

# Gender Equality Program 2025-2028

The Research Center in Economics & Business Sciences is committed to promote an initiative to foster gender equality. The following program is projected for a 3-year period, starting on 2025/26.

## **2025/26: Foundations and Policy Development**

- Establish a gender equality committee with international representation to oversee program development.
- Conduct a baseline assessment of current gender representation and practices within the research center.
- Develop a comprehensive gender equality policy, including representation goals, anti-harassment policies, and an accountability framework.

## **2026/27: Implementation and Education**

- Launch a mentorship program that pairs senior international researchers with early-career researchers to support skills development and career advancement.
- Introduce equality training workshops for all collaborators and interns, focusing on issues such as unconscious bias and inclusive practices.
- Launch a speaker series featuring prominent international figures in gender equality and research.
- Support research that includes gender equality concerns.

## **2027/28: Expansion and Evaluation**

- Establish partnerships with international organizations to engage in projects focused on gender equality.
- Expand the mentoring program to include international virtual exchange opportunities.
- Conduct a comprehensive evaluation of the program's impact on gender equality within the Center and publish the results for broader community learning and policy development.

The initiative will be dynamic, with the flexibility to incorporate new evidence and adapt to changing circumstances over the course of its implementation.

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