

Gender Equality and Diversity Plan

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LIST OF ABBREVIATIONS

EODO	Equal Opportunities and Diversity Officer
GEDP	Gender Equality and Diversity Plan
WIN	Worldwide Innovative Network Association

1. ORGANISATION'S COMMITMENT TO GENDER EQUALITY

1.1. Introduction

The Worldwide Innovative Network (WIN) Association is a non-profit non-governmental association incorporated in France, under the Law July 1, 1901 and its implementing decree dated August 16, 1901. The Worldwide Innovative Network (WIN) Association is identified with the Répertoire National des Associations under N° W943002649.

The purpose of WIN is to promote translational cancer research and state-of-the-art methods and technologies to expedite progress in the field of early cancer diagnosis and personalized cancer treatment. WIN assembles 35 member-institutions from academia, industries, cancer research organizations and patient advocates from four continents.

- WIN organizes research projects and clinical trials that explore state-of-the-art Precision Oncology approaches that aim to significantly improve the outcome of cancer patients.
- WIN also contributes to enhance learning across and between countries/continents and healthcare sectors by sharing information through an annual WIN symposium with renowned leaders from all cancer stakeholders.

WIN is led by an Executive Committee, a Directorate and a General Assembly constituted by representatives from the member-institutions (not employed by WIN). Several standing committees are also in place to respond to specific needs that are also constituted by representatives from the member-institutions.

WIN daily activities are conducted by the Operational Team.

1.2. Commitment

When it comes to hiring, determining governance roles and project participants, promoting and developing talent, one of the guiding principles followed at WIN is not to make any gender distinctions. In the pursuit of research excellence, it is considered essential to know how to take advantage of all talents. WIN is committed to promoting transparency in selection processes, and to achieve equity and excellence in its governance and project participants.

WIN is by nature a cosmopolitan, intercultural, gender-equal and inclusive organization and is committed to ensuring that no one is discriminated against on the basis of age, gender or gender identity, ethnic or social origin, physical or mental impairment, sexual orientation, religion or belief, or marital status. Furthermore, WIN believes that in order to achieve its ambitious goals, the different perspectives and approaches of women and men should complement each other and therefore in particular more women should be involved in scientific leadership positions, governance and research projects/trials conducted at member sites. It is therefore essential to take measures to ensure a modern, diverse and family-friendly work culture.

WIN is committed to fostering equal opportunities for women and men and is aware of the added value of diverse teams at all work levels. Governance, Standing Committees and the Operational Team are committed to provide equal opportunities and promote women and men according to their professional and personal potential. This Gender Equality and Diversity Plan (GEDP) is intended to serve as a further instrument to ensure the maintenance and development of appropriate measures to promote work-life balance, equal opportunities and diversity in the sense of a diverse corporate culture. WIN thus regards the realization of these goals as a central task of its governing bodies.

At WIN, the governance is supported by an Equal Opportunities and Diversity Officer (EODO), who is in charge of promoting equal opportunities for all interested and qualified parties. The Equal Opportunities and Diversity Officer has financial and personnel resources in accordance with the objectives of the GEDP presented here. Within the framework of this GEDP, the EODO collaborates internally primarily with the Executive Committee.

2. OBJECTIVES AND DESIRED OUTCOMES

2.1. Overarching Goals

- Promote diversity, equality and inclusion internally and in our work with others.
- Be accessible and treat people with dignity and respect in every interaction.
- Work collaboratively with other like-minded organizations.
- Ensure a diverse cadre of researchers are attracted to, retained and working on our cancer research projects.
- Organize research of the highest quality that is relevant to and accessible to a wide and diverse population of research participants.

2.2. Objectives and Desired Outcomes

2.2.1. Data Collection

a. Data collection - Human Resources

Appropriate data will be collected and updated such as age, gender and nationality.

b. Data collection - Composition of governance bodies and committee members

To ensure fairness in the nomination process, a balanced composition of governance bodies and committee members regarding gender, age and nationality is required.

c. Data collection - Project/trials organized by WIN and publications

Particular attention will be given to the constitution of teams in research projects organized and/or sponsored by WIN.

