

# Gender Equality Plan

## Preamble

The social economy is made up of a diversity of enterprises and organizations such as cooperatives, mutuals, associations, foundations and social enterprises, among other forms that can be specific to each country. They are united around the values of: the primacy of people and the social objective over the capital, democratic governance, solidarity and the reinvestment of most profits to carry out sustainable development objectives.

This Gender Equality Plan (GEP) defines the organization's plan to achieve this goal, its scope, and the strategic objectives we want to achieve. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

The promotion of gender equality and equal opportunities has been an essential topic for levelQuantum s.r.l. since the beginning, guaranteeing a gender balance both at the organizational level and within its activities. Indeed, gender considerations are crucial both to levelQuantum's vision and to the achievement of its mission. We consider equality to be "part of the day job" and essential to building a fair and sustainable future for the social economy.

levelQuantum s.r.l. is funded by the CEO, a woman, and two male co-founders, who strongly support gender equality. To progress gender equality further, we must continue to challenge the beliefs and attitudes that are undermining progress. We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender-diverse individuals face.

This Gender Equality Plan acknowledges that "gender equality is about nondiscrimination and the protection of fundamental human rights". With that in mind, we also recognize that gender is non-binary that various gender identities apart from men and women exist and that people with many of these gender identities face systematic discrimination and violence. levelQuantum s.r.l. stands in support of equal rights and fair treatment of all members of the community.

## Objective

The primary objective of this GEP is to serve as a tool and framework to enhance gender equality in the workplace and enable the integration of gender into organizational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programs that pay due attention to gender differences in labour market participation and actively promote equality between gender diverse individuals.

levelQuantum s.r.l. aims to proactively hold itself up as an example to promote organizational changes in other social economy enterprises, especially in the high-tech industry.



## Accountability and Responsibility

### Ratification

The GEP is ratified at the executive level (CEO and the company co-founders). The equality officer will be responsible for ensuring that it is communicated to all future staff members.

### Communication

The equality officer is further responsible for ensuring that employees are aware of the gender equality plan and initiating corrective action when discrimination is observed or reported.

### Monitoring

All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

### Data collection

The equality officer is expected to collect data disaggregated by sex and other relevant variables and review and reflect on the gender aspects of the respective work areas. Such action will help ensure the integration of gender considerations in all levelQuantum's work in different fields.

## Our Key Focus Areas

The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at levelQuantum s.r.l. The plan will help us to navigate and accelerate the gender equality journey that we must take to improve our performance:

1. Organizational culture and ease achieving work-life balance,
2. Balanced gender representation in recruitment and career progression,
3. Integrating gender in training content,
4. Combating sexual and gender-based harassment.

To achieve its strategic objectives, levelQuantum s.r.l. needs to work in several areas that serve as building blocks for the strategy. It should refer to the European Institute for Gender Equality's "Gender equality in academia and research (GEAR) Action toolbox", which in turn is built on "[Horizon Europe Guidance on Gender Equality Plans](#)", for each of the defined interventions on gender equality, while taking its specific organizational context and features into account.

## Organizational Culture and Easier Combination of Work-Life Balance

LevelQuantum is dedicated to promotion and support of organizational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

### Strategies

- The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan,
- Promote the organization's image and reputation as an inclusive organization that supports and values diversity,
- Integrate gender inclusion into planning and strategy across the organization,
- Undertake a regular review of flexible work and other relevant policies,

- Diagnosis of the needs of persons coming back to work after parental leave, concerning support from the organization,
- Ensure all staff are aware of gender equality and related equality policies.

#### **Measures of Success**

- Incorporate gender equality objectives in levelQuantum's planning and strategy,
- External communication and statements of support for gender equality,
- Annual surveys of all staff (including in-house consultants and interns) with a satisfaction score of a minimum of 80% on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the executive committee,
- Carry out consultations and surveys, and publish the results as part of the activities related to the next gender equality plan for levelQuantum s.r.l.,
- Create family-friendly policies,
- Provide options and implement flexible working hours and methods.

## More Balanced Gender Representation Recruitment and Career Progression

LevelQuantum supports equal access to and balanced participation of gender-diverse individuals in decision-making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

#### **Strategies**

- Representation of gender-diverse individuals in senior positions and leadership domains,
- Review the workforce planning process to ensure gender equality objectives are included,
- Promote key stakeholders, levelQuantum employees and decision-makers' engagement with gender equality,
- Promote gender inclusive and bias-free recruitment, career progression, and evaluation policy,
- Balanced gender representation at events arranged at and by levelQuantum.

#### **Measures of Success**

- Representation of gender-diverse individuals on projects and research activities implemented by levelQuantum,
- Having a human resources policy to promote equal career opportunities for all genders,
- Training and mentorship programmes that help employees to accommodate work demands on their return from parental, maternity, or family-related leave,
- Include gender awareness in all job specifications,
- Formulate recommendations for increasing balanced gender representation at events,
- Use social media and a range of other media outlets to create a positive image of successful practices and/or key stakeholders in the social economy engaged in gender equality.

## Integrating Gender in Training Content

LevelQuantum will integrate the gender dimension in ongoing training (internal and/or external) content and applying it while conceiving new projects.

### Strategies

- Promote the inclusion of the sex and gender dimension in delivered content,
- Promote diversity in research management,
- Promoting the integration of a sex and gender perspective in training curricula.

### Measures of Success

- Disaggregating data (articles, reports etc.) by sex and/or gender where relevant,
- Considering all genders for language and images in research material and production,
- Requiring all applicants for funding to consider sex and gender in their research and application design where relevant,
- Providing staff with guides and workshops on the integration of equality and diversity in training programme design and learning activities as a teaching and learning support,
- Providing staff with specific training courses and materials on gender equality,
- Communications about training must not be gender-specific “unless the training is specifically designed for a specific gender.

## Combating Sexual and Gender-Based Harassment

LevelQuantum preserves and promotes the physical and emotional health, safety and well-being of Employees.

### Strategies

- Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment,
- Working collectively to combat bias and stereotypes.

### Measures of Success

- Providing staff and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases, i.e. 4 hrs of training per levelQuantum team member per year,
- Measuring performance by how well the team addresses these issues,
- Creating reporting mechanisms that allow team to raise concerns, document, and act on gender balance issues they identify.

Organisation Name: levelQuantum s.r.l.

Chief Executive Officer: Magdalena Stobińska

Number of employees (employees and in-house consultants): 3

Date: August 2022

Signature:

A handwritten signature in blue ink, appearing to read "M. Stobińska".