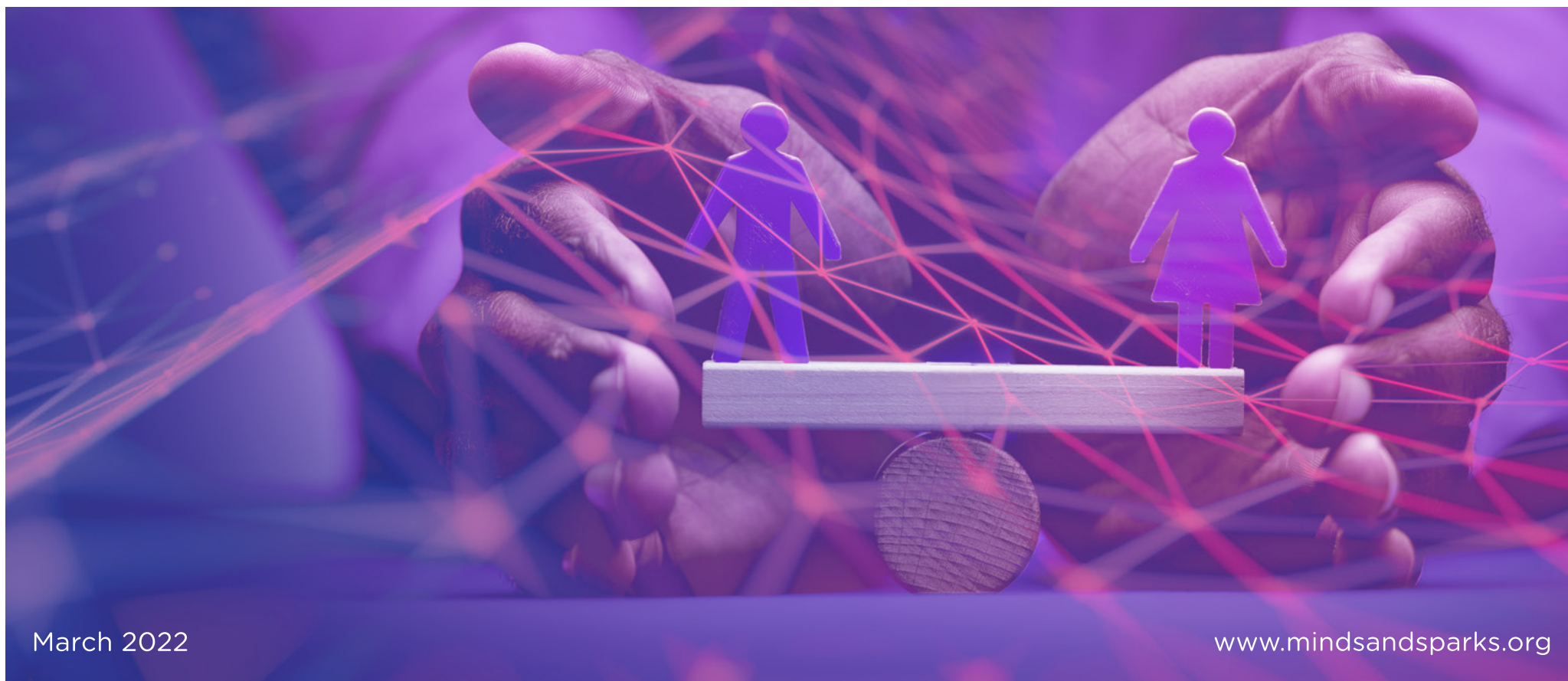


# MINDS & SPARKS

## GENDER EQUALITY PLAN



March 2022

[www.mindsandsparks.org](http://www.mindsandsparks.org)

## COMMITMENT & RESOURCES

Gender Equality is a subject of highest priority at MINDS & SPARKS. In order to ensure gender balance and equal opportunities for everyone, the management will be dedicated to the implementation and regular monitoring of the set Gender Equality Plan measures. To this end, shared responsibility and continuous efforts will ensure wellbeing, health, safety and an overall pleasant working environment for all employees.

## OUR VISION



Providing a work environment in which everyone can thrive and is being valued equally



Equal access to leadership positions regardless of gender



A fair recruitment process and career progression based on qualifications without any gender bias



Gender-neutral and transparent salary scales



Removing unconscious gender bias in research projects



Ensuring a safe work environment for everyone

# Gender Equality Plan

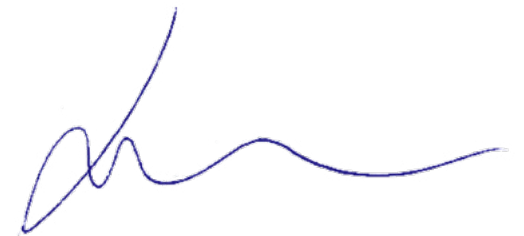
# MINDS & SPARKS



Area	Year 1 (2022)	Year 2 (2023)	Year 3 (2024)	Monitoring
Work life balance and organisational culture	Offer support on work life balance	Flexible working hours to balance work and family life	Active mentoring after career breaks for reintegration	Continuous assessment of employees' impressions and needs
Gender balance in leadership and decision making	Gender Equality training for decision makers and leaders	Support and mentoring for female employees to enhance competencies	Introduce gender quotas	Regular monitoring of data regarding gender distribution
Gender equality in recruitment and career progression	Open and publicly advertised recruitment and selection procedures	Introduce policies to remove gender bias in the recruitment process	Introduce gender quotas	Regular monitoring of data regarding gender distribution
Integration of the gender dimension into research and training content	Develop strategies to improve the inclusion of the gender dimension in research projects	Review all projects regarding the consideration of the gender dimension	Training sessions for employees in order to diminish unconscious gender bias in research projects	Assessing projects
Measures against gender based violence, including sexual harassment	Awareness training about gender based violence for employees	Reporting channels for any case of gender based violence	Introducing a zero tolerance policy regarding discrimination	Regular assessment of the perceived work culture and upcoming problems

MINDS & SPARKS

MINDS & SPARKS GmbH

A handwritten signature in blue ink, appearing to read 'Peter Leitner', written over a solid blue horizontal line.

Dr. Peter Leitner,  
Managing Director

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