

Gender Equality Plan – ISI Foundation

INTRODUCTION

The ISI foundation has been established in 1983 in Torino, where it still has its headquarter. In 2014 ISI established together with the Fondazione Sviluppo e Crescita CRT the related sister ISI Global Science Foundation in New York. The history of ISI is long and exciting, marked and characterized by a number of crucial steps and visionary men behind them: to begin with, intellectuals such as Carl Kaysen, Thomas Kuhn and Salva Luria, under the guide of the first President, Tullio Regge and later Mario Rasetti. Since its very beginning, ISI promoted a distinctive borderless attitude, which allowed it to draw an endless arc through time, space, disciplines and research domain to fulfill its continued commitment to its values. By proactively meeting these scientific challenges, ISI has nurtured the creation of a distributed network of top-notch researchers which enables a valuable knowledge exchange with targeted stakeholders, such as the broader scientific community, philanthropists, global foundations, governments and corporations in order to contribute to social, economic and cultural growth at global scale. Within the overarching domain of Complexity Science, the ISI Foundation leverages the competing contributions of Data and Theory to avoid the silos of science too prevalent elsewhere. The combination of data, theory and impact is the founding essence of all the ISI research domains, which feed each other through borderless collaborations among multidisciplinary scientists, providing a solid, growing and high-potential knowledge capital that can be leveraged in all possible endeavors. The exciting Scientific story of ISI was a long difficult but beautiful path whose horizon is as unpredictable and challenging, but stimulating and exciting as the exploration of the very frontiers of new science can be.



ISI Foundation strongly believes that ensuring an equal and inclusive work is fundamental.

For this reason, ISI decided to implement this Gender and Equality Plan (GEP) to reduce gender inequalities and to enhance diversity.

The actions described in this document are an opportunity to give continuity to policies already existing in ISI and, on the other hand, to explore new goals and actions to promote a real gender equality culture. The structure of the plan is in line with the areas and the objectives indicated by the European Commission.

GENDER EQUALITY WORK GROUP (GEWG)

All the topics regarding the monitoring and the implementation of the GEP will be managed by the Gender Equality Work Group (GEWG). The work group is formed by 4 people: 2 administrative and 2 researchers of whom 100% women.

CURRENT SITUATION IN ISI

ISI staff 2023:

1. **The ISI board of Directors:** is composed of 3 people, 1 women and 2 men. The President of ISI is male.
2. **ISI Scientific Advisory Board:** is composed of 7 people: 2 women and 5 men.
3. **Auditors of Accounts:** is composed of 3 people, 1 women and 2 men.
4. **The number of employees** in year 2023 was 13 (7 administrative – 6 researchers): of whom 54% women and 46% men.
5. **Scientific collaborators:** 22: 5 women, 17 men.
6. **Scholarships:** 8: 2 women, 6 men.
7. **Students:** 2 men.



8. **Disabled personnel:** 1

9. **Part-time personnel** 1

10. **2023 financed Education calls for employees:** educational courses were financed for 30% of employees, of which 10% women and 20% men. Formative courses were financed for 80% of employees, of which 30% women and 50% men. 100% of applications were accepted.

CURRENT POLICIES FOR GENDER EQUITY - WHAT WE DO:

ISI Welfare Policy

- Flexible work options for researchers: in 2020 a Hybrid Mode was introduced, which is a form of smart-working combined with on-site work.
- Smart-working: researchers of both sexes who are new parents or who need to work from remote can ask to work 100% in smart-working.

Code of conduct

The ISI Foundation is fully committed to continue to ensure fundamental staff rights, including the right to healthy and safe working conditions and an environment free from harassment, bullying and violence. Staff are entitled to be treated fairly, equally and without any discrimination. ISI will not condone or tolerate unacceptable behaviour. If proven, such behaviour will result in disciplinary action. The code of conduct aims to respect and protect these rights and to provide a good quality working environment. The purpose of this policy is to set out expected standards of behaviour to ensure that the ISI values are transferred to all staff. This policy is aimed at all staff working at ISI and applies to all interactions between staff (permanent or temporary) and collaborators, stakeholders and all visitors to ISI. ISI expects all staff to contribute to maintain the existing friendly and respectful environment which is deeply embedded in the Foundation's history, mission and vision. As such it will continue to guarantee



effective communication, co-operation and support for colleagues and to treat each other with dignity, courtesy, and with sensitivity whilst valuing the skills, contribution and expertise of staff and colleagues at all levels.

Code of Ethics

The Code of Ethics forms an integral part of the Organisation and Management Model described in Art. 6 of Legislative Decree no. 231 of 8 June 2001, adopted by the Foundation. This Code provides precise guidelines on conduct in order to promote a culture within the Foundation that is characterised by the values of Integrity and Responsibility, which are part of the Foundation's mission

Recruitment Policy

The ISI Foundation is an equal opportunity employer and does not discriminate on the basis of ethnicity, gender, sexual orientation, age, religion or disability.

WHAT WE CAN DO: GOALS, COMMITMENTS, ACTIONS

A) WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

Flexible working time

To promote the consideration of family and personal needs, we aim to introduce the possibility for administrative employees with a required working time, to start their working hour with a flexibility of one hour every day, thus allowing the employee greater flexibility in starting and ending hours.

We hope that this will be an opportunity for our employees to better organize and balance their workload depending on their personal needs, thus improving their work-life balance.



Paternity leave

We plan to expand paid paternity leave from the 10 days allowed by Italian law up to 21 days.

Smart-working for new parents

We plan to introduce 100% smart-working for new parents for up to 6 months within the first 2 years of becoming a new parent.

Blind Recruitment

We plan to adopt a new procedure for applying the Blind Recruitment Policy in a structured way.

B) GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Equal Representation

ISI's commitment is to reach the equal representation in its Board of Directors, with regard to the skills of the members.

C) GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Public and accessible to all employees Job Descriptions

We want to have all the job descriptions for all roles within ISI Foundation accessible to all employees.

D) INTEGRATION OF THE GENDER DIMENSION IN RESEARCH AND TRAINING

Focus groups

ISI commits to organize focus groups once a year, on various issues regarding GEP, and diversity and inclusion management. These will help to monitor the progress of new policies and listen to the



problems and/or proposals for action of employees.

Training

The Gender Equality work group will plan adequate training for all employees (including top management) in raising awareness of gender biases. In addition, line managers will receive specific training in learning how to address and manage diversity in their work groups and to recognize their own biases.

E) MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

New procedure to denounce misconduct

The ISI Management will provide a clear procedure for all staff members and new employees to denounce any misconduct or borderline behaviour by other colleagues, with guarantee of confidentiality, and the possibility for staff members to opt for the person of reference that they feel more comfortable with (male or female).

