



## Gender Equality Plan (GEP): Horizon Europe

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The German Foundation for the Chronically Ill (FCI) is a non-profit foundation and is explicitly committed to gender equity as well as diversity and inclusivity within the foundation and the broader ecosystem. FCI positions itself at the crossroads of the scientific community, healthcare stakeholders (e.g., patients and their family caregivers, health care professionals, insurance companies), and policy makers. FCI focuses on improving the health care of chronically ill people and strives to be a place where everyone can develop their full potential and feel welcome, safe, respected, supported, and valued. FCI has the overarching goal to ensure that all employed individuals in every status group have the same opportunities and possibilities. FCI wants to be a family-friendly employer and specifically promote women and men equally in science and research.

To ensure gender equality, the FCI applies in particular the following criteria in accordance with those laid down by the European Commission:

- **Publication:** The GEP will be published on the website of the FCI and signed by the Executive Board.
- **Content-wise, recommended areas to be covered** and addressed via concrete measures and targets are:
  1. work-life balance and organisational culture,
  2. gender balance in leadership and decision-making,
  3. gender equality in recruitment and career progression,
  4. integration of the gender dimension into research and public relation work.

Below you will find all the fields of action mentioned with explanations as well as goals and measures.

### 1. Work-life Balance and organisational culture

FCI is committed to family-friendly working conditions and a good work-life balance. To achieve this goal, FCI offers the possibility to work part-time, which is currently used by our (female) employees. In addition, FCI offers agile working concepts and methods such as flexitime or 100% home office for all employees. Furthermore, the Head of Healthcare Innovation is a supportive contact person for the employees in their daily work matters. It is planned that family-friendly working conditions and the compatibility of family and work will be an integral part of the annual employee appraisal in the future.

FCI is also committed to a common organisational culture. Therefore, FCI norms and values from the employees' perspective were surveyed to reflect the existing overall organisational culture. These have been incorporated into the common philosophy and are currently being evaluated regarding gender aspects. The common philosophy will be published on the website.

### **3. Gender balance in leadership and decision-making**

FCI strives for a gender balance in leadership and decision-making. The FCI Executive Board includes Dr. Thomas M. Helms and RA Horst Ohlmann. Dr. Bettina Zippel-Schultz is Head of Healthcare Innovations and deputy member of the Executive Board. In future, gender equality is sought in the Executive Board.

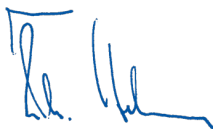
### **4. Gender equality in recruitment and career progression**

In FCI, employees are recruited according to their qualifications. Currently, more women than men work as scientific staff in the FCI. Employees are carefully selected according to the requirements of the position based on their previous research experience and qualifications by a member of the Executive Board and the Head of Healthcare Innovations. Salaries are based on the individual qualification and are gender independent.

### **5. Integration of the gender dimension into research and public relations work**

A gender balance in research projects and in public representation of the FCI is considered. Employees, regardless of gender, equally represent FCI in current research projects, congress contributions, social media, or other high-profile events. Additionally, research planning, execution and evaluation of the results always consider gender specific aspects. Finally, gender-sensitive language is used in all documents of the FCI's daily work, in publications and internal and external presentations. Future developments in gender-equitable language will be monitored, discussed within the FCI, and adapted.

The achievement of the objectives of this equality plan will be reviewed after two and four years. If objectives are clearly not being achieved, the measures set out here will be supplemented or adjusted.



Dr. Thomas M. Helms  
Chairman of the Board



Dr. Bettina Zippel-Schultz  
Deputy Member of the Board