

Disruptive Materials Institute

Gender Equality Plan (GEP)
Disruptive Materials Institute e.V.
20.09.2025
Version 1.0

1. Introduction and Commitment

The Disruptive Materials Institute e.V. is committed to fostering an inclusive and equitable environment where all individuals, regardless of gender, have equal opportunities to thrive, contribute, and succeed. This Gender Equality Plan (GEP) outlines our strategic approach to promoting gender equality within our organization and to integrating a gender dimension into our projects and activities.

This GEP has been developed in line with the eligibility criteria for Horizon Europe funding and reflects our dedication to establishing fair and transparent structures as our institute grows. It is a public document and will be made available on our official website at: <https://disruptive-materials-institute.com/imprint/>.

Vision: To grow into a leading non-profit research institute that exemplifies gender equality in its internal operations and external impact, contributing to a more equitable society through its mission.

2. Governance and Resources

Effective implementation of the GEP requires governance structures and dedicated resources. As a newly established organization, the institute currently operates with limited capacity but commits to gradually building up the structures and resources necessary for full implementation.

Commitment from Leadership Team

Gender equality is endorsed at the highest level of the institute. The Leadership Team, consisting of the founding members and elected chairs, will oversee the implementation and review of the GEP.

GEP Coordination

One member of the Leadership Team will act as interim GEP Coordinator, dedicating a defined share of their working time (approx. 5% FTE) to gender equality matters. With institutional growth, a Gender Equality Officer or Committee will be established.

Resources

Human resources: GEP-related tasks are integrated into leadership responsibilities at this stage.

Financial resources: The institute commits to progressively allocating funds for gender equality measures (e.g. training, awareness activities, external expertise) as resources increase.

External expertise: The institute will seek to involve external experts when specific knowledge or training is required.

This phased approach ensures that gender equality is embedded from the outset and scaled up as the institute develops.

3. Data Collection and Monitoring

Understanding the current situation and tracking progress are essential to improving gender equality.

Initial phase: The institute will begin by recording gender-disaggregated data on its members, staff, and leadership roles annually.

Progressive development: As the organization expands, further indicators (e.g. recruitment, retention, training participation) will be systematically collected and reviewed.

Review: Gender equality will be a standing item in annual Leadership Team reviews. A short GEP progress note will be produced once a year.

4. Training and Capacity Building

Building awareness and capacity is crucial for creating an inclusive culture.

Initial phase: Introductory discussions and internal awareness-raising will be carried out by the Leadership Team.

Progressive development: As resources permit, the institute commits to providing structured training on gender equality, unconscious bias, and anti-harassment, prioritizing those involved in recruitment and decision-making. External trainers will be engaged where feasible.

5. Work-Life Balance and Organizational Culture

The institute aims to create an organizational culture that values flexibility, inclusivity, and respect.

- Commitment to flexible working arrangements (e.g. remote work, flexible hours) where operationally possible.
- Compliance with national regulations on parental and care leave, with transparent communication of entitlements.
- Promotion of gender-sensitive and inclusive communication across all institutional materials

6. Gender Balance in Leadership and Decision-Making

The institute strives to achieve balanced representation of genders at all levels.

Initial phase: Encourage gender balance in committees and working groups wherever possible.

Progressive development: As the institute grows, establish measurable targets for gender balance in leadership roles and implement mentorship and succession-planning measures.

7. Gender Equality in Recruitment and Career Progression

The institute is dedicated to fair and transparent processes.

- Use of gender-neutral language in job descriptions and advertisements.
- Efforts to ensure diverse recruitment panels, starting with the Leadership Team.
- Equal access to development opportunities as the organization expands.

8. Integration of the Gender Dimension in Projects and Services

The institute commits to incorporating a gender perspective into its research and outreach activities.

Initial phase: Projects will be reviewed by the Leadership Team to identify potential gender-relevant aspects.

Progressive development: As capacity grows, structured gender analysis and gender-sensitive data collection will be integrated into project design, monitoring, and evaluation. External gender expertise will be sought when needed.

9. Measures Against Gender-Based Violence (GBV), Including Sexual Harassment

The institute maintains a zero-tolerance policy towards gender-based violence and harassment.

- A clear statement of unacceptable behaviour will be communicated to all members.
- A confidential reporting channel will be established, initially through the GEP Coordinator.
- As the institute expands, formal procedures and external ombudsperson options will be developed.

10. Implementation, Monitoring, and Review

This GEP is a living document, designed to evolve with the institute's development.

Phased implementation: Measures will be introduced in stages, reflecting available resources.

Annual review: The Leadership Team will review the GEP once a year and adjust priorities as necessary.

Updates: The GEP will be formally updated at least every two years.

Communication: The GEP and its progress will be made publicly available on the institute's website.

Contact for Gender Equality Plan:

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