



sano

Gender Equality Plan
for Sano Centre for
Computational Medicine
International Research
Foundation

for the period of 2022-2025 v.1.0



Gender Equality Plan

for Sano Centre for Computational Personalized Medicine

International Research Foundation

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Introduction

Sano Centre for Computational Medicine International Research Foundation's (hereafter referred to as Sano Centre) operating in Krakow Management Board is aware of the difficulties of reaching a gender equality especially in the institutions operating within a Science, Technology, Engineering, and Mathematics (STEM) fields. That is why we put especial emphasis on applying appropriate measures during the recruitment process to ensure that all possible efforts are made in order to create a well-balanced environment for our employees and to make sure that the qualifications are the decisive factor in selecting the best candidates for the available positions at Sano Centre.

We present here a Gender Equality Plan (GEP) for the Sano Centre for Sano Centre for the period of the following years 2022-2025.

Goal of the plan

With Gender Equality Plan (GEP) Sano Centre aims to implement actions and projects to reduce gender inequalities and to enhance diversity with regard, for example, to age, culture, physical ability, sexual orientation, multilingualism. Introduction of GEP and transparent and institution wide communication of that plan we aim at encouraging the change of thinking and build a culture of an honest and communicative learning and work environment where people are treated equally, where there is no discrimination, but trust (one of Sano Centre's basic values) and respect. Trust and respect are the key aspects of everyday interaction between Sano Centre's Team Members. Using such values, we build a strong research community with a sense of belonging and shared goals that allows the entire institution to grow stronger.



Current state

Sano Centre, a new research institution operating in Krakow, implemented from the start a recruitment good practice that ensures the operations of the Centre on the highest level, to position the Centre as an attractive workplace, filled with Researchers and support personnel that share the basic values of the Centre. Figure 1 presents the values which guide the Centre. Sano Centre's Strategic Plan section 2 presents "Vision, Values, and Culture" and states "We prevent and heal disease through the use of computing and data." Computers and data will play an integral part in management of human health in the future. Technologies such as the internet, machine learning, artificial intelligence, data analytics, modeling, and simulation, robotics, computer vision will likely have strong influences on how healthcare is practiced and delivered.

Sano is driven to find disruptive, out-of-the-box, and translatable computing-technology innovations aiming to improve human health. It is our mission that through those innovations we help healthcare professionals deliver care and, ultimately, patients to prevent and heal disease and to maintain or even improve the quality of life.

One of the most important elements of Sano strategy is to create a culture inside Sano which allows Sano employees to be the most innovative as well as the most productive and motivated. We consider the culture as one of the most important competitive advantages of the institute. To achieve the ambitious vision, the Centre will undertake three types of activities:

- (1) research,
- (2) operations,
- (3) infrastructure

in all three areas we will implement steps to promote gender equality. We will create this by practicing and promoting the set of core values listed below.



- **Diversity** – tolerance, respect, diversity in backgrounds, cultures and opinions of Sano employees. Promotion of gender parity.
- **Innovation** – boldness in articulating and pursuing novel ideas, courage to think outside the box, ok-to-fail philosophy
- **Integrity** – directness, openness, and radical candor. Scientific integrity (we do not cut corners),
- **Passion** – passion in what we do, engagement in Sano operations, taking responsibility and initiative, being happy at work,



Fig. 1 Sano Centre values that are followed and respected by the employees of the Centre.



Current structure of Sano Centre

The current structure composition of Sano Centre has been investigated and the division into female and males has been presented in the Figure 2 below.

