

Equal Opportunities at IOCB Prague – Monitoring Report 2022

Planned actions, challenges, and measures

The actions to be implemented as part of the Equal Opportunities Plan, are broken down into short-term (by 31 December 2022), medium-term (by 31 December 2024) and long-term (by 31 December 2026) goals. The progress on the short-term goals, to be completed by 31 December 2022, is listed below.

Progress on short-term goals (by 31 December 2022)

Challenges	Progress
Equal Opportunities Plan (EOP) available publicly and to employees	Completed
Create a role of equal opportunities officer	Completed
Gender-neutral language in job advertisements	Being monitored
Publication of the equal-opportunity agenda on the intranet and website	Completed
Visibility of female researchers	Ongoing
Mapping the needs and requirements of employees at IOCB Prague	To follow
Need to collect sex/gender disaggregated data on staff and students	Ongoing (see “EOP in numbers July 2022” report)
More women to apply for awards and IOCB Prague fellowships	Ongoing

In detail

Equal Opportunities Plan (EOP) available publicly and to employees (COMPLETED) – The Equal Opportunities Plan was drafted, consulted upon and finalised during the second half of 2021 and in January 2022, a new Equal Opportunities at IOCB Prague section of the institute website, including the Equal Opportunities Plan, was created on www.uochb.cz/en/equal-opportunities. Relevant milestones (www.uochb.cz/en/equal-opportunities-milestones) and activities (www.uochb.cz/en/equal-opportunities-activities) are also listed.

Create a role of equal opportunities officer (COMPLETED) – In February 2022, the role of Equal Opportunity Office was created and as a first post holder, Blanka Collis was appointed to the role.

Gender-neutral language in job advertisements (BEING MONITORED) – The institute has recently provided group leaders (and others in a position to hire employees) a template for job advertisements including all the benefits provisions (including support for mothers of young children) and ensuring gender-neutral language. This has made job position advertisements much more standardised. In an ongoing fashion, selected representative advertisements published on the IOCB website are collected (print/screenshot), archived, and checked for gender-neutral and inclusive language. Where it is found lacking, the PR/HR department are made aware of the omission.

Publication of the equal-opportunity agenda on the internal and external website (COMPLETED) – As described above, the EOP is available on the IOCB external website. Here, milestones and activities related to the Equal Opportunity agenda are also published. On the internal website restricted access to IOCB employees, IOCB specific material is available, including guidelines on how to include the gender and sex dimension of research in grant proposals (produced in October 2022).

Visibility of female researchers (ONGOING) – Success stories of female, early career and other researchers from the IOCB are publicised widely via the internal screens for the benefit of IOCB employees, as well as

beyond the IOCB through Twitter, LinkedIn and via the IOCB website. After the covid-19-enforced pause in activities, the Women in Science group has restarted the series of career story seminars with female invited speakers to illustrate to early career researchers how varied career routes can be. One of these scientific lectures followed by a career seminar (by Dr. Vladimíra Petráková from The Heyrovský Institute of Physical Chemistry of the CAS) took place in November 2021. A further lecture had been planned for Oct 2022, but this will now be part of an inaugural formalised series of Women in Science lectures/seminars due to kick off in early 2023. This series, the Dana Hocková Lectures (in memory of a colleague who passed away recently), is currently being prepared, and is expected to continue in the format of a scientific lecture from an invited female scientist, followed by a more informal career pathway networking seminar by the same speaker.

Mapping the needs and requirements of employees at IOCB Prague (TO FOLLOW) – To further explore the equal opportunities needs of employees, beyond support of women, it is planned to survey the employees of IOCB to identify their needs. This has not been undertaken yet, as a survey is envisaged under the auspices of HR Award implementation, which would encompass a wider range of issues beyond equal opportunities.

Need to collect sex/gender disaggregated data on staff and students (ONGOING) – Annually the data is collected according to the same structure as introduced in the original Equal Opportunities Plan. The data is available in the Equal Opportunities in Numbers Report (July 2022).

More women to apply for awards and IOCB Prague fellowships (ONGOING) – Open calls for awards and prizes are monitored by the Project office. Calls are publicised amongst group leaders, who are encouraged to nominate their junior colleagues. Where self-nomination is possible, calls are publicised to all IOCB researchers. Suitable candidates are proactively identified and encouraged to submit nominations/applications where eligible.

Monitoring report compiled in November 2022 by Blanka Collis (Equal Opportunities Officer)

Seen and approved by the IOCB Director and Chair of IOCB Board