



# Gender Equality in Academia and Research

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## The Gender Balance Committee of the Genomic Regulation Centre (ES)

The Gender Balance Committee of the Genomic Regulation Centre (CRG), a Spanish biomedical research institute of excellence, was established in 2013. Its mission is to promote equal opportunities for men and women at the CRG, alongside women's advancement in academia. The Committee aims at eliminating gender bias from the CRG recruitment process, attracting female scientists, and improving the work-family life balance for its employees. It is composed of members representing all areas of the institute and has regular meetings every two months. The practice is included in the previous CRG policy regarding gender equality and HR management excellence. The centre, for instance, received the "HR Excellence in Research" honour from the European Commission in 2013 – a recognition which entails the development of a Gender Equality Plan. Among other activities, in 2014, the Committee launched a mentoring programme geared towards young postdoctoral researchers, and, in 2015, a support grant providing extra financial support to CRG women scientists with family responsibilities. Altogether, the Gender Balance Committee contributes to strengthening gender institutional change at a leading research performing organisation.

### FURTHER INFORMATION

- [Information on women in science activities at CRG](#)
- [Mentoring Programme](#)
- [Women Scientists Support Grant](#)
- [CRG 2013-2015 Action Plan](#)
- EU-funded structural change project [LIBRA](#)
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