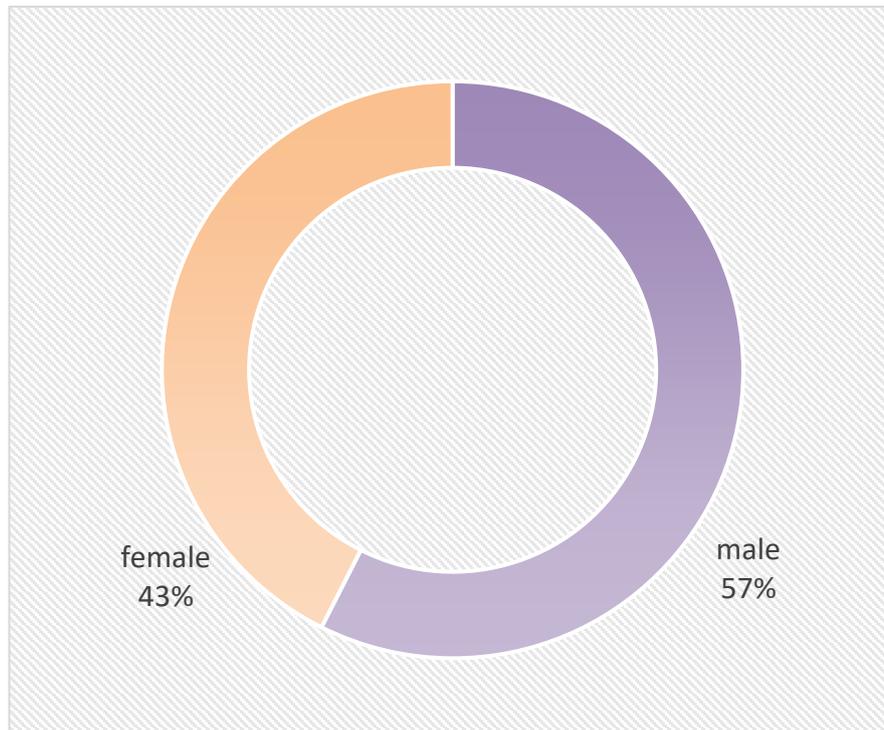


Fig. 2. Gender composition of Sano Team currently working at Sano Centre.

As shown on the graph above current recruitment strategy described in Sano Centre's Human Talent Management Plan resulted in relatively balanced recruitment of Sano Team so far, nonetheless, we aim at providing even more diversity and balance within the Centre when it comes to all aspects such as gender, ethnicity, age, etc. Thus, we will continue employing more actions and measures to promote widely understood diversity within the Centre.

As depicted on the Figure 3 currently our non-R&D personnel is more balanced when it comes to the gender, while purely R&D personnel is less balanced with the prevalence of males over females, however, as mentioned in the Introduction It is very common problem within a STEM field. Owing that we can still improve Sano Center's recruitment strategy to attract more female talents to the R&D part of the Team. We have engaged a lot of resources and efforts to fill at least one of the Team Leader's positions



with female candidates but unfortunately from procedural reasons we were not able to do so, and the two lead candidates couldn't resume a role as Sano Centre Research Team Leaders.

