

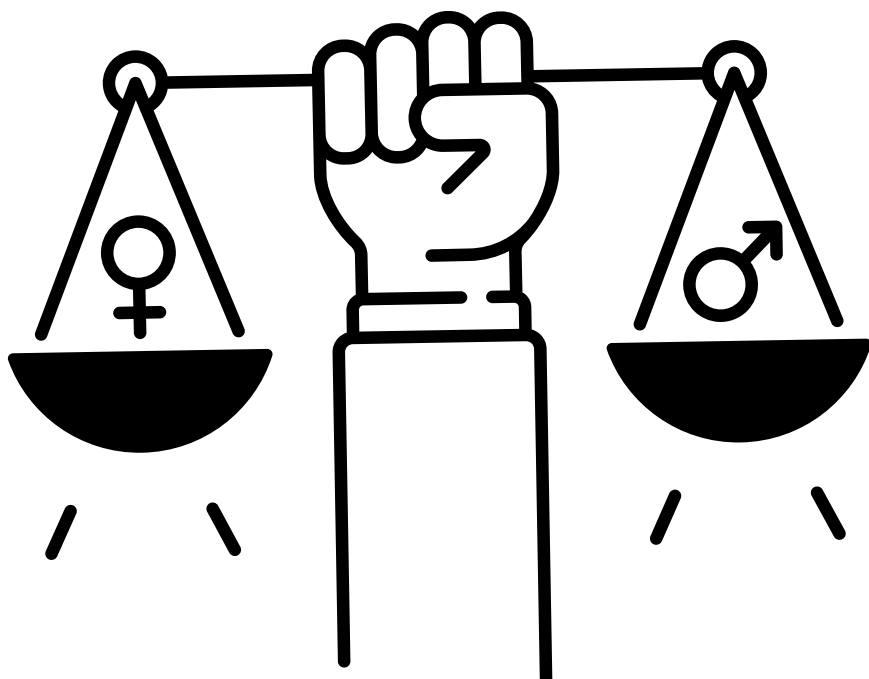


National Institutional  
Acceleration (NIA)

# GENDER EQUALITY PLAN

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2024-2027



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# INTRODUCTION

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Our commitment to gender equality stems from a profound dedication to fostering a workplace where every individual has the opportunity to excel. At NIA, we strive to build an inclusive environment that champions diversity and ensures gender equality is woven into the fabric of our operations and initiatives.



**"To foster a culture where gender equality is not just an ideal, but a daily practice that shapes our values and actions."**

This Gender Equality Plan (GEP) outlines NIA's strategy to achieve its goals, detailing its scope and the various objectives we aim to accomplish over the next three years. It is designed to be a dynamic document, regularly updated to incorporate new actions and developments as we progress in our commitment to gender equality.

# STATEMENT

The promotion of gender equality and equal opportunities has been a fundamental focus for NIA since its inception, ensuring gender balance at both the organizational level and within the activities we promote. Gender considerations are essential to NIA's vision and are integral to achieving our mission, driving our commitment to inclusivity and diversity in all our initiatives.



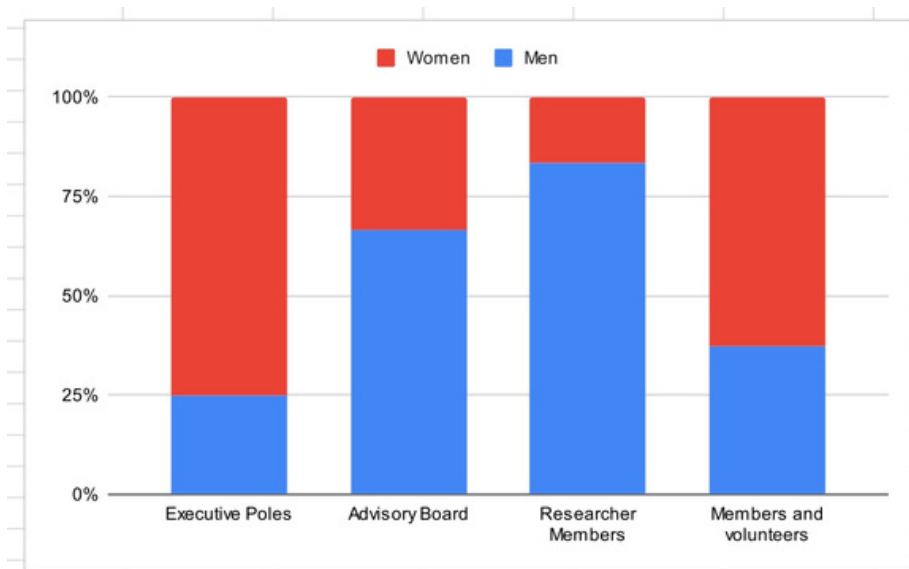
Words of the President on the  
Establishment of NIA's GEP.

