

## 1. Introduction

The Biomedical Primate Research Centre (BPRC) is a scientific research institute that conducts biomedical research on serious diseases, e.g. AIDS, malaria, hepatitis, corona, tuberculosis and autoimmune diseases such as MS, as well as ageing-associated diseases such as Parkinson's and Alzheimer's.

At the same time, we also expend a great deal of energy on the development of testing methods that do not involve animal testing. For this reason, every department in our institute is working on alternative research methods. Moreover, there is a special unit at BPRC that carries out research on methods not involving animal testing.

But that is not all BPRC does. BPRC also collaborates with zoos and helps improve the health of primates living in the wild. BPRC researchers are working hard to develop methods which will help us preserve primate species in an animal-friendly manner.

Within the institute we conduct this research with an eye for diversity in the broadest sense of this word. Our aim is to do this with respect for diversity in cultural, ethnic and/or religious background, in gender, sexual orientation, ability to work/health, age, talents and qualities. We strive to do research with people with different backgrounds and areas of expertise and experience. A diversity in perspective ensures innovative and creative research.

Gender equality, equal opportunities, academic freedom and social safety in science are important themes that are high on the agenda of the political and public debate in the Netherlands. The European Commission has also set itself the objective of facilitating gender equality in European research. For example, the European Commission has made gender equality plans compulsory for funding from Horizon Europe, the framework program for research and innovation.

## 2. Facts

Facts show that gender equality in our organization is not a concerning issue.

In 2022 our population exists of 105 persons: 57 women, 48 men.

In science there are 29 Females and 16 Male

In our heads of departments: 3 Female, 5 Male

Scientific advisory board: 2 Female, 4 Male

Supervisory board: 2 Female, 4 Male

Every job is classified in a job evaluation system and no distinctions are made in terms of gender.

### 3. How do we promote gender equality?

#### 3.1 Resources

The BPRC focuses on diversity and inclusion in the scientific community as well as on all other departments of our institute. As our population exists of more women than men, we haven't had the urge to dedicate resources to attract more women in science (technicians and researchers) or in other work areas within our institute. Nevertheless we continue to monitor that there will be made no difference as it comes to remuneration between people who do the same kind of work.

### 4. Monitoring, training and capacity building

#### 4.1 Monitoring and data

BPRC has a good gender balance in positions in general. In order to maintain this the council has made agreements concerning this. This will be monitored and described in an annual report, which contains information about the gender diversity of our population. By measuring the gender balance as well as monitoring this, the institute has become more aware of the gender balance. We also monitor any possible gender pay gap among all departments.

#### 4.2 Training and capacity building

To facilitate diversity and inclusivity experienced in the organization, BPRC thinks it is important that all employees are aware of our policies on this matter. BPRC takes full responsibility to engage diversity and inclusivity within its employees, but because of its size and the way it is spread, we don't need to have dedicated people to work on these specific topics.

#### 4.3 Gender equality in leadership and decision-making

As seen in the numbers leadership isn't evenly distributed. We are happy that we are on a 40-60% where it was 0 to 100% male only 5 years ago.

#### 4.4 Gender equality in recruitment and career development

In all recruitment activities we focus for the best candidate to fulfill the position, we aim to have the best people for BPRC. We don't experience any bias in selection procedures, supervision and promotion, but it is a discussion topic that we keep on reminding everybody. If it would make a verifiable benefit to our work or diversity, we are willing to give priority to males or females in the future.

#### 4.5 Integrating the gender dimension in the content of research

We strive to be a social and responsible institution that successfully integrates and proliferates gender conscious research.

#### 4.6 Measures against gender-related violence, including sexual intimidation

Gender based violence, as well as any other violence, is not tolerated within our institution. We have dedicated structures set up to tackle this problem if needed.

BPRC aims to have a culture that is fundamentally built on grounds of mutual respect, passion, scientific progress and animal welfare. We want to stay an inclusive and diverse organization with an open and positive working environment for all our employees.

Rijswijk

Date

30/6/23

A handwritten signature in blue ink, consisting of a large, stylized initial 'R' followed by a cursive name, all written over a long horizontal line.

Prof dr. R.E. Bontrop

