

## **ANNUAL REPORT 2023**

On March 15, the Equality Team was established, consisting of: Joanna Mirosław-Grabowska (Equality Officer, coordinator of the Team), Anna Gumsley, Karolina Kaucha, Łukasz Kruszewski and Anna Kukuła.

In March-April, work organization in the Team. At that time, a tab regarding the Gender Equality Plan was created on the IGS PAS website, as well as an e-mail address dedicated to the Equality Team.

In May, preliminary information about the Team was distributed among IGS PAS employees and doctoral students, and issues regarding equal rights and discrimination were developed and disseminated (website, e-mail to all employees and doctoral students).

On April 28, an online training was held for all employees and doctoral students entitled: "Including the gender dimension in the content of research and innovation" led by Dr. Monika Ryndzionek from KPK NCBR. After the lecture, training materials and auxiliary materials for completing applications requiring taking into account gender equality issues in various areas of research were posted on the IGS PAS website.

On July 13, a representative of the Team participated in a paid training organized by the TYGIEL foundation entitled "Mobbing in the academic environment - how to recognize and counteract it", conducted by Dr. Agnieszka Mościcka-Teske. Materials from this training have been made available to employees and doctoral students on the website.

In September-October, rules for reporting incidents of discrimination were developed along with a questionnaire enabling the reporting of such situations, which were then posted on the Gender Equality Plan website.

In December, based on the results of the equality survey conducted in 2022 and taking into account the suggestions of employees and PhD students of IGS PAS, a recommendation was sent regarding the hours of business meetings conducive to maintaining work-life balance.

Moreover, interesting information was posted on the website throughout the year, and information on the proceedings of the IGS PAS Scientific Council was sent after each meeting.

Throughout the year, the Team also served as a consultation and contact point in matters relating to discrimination. In 2023, no case of discrimination was reported in IGS PAS.

Equality Team

Institute of Geological Sciences PAS