**Ms. Youssra El khouli**

*"We women who strive to forge our paths in both the entrepreneurial and scientific realms—fields predominantly led by men—embrace the invaluable lessons of adaptability, self-awareness, and the importance of leveraging our unique strengths. This Gender Equality Plan serves not only as a statement but also as a medium to engrain the essential values of equity and equality that NIA has championed since its founding. By recognizing and valuing differences, we can foster diversity and enhance creativity within our work environment. We are truly fortunate to embark on this mission alongside a dedicated team of both men and women, visionary leaders committed to driving meaningful change at NIA."*

# BASIS AND CONTEXT

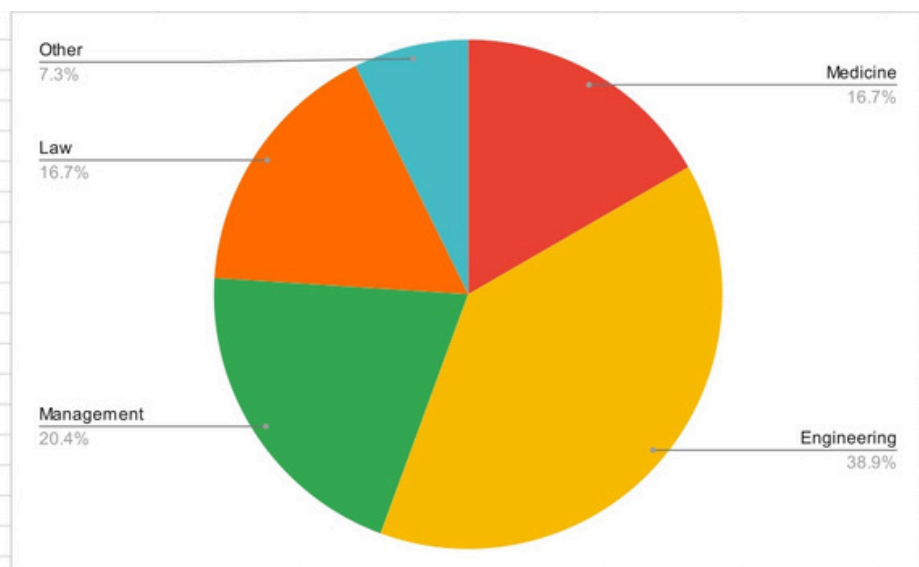
The National Institutional Acceleration (NIA) is a non-profit organization dedicated to advancing research and development (R&D) scientific projects and educational programs. As a multi-institutional network, NIA brings together a diverse array of academic and industrial profiles from both science and the humanities, fostering a multidisciplinary network that catalyzes innovation and drives impactful change.



## NIA In Numbers

Our organization thrives on a rich tapestry of disciplines, including; Medicine, Management, Law, Engineering, Economics, and Computer Science and Mathematics. In fact this diversity in expertise fuels our innovative efforts and enhances our collaborative potential.

**Diversity is  
in the DNA  
of NIA**



# Fatima Al Fihriya Initiative

A commitment to engage Women in science.

At NIA, we are dedicated to fostering gender equality and inclusivity in the field of science. The Fatima Al Fihriya Initiative embodies our commitment to breaking barriers and creating opportunities for women in STEM (Science, Technology, Engineering, and Mathematics).

## Inspiration Figure



Fatima al-Fihriya was a pioneering woman credited with founding the world's oldest existing, continually operating university, the University of Al Quaraouiyine in Fez, Morocco. She established this educational institution in 859 CE, emphasizing the importance of learning and scholarship in Islamic culture. Her legacy continues to inspire generations as a testament to the enduring impact of women in education and Islamic history.

## Strategic Pillars

The Fatima Al Fihriya Initiative aims to achieve several key objectives:

- Promoting Inclusivity:** Encouraging more women to pursue careers in science by providing support, mentorship, and resources. Incentivising female Researcher Members within NIA to engage in our R&D programs.
- Advancing Research:** Facilitating research opportunities for women scientists to contribute meaningfully to their fields and address global challenges.
- Building Networks:** Creating a supportive community where women scientists can connect, collaborate, and share experiences.
- Leadership Development:** Empowering women to take on leadership roles in scientific institutions and initiatives.