Although the academic and industry member-institutions will be responsible to designate the relevant staff from their institution who will participate in WIN projects, WIN will make significant efforts to request a fair representation of women and ensure adequate diversity, that is also expected to be reflected in the publications produced.

d. Data collection - Scientific events

Scientific events are key for the dissemination of scientific knowledge as well as for career development via networking and visibility. A balanced composition of speakers at the WIN international Symposia will be sought as it is important to promote women in science by giving visibility to their excellence and by giving them the opportunity to serve as role models.

e. Data collection - Monitoring and reporting

The data collected in the sections above serve as a basis for regular monitoring of the dimensions of gender, age and nationality in order to update already established measures and implement new ones.

2.2.2. Gender Balance in Leadership and Decision-making

Based on the data collected, adequate resources will be made available and measures will be implemented to reach gender equality and to increase the diversity dimensions.

a. Diversity and inclusion – Working culture, infrastructure and events

WIN offers a multicultural working environment. WIN includes 35 members based in 18 countries across the globe (Belgium, Brazil, Canada, China, Denmark, France, Germany, India, Israel, Japan, Jordan, Luxembourg, Mexico, Romania, Russia, Spain, UK, USA) covering 13 time zones.

b. Gender balance and diversity – Governance composition

A balanced composition of committee and other governance participants will be sought in order to ensure the quality and fairness of the nomination and election process.

c. Gender-neutral communication

WIN will implement gender-neutral communication in words and images to avoid stereotypes and ensure fair communication in all internal and external communication.

d. Unconscious bias

All WIN leadership, operational team and research teams are encouraged to participate in seminars raising awareness for unconscious bias in leadership position selection and recruitment.

2.2.3. Work-life Balance

WIN fully supports measures to ensure an optimal work-life balance of its employees. All measures mentioned below will be continued during the term period of this GEDP.

Flexibility at work, balancing family life, care and work

At WIN, family-oriented, flexible adjustment of working hours, tele- and remote working can be arranged, based on the needs of employees and in response to changing conditions. Flexibility and remote working became essential during the COVID-19 pandemic, and WIN reacted promptly by enlarging the contingent of virtual desktops to reach 100% of its employees, to maintain productivity in all areas.

WIN is cognizant of the needs of parents with children of young age. WIN is flexible to allow those employees to drop off and pick up their children from school or child care and to allow flexible dates of holidays.

2.2.4. Gender Dimension in Research

WIN is committed to incorporating gender equality in its research and innovation priorities and to integrating the processes for ensuring that sex and gender analysis is considered in the design and outputs of research.

Integrating the gender dimension into educational activities such as the WIN symposia, is essential for the appropriate training of the next generation of researchers. Indeed, looking at potential sex and/or gender differences and at gender equality-related issues will enhance research excellence, reproducibility and creativity, behaviours and attitudes, and add value to the societal relevance of research and innovation.

2.2.5. Measures against Harassment and Discrimination

WIN is strongly committed to combating harassment and discrimination that often originate from unconscious biases. Employees and other staff working on WIN projects will be encouraged to reach out to the EODO to discuss any issue that will be promptly addressed with the governance.

3. BASELINE DATA AND TARGETS

WIN is demonstrating its dedication to maintaining gender equality by achieving a high level of representation of women in the Operational Team employees reaching 75% female and 25% male. WIN will endeavor to maintain its ambitious goal with new hires.

The ongoing Trial Team, constituted by WIN employees and assigned individuals from the cancer center members of WIN, also displays a strong representation of women reaching 70% and 30% men.

On the other hand, the analysis below indicates that women are currently underrepresented in the WIN association's governance bodies. Official member institution representatives are nominated by the member institutions themselves, and not by WIN.

The governance elections take place every two years. The target for the next elections (Jan 2024) will be to encourage the member institutions to increase the number of women nominated as official representatives. Although WIN does not have any real influence to enforce such strategy on behalf of its members, it will be an important duty to share with the WIN members our commitment towards gender equality and our willingness to work with like-minded institutions.

