

Gender plan of MagnetoCat SL as a science organization:

Gender-Neutral Recruitment and Promotion Policies: In our policies and procedures we ensure gender-neutral language and criteria in job descriptions, recruitment materials, and promotion processes. This includes establishing diverse hiring panels to minimize unconscious bias.

STEM Outreach and Education Programs: We develop outreach programs aimed at encouraging girls and young women to pursue careers in science, technology, engineering, and mathematics (STEM). This could involve partnerships with schools, hosting STEM workshops, and offering mentorship opportunities.

Women in STEM Leadership Development: We create leadership development programs specifically designed to support and empower women in STEM fields. Offer mentorship opportunities, networking events, and skill-building workshops tailored to the unique challenges faced by women in scientific careers.

Flexible Work Arrangements: We provide flexible work arrangements, such as telecommuting options, flexible hours, and parental leave policies, to accommodate the needs of scientists balancing work and family responsibilities.

Gender Bias Training: We offer training sessions for staff and management to raise awareness about unconscious bias and gender stereotypes in the workplace. Provide tools and strategies for identifying and addressing bias in decision-making processes.

Support for Work-Life Balance: We have policies and programs that support work-life balance for all employees, including access to childcare services, lactation rooms, and family-friendly policies.

Equal Pay and Promotion Opportunities: We conduct regular audits to ensure pay equity and equal opportunities for career advancement based on merit rather than gender. Address any disparities identified through these audits promptly and transparently.

Mentorship and Sponsorship Programs: We have formal mentorship and sponsorship programs to support the career development of women in science. Pair junior female scientists with experienced mentors who can provide guidance, support, and advocacy.

Gender-Inclusive Research Practices: We encourage gender-inclusive research practices that consider the perspectives and contributions of all genders. We promote collaboration and diversity in research teams to foster innovation and creativity.

Recognition of Achievements: We ensure that the achievements and contributions of female scientists are recognized and celebrated within the organization. This could include awards, honours, and public recognition in newsletters or at company events.

Safe and Inclusive Work Environment: We have a safe and inclusive work environment where all employees feel respected, valued, and supported. We have zero-tolerance policies for harassment, discrimination, and gender-based violence, with clear procedures for reporting and addressing complaints.

Community Engagement and Advocacy: We engage with the broader scientific community to advocate for gender equity and inclusion in STEM fields. Participate in conferences, workshops, and advocacy campaigns aimed at promoting diversity and challenging systemic barriers to gender equality in science.

By implementing these strategies and initiatives, MagnetoCat SL has an inclusive and equitable workplace where all employees, regardless of gender, have the opportunity to thrive and contribute to scientific advancements.

Signed, Alicante (Spain) 03/03/2022.



Dr. Gracia (Director of MagnetoCat)