

Last updated: **29 September 2021**

## Gender Equality Plan Commitment

In line with the institute's dedication to diversity this document endorses the creation of a IIASA Gender Equality Plan (GEP).

As an international research institution, IIASA has developed with an understanding of the principles of equal opportunity, anti-discrimination, gender balance, cultural respect, and geographical distribution in all IIASA activities including its research. The institute's Council, management, and staff are committed to maintaining a working environment that demonstrates and promotes diversity, equity, and tolerance and integrating the diversity dimension in research and innovation content. This in turn strengthens the scientific quality and societal relevance of the produced knowledge, and/or innovation.

Pursuant to the aims of the IIASA Diversity Policy including welcoming, respecting, supporting, and valuing diversity and ensuring social equity in its research and staff, within an environment free of discrimination IIASA will institute a GEP.

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### Gender Equality Plan (GEP)

The IIASA Executive hereby endorses the establishment of a GEP for the institute. The Executive leads for the GEP will be Christiane Pohn-Hufnagl, Chief Operations Officer and Leena Srivastava, Deputy Director General for Science.

IIASA will use the European Commission's Gender Equality in Academia and Research tool as a framework for the institute's GEP. IIASA will commit dedicated resources to the GEP, collect and analyze sex-disaggregated data and implement gender-related training for our staff.

As a sign of commitment to the establishment of a GEP, this document is signed by all members of the IIASA Executive:

  
**Albert S. van Jaarsveld**  
Director General

  
**Leena Srivastava**  
Deputy Director General for Science

  
**Christiane Pohn-Hufnagl**  
Chief Operations Officer