

GENDER EQUALITY PLAN (GEP) 2025-2030

The InSPIRE Research Center is committed to fostering an inclusive culture that promotes equality and values diversity. InSPIRE fosters an inclusive working and social environment in which the rights and dignity of all our employees, partners and collaborators are respected, diversity is valued, and fairness and inclusion are fundamental to its everyday activities. As such, there is zero tolerance against discrimination, harassment, or victimization.

Crucially, this commitment extends beyond human interaction to our technical and operational infrastructure. We recognize that in a modern research environment, automated tools and data-driven processes play a pivotal role. Therefore, InSPIRE mandates algorithmic transparency by design across all center processes. We act to ensure that the algorithms, data models, and automated decision-making tools we employ, whether in recruitment, staff evaluation, or research analytics, are transparent, explainable, and rigorously audited to prevent the propagation of encoded gender bias.

Moreover, as part of our center's commitment, explicit emphasis is placed on gender equity, ensuring we offer our staff equal opportunities for employment, professional development and career progression, regardless of gender. As an organization, we acknowledge that gender inequalities exist and are present and often persistent, not only across research organizations but across society in general. We further acknowledge that without vigilance, these inequalities can be inadvertently reinforced by opaque algorithmic systems.

Thus, we consider it our responsibility to raise awareness and contribute towards eliminating or significantly narrowing potential societal misconceptions or misinformation, and data bias related to gender equality. To this end, we have developed our organization's [Gender Equality Plan \(GEP\)](#), demonstrating our commitment through specific actions and allowing us to engage in an ongoing process of reflecting upon and improving our gender equality practices.

Our GEP builds on the following strategic areas, each of which has its own objectives:

- Organization and Governance
- Transparency and Accountability
- Research and Innovation
- Monitoring and Assessment



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