



Gender Equality Plan

June, 2025

Date adopted: 22/06/2025

Responsible person/role: Dr. Leticia Rettore Micheli

Website link: <https://forrt.org/about/charity/gep>

FORRT publicly commits to advancing gender equality as part of its broader commitment to diversity, equity, inclusion, and accessibility (DEIA) across all its activities. Gender equality is not a stand-alone priority but is embedded in our systemic efforts to foster a more just, inclusive, and equitable scientific ecosystem.

1. Public Document

This Gender Equality Plan has been approved by FORRT's e.V. and is publicly available at: <https://forrt.org/about/charity/gep>. It outlines FORRT's e.V. commitment to advancing gender equality in all its activities and organizational structures.

2. Dedicated Resources

Dr. Leticia Rettore Micheli has been appointed as the **Gender Equality Officer**. She is responsible for:

- Overseeing implementation of the GEP,
- Monitoring compliance with Horizon Europe requirements,
- Coordinating community input and feedback.

We allocate time during regular FORRT e.V. meetings and events to review gender inclusion efforts.

3. Data Collection and Monitoring

FORRT e.V. will collect and review the following data annually:

- Gender composition of leadership roles
- Gender participation in events and community calls
- Anonymous self-reported demographic data (including gender identity)

This data will be summarized in an **Annual Inclusion Report** and used to track progress over time.

4. Training and Capacity-Building

FORRT commits to hosting at least one training or awareness-raising event per year on gender inclusion, unconscious bias, or inclusive leadership. This includes a gender equality statement and training in our onboarding materials for new contributors.

5. Review

This GEP is valid from 22/06/2025 and will be reviewed at least once every two years. Next review due: 01/03/2027.

6. Addressing Key Thematic Areas

These actions align with FORRT's wider values of equity and social justice, recognizing that gender is one of many intersecting dimensions of inequality addressed in our community practices. In line with **Horizon Europe guidelines**, FORRT's Gender Equality Plan addresses the following areas with concrete measures:

- Work-life balance and organisational culture: We foster inclusive, flexible collaboration practices mindful of contributors' diverse responsibilities.
- Gender balance in leadership and decision-making: We monitor gender distribution in leadership roles and strive for balanced representation.
- Gender equality in recruitment and progression: Our volunteer recruitment uses inclusive language and fair practices; we promote equal access to development opportunities.
- Integration of gender in research and teaching: FORRT's educational materials promote gender-aware research and pedagogy.
- Measures against gender-based violence: Our Code of Conduct prohibits harassment and includes clear reporting and response procedures.

Signatories and Roles

- **Approved by:** Dr. Flavio Azevedo, FORRT's e.V. Board Representative (info@forrt.org).
- **GEP Contact Person:** Dr. Leticia Rettore Micheli (l.rettore.micheli@fsw.leidenuniv.nl).