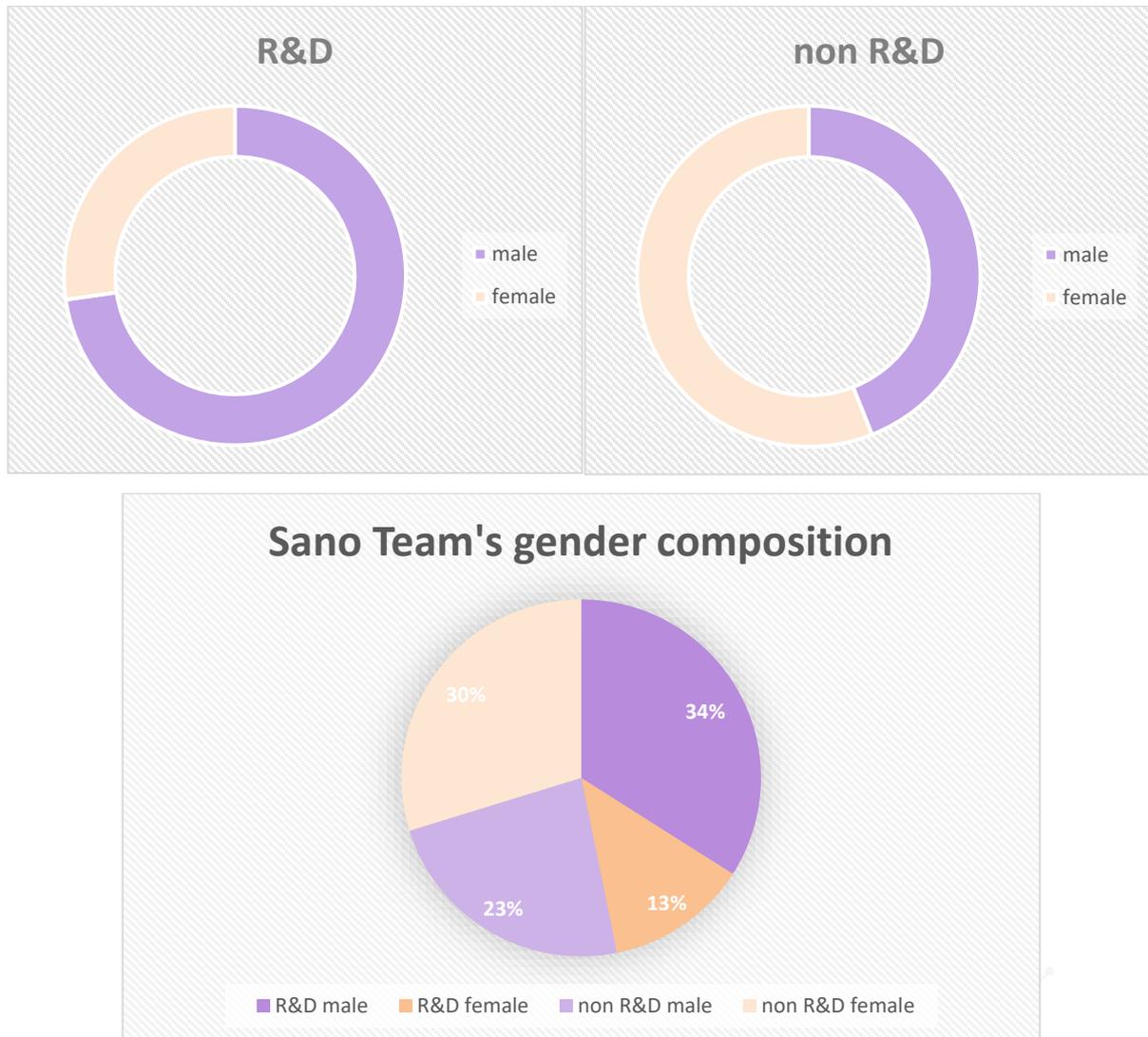
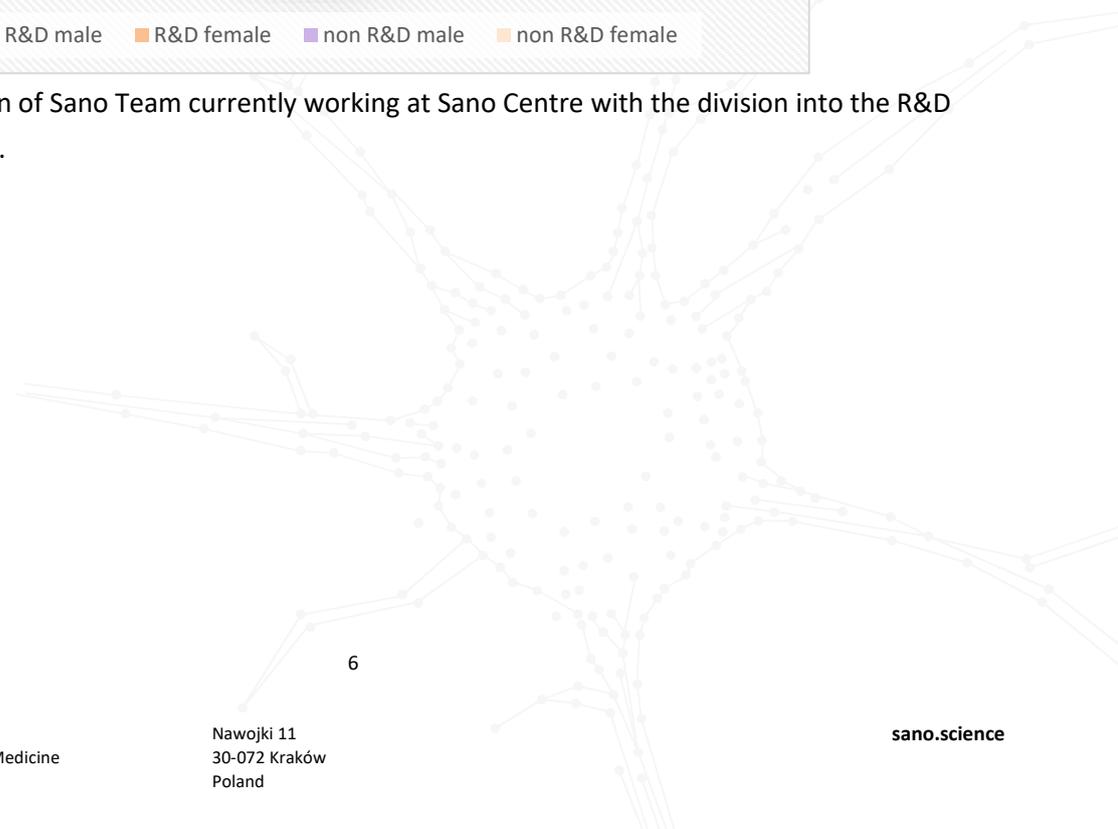


