

Research Institute  
Europe



# Gender Equality Plan

Coventry University Research Institute Europe Sp. z o.o. (CURIE) – gender equality leader within a group of leaders

Coventry University Research Institute Europe sp. z o.o.<sup>(1)</sup> as a part of the Coventry University Group<sup>(2)</sup> is planning to use all resources available within the Group to support and maintain gender equality among its staff. CURIE, subject to the provisions of mandatory law (especially regarding personal data protection), introduces this Gender Equality Plan and will implement and develop it in cooperation and coordination with the whole Coventry University Group.

<sup>(1)</sup> Coventry University Research Institute Europe sp. z o.o. with its seat in Wrocław (53-332) at Powstańców Śląskich 17 Street, KRS No 0000945646, NIP No 9512533129, REGON No 52099006900000, register data kept by the District Court for Wrocław-Fabryczna in Wrocław, share capital: 5,000 PLN.

<sup>(2)</sup> Meaning: Coventry University Higher Education Corporation with its seat in Coventry, UK, as well as its foreign units and subsidiaries.

## Introduction

This Gender Equality Plan is adopted in CURIE based on the resolution of its Management Board. It will be published on the website <https://www.coventry.ac.uk/research/curie/> and <https://www.curie.eu>.

The GEP provides CURIE with a starting base to promoting gender equality ensuring alignment to the Coventry University Group.

## Our mission/vision

Our vision is to embed a culture of equality, diversity and inclusion (EDI) within the fabric of our organisation, with the commitment to EDI we make as a Group embedded in our strategy.

While making the world a more equal, diverse and inclusive is not a primary purpose of our activity, doing our quality R&D and its products with equality, diversity and inclusion as a foundation to make the world a better place is.



## Our responsibilities

As part of a global education group, we seek to attract and recruit a diverse researcher population from all cultures and backgrounds and to make higher education and R&D accessible for all who want to engage with it.

## Purpose

This GEP has an aim to help EDI culture become not only a part of our organisation's culture but also an impact factor for our R&D activity. CURIE and all its management and staff shall undertake their best efforts to bring in place gender equality in CURIE with the support of the measures outlined in this document.

## EDI Targets

CURIE aims to contribute to the EDI targets set within the Coventry University Group. It will develop and define its own targets to contribute to the Coventry University Group aspirations and review the progress it is making every 2 years. The targets will be published on Coventry University website and linked to CURIE's website and updated at least once per two years. After the publication of the GEP on the website, CURIE will also publish regular progress reports. Regular reports will allow ongoing organisational review of the impact of the plan as well as keeping the wider community informed and engaged in the organisation's progress towards gender equality.

## Resources and EDI task teams

The responsibility for the gender equality lies within the management board of CURIE who will report to the Coventry University's governing body through the Equality, Diversity & Inclusion Council (EDIC).

CURIE's management board will execute its responsibility with the support and expertise of the proper unit of Coventry University Higher Education Corporation with its seat in Coventry, or a different proper specialised unit within the Coventry University Group.

Running a specific new process/activities/projects, CURIE will introduce task teams to introduce the EDI approach, as defined below, into its activity.

The task team will be made of at least two persons, and it will seek support from the EDI strategic lead and the head of employee experience within Coventry University Group.

## **Self-learning organisation: the EDI approach**

The purpose of this GEP is not to bring off-the-shelf solutions, but methods to reach a tailor-made EDI solution. The EDI solutions are created by our people with the help of this Plan.

CURIE introduces people-wise, not procedure-wise approach. The approach it will have to EDI is to deliver the outcomes that were set out. Any recruitment practice which may differ from Coventry University Group standards introduced in CURIE will be subject to consultation of the Chief People Office in Coventry University Group.

CURIE will introduce an EDI approach as part of the preparation and evaluation of recruitment practice. In doing so it will take advice from Coventry University People Team (HR Partner):

