



# ESO

# GENDER EQUALITY PLAN

**European School of Oncology**

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## INTRODUCTION

**Gender equality** is a core value of the European Union and one of the **Sustainable Development Goals** contained in the United Nations Agenda which, in addition to promoting economic development, contributes to overall well-being and the creation of a more inclusive and equitable Europe. Despite numerous advances and regulatory interventions, gender differences are different within the framework of the specificities of individual legal systems and persist in most Member States. In particular, Italy lags quite far behind other EU countries.

In order to counter the persistent asymmetries between men and women and strengthen gender equity in European organizations, the new Horizon Europe framework program has introduced new provisions, including the adoption of the **Gender Equality Plan (GEP)** for all research and higher education institutions. This particular measure is part of the European Commission's (EC) policies defined in the document "**EU Strategies for Gender Equality 2020-2025**" with the aim of reducing the gender inequality that persists in European countries through targeted policy interventions. The Gender Equality Plan is now the main tool promoted by the European Commission to influence institutional change through the identification of strategies for human resource development, governance, research funding allocation, leadership, and decision-making and research programs.

To initiate the process, ESO has formed a Working Group that includes: Rossella Blasi (Executive Director), Mariachiara Deleo (Communication Coordinator) who have worked together with Governance and with the CEO, Alberto Costa, to plan, draft and implement a GEP. The document incorporates guidelines from the European Commission and the European Institute for Gender Equality (EIGE) guidelines aimed at identifying and implementing innovative strategies to foster cultural change and promote equal opportunities in Universities and Research and Training Centres.



## WHO WE ARE

The **European School of Oncology (ESO)** was originally founded in 1982 by Umberto Veronesi, an Italian breast surgeon and visionary in cancer care and treatment and Princess Laudomia Del Drago, a distinguished member of the Roman aristocracy and a breast cancer survivor. Both were passionate about reducing the number of cancer deaths as a result of late diagnosis or inadequate treatment. They believed that through increasing access to oncology education, cancer could not just be diagnosed sooner but treatment could improve, and in turn reduce the number of deaths.

Leading oncologists from around the world joined their cause, playing a key role in the founding of ESO. They include Sir Michael Peckham, Franco Cavalli, Louis Denis, and Bob Pinedo.

ESO is continuing their initial passion by providing oncology education that helps improve the treatment of cancer patients. Through our extensive learning programmes, we are reaching areas where education is most needed, both geographically and scientifically.

### **Vision**

To ensure that all cancer patients have access to unbiased and evidence-based competent care from adequately trained health professionals.

### **Mission**

The European School of Oncology is an independently funded non-profit organisation dedicated to quality education and training, because we believe all patients deserve equal access to competent cancer care.

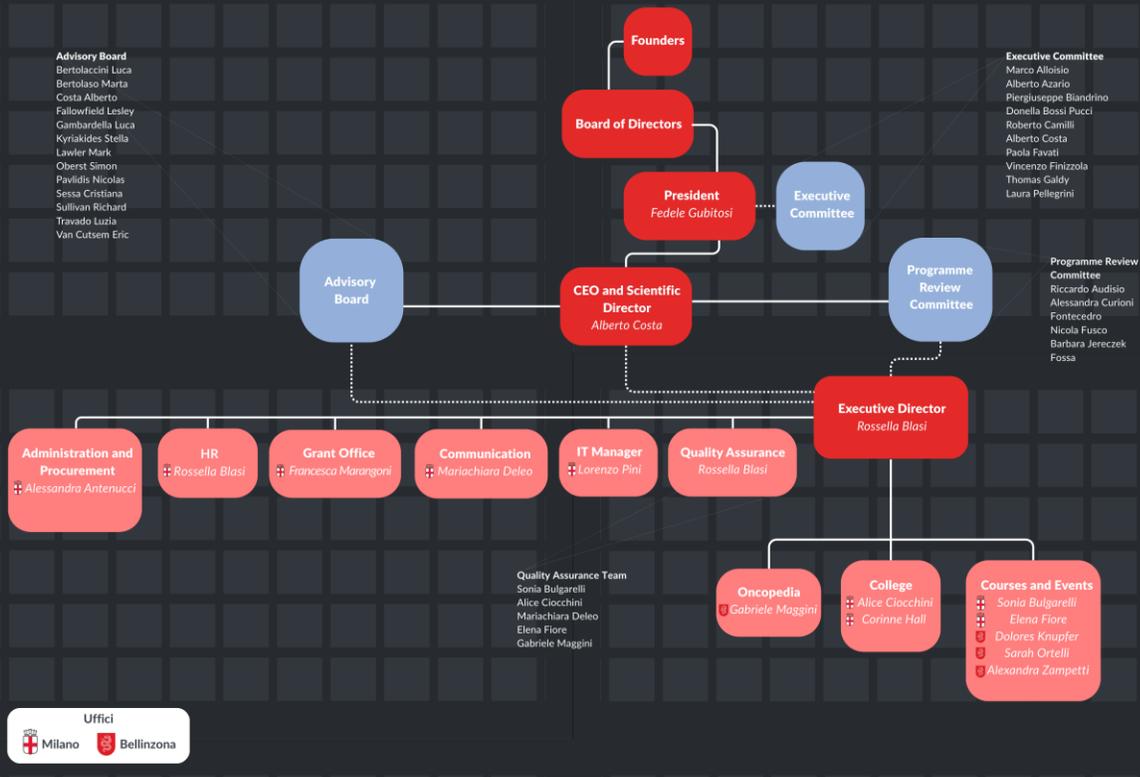
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## STATEMENTS