Baseline data	Target	Timeline
General Assembly		
<p>The General Assembly is composed by two appointed official representatives from each member institution; its current composition is 85% male and 15% female. Members are primarily French nationals (15%), North American (15%), Spanish (13%), Israeli (11%), other four European nationalities (15%), and other 9 nationalities.</p>	<p>Increase in %age of female representation.</p>	<p>Jan 2024</p>
Executive Committee		
<p>The Executive Committee is elected by the general assembly representatives of the member-institutions. Its current composition is 67% male and 33% female. Members are primarily French nationals (44%) and American (22%).</p>	<p>Increase in %age of female representation.</p>	<p>Jan 2024</p>
Directorate		
<p>The Directorate is elected by the general assembly representatives of the member-institutions. Its current composition is 94% male and 6% female. Members are primarily French nationals (24%), American (24%) and Israeli (12%).</p>	<p>Increase in %age of female representation.</p>	<p>Jan 2024</p>
Operational Team		
<p>The Operational Team employees are 75% female and 25% male (with advisors are 50% female and 50% male).</p>		
Trial Teams		
<p>The ongoing trial team participants are 70% female and 30% male. Participants are primarily American (43%), Israeli (22%), Spanish (14%), from Luxembourg (14%) and French (8%).</p>		

Baseline data	Target	Timeline
Annual Symposium Speakers		
The most recent symposium in 2019, speakers were 75% male and 25% female. Speakers were mainly geographically based in the Americas (48%), Europe (22%), Middle East and Africa (17%) and Asia (13%). Speakers' nationality comprised of mainly American nationals (49%), British (11%), French (11%), Israeli (11%) and others including Canadian, Chinese, Indian, Japanese, Jordanian, Russian and Spanish respectively.	Increase in %age of female representation by inviting more women as speakers.	Planning symposium 2023
Annual Symposium Audience		
At the most recent symposium in 2019, audience were 65.5% male and 34.5% female. The audience were mainly geographically based in the Europe (52%), Americas (23%), Middle East and Africa (14%), Asia (11%) and Oceania (1%).	Increase in %age of female representation by inviting more diverse audience including women to send abstracts through our newsletter.	Planning symposium 2023

4. ACTIONS THAT ARE OR WILL BE TAKEN BY THE ORGANIZATION

4.1. Publication

The Gender Equality Plan is published on the WIN official website and signed by the Chairman of the organization.

4.2. Dissemination

The Gender Equality Plan has been actively communicated and approved by the WIN governance bodies and the WIN Operational Team.

4.3. Progress Report

An annual progress report will be provided to allow ongoing organizational review of the impact of the plan as well as keeping the wider community informed and engaged in the organization's progress towards gender equality.

4.4. Dedicated Resources

A dedicated gender equality function was created whereby responsibility will be assumed by the Chief Medical Officer, seconded by the Director of Operational Team. This Equal Opportunities and Diversity Officer (EODO) will be in charge of collecting the necessary data for analyses and monitoring and coordinating, cooperating and engaging with the necessary stakeholders so that the Gender Equality Plan with the support of the governance is followed.

4.5. Data Collection and Monitoring

The EODO will collect data on the gender, age and nationality of WIN personnel, WIN projects/trials, WIN governance bodies and WIN symposium speakers. The EODO will monitor the data at least on a yearly basis in order to inform the governance of the progress or divergence to the Gender Equality and Diversity Plan to decide on corrective measures. The data will be published and updated annually on the internet pages of the WIN website according to the EU guidelines.

4.6. Improving Gender Balance in Leadership and Decision-making

The EODO will collect, monitor and report on gender and nationality of members of the governance body and committees.

Upon governance election time, communication will be made throughout the member institutions to invite them to nominate more women and underrepresented minorities so that an increase in the percentage of women and minorities on the WIN governance bodies can be achieved.

Communication

WIN will implement gender-neutral communication in words and images to avoid stereotypes and ensure fair communication in all internal and external communication.

4.7. Improving Gender Balance in Research Project/Trials Organized by WIN and Publications

Upon setting up WIN projects/trials, communication will be made throughout the member institutions participating to invite them to continue nominating women so that the percentage of women in the WIN project and publications is maintained.

4.8. Improving Gender Balance in Annual Symposium

Upon defining the annual symposium speakers, the WIN leadership and the EODO will make significant efforts to promote a balanced composition of speakers and to include more women in particular.

5. CONCLUSIONS

As stated above and in accordance with EU guidelines, the proportion of women in WIN's staff and voluntary governance members will be published and updated annually on the WIN website. In addition, the GEIP is a living document that will be regularly updated. The GEIP will be made available on an ongoing basis on the WIN website and circulated internally among WIN staff, WIN members institutions and WIN governance.