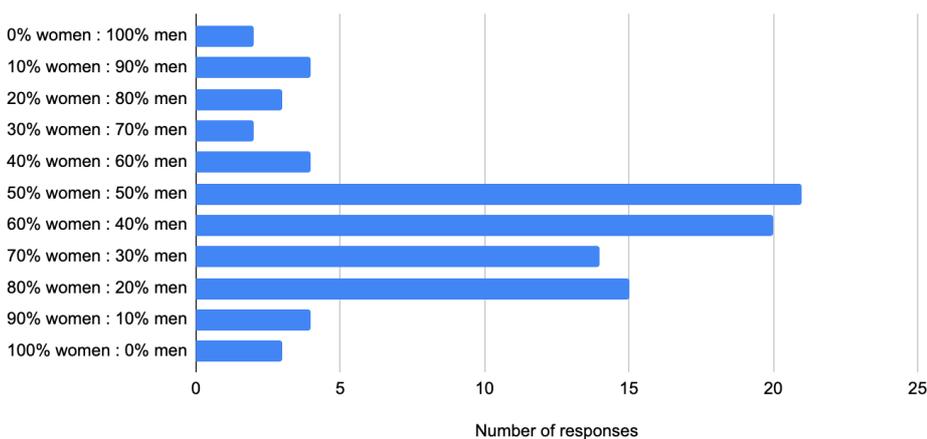
Information on the stipends of all TIGEM members is broken down by gender (**Annual Salary**). It is evident that at lower pay grades, €25.000/annum and below, the vast majority of beneficiaries are those that identify as female. Whereas, in the higher grades, male beneficiaries are in the majority. This is likely to reflect the higher proportion of men in the highest ranking institutional roles (i.e., Principle Investigators).

We also explored the gender balance of applicants to job positions at TIGEM (**Job Candidate Gender Balance**). Interestingly, applicant for open positions at TIGEM are mostly women. For future GEPs, it will be important to effectively track and document this kind of information, both with regard to applicant gender balance but also to job type advertised and the gender distribution of successful applicants.

Annual Salary (Broken down by gender)



Job Candidate Gender Balance



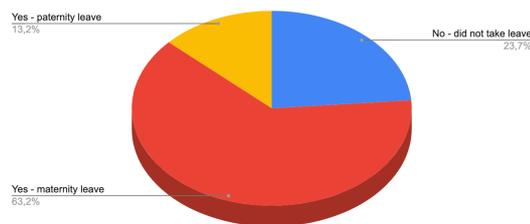
Parental Leave and Absence

In Italy, the regulations surrounding parental leave (congedo di maternità or congedo di paternità) are as follows: For **maternity leave**, mothers-to-be are eligible for a maternity allowance equal to 80% of pay and payable for 5 months (2 prior to and 3 after the date of birth or 1 month prior to and 4 after). The leave is prolonged in the case of premature delivery or suspended in case of hospital stay of the newborn child. In case of adoption or guardianship, the 5 months start from the date on which the adopted child or child over whom guardianship is assumed enters the family. In case of miscarriage beyond the third month of pregnancy, the allowance is paid for a period of 30 days. Miscarriage after the 180th day is, however, considered for all intents and purposes as 'birth'. **Paternity leave** is equal to 100% of pay for seven days.

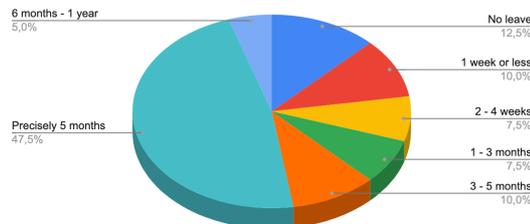
In our survey we asked respondents that had had children during their time at TIGEM if they had made use of either maternity or paternity leave (**Asked for parental leave?**) and if so for how long (**How much time taken for parental leave**). It is evident that the majority of those who asked for parental leave opted to take the regulatory 5 months, or less.