The promotion of gender equality and equal opportunities has been an important topic for ESO since the beginning, guaranteeing a gender balance both at an organisational level and within its promoted activities.

ESO has:

- around 92% female staff,
- 50% of the management is female
- 27% of our board of directors are women

To develop gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress. We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face.

This equality plan acknowledges that “gender equality is about non-discrimination and the protection of fundamental human rights”.



## OBJECTIVE

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals.

## SCOPE

The Gender Equality Plan (GEP) stands as a set of actions integrated into a single strategic vision, to:

- Identify gender biases and inequalities;
- Implement innovative strategies to correct biases and inequalities;
- Set goals and monitor their achievement through appropriate indicators.

The GEP Team has been appointed to oversee the implementation of the gender equality plan.

The Team will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

Effective implementation of the plan will require commitment from all staff and organizational support for activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.



## FOCUS AREAS

### 1. Organisational culture and easier combination of work-life balance

The aim is therefore to encourage the promotion of an organisational culture based on respect for and appreciation of differences, and to support the reconciliation of work and parenthood, the construction of an inclusive working environment and the enhancement of organisational profiles that can facilitate the achievement of these goals.

#### Actions:

- External communication and statements of support for gender equality
- Promotion of the organisation's image and reputation as an inclusive organisation that supports and values diversity
- Flexible work and other relevant policies, smart working.
- Consideration of the needs of persons coming back to work after parental leave, with respect to support from the organisation

The Annual surveys of all staff obtained a satisfaction score on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the Executive Committee.

### 2. More balanced gender representation in management, recruitment, and events

We have two different goals: to map gender imbalances in leadership positions and decision-making bodies and promote the participation of underrepresented genders in decision-making bodies.

ESO aims to develop specific skills related to gender equality, diversity and people's rights to promote the advancement of underrepresented gender in all disciplines and reduce horizontal segregation.

**Actions:**

- Representation of gender diverse individuals in senior positions and in leadership domains
- Promote gender inclusive and biasfree recruitment, career progression, and evaluation policy
- Improve gender representation of participants at events
- Representation of gender diverse individuals on projects and communication material
- Improve the gender representation of Faculty members

**3. Integrating gender in research and education content**

ESO pursues two different objectives: equal access to research resources and highlighting gender issues in training programmes.

**Actions:**

- Consider all genders during the selection of images in communication materials and production
- Promote the integration of a sex and gender perspective in training, education/teaching curricula
- Foresee a course for all staff on gender equality
- Promote the inclusion of the sex and gender dimension

**4. Combating sexual and gender-based harassment**

The School has two objectives: prevention of harassment and gender-based violence and the evaluation of stereotypes or attitudes underlying harassment and gender-based violence.

**Actions:**

- English as the official language, a gender-neutral language
- Working collectively to combat bias and stereotypes
- Evaluating the tendency to adopt attitudes and behaviours consistent with relevant institutional values