

EQUALITY AND DIVERSITY PLAN 2025 · 2028



For more
information

01

What is driving this plan?

A firm strategy to break old habits, eliminate inequalities, and build a scientific environment where everyone has the same opportunities.

02

Why are we putting it into action?

Because talent has no gender. Because scientific excellence is only possible if we move forward with equality, diversity, and fairness every step of the way.

03

What timeline have we set?

From 2025 to 2028... and beyond. Because equality is a continuous commitment.

04

What do we want to achieve?

True equity in recruitment, promotion, and salaries.

- Work-life balance without compromise.
- An environment free from discrimination and harassment.
- Inclusive language and responsible communication.
- To be a benchmark in equality within and beyond science.

05

Where is our commitment visible?

In every corner of Ikerbasque:

Recruitment processes.

- Professional development.
- Organisational culture.
- Working conditions.
- Communication.
- Measures to prevent violence.

06

And how are we going to make it a reality?

With monitoring, data, and action. Two committees, one purpose: to implement, measure, and constantly improve.

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Ensure that all Ikerbasque staff are aware of and involved in the gender equality and diversity policy that has been developed.

Objective 1

Action 1

Ensure that Ikerbasque's strategy is aligned with the Equality and Diversity Plan.

Action 2

Disseminate the plan through various channels:

- Website
- Newsletter
- Workshop
- Short videos

Action 3

Provide gender training to the management team and research staff.

Action 4

Present the plan to new staff members.

Action 5

Create a condensed version of the Plan to reach a wider audience.

Promote equal distribution of men and women in Ikerbasque at all levels.

Objective 2

Action 6

Identify forums aimed at women researchers to promote job calls.

Action 7

Encourage women to apply during webinars.

Action 8

Include an invitation in calls encouraging women to apply.

Action 9

Involve the Evaluation Committee in the equality policy.

Action 10

Collect the measures implemented by host centres to address the underrepresentation of women in leadership and decision-making roles.

Promote measures to ensure work-life balance.

Objective 3

Action 11

Ensure and promote the implementation of work-life balance measures in the research centres and universities where Ikerbasque researchers are based.

Action 12

Introduce more flexible evaluations: explore alternatives to ensure that the evaluation process does not create additional stress or pressure.

Action 13

Offer the possibility to postpone evaluations for those with family responsibilities.

Action 14

Collect all existing work-life balance measures offered by both the Government and the host institutions.

Improve mechanisms to combat sexual harassment, sex-based harassment, or aggression motivated by sexual orientation, race, age, religion, social class, or functional diversity.

Objective 4

Action 15

Improve the current Harassment Protocol to include aggression based on sexual orientation, race, age, religion, social class, or functional diversity.

Action 16

Disseminate the protocol.

Action 17

Train staff to handle cases of sexual or sex-based harassment.

Maintain an inclusive and equal salary policy.

Objective 5

Action 18

Conduct a pay audit. Optimise the Salary Register annually, monitoring results and analysing the evolution of pay gaps.

Action 19

Within the workplace, identify tasks that represent an additional workload without direct impact on scientific output and that are primarily performed by women.

Action 20

Develop an evaluation proposal for the tasks identified in the previous action.

Promote an image of equality in all public appearances.

Objective 6

Action 21

Ensure a balanced presence of women and men in activities with media impact.

Action 22

Maintain the Recognition Event for Women Researchers.

Action 23

Promote inclusive language in all communications.

Action 24

Monitor the system from a gender perspective and publish the results in the Annual Science Report.

Action 25

Participate in inter-institutional forums in the research field to exchange good practices in equality.