

Women in Science Action Plan 2021-2024

Area	Nº	Action	2021	2022	2023	2024
Work-life balance and organisational culture	1	Survey among PhD Students and postdocs about work-life balance at CRAG				
	2	Develop internal recommendations on work-life balance				
Leadership and decision-making	3	Review internal decision-making bodies and evaluate gender balance				
Recruitment	4	Develop an internal guideline about how to write a vacancy advertisement				
	5	Gather statistics about nationality and gender of applicants in recruitment processes of institutional initiatives				
Career Development	6	Create a support network for mentoring young female researchers				
	7	Open Forum for Women				
	8	Empowering women - Coffee with speakers				
	9	Specific training addressed to female researchers including topics such as the impostor syndrome, self-leadership, etc.				
Visibility	10	Keep updated the WIS section in CRAG website including actions implemented				
	11	Monitor the institutional website to reflect CRAG's diversity-inclusive work environment				
	12	Ensure that the CRAG External Seminar Series is gender balanced every year				
	13	Highlight the science done by female researchers at CRAG				
	14	Distribute guidelines on non-discriminatory and inclusive language				
	15	Organize Gender Bias awareness-raising initiatives				
	16	Annual meeting with CRAG Community to inform about the progress of the Action Plan, to collect ideas and suggestions for future actions				