

Decision XXVIII/6: Gender Policy on IAI Projects and Activities



EC-51

22.06.2021

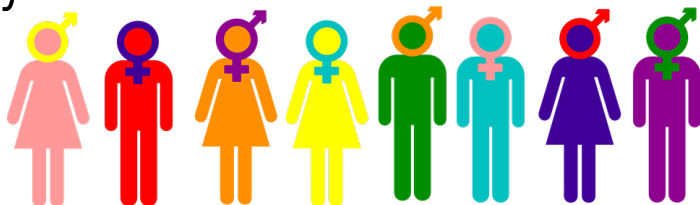
COP-29

22-23.06.2021

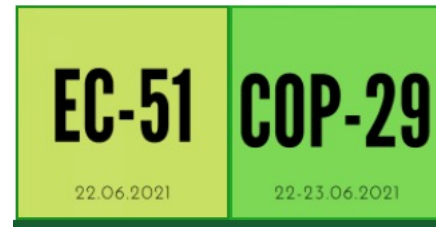
Specific objectives

- Enhance the IAI's regional leadership in the promotion of gender equality in science.
- Integrate the gender dimension in IAI supported science and capacity building activities.
- Eliminate biases in project selection and in development of its science and capacity building programs.
- Establish a gender-inclusive environment in scientific research.
- Develop training and guidance to facilitate gender equality in science.

Exercise leadership and partner to promote gender equity and gender mainstreaming in scientific research, capacity building, science-policy initiatives.

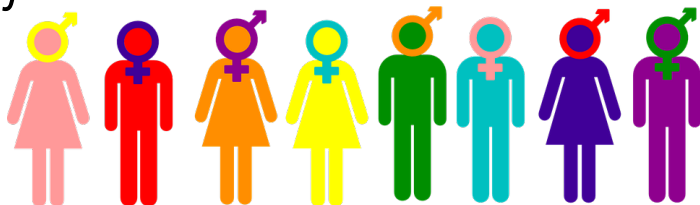


Decision XXVIII/6: Gender Policy on IAI Projects and Activities



Specific objectives

- Enhance the IAI's regional leadership in the promotion of gender equality in science.
- **Integrate the gender dimension in IAI supported science and capacity building activities.**
- Eliminate biases in project selection and in development of its science and capacity building programs.
- Establish a gender-inclusive environment in scientific research.
- Develop training and guidance to facilitate gender equality in science.



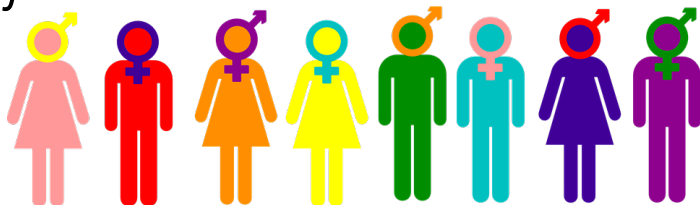
- Implement practices to support women scientists and scientists with diverse gender identities by increasing visibility, voice and recognition at different stages of their career.
- IAI contracts and grant agreements will include a clause on the need to achieve gender equality in participants, and an analysis of gender dimensions.
- Training and fellowship programs will take into account the need for gender balance in the selection of fellows and mentors.

Decision XXVIII/6: Gender Policy on IAI Projects and Activities



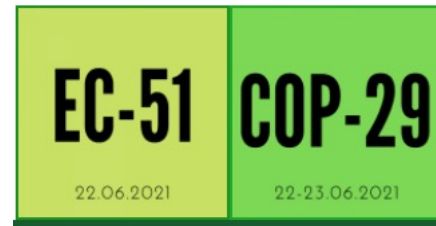
Specific objectives

- Enhance the IAI's regional leadership in the promotion of gender equality in science.
- Integrate the gender dimension in IAI supported science and capacity building activities.
- **Eliminate biases in project selection and in development of its science and capacity building programs.**
- Establish a gender-inclusive environment in scientific research.
- Develop training and guidance to facilitate gender equality in science.



- Design calls for proposals to appeal to all applicants regardless of gender and career level and use gender neutral language.
- Establish gender balance throughout the peer review process.
- Manage grant agreements with flexibility to accommodate different career paths and work trajectories of grantees, including grant extensions for parental leave when possible.

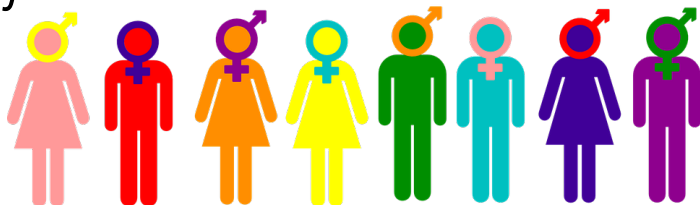
Decision XXVIII/6: Gender Policy on IAI Projects and Activities



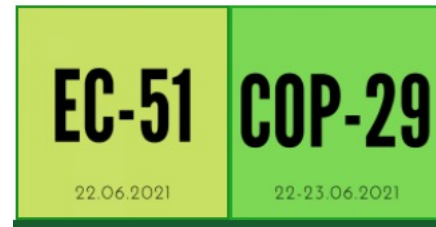
Specific objectives

- Enhance the IAI's regional leadership in the promotion of gender equality in science.
- Integrate the gender dimension in IAI supported science and capacity building activities.
- Eliminate biases in project selection and in development of its science and capacity building programs.
- **Establish a gender-inclusive environment in scientific research.**
- Develop training and guidance to facilitate gender equality in science.

- Gender equality and mainstreaming in research teams (PIs, co-PIs, students)
- Zero tolerance of bullying and sexual harassment (whistleblower policy)
- Mentorship/leadership programs for early career women scientists
- Promotion of work-life balance



Decision XXVIII/6: Gender Policy on IAI Projects and Activities



Specific objectives

- Enhance the IAI's regional leadership in the promotion of gender equality in science.
- Integrate the gender dimension in IAI supported science and capacity building activities.
- Eliminate biases in project selection and in development of its science and capacity building programs.
- Establish a gender-inclusive environment in scientific research.
- **Develop training and guidance to facilitate gender equality in science.**

- Address gender issues in training and capacity building programs.
- Develop training material to address the challenges and best practices of gender equality and mainstreaming in science.
- Encourage project proposals to develop tools for the inclusion and evaluation of the gender dimension and participation in research design and project development and impact.

