



## **Gender Equality Statement**

**Microbial Resource Research  
Infrastructure – European Research  
Infrastructure Consortium**

## GENDER EQUALITY STATEMENT

MIRRI-ERIC holds an unwavering commitment to maintaining the highest standards of employability, where the wellbeing of each collaborator is recognized as integral to the success of our infrastructure. Gender equality is not only a fundamental value but also a cornerstone in realizing our mission. That is why, beyond seeking gender balance when hiring its team, MIRRI-ERIC follows gender equality best practices in its events and training and also recommends its members to take these practices into consideration when appointing representatives for the Assembly of Members, the National Coordinators Forum, the Advisory and Ethical Boards as well as any evaluation committee or any other group serving MIRRI-ERIC.

As the MIRRI-ERIC team expands, dedication to establishing conditions that foster an equal and balanced system remains resolute.

MIRRI-ERIC recognises gender equality is pivotal in preventing any kind of discrimination and ensuring impartial and just processes for all employees. To cultivate a more inclusive workplace, awareness will be raised on critical topics such as gender equality, discrimination, diversity, and unconscious biases. Although this path may present challenges, it promises personal and professional growth, ultimately benefiting MIRRI-ERIC staff and the overarching infrastructure.

The promotion of gender equality yields positive impacts on both the external and internal dimensions of the research infrastructure. It not only aligns with regulatory mandates but also presents a conscientious and commendable image to the global community. Internally, it fosters inclusiveness, encourages social dialogue, and nurtures a sense of community, thereby enhancing decision-making processes, career management, and talent retention.

For MIRRI-ERIC, Gender Equality extends to inclusiveness, encompassing everyone, transcending barriers of gender, language, culture, belief or any other type of discriminating barrier, assuring that rights, responsibilities, and opportunities are bestowed impartially upon all. MIRRI-ERIC meticulously defined objectives, spanning from work-life balance to the elimination of discrimination in Human Resources (HR) processes, mark significant strides towards establishing a fairer, safer, and more transparent work environment. Through a conscientious use of inclusive language, MIRRI-ERIC commits to ensuring that every individual feels embraced, valued, and empowered.

Gender Equality is asserted not merely as a fundamental value of MIRRI-ERIC and the European Union, but as a driving force that enriches research and innovation. It elevates the caliber and pertinence of endeavors, draws in and retains top-tier talent, and empowers all individuals to realize their fullest potential.

Embarking on this collective journey, there is acute awareness of the areas demanding focused attention. Resolute commitment is maintained in undertaking the requisite steps. The Gender Equality Plan will evolve organically, attuned to the shifting needs and circumstances of the organization. Furthermore, MIRRI-ERIC aims to actively engage with the ERIC-Forum Initiative, coalescing our efforts to craft a cross-ERIC Gender Equality Plan, meticulously aligned with best international practices.