# OBJECTIVE

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The primary objective of this Gender Equality Plan (GEP) is to serve as a tool and framework for enhancing gender equality within the National Institutional Acceleration (NIA) Association and to enable the integration of gender considerations into our organisational practices. In parallel, this GEP aims to contribute to the achievement of gender equality in the development of our research and development projects, ensuring that our initiatives address gender differences in various sectors, including education and scientific research. NIA is committed to proactively setting an example and promoting organisational changes that foster equality between gender diverse individuals, encouraging similar practices among our partners, collaborators, and within the broader R&D community.

## SCOPE

This plan applies to all programs, projects and initiatives within the National Institutional Acceleration (NIA).

An Equality Officer has been appointed to oversee the implementation of this Gender Equality Plan.

Effective implementation of the plan will require commitment from all staff and organizational support for activities that advance the knowledge and skills of staff, enabling efficient gender mainstreaming in their areas of work.

The Equality Officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to all NIA members.

The Equality Officer will also set up mechanisms for building capacity among the staff, including providing information, training, and technical support needed to ensure the plan's effective implementation.

# Accountability and Responsibility

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## 01 — Ratification

The Gender Equality Plan (GEP) is ratified at the executive level by the Executive Team and the President. The Equality Officer is responsible for ensuring that the plan is communicated to all staff members within NIA.

## 02 — Communication

The Equality Officer is responsible for ensuring that all employees are aware of the Gender Equality Plan and for initiating corrective action when discrimination is observed or reported within NIA.

## 03 — Monitoring

While on duty, the Equality Officer is responsible for continuously monitoring the situation and keeping the Gender Equality Plan regularly updated to accommodate new actions and developments within NIA.

## 04 — Data collection

The Equality Officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. This action will help ensure the integration of gender considerations in all of NIA's projects and initiatives across different fields.



# OUR KEY FOCUS AREAS

The Gender Equality Plan identifies four areas for focused attention that will enable strategic and sustainable change at NIA. The plan will help us, over the next three years, to navigate and accelerate the gender equality journey that NIA must take in order to improve its performance.



**01 — Organisational Culture and Work-Life Balance.**



**02 — Balanced Gender Representation- In line with the objectives of 'The Fatima Al Fihriya initiative' for women in science.**



**03 — Integrating Gender Studies in Research and Education Programs**



**04 — Combating Sexual and Gender-Based Harassment**

In order to achieve its strategic objectives, NIA needs to work in several areas that serve as building blocks for its strategy. NIA will refer to EIGE's GEAR Action toolbox for each defined intervention on gender equality, while considering its specific organizational context and characteristics. By utilizing these resources, NIA aims to implement effective actions that promote gender equality and foster an inclusive environment throughout all levels of the organization.

# 01 — Organisational Culture and Work-Life Balance.

We prioritize creating a flexible workplace for staff members to balance their professional and personal responsibilities, ensuring that everyone can thrive in their roles while maintaining a healthy work-life balance.

## STRATEGIES

- The Equality Officer will oversee, monitor, and actively promote the implementation of the gender equality strategy and action plan.
- Promote NIA's image as an inclusive organization that supports and values diversity in all its forms.
- Ensure gender inclusion is integrated into planning and strategic initiatives across the organization.
- Conduct regular reviews of flexible work arrangements and other relevant policies to ensure they meet the needs of all staff.
- Ensure all staff members are informed about gender equality and related policies to foster a culture of inclusion and equity.

## Measures of Success

- Incorporate gender equality objectives into NIA's planning and strategic framework to ensure these principles are embedded in all organizational initiatives.
- Actively communicate NIA's support for gender equality through public statements and external outreach, reinforcing our commitment to inclusivity.
- Conduct annual surveys of all teams, including Consultants and Volunteers, aiming for a satisfaction score of at least 70% regarding gender-related experiences in the workplace, such as harassment, discrimination, workplace culture, and management styles. The results will be shared with the executive committee to inform ongoing improvements.
- Carry out consultations and surveys related to gender equality and publish the results as part of our ongoing efforts, contributing to the development of future gender equality plans.
- Create and implement family-friendly policies that provide options for flexible working hours and methods, supporting staff in balancing their professional and personal responsibilities.

# 02 — