



**Date:** 9<sup>th</sup> May 2025

**To:** ISAAAC Board to be published on ISAAAC Website under GOVERNANCE

**Subject:** Official Approval of the Gender Equality Plan (GEP) 2025-2028

**Dear ISAAAC Association,**

I am pleased to formally approve the **Gender Equality Plan (GEP) 2025-2028** for **ISAAAC Global New Generation Think Tank**. This document reflects our steadfast commitment to fostering an inclusive, equitable, and diverse environment in alignment with **Horizon Europe standards** and our institutional values.

## Key Commitments

1. **Governance & Accountability:** Establishment of a **Gender Equality Task Force** to oversee implementation and ensure transparency through annual public reporting.
2. **Structural Reforms:** Adoption of gender-balanced selection panels, inclusive research practices, and policies to close leadership gaps (\*40% women in leadership by 2028\*).
3. **Cultural Change:** Mandatory training on unconscious bias, anti-harassment protocols, and flexible work arrangements to support work-life balance.

## Formal Endorsement

By signing this letter, I confirm that:

- The GEP is an **official institutional policy**, published on ISAAAC's website and linked to all grant applications.
- ISAAAC will allocate **dedicated volunteer resources** (Task Force, Gender Advisor) and leverage partnerships (e.g., GEAR tool) for implementation.
- Progress will be monitored annually via **sex-disaggregated data** and adjusted as needed to meet targets.

---

**Signed, Dr. Domingo Sánchez Zarza**  
**President**  
ISAAAC Global New Generation Think Tank

A handwritten signature in blue ink, appearing to read 'Domingo', written over a horizontal line.

**Date:** May 9th 2025

**Location:** Salamanca, Spain





**Attachment:**

- Full GEP 2025-2028 Document
- 

## **Optional Addendum for Internal Use**

*For staff/board dissemination:*

*"This GEP is a living document. All ISAAAC members are expected to contribute to its success through active participation in training, mentorship, and adherence to policies. Together, we can build a fairer future for research and innovation."*

---

### Appendices

- A. Full workforce statistics (2025 baseline)
- B. Horizon Europe compliance checklist
- C. Training module syllabi