



Gender Equality Plan

2026 – 2030

Istituto Grothendieck ETS

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Commitment

The Istituto Grothendieck ETS (hereinafter “the Institute”) is committed to equal opportunities for all genders in research, training, events, recruitment and governance. This plan applies to all its staff, associates and activities. It was adopted by the Board of Directors on 29 April 2026 and is signed by the President. Through it, the Institute commits to the resources and measures below for the period 2026-2030.

1. Publication

This plan is published on <https://www.igrothendieck.org>. It will be communicated to all staff, associates and new members of the Institute.

2. Dedicated resources

- A Gender Equality Officer (GEO), Gisella Lenci, appointed by the Board of Directors, coordinates the plan, collects the data, prepares the annual report and is the contact point for staff.
- The Institute will designate a confidential counsellor, independent of line management, to receive reports of discrimination or harassment no later than the first annual review of this plan, and in any event within twelve months of its adoption.
- From the adoption of this plan, the Institute will allocate dedicated staff time and appropriate organisational resources to its implementation. From 2027, the Institute will allocate at least EUR 1,000 per year to training and other gender-equality measures, and will draw on external gender expertise where needed.

3. Data collection and monitoring

The Institute will collect sex-disaggregated data, in compliance with the GDPR, on all staff, including research and administrative staff, as well as doctoral students, research fellows and research associates. Monitoring will also cover the composition of the Board of Directors and the Scientific Council, applicants and recruits, selection committees, and invited speakers at the Institute’s events. A short report based on these indicators will be approved by the Board of Directors and published on the website every year, starting in 2027 with the data for 2026.

4. Training

All staff, associates and Board of Directors members will receive training on gender equality and unconscious bias within twelve months of adoption, and then at least every two years. Members of selection committees will be briefed on bias in recruitment before each selection.

5. Measures

The Institute will progressively introduce the following measures:

- **Work-life balance:** flexible hours, remote work, meetings within core hours, and support for staff with caring responsibilities.
- **Leadership:** a target of at least 40% of the under-represented sex on the Board of Directors by 2030.
- **Recruitment and careers:** gender-neutral job announcements with criteria published in advance, selection committees with at least one woman and one man, career breaks taken into account, and a single salary scale for all.
- **Research and events:** consideration of the sex and gender dimension in research and training content, where relevant, including attention to gender bias in AI research.
- **Harassment:** a code of conduct for staff and events, to be adopted within twelve months, and a confidential reporting procedure with protection against retaliation.

6. Review

The Board of Directors will review the plan annually on the basis of monitoring results and will adopt an updated or successor plan before the end of 2030, ensuring continuity throughout the duration of any relevant funding agreement.

Mondovì, 29 April 2026

Istituto Grothendieck ETS
The President
Olivia Caramello