Fig. 3. Gender composition of Sano Team currently working at Sano Centre with the division into the R&D and supporting personnel.





Planned actions

Sano Centre will take all the actions to ensure that in the future we become an “HR Excellence in Research” centre according to the measures applied by European Commission and by taking into consideration and fulfilling principles and indications presented in the “European Charter of the Code of Researchers and Code of Conduct for the Recruitment of Researchers”. We consider that document to be one of critical road signs defined by European Commission and defining European policies for the increase of the attractiveness of workplace for the Researchers.

Together, the vision, values, and culture serve to enable Sano to become a Centre of Excellence in Computational Medicine (CM), recognized worldwide as the foremost applied research institution for techniques in CM. The primary societal contribution which the Centre aims to achieve involves development and practical implementation of computational models to provide solutions to prevent, diagnose, manage, and cure disease.

Monitoring and evaluation

Among the Centre’s main goals is the need to clearly communicate its values and mission to ensure that individuals who form the Sano team share a core understanding of what Sano is and how it should operate – from everyday work to approach towards new possibilities and business opportunities. Although quite elusive, Sano will monitor how the culture of organization is being developed and sustained with several indicators:

- Performance review outcomes,
- Engagement in building the Sano team (successful referrals and “Buddy” assistance served),
- Employee Turnover Rate (ETR) – as an indicator of the ability to retain personnel.



Evaluation of GEP and updates

GEP will undergo process of periodic evaluation and updates that will enable tracking the progress of the implementation of the plan and verify if the goals of the GEP are being reached in subsequent years.

The first verification and update of GEP will take place after completing the 6th Research Group (The 6th Team Leader join Sano Centre in April 2022). This will enable Management Board to verify the current state of the diversity of Sano Team and compare to the initial goals set in this document. If additional measures will be considered fit, they will be added to the plan and appropriate actions defined in order to reach the goals set in Sano Centre's Strategic Plan and Gender Equality Plan (GEP).

During this update the next date of GEP verification and update will be defined.





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