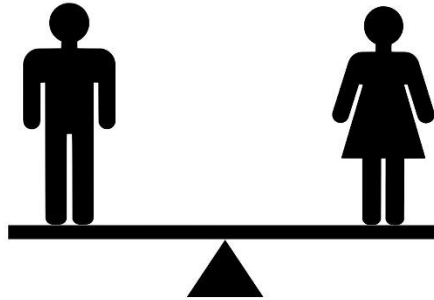


**BIRD**BELGIAN INFLAMMATORY
BOWEL DISEASE RESEARCH
AND DEVELOPMENT

BIRD POLICY

GENDER EQUALITY PLAN

From the beginning, BIRD has always focused on creating a stimulating and welcoming environment for everybody in the organization. BIRD believes that an inclusive work environment strengthens BIRD's creative and innovative goals. We want to extend our commitment by pursuing a work environment based on inclusion and diversity where everyone is treated equally and with respect. Everyone, regardless of gender, ethnic and social background, nationality, religious or political convictions, sexual orientation, age and position, should be able to develop and flourish within our organization. Each person has their own unique combination of such characteristics, and some of these characteristics directly affect how people feel at work. By taking these into account, BIRD can work more effectively and efficiently, with people who are more motivated and engaged. In summary, BIRD wishes to build a culture where people feel they can truly be themselves.

Therefore, BIRD welcomes the initiative of the Horizon Europe (= the EU's key funding programme for research and innovation) and its requirements with regard to Gender Equality. BIRD aligns its approach on wellbeing and more specifically on Gender Equality with the requirements of the eligibility criterion of the Horizon Europe Framework Program for Research and Innovation.

BIRD approach

BIRD continues to build an inclusive, open and safe working environment where everyone can express their opinion in a respectful manner. We take action when we detect that individuals treat each other without respect on the basis of ethnicity, color, sex, gender, age, disability, religion, political preference, sexual orientation, nationality, origin or other personal characteristics. We choose to mediate and resolve conflicts arising from prejudice. We conduct inclusive

communication in word and image. We are open to employees' specific needs so that they can develop and thrive at BIRD without restrictions. We eliminate any bias in hiring to provide equal opportunities to all candidates.

We made an inventory of the current situation and carried out a baseline measurement in November 2022. We will evaluate progress every three years and make adjustments through targeted actions and training. The Chief Operating Officer (COO) directs the actions and reports the monitoring to the board. The COO is also the confidential counselor within the organization, and the BIRD president supports the detection of discrimination and bias and helps (together with the board) the COO to work on solutions.

The BIRD Gender Equality Plan was created in November 2022. Below is an overview of the various initiatives that are currently standard practice at BIRD:

1. BALANCE BETWEEN WORK AND PRIVATE LIFE

The BIRD policy wishes to strengthen an organizational culture that recognizes the importance of a solid balance between work and private life.

Current initiatives:

- We work remote for most of the time;
- We allow flexible working hours so that employees can have flexible work time;
- We motivate the 'time to de-connect' for all employees. People should not feel obliged to check e-mails 24/7;
- We plan meetings at family-friendly times to combine work-related obligations with private matters;
- We can use the benefits and supported services from the OffiCenter Zaventem where the BIRD office is located, such as the ironing service and use of the flex offices/meeting rooms from all OffiCenters in Belgium

2. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

- We strive to create an organizational culture where people are given equal opportunities, regardless of their gender, and where inequalities are proactively eliminated;
- We strive for a gender balance in the members of the board and members of the various committees.

3. GENDER BALANCE IN RECRUITMENT AND CAREERS

Recruitment

- We write gender-neutral vacancies and all vacancies consist of clear description of the job purpose, key responsibilities, desired qualifications, skills and knowledge, relevant experience and other aspects that are needed to be able to fulfill the position successfully;
- We monitor the gender balance in the selection panel;
- We carefully investigate the CVs and motivation letter, and take the impact of periods of maternity, paternity, and parental leave or other caring activities into account when comparing candidates;
- During the selection procedure process both the 'potential' of the candidate and the past experience are considered;



- The selection panel is imbued with a policy of equal opportunities and is trained to recognize gender bias;
- The possibility to work part-time is considered in every selection procedure;

Career development

- A transparent feedback conversations is planned for all employees bi-annually with individual goals set mutually;
- We motivate our employees to take training courses that are important for their career, and for their self-development;
- There are clear and transparent career paths;
- All employees are given the opportunity to apply for internal vacancies.

Evaluation and promotion

- We strive for gender balance in evaluation and assessment panels;
- When evaluating or assessing the work output of an employee, we take maternity, paternity, and parental leave periods, and their characteristics into consideration.

4. INTEGRATING THE GENDER DIMENSION IN THE CONTENT OF RESEARCH AND SCIENCE COMMUNICATION

- Adopt gender neutrality in the scientific communication language;
- Pursue gender diversity in all use of images;
- We strive the gender balance in coordinating investigators for the educational and scientific activities;
- We monitor the gender balance in participants at our activities and in speakers and moderators at our events;
- We promote female and junior role models in our activities;
- Monitor the number of grant applications and success rates by gender of the applicant;
- Taking into account the gender recommendations for a successful proposal to Horizon Europe.

5. GENDER-RELATED HARASSEMENT

- The definition of (sexual) harassment is clear and available, and described in the work regulations;
- We define and document respect for personal dignity and integrity;
- All forms of (sexual) harassment will never be tolerated within the organization;
- Each employee is aware of the role of the confidential counselor and the possible procedures related to this. If needed, the employees may also contact the psychosocial risk prevention advisor at the External Service for Prevention and Protection at Work. All this information including the procedures related to this is described in the work regulations signed by each employee.

6. DATA AND MONITORING

BIRD will keep track of gender data. This will start from November 2022. These data will be evaluated every three years.

We track numbers and evolution of M/F/X for:

- All board and committee members
- All office members

- All members (BIRD and BINAstoria)
- (Selected) candidates on grant applications
- (Selected) applicants for scholarships
- All speakers/moderators at our events

Current situation (10 Nov 2022) gender data BIRD

Status 10 Nov 2022	M (%)	F (%)	X (%)	Total
MANAGEMENT (election period 2020-2023)	11 (42%)	15 (58%)	0 (0%)	26
BIRD BOARD	4 (57%)	3 (43%)	0 (0%)	7
EDUCOM	4 (80%)	1 (20%)	0 (0%)	5
SCICOM	3 (60%)	2 (40%)	0 (0%)	5
BINAstoria BOARD	1 (13%)	7 (87%)	0 (0%)	8
BIRD OFFICE	0 (0%)	5 (100%)	0 (0%)	5
BIRD MEMBERS	82 (49%)	85 (51%)	0 (0%)	167
BINAstoria MEMBERS	5 (5%)	106 (95%)	0 (0%)	111
GRANT WINNERS (2012*-2022)	11 (35%)	20 (65%)	0 (0%)	31
SELECTED CANDIDATES ECCO SCHOLARSHIPS (2019*-2022)	1 (13%)	7 (87%)	0 (0%)	8
SPEAKERS/MODERATORS BIRD EVENTS 2022	19 (34%)	37 (66%)	0 (0%)	56

**from the beginning*

The BIRD's board and COO gave its support and endorsement to the Gender Equality Plan (GEP) on November 21st 2022.

*Filip Baert (on behalf of the BIRD BOARD)
President BIRD*

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COO BIRD*

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