



HR EXCELLENCE IN RESEARCH

Gender equality and Embracing Diversity at FISEVI

1

Principles 4 and 5 of the [European Charter for Researchers](#) focus on reaching a real gender equality and embracing diversity (in the broad sense) in science research.

It is about...

2

Ethics

Integrity

Equality

The value
of
diversity

HR Excellence milestones in equality and diversity

3

At FISEVI, within the framework of the HR Excellence in Research award action plans, we have been implementing institutional changes related to equality, as in our [2023-2026 Equality Plan for Women and Men](#), as well as other related actions, such as our [Handbook for the Use of Inclusive Language](#), the [Protocol for Action in Situations of Gender Violence](#), and the [Guide of Measures for Victims of Gender Violence](#).

Regarding attention to diversity and inclusion, FISEVI released a [commitment](#) to implementing the planned measures related to LGBTQ+ issues, inviting all staff members to participate. As a result of this commitment, FISEVI's first [LGTBIQA+ Plan](#) has been approved and will be in effect until 2030. Furthermore, the current action plan also includes increasing the visibility and promotion of women's scientific careers through social media, as exemplified by the [post](#) made for International Women's Day, featuring Marie Curie and recalling her words: "You'll never make me believe that women were made to walk on stilts."

Recently, FISEVI joined the IAM (Regional Institute for Women) initiative "Digámoslo Alto y Claro" (*Let's Say It Loud and Clear*), which affirms a commitment as an entity against sexual harassment and harassment based on sex. Soon the II Equality Plan will be approved.