



2023
2025

DigiCore

GENDER EQUALITY PLAN



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1 PREMISE

- The DIGital Institute for Cancer Outcomes REsearch “DIGICORE”, in its capacity of European Economic Interest Grouping is not bound to devise and implement a Gender Equality Plan.
- DIGICORE activities are mainly based on the voluntary participation of DIGICORE Member representatives to the Grouping’s activities.
- The DIGICORE management & administration function is currently outsourced to external providers.
- DIGICORE considers it essential to ensure that our efforts are geared towards finding ways of engaging equally qualified professionals in all aspects of the Organisation. We want to ensure equality of treatment based on merit, and an inclusive culture that considers gender diversity as an asset to the strength and performance of teams. As an organisation, we are convinced that our success crucially hinges on the diversity, commitment and engagement of the entire DIGICORE team.

ALL THE ABOVE STATED, DIGICORE BELIEVES ADOPTING A GENDER EQUALITY PLAN (GEP) IS A MORAL DUTY OF THE ORGANISATION

The DIGICORE GEP will mainly be geared towards fostering the adoption and implementation of GEPs throughout the DIGICORE Membership and the DIGICORE service providers.

The Plan is the outcome of a self-assessment exercise on the gender equality status within DIGICORE. It covers a period of 3 years (2023 – 2025).

2 INTRODUCTION

Who we are

The DIGigital Institute for Cancer Outcomes REsearch - DIGICORE is a pan-European research network built to accelerate the implementation of precision oncology in Europe.

Our goal

The ultimate goal is to shape a digital research infrastructure based on digital interoperability between its Members. Network membership supports them to improve data quality and completeness, develop new data sources and tools, share digital best practices and promote novel, digitally enabled research methods.

What we do

DIGICORE promotes and equips cancer centres in their use of routine electronic health records (EHR) and molecular diagnostic information (MDX) for trial automation, real world outcomes research, digital diagnostics and care quality management.

Our organisation

DIGICORE is headquartered in Brussels (Belgium) and comprises 38 Members as of January 2023.

3 KEY FOCUS AREAS

This Gender Equality Plan defines objectives, assigns responsibilities and lists necessary resources and measures to improve gender equality in 3 key focus areas:

**DIGICORE
Governance**

**Staff
recruitment
and retention**

**DIGICORE
implemented
projects**

3.1 DIGICORE GOVERNANCE

DIGICORE values and promotes gender balance both within its decision-making organs and its management.

In terms of gender distribution within the DIGICORE Governance, senior profiles at decision-making levels include women, but are still fairly unbalanced.

We aim to further increase the share of women representation at this level, whilst remaining aware that this imbalance is a reflection of the external environment, in which large parts of the professions at senior level remain male dominated.

Currently DIGICORE's decision-making bodies include:



DIGICORE General Assembly



DIGICORE Board of Directors

3.1 DIGICORE GOVERNANCE

DIGICORE's organisational structure also includes the following bodies:



DIGICORE President's Office



DIGICORE Working Groups



DIGICORE Operating Office



**DIGICORE Commercial
Research Manager**



**DIGICORE Academic
Research Manager**

3.1 DIGICORE GOVERNANCE

3.1.1 The DIGICORE General Assembly

The General Assembly is composed by the legal representatives of all Members of DIGICORE. Women play an important role in DIGICORE Members' leadership, but the question of legal representation is a decision of each Member.



Gender equality is strongly endorsed by the Grouping's leadership. In order to foster a balanced gender distribution in our Member centres/institutes, starting from 1st January 2023 participation in all DIGICORE self-funded projects and EC Applications led by DIGICORE will be restricted to DIGICORE Members which have implemented a Gender Equality Plan.

3.1.2 The DIGICORE Board of Directors

The DIGICORE Board of Directors currently includes 6 Members, with female representation on the Board currently standing at 1.



DIGICORE sets out to continue appointing its Board Members with careful consideration for gender balance.

3.1 DIGICORE GOVERNANCE

3.1.3 The President's Office

The President's Office currently includes the President and the President's Secretariat.

3.1.4 DIGICORE Multiannual Programme

The IDEAL4RWE Training Activities and the Working Groups contribute to develop the DIGICORE Multiannual Programme which already includes the participation to several EC Projects and the self-sustained project DigiONE.

IDEAL4RWE Training programme draws on the guidance and advice of a Leadership Advisory Board which is currently composed equally of male and female professionals.

Each Working Group has two Chairpersons who are responsible for interacting with the Delegates of the Members which are interested in collaborating with them.



The senior management aims to continue influencing the decision-making organs and is set out to keep this figure steady by being mindful of the gender-balance of the shortlisted candidates in the future.

In addition, as of 1st January 2023, all DIGICORE WGs Chairpersons will be requested to nominate a Co-Chairperson taking into account the respect to the gender equality and to present annually a WG Annual Report to be presented to the DIGICORE Board and to the General Assembly.

