

GENDER EQUALITY PLAN
ROBOKIND STIFTUNG



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1 VERSION

N	Date	Signature
1	26/01/2023	Dipl. -Des Leif Griga



2 INTRODUCTION

Robokind Stiftung goal is to enable access to robotics and artificial intelligence for all people, which aligns with the aim of the European Commission's to achieving gender equality in research, development, innovation, teaching and related services. Robokind Stiftung recognises the value of a diverse workforce and the critical role this plays in improving our pioneering aptitude. Robokind Stiftung has long been committed to an inclusive work environment where all Robokind Stiftung employees, researchers and students have the same opportunities, can develop to their full potential, and can be themselves within the Robokind Stiftung organisation, regardless of their origin, gender, sexual orientation, nationality, age, and all other diversities. The objectives and desired outcomes of the GEP are:

- Helping to improve the quality and impact of research, innovation and teaching by helping to ensure it is reflective of and relevant to the whole of society.
- Creating better working environments that enable good quality research and learning and help maximise the potential and talents of all staff.
- Helping to attract and retain talent by ensuring that all staff can be confident that their abilities will be valued and recognised fairly and appropriately.
- Removing any bias on diversity, especially if referring to origin, gender, sexual orientation, nationality, or age.
- Building a clear strategy to support diversities and gender equality in the organisation with tools for all employees, researchers, and students.

Diversity expresses that a group, society or organisation is heterogeneous in one or more respects. The Robokind Stiftung community is characterised by increasing diversity and inclusivity Robokind Stiftung is committed to further strengthening diversity in all its dimensions to improve the quality and impact of its activities, research, teaching, and the services it provides. As an organisation, we believe that the variety of standpoints, backgrounds and visions represented in our assorted teams can benefit the quality of our generated research and teaching activities. This is also why Robokind Stiftung keenly pursues policies that promote equal opportunities, an inclusive organisation and diversity, such that members of all identity groups are empowered to excel and cultivate their talents.

At Robokind Stiftung, we recognise diversity in all forms, including ethnic, religious, cultural, socioeconomic, age, sexual and gender diversity, as well as the diversity of people with and without disabilities. All these forms are relevant to our diversity and inclusivity policy.

3 GENDER EQUALITY PLAN CONTINUOUS IMPROVEMENT AND DATA

The present GEP is based on earlier policies; however, gender policy is never static. New societal evolutions regarding the role and position of women and men, new standpoints into the significance of gender, and the influence of current social themes (such as social safety) all play an essential role in developing a dynamic gender policy. In addition, an important role is accorded to discussion and dialogue in developing new Robokind Stiftung gender policies.

3.1 Relevant data

Robokind Stiftung has the following data as a baseline used to build the present GEP:

- Male population: 57%
- Female population: 43%
- Total population: 7

Of this data, we have as leaders:

- Male leaders: 100%
- Female leaders: 0 %

In 2021, we had:

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- Male students' population: 63%
- Female students' population: 37%
- Total students' population: 104

In 2022, we had:

- Male students' population: 41%
- Female students' population: 69%
- Total students' population: 301

In 2023, we had:

- Male students' population: 60%
- Female students' population: 40%
- Total students' population: 224

3.2 Targets

The target of this plan, in accordance with financial and legal constraints, is to reach a complete balance between males and females by 31 December 2025.

4 CONTENT AND STRUCTURE OF THE PLAN

The GEP formulates concrete approaches and actions for 2024-2027 under the themes of recruitment, Work, Recognition, Integration, Measures and Training.

4.1 Recruitment concerns attracting and advancing women to positions where they are currently underrepresented.

4.2 Work is about sponsoring a more inclusive working environment, with particular attention to a healthy work-life balance and social safety.

4.3 Recognition focuses on talent development, offering career prospects and ensuring diversity in decision-making on career evolution.

4.4 Integration is about the gender dimension in research content.

4.5 Measures are actions against gender-based violence.

4.6 Training, counselling, and coaching are referred to the learning dimension of the gender equality policy.

4.1 Recruitment: attracting and advancing women

It is essential to comprehend the job types in which women are underrepresented so that the recruitment and career evolution policy can be adjusted accordingly.

Gender equality is considered through specific mediations and is a central part of our training, research, teaching and knowledge transfer policy.

There may be other explanations why female talent is less likely to be attracted to specific job types. To address these issues, a concrete action is establishing a female-led talent commission to review the recruitment policy and, in coordination with the Board of Directors, make recommendations for an appropriate gender-sensitive recruitment and career progress policy (see also 4.3).

4.2 Work: encouraging a healthy and inclusive organisational culture

The goal of inclusive work is to generate and maintain a safe and open work environment with consideration for the well-being and health of all our employees and researchers. Moreover, Robokind Stiftung believes it is essential to respect the personal situation of each of our employees and researchers and to give due consideration to such matters as the provision of informal care or childcare alongside one's work. We want to create an inclusive work

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environment where everyone can come into their own, regardless of gender, background or personal situation. We aim to achieve this in the following ways:

- A healthy work-life balance and organisational culture
- A safe social work environment

4.2.1 A healthy work-life balance and organisational culture

Employees and researchers would like to take extra leave periods to care for a member of their family or their young children. To facilitate this, and per the national legislation and agreements, as per its organisational culture, Robokind Stiftung offers employees and researchers various forms of paid and unpaid leave.

In this context, flexible working time and remote work twice a week have already been introduced.

The following concrete steps will be taken:

- Improving the parental leave policies and support for caring responsibilities.
- Promoting best practices on a healthy work-life balance, such as good workload management and supported reintegration of staff after career breaks.
- Giving advice and support.