A number of respondents added additional information explaining their parental leave situations. Details include: Two children, 5 months each (x 5); Two children, 2 months leave each; Three children, 3 months for first, 5 months for twins; I chose not to take any parental leave; My contract wouldn't allow additional maternity leave, during the 5 months I did not receive a salary but only a bonus equivalent to less than one month; I took 5 months for leave and an additional 3 months for at-risk pregnancy; I took only 5 months because I can't afford to stay at home on a reduced salary; I've taken a few months of parental leave over the years.

Asked for parental leave?

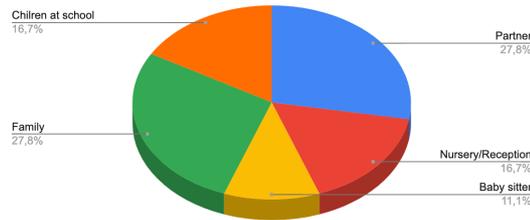


How much time taken for parental leave



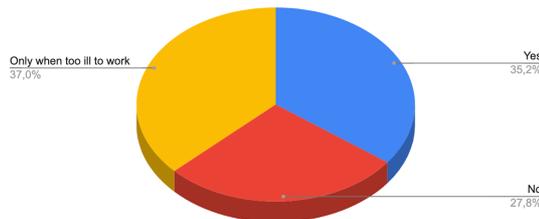
We also asked respondents with children to report their mode of childcare while at work at TIGEM (**Mode of childcare**). Details for this are summarised below.

Mode of childcare

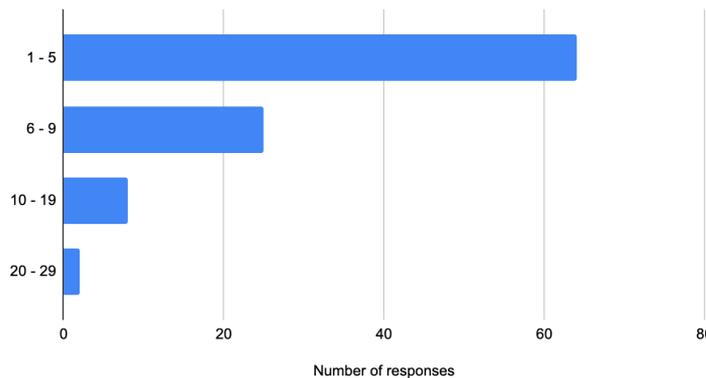


Further to parental leave, we asked whether TIGEM members take additional days of absence from work (**Additional Days of Absence**), their reasons for absence (**Reason for absence**), and how many days of absence per year they typically take (**Number of days of absence per year**). Respondents who selected 'Other' for reason of absence gave additional details including: Weddings and Funerals; Problem with babysitter when schools close and I don't know who to leave them to, but I don't have parental leave as a project contract; To move to a new house; To rest or for family reasons; Medical Visits (x 2); Extremely rare that I am absent from work, therefore they are exceptional circumstances; Commitments that can't be moved; Only when I cannot delegate parental care to others (e.g. for the vaccinations of children, a grandfather cannot be delegated) and if I am sick.

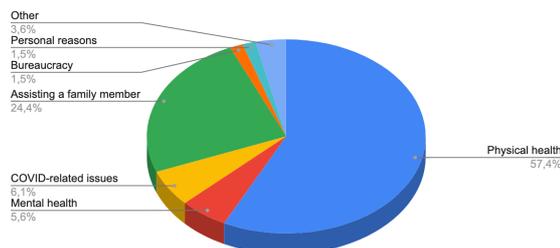
Additional Days of Absence



Number of days of absence per year



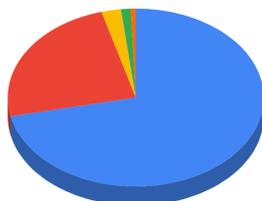
Reason for absence



72% of TIGEM members reported that they are able to work flexibly (**Flexible work possible?**) In addition to this, we asked respondents to add further details related to flexible working. Representative responses are included in the table below.

Flexible work possible?