| Step | Main question   | Eventual auxiliary question  | Example answer/action  | Further path                      |
|------|---|--|--|-----------------------------------|
| 1    | Is the process part of our or other CUG entity's prior experiences?   |  | <i>We are introducing a new R&amp;D project financed from the Horizon Europe programme.</i>  | Yes: step 1A<br>No: step 2        |
| 1A   |   | Were outcomes of the process EDI relevant?   | <i>Yes with regard to the team construction and project subject. The project was involving local communities approach towards green investments in their approximate.</i>  | Yes: step 1B<br>No: step 2        |
| 1B   |   | Was the process itself and its outputs contributing or neutral to our EDI approach?  | <i>With regard to the team: we have achieved a team of 3 men and 2 woman, which is below our targets. That was due to low reply during the recruitment process from woman researchers.</i><br><br><i>With regard to the project: the project included a gender aspect, showing different approach of persons surveyed due to their gender identification.</i>  | Step 2                            |
| 2    | Is this particular process EDI relevant?  |  | <i>The project is a R&amp;D and covers a technical issue covering IT security.</i><br><br><i>It is relevant with regard to the construction of the team and not to the subject of research (it is gender irrelevant from the in-put, out-put and recipient point of view).</i>   | Yes: step 3<br>No: step 9         |
| 3    | What would be the most foreseeable outcome (MFO) of the process without special measures?                           |  | <i>Most IT security researchers in Poland are white men which makes the team most probably made of such researchers.</i>   | Step 4                            |
| 4    | Would the MFO be contributing to our EDI approach?  |  | <i>The MFO would result in lowering the EDI outcome.</i>   | Step 5                            |
| 5    | Are there direct measures which can make the outcomes of the process more EDI?                                      |  | <i>Yes – there are relatively more IT security woman researchers in UK, so the recruitment should include aiming it to UK as well. The organisation of the team should minimize the impact of eventual the language differences. The recruitment team has received input about examples of relevant achievements of woman researchers to avoid gender bias (“only men know and to IT security”).</i> | Yes: step 5A<br>No: step 6        |
| 5A   |   | Are the considered measures with regard to the organisation and to the purpose of the process:<br><br>1) feasible 2) proportionate 3) not bringing major negative impacts? | <i>Yes, the recruitment in UK will not involve significantly more (i) time or (ii) money and will help achieve the EDI targets,</i>  | Yes: step 6<br>No: back to step 5 |
| 6    | Are there secondary measures which can contribute to EDI in the future?   |  | <i>Yes. We have some female IT security students in CU in UK. We can involve them in auxiliary activities in the project.</i>  | Yes: step 6A<br>No: step 7        |
| 6A   |   | Are the measures for the organisation and for the purpose of the process:<br><br>1) feasible 2) proportionate 3) not bringing major negative impacts?                      | <i>Yes, the eventual involvement of students will not involve additional costs.</i>  | Yes: step 7<br>No: back to step 6 |
| 7    | Decision on introducing or not introducing the measures   |  | <i>Implement both direct and secondary measurers.</i>  | Step 8                            |
| 8    | Realisation of the process  |  |  | Step 9                            |
| 9    | Assessment of the EDI impact (positive, negative, neutral) for purpose of general EDI evaluation and next processes |  | <i>We have achieved a 40% participation of female IT security researchers in the team and thanks to involving female students a 60% total. One of the female students considers starting a PhD in IT security at CU.</i>   | END OF PROCESS                    |

The assessments can have any form (electronic, e-mail, written, etc.). It will be shared with the person responsible for EDI in CURIE and the relevant unit within the Coventry University Group and archived, subject to personal data limitations.

## **Basic EDI relevant process**

CURIE will assess the EDI relevant processes. The basic processes which should always meet the EDI approach are:

- organisation of work of employees and researchers,
- R&D projects,
- decision making/leadership.

CURIE will work with and take advice from the Coventry University People Team (HR Partner) in relation to employment or dismissal of an individual within the organization.



## Variations

The particular decision or process may not take into account the EDI approach or GEP only in four situations:

- 1) The issue is objectively not EDI relevant,
- 2) introducing EDI approach is not objectively feasible in a given situation due to the urgency of the issue in question, subject that even in such cases the EDI approach should be put in place as far as possible and the process should have the lowest possible negative impact on EDI,
- 3) it is not objectively possible in a given process, despite CURIE's endeavours (e.g. no specific and comparable candidates in recruitment process contributing to EDI),
- 4) EDI approach may be achieved at Coventry University Group level, e.g. due to a fluent flow of managers between different parts of the Group, diversity targets may be achieved at group level.

## Data collection and sharing

CURIE will collect disaggregated data on personnel with annual reporting (made in the general reports of the management board) based on indicators, which will allow to show decrease in gender and ethnicity gaps within the CURIE organization over the years. . The data will include both the male, female and non-binary (or gender-diverse) issues. The disaggregated data, subject to potential personal data protection limitations, will be shared and analysed in engagement with the Coventry University Group Entities.

## Training

As a minimum CURIE will align its training processes and requirements on EDI with Coventry University Group standards. It intends to go beyond the minimum standard to assure that each manager and employee participates once every two years in EDI training which will cover gender bias training. CURIE will deliver such training on its own or with the support of Coventry University Group EDI Strategic Lead.

As CURIE moves forward with the Gender Equality Policy, it will work together with Coventry University People Team and the EDI Strategic Lead to make sure that it is aligned with best practice.



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Approved by :

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