4.2.2 A safe social work environment

Social safety is a precondition for creating a healthy and inclusive organisational culture.

For some time now, Robokind Stiftung has been paying more attention to social safety. We have communicated regularly to the employees and researchers that we are committed to social protection and that every case of inappropriate conduct is one too many.

To increase social safety, internal communication will inform employees and researchers about whom to contact with complaints about various matters, such as intimidation, conflicts with a manager, aggression, sexual harassment, bullying, discrimination, and abuse in general. Robokind Stiftung also provides a training course on social safety awareness for managers.

At the same time, we understand that these measures might be insufficient, so Robokind Stiftung is continuously looking for practices to make it easier and safer for employees, researchers, and also students to report inappropriate conduct. It also helps to increase awareness of inappropriate conduct through communication campaigns, such as group open talks and the dissemination of social safety information.

In addition, we think paying attention to the desirable behaviour that enhances social safety and creates an inclusive working environment at Robokind Stiftung is essential. Various communication instruments are used, and new measures are being prepared to ensure that all employees and researchers know these principles and promote the adoption of best practices.

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Below the communication campaign's baseline principles:



The following concrete steps will be taken:

- Continue to organise group open talks and the dissemination of social safety information material.
- Inform employees, researchers, and students of safe and quickly accessible channels for reporting inappropriate conduct.
- Provide additional information to employees, researchers, and students.

4.3 Recognition: career progress, leadership and decision-making processes

The goal of inclusive recognition is to design the system of assessment and promotion so that all employees and researchers have an equal chance of getting advanced to a higher position, regardless of their gender, background, religion, colour, age or disability.

It is, therefore, essential to pay attention to the career development of females so that they get the same opportunities to improve themselves and thus qualify for promotion more quickly.

To ensure fairness in the promotion of women, it is crucial to examine the decision-making process for appointments. If the composition of the process committee has gender diversity, there is a greater likelihood of a candidate with different characteristics or backgrounds being appreciated.

4.4 Integration of the gender dimension in research content

Robokind Stiftung is committed to incorporating gender equality in research and innovation priorities. To do this, the following good practices are set out:

- When assessing a funding programme, it should be evaluated if:
 - The funding programme encourages or requires prospective applicants to consider the gender dimension of their work, including the scope of their research inquiry and the potential impact of their research results on different groups.
 - Strategic, or 'grand challenge', research funding objectives include a gender dimension.
 - Specific calls or opportunities are designed to stimulate research around the gender dimension across different disciplines.
 - Funding decisions have processes for identifying or flagging where sex and/or gender analysis should be considered and mechanisms for evaluating how research projects account for the gender dimension as part of evaluation criteria for research excellence and impact.
 - There is sufficient expertise incorporated into decision-making processes.
 - Monitoring of programme outcomes includes the integration of the gender dimension.

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- Prospective research projects include a gender impact assessment or similar, including the scope and design of research and the groups affected by its results.
- When developing research, gender equality should always be incorporated by assuring the application of the present plan and the full engagement of the organisation towards reaching its outcomes.

4.5 Measures against gender-based violence

Robokind Stiftung does not tolerate any gender-based violence and sexual harassment, including behaviour that violates any individual's dignity or that creates an intimidating, hostile, degrading, humiliating, or offensive environment. All employees, researchers, and students will have the right to:

- Report a misconduct.
- Obtain a neutral investigation.
- Obtain support in case of gender-based violence and sexual harassment.

The person who provoked the gender-based violence and sexual harassment will be subject to disciplinary measures and prosecution.

Moreover, Robokind Stiftung will be engaged in establishing and codifying the expected behaviours of employees, researchers, and students, including the actions considered sexual harassment by 31 December 2025.

4.6 Training, counselling, and coaching

All employees and researchers will be trained to raise awareness of the present GEP and gender equality in a broader sense, including unconscious gender biases for staff and decision-makers. Training will be repeated in a brief form every year to assure the awareness of any update of policies and to monitor employees and researchers' and researchers' acknowledgement of the GEP.

Employees and researchers can apply for career counselling and coaching. These opportunities are available to every employee and researcher, but they can be brought more to the attention of females in the organisation.

This involves the following concrete measures:

- Continuation of female leadership training.
- Bring career counselling and coaching opportunities.

5 CAPACITY AND RESOURCES

Capacity and resources must be made available to implement the gender policy.

5.1 Dedicated human resources

Robokind Stiftung has formed an active **Diversity Commission** that helps to shape the Robokind Stiftung diversity policy with a global effort of around 15 hours per year for three people. Moreover, the continuous management of the implementation is assured by the Policy Officer for Gender Equality, Diversities and Social Safety for at least 0,2% of its time. The Policy Officer for Gender Equality, Diversities and Social Safety will be trained and continuously updated in order to ensure the appropriate expertise and commitment to implement the plan.

5.2 Dedicated budget resources

Within the publication of the present GEP, a yearly budget is reserved for the current GEP activities and resources. The annual budget is 1200,00 EUR.

5.3 Monitoring, data collection and evaluation of progress

Yearly, sex/gender disaggregated data on personnel and important stakeholders will be collected, monitored, and reported basing on indicators to the entire organisation.

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To monitor the progress of this plan and its effect on gender diversity within the organisation, it will be published yearly as a summary of the actions taken within the scope of the present GEP.

Based on these reports, the Gender Equality Plan is evaluated every two years and refined or modified where necessary.

The present document, or its revisions, will be published on the organisation's official website.

On behalf of the Executive Board,



Leif Griga, Chairman of the Executive Board