● Yes ● No ● Not always ● Not possible for work I do ● I don't know

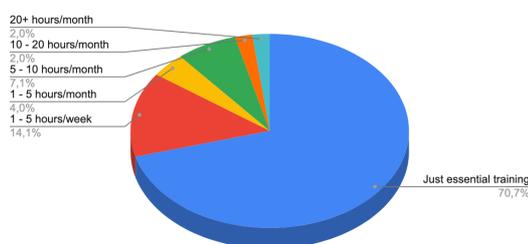


Most of my work is computer-based so I can always work from wherever	Time spent studying and writing articles from home, experiments at TIGEM.	Research work is flexible by definition. Experiments at the bench, computational at home
In the case of cococo, establish availability times in the event of a working day from home (e.g. 9-18)	I would like to work no more than 9 hours a day I really like how it's organised right now	Smart working is not allowed, I would like to be able to organize my work more independently
I can smartwork but I prefer in person	Smart working only at times when I do not have the children with me	Flexible hours on the basis of the work to be done
To be honest, I like smartworking I would like to organise my time to have 2 days remote and 3 days in presence	My work foresees the possibility to carry out 95% of the operations remotely so 95% of my work could be carried out in smart working.	I'd like reater flexibility on entry and exit times especially for a woman and mother who works away from home.
My contract is flexible, I don't have any constrictions about time of start/end. I work during weekends and after the working time during the week	Data analysis from home I have the possibility to work from home when my work involves analysis of data, presentation preparation, and writing papers or theses	It would be appreciated to allow smartworking where the work is concentrated on the computer and not to demand presence unnecessarily
The work could be carried out in shifts with colleagues who hold roles similar to mine to ensure a physical presence that gives practical assistance.	Working on projects and not as a service, I could manage my schedule based on a single project and not on a fixed schedule.	Meetings from home if possible and by better organizing the working day you can save a few empty hours. For the most part, my work can be done from home
As a PhD student I don't have any obligations in terms of working hours or when I have to come to work, but I always end up working more than 8 hours a day smart working	Every day I spend an average of 1.5 hours in the car to reach my workplace and the same amount to go home. 1 day a week of smart working would help a lot to lighten the stress load.	On the days when I should be working more on the PC, I could be in smart working If you have to do intellectual work (like writing jobs or projects) you can do it safely even from home
I am a part time worker and can work when and where I want, as long as I attend meetings I have working freedom. My boss is understanding when I need to fit my work around my other responsibilities.	Working only on the PC I have no problem working both in the office and from home. In the office, direct contact with researchers certainly optimizes the work. But if it happens to work in smart one off, I don't see any problem.	Unfortunately, data analysis/study isn't considered productive and is left for at home. But often with family it's not possible to study or analyze data in the evening, so it's necessary to dedicate some days to this work activity.
My working hours per day are based on how busy I am in that period (e.g. grant writing, teaching, meetings, deadlines)	As a bioinformatician I can connect to TIGEM's VPN and work remotely I can smartwork till late evening and during weekend when necessary	

