



375418
Thermo
Mini Cryotube Vials

Bacovilla
K118
K118

EASY
A, B, C

TOMA DE EMERGENCIA

11

EQUALITY

The CNB is strongly committed to promote gender equality in the academic and research environment, and to ensure that the principle of equal opportunities is respected without any discrimination due to gender, ethnicity, religion, political affiliation, sexual orientation or disability.

In the last two years we have actively worked to improve gender equality, with different initiatives such as the facilitation of breastfeeding areas, preparation of a report analysing gender balance in the CNB and promotion of women in innovation with the Conference: *Entrepreneurship and Innovation, opportunities from a Gender Perspective*.

We have continued our collaboration in the 5th and 6th edition of the Science by Women programme from The *Women for Africa Foundation*, whose aim is to promote African women's leadership in scientific research and technology transfer and to foster the capacity of the research centres in their home countries.

In addition, we have participated in joint activities organised with other CSIC centres located in the Campus of the Autonomous University of Madrid (UAM). These include training and organisation of courses, outreach campaigns and activities to raise awareness of equity and its importance, and increase the visibility of research made by Women by celebrating *February 11th (#11F)*, the *International Day for Women and Girls in Science*; *March 8th*, the *International Women Day* or *November 25th*, the *International Day for the Elimination of Violence Against Women*.

Our own Equality Committee has been consolidated in 2020 and is already working to implement a feasible Plan of Equality in our Institute in the next years. This committee has prepared the report "*Women-CNB*" analysing the status of the CNB in terms of gender/sex, in order to detect any possible inequality in this regard and to be able to adopt measures aimed at improving this situation as described in the CNB's Equality Plan.

Since the CNB is bound to public salary schemes, there are no salary differences for the same position between male and female employees at the centre.

From the CNB it is necessary to continue promoting measures that guarantee equal opportunities and contribute to the inclusion and permanence of women in the scientific career. Some of these measures are described in the *CNB Equality Plan* (available in our website www.cnb.csic.es/index.php/es/equality).

CNB EQUALITY COMMITTEE

Saúl Ares

Pilar Cubas

Ana Cuenda

Mónica Chagoyen

Daniel López

Susana de Lucas

Cristina Merino

Carmen San Martín

Juan José Sanz-Ezquerro