3.1 DIGICORE GOVERNANCE

3.1.5 DIGICORE Operating Office

The DIGICORE Operating Office is headed by the DIGICORE General Manager and is tasked with running the managerial and administrative tasks related to the day-to-day activity of the Grouping. The Operating Office is currently outsourced to SOS Europe Srl, which has adopted a series of guidelines in relation to personnel recruitment, resulting in a high female representation: of the 7 employees/consultants of the company, 4 are women.



The Operating Office is set out to keep this proportion steady, by maintaining a gender balance in the shortlisted candidates.

3.1.6 DIGICORE Commercial Research Manager



Respect of gender equality in the selection process.

3.1.7 DIGICORE Academic Research Manager



Respect of gender equality in the selection process.

3.2 STAFF RECRUITMENT & RETENTION

DIGICORE's hiring decisions aim to be based on merit and qualification of the applicant for the job as we try to ensure fair and unbiased assessments of the merits of each candidate. We aim for gender-balanced shortlists of applicants but do take into account constraints from the pool of applications.



Currently, DIGICORE has no employees. In future, recruitment processes will strive for a gender balanced distribution of employees.

3.3 DIGICORE IMPLEMENTED PROJECTS

DIGICORE funds and supports research and training with an aim to improve the skills of young scientists to participate to RWD studies and to select mature centres to participate to those studies.

Participation in all DIGICORE self-funded projects & EC Applications led or coordinated by DIGICORE will be restricted to DIGICORE Members which have implemented a Gender Equality Plan. This exclusion aims also to respect the EC rules on participation to EC applications.



A specific recommendation of taking gender differences into account in the proposals will be present in the text call and this aspect will be taken in consideration in the proposal score.



DIGICORE will respect a gender balance for the identification of PIs or co-PIs, for the selection of participants to those activities and for the patients' recruitment.

4 GEP IMPLEMENTATION PLAN

4.1 Action Establishing a Gender Equality Committee

In order to ensure monitoring and accountability, the DIGICORE Board of 22nd February 2023 established a Gender Equality Committee (GEC), which will start operating on April 2023.

4.1.1 Responsibilities

The DIGICORE Gender Equality Committee is tasked to:

- ensure gender equality as well as equal opportunities, whilst guaranteeing the absence of any form of direct and indirect moral or psychological violence and discrimination related to gender, age, sexual orientation, race, ethnic origin, disability, religion and language within the Organisation;
- monitor that DIGICORE Members have implemented a well-developed GEP and apply all the rules requested by the EC;
- centralise and maintain all existing data tracking efforts in a shared database;
- monitor the gender distribution in all applications & initiatives involving DIGICORE.

4.1.2 Composition

The newly constituted GEC will include three participants, of which a Chairperson and a Member will be appointed by the DIGICORE Board. The third Member is the Secretary, a role that will be covered by an assistant to the General Manager. The GEC will be gender balanced.

The GEC Chairperson will produce a yearly report to be presented at the DIGICORE General Assembly. The Report will include an overview of the activities carried out by GEC throughout the year, and will be published on the DIGICORE website & the DIGICORE Newsletter.

4 GEP IMPLEMENTATION PLAN

4.2 Action

Monitoring gender distribution at DIGICORE Events

Diversity in approach and opinions on the topics discussed is central for the success of any DIGICORE event.

4.2.1 DIGICORE Speakers & Moderators

We value gender diversity of speakers and moderators and aim to continue improving our gender balance at events by ensuring steady figures in the following areas:

- percentage of women speakers at DIGICORE events (external and internal experts)
- percentage of women moderators at DIGICORE events (external and internal experts)
- percentage of gender balanced panels (including featuring a higher number of women)

4 GEP IMPLEMENTATION PLAN

4.3 Action Monitoring the DIGICORE Membership

DIGICORE will foster the implementation of a GEP throughout the entire DIGICORE Membership. The DIGICORE Members that have already adopted a GEP will be distinctively marked with a logo on the DIGICORE website section dedicated to the DIGICORE Network.

The General Manager will be tasked to verify that all the new applicants to DIGICORE Membership have implemented/are implementing a Gender Equality Plan.

In addition, each discrimination act notified by DIGICORE Members' staff will be followed by a formal reprimand of the GEC Chairperson to the authorities of competence of the Member involved.

4 GEP IMPLEMENTATION PLAN

4.4 Action Participation in EC Applications

As of 1st January 2023, participation in all DIGICORE self-funded projects & EC Applications led or coordinated by DIGICORE will be restricted to DIGICORE Members which have implemented a Gender Equality Plan. This exclusion aims to respect the EC rules on participation to EC applications.

4.5 Action DIGICORE Publications

The DIGICORE Magazine will include an annual “Opinion Piece” on gender equality authored by a female scientist operating within the DIGICORE Network.

**GEP released and approved
by the DIGICORE Board
on 22nd February 2023**



Professor Gennaro Ciliberto
DIGICORE President

DigiCore