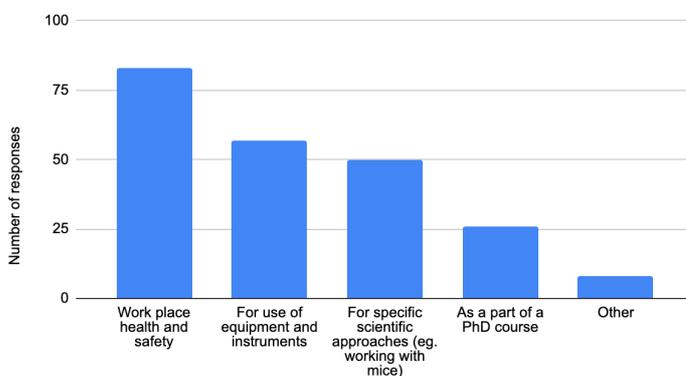
Training

TIGEM is involved in extensive training activities. We offer three PhD programmes with (i) the Scuola Superiore Meridionale, (ii) the European School of Molecular Medicine, and (iii) the Open University. These three programmes provide students with state-of-the-art facilities, address wide teaching needs, include laboratory-based and academic teaching, and provide internationally recognised qualifications. In addition to this, we host curricular and extra-curricular trainees (see job contract information above), as well as undergraduate students and fellows. Furthermore, we strongly believe in maintaining training activities into the postdoctoral career stage. In light of this, we have included here all the survey findings pertaining to the training activities provided at TIGEM. Firstly, we assessed the how much training TIGEM members receive (**Number of training hours**) and the activities in which this training is received (**Type of training**). Respondents who selected ‘Other’ for reason of absence gave additional details including: Administrative training (x 3); First aid training (x 2); Information package updates; Seminar/Data club training; Project management and dissemination.

Number of training hours

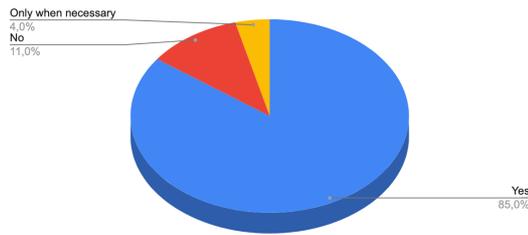


Type of Training

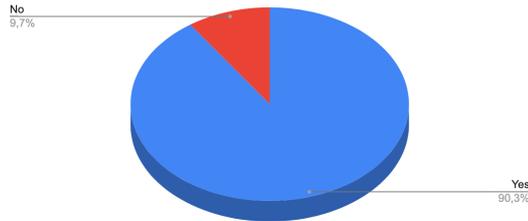


We also assessed whether TIGEM members have weekly meetings with their PI, and (for students only) their supervisors. Additional details provided on these meetings include: There is no PI for my role, but I interact with the researchers who I assist and with the operative director on a daily basis; I have monthly PI meetings; We meet during the group meeting; We have periodic meetings throughout the year.

I have weekly meetings with my PI.

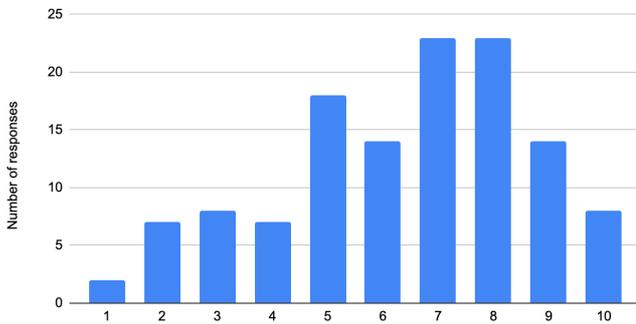


I have weekly meetings with my supervisor. (Students only)

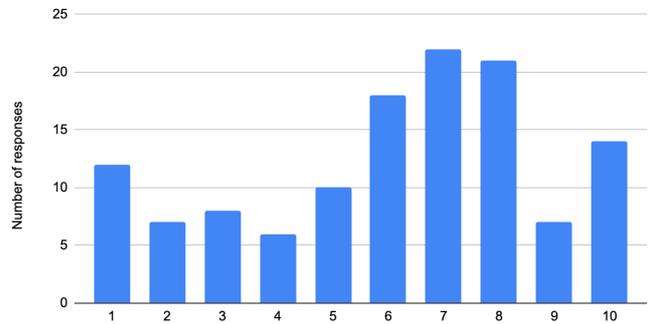


The following statements were presented to respondents on a scale of 1 – 10, in which 1 = Strongly disagree and 10 = Strongly agree.

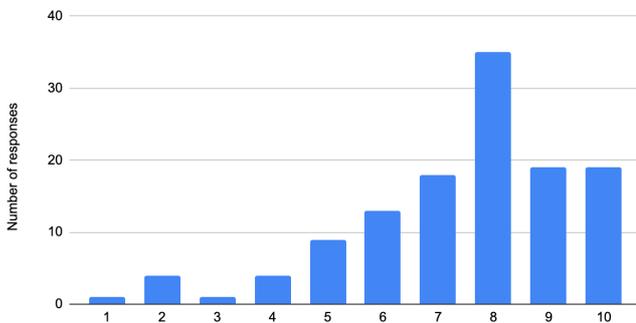
There are wide training opportunities to meet my learning needs.



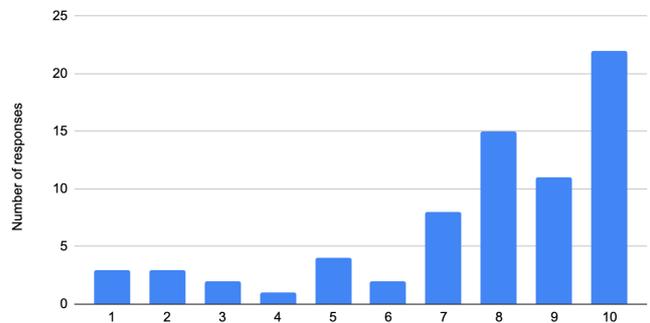
There is a manager or senior member in the organisation who I can talk to about how to develop my career.



I have opportunities within my job to learn and broaden my experience.



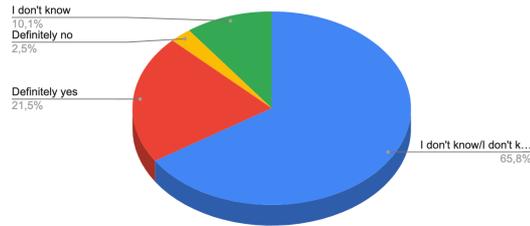
I feel comfortable approaching my supervisor with any doubts. (Students only)



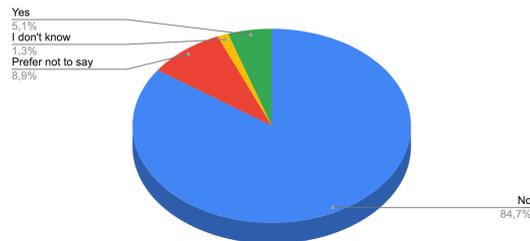
Gender Discrimination

As part of the institutional survey, we probed the institutional stance towards gender discrimination, equality measures, and sexual harassment. Respondents were required to respond to these statements with discrete answers. Findings are presented below:

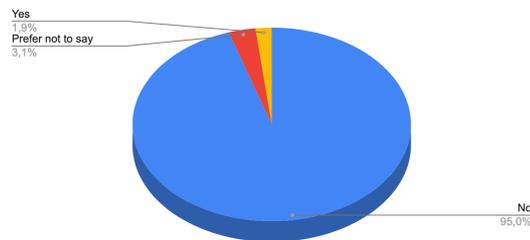
Men and women in my work place receive fair pay.



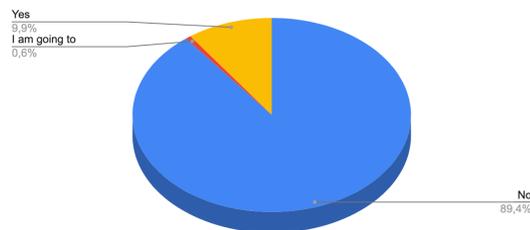
I have experienced gender discrimination in my workplace.



I have experienced sexual harassment in my workplace.

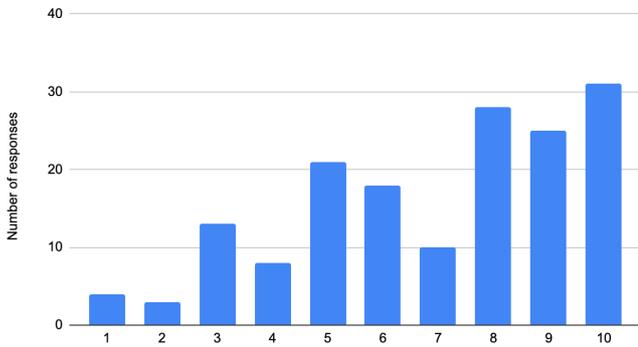


I have discussed gender equality with my employer.

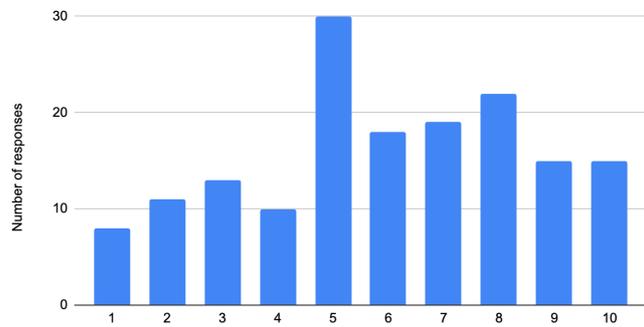


For those statements that did not elicit simple 'Yes/No/I don't know' answers, respondents were presented with a scale from 1 – 10. An answer of 1 = Strongly disagree, whereas 10 = Strongly agree. Findings are presented below:

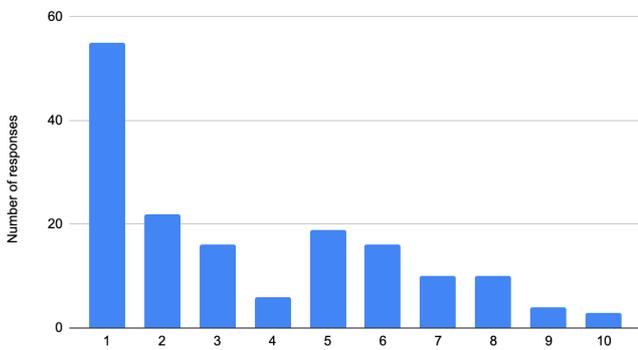
Men and women are treated equally in my workplace.



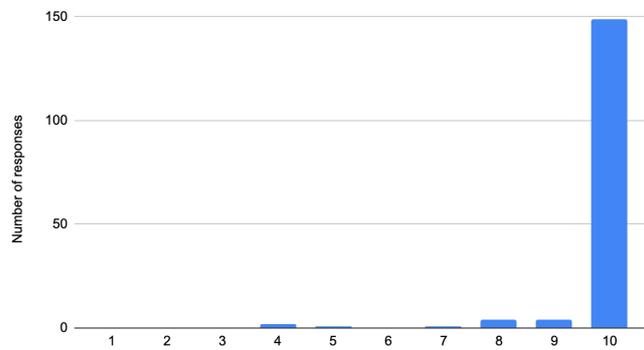
My workplace takes action against gender inequality in the institution.



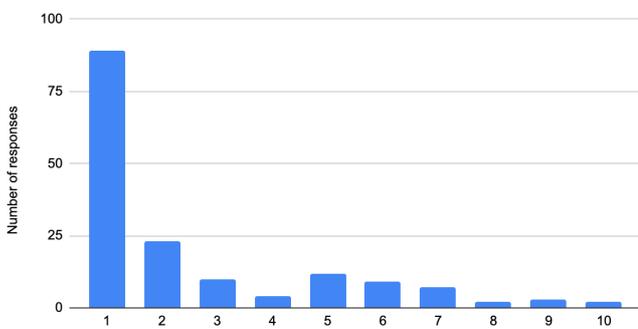
My gender does not influence my position at work.



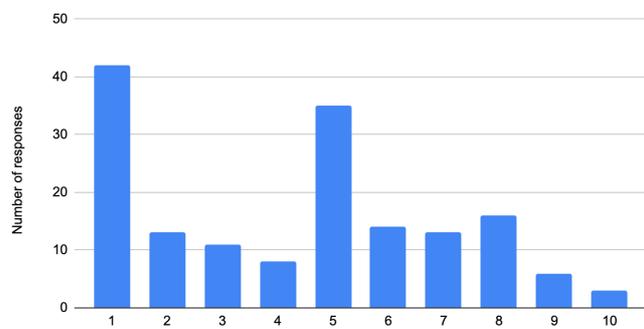
Women should be paid the same as men for the same job.



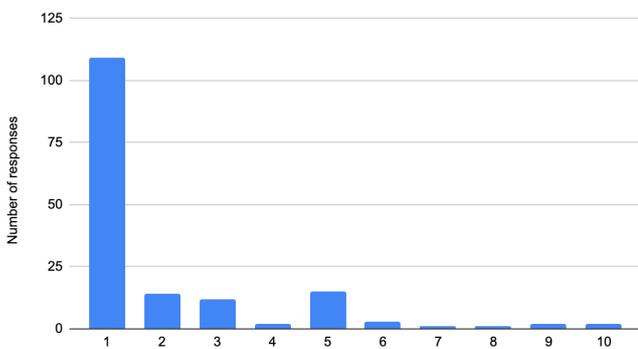
My supervisor considers gender in management assignment of projects/tasks.



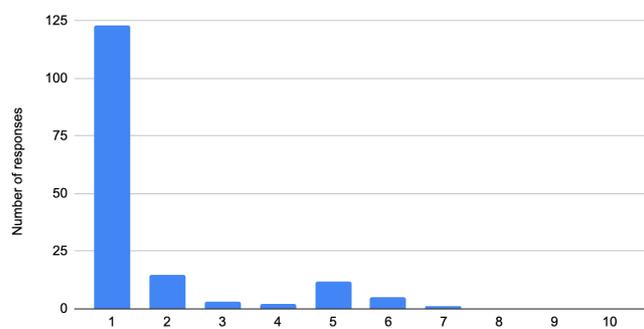
My work place considers gender when making promotions or demotions.



Peers treat me differently because of my gender.



My supervisor/PI considers gender when making authorship decisions.



Initiatives Already at Use at TIGEM

- TIGEM ensures that female representatives are present in (i) the Board of Directors, which is responsible for the overall management and running of the institution; (ii) the Scientific Advisory Board (SAB), which is the external reviewing committee responsible for annual examinations of TIGEM's research landscape and supporting strategy; (iii) the Training Board, which is responsible for the overseeing of TIGEM training activities, including for PhD students and Post Docs, this board comprises both permanent members and annual members. Both groups are gender diverse; (iv) Thesis Committees, which are assembled for each PhD student that undertakes their doctoral training at TIGEM, committees are assembled with both academic field and gender diversity in mind.
- TIGEM ensures open-doors policies for all applicants to PhD programmes: (i) the Open University Human Genetics course; (ii) the Genomic and Experimental Medicine (GEM) course in collaboration with the Scuola Superiore Meridionale (SSM); (iii) the Systems Medicine course in collaboration with the European School of Molecular Medicine (SEMM). We guarantee that all announcements and hiring procedures clearly outline that these positions are available to all applicants irrespective of gender, sexual orientation, disability, race, etc.
- TIGEM has recently developed a more structured career advancement plan to assist young scientists to climb the academic ladder. Briefly, (i) Assistant Investigator focuses on individuals at an early stage in their career, aiming to identify and attract outstanding young scientists; (ii) Associate Investigator is designed for individuals with an established publication and grant record; (iii) Principal Investigator positions are held by individuals with long-standing independent research records, grant support, international reputation, and participation in peer review processes.
- TIGEM has made use of the career development structure outlined in (iii). Specifically, two additional female Assistant Investigators have recently been added to the faculty.
- In addition to the appointments detailed in (iv), TIGEM have also appointed two further female scientists into the roles of Head of Facility (Generation of Animal Models and Advanced Histopathology Facilities).
- TIGEM has begun making considerable efforts in our allocation of Seminars. TIGEM Seminars are held on a weekly basis and are mainly given by external speakers, often of high international repute. Previously we have seen a higher proportion of male speakers and we are working hard to correct this gender balance. Specifically, we now urge TIGEM PIs to recommend female scientists as speakers, and we have also begun promoting our own internal female scientists by giving them opportunities to present TIGEM Seminars.
- The award "L'Oréal Italy for Women and Science" is part of the L'Oréal UNESCO award for Women in Science. The annual award is in its 13th edition and provides a scholarship of 15.000 Euro to 60 female researchers under 35 years old to fund their research. TIGEM regularly encourages its female scientists to apply to this award and in 2019, a female postdoc from TIGEM was awarded with this prestigious honour. We will continue to promote this award.
- We regularly celebrate our female scientists on our online platforms. Specifically, we promote female publications, female award winners, grant allocation to female scientists, and the annual Women in Science Day. This applies to all our online platforms including our website and twitter.
- Scientific projects often require considerations of gender in hiring practices, training strategies, task allocation, and authorship of papers to guarantee equal treatment to all scientists involved in projects. These measures are systematically made on a project-by-project basis.

- Within planned research projects, results are typically evaluated considering potential gender differences in, for example, the phenotypes of the rare diseases under study, inheritance pattern (e.g., X-linked ciliopathies caused by pathogenic genetic variants in OFD1 and DNAAF6/PIH1D3) and/or the impact of gender differences on therapeutic approaches due to differences in the metabolic processing of drugs.

Measures to Implement

Measure	Coordinator	Timetable	Achieved?
When advertising a vacancy, always include a statement on TIGEM's stance relative to gender discrimination and inclusivity and availability of the position to applicants irrespective of gender, race, ethnicity, etc. Ensure that this is attached to all PhD announcements and all online job opportunities.	Scientific Office	Continuous	
Track gender balance of job applicants for various jobs i.e., What are the relative genders of job applicants; what kind of role; what is the gender of the successful applicant.	Scientific Office	Continuous	
Newly admitted students and newly appointed staff should continue to receive information, both orally and in writing, about TIGEM's gender equality work and work against harassment.	Scientific Office	Continuous	
During introduction days for students or introductions for new employees, information on TIGEM's gender policies and where to find the GEP should be discussed.	Chief Scientific Officer	Year-round	
The gender equality plan should be available on the website and distributed to all employees and students.	Scientific Office	By Jan 2022	
Issues relating to the work environment in general, and sexual harassment in particular, should be raised during performance reviews (ie. at annual SAB meetings and at Telethon Site visits).	TIGEM Faculty	When applicable	
The gender equality plan and its proposals should be discussed at TIGEM Faculty meetings. Discussion could involve potential allocation of institutional funds to tackle institutional gender discrimination eg. Paying for courses, external speakers, additional maternity leave funds etc.	TIGEM Faculty	When applicable	
Discussions about the gender perspective should be integrated into PhD student courses about career advancement.	Scientific Office	As part of teaching program	
Provide information – especially to doctoral students – about the consequences of working part-time or being financed by grants.	Scientific Office	As part of teaching program	

Measure	Coordinator	Timetable	Achieved?
Investigate the gender distribution of PhD supervisors	Scientific Office	By Nov 2022 (in time for updated GEP)	
Develop a strategic plan to improve the gender balance in each professional category and in the recruitment of new staff, particularly in Investigator roles.	TBC	Year round	
Assess whether our Investigator career development plan could be modified to include a gender aspect.	Scientific Office	By Nov 2022 (in time for updated GEP)	
Take gender equality into account when setting salaries to improve the common working environment.	Human Resources Office	Continuous	
Train employees in matters related to harassment, with a special focus on hidden discrimination and marginalizing behaviour.	Scientific Office/Human Resources	Yearly course?	
Design a specific course of action for any potential incidents of sexual or gender-based discrimination or harassment.	Scientific Office/Human Resources	By Nov 2022 (in time for updated GEP)	
Continue to collect statistics from the entire TIGEM working body to assess how these issues are perceived by the institution over time.	Scientific Office	Continuous	


 Graciana Diez Roux, PhD
 TIGEM, Chief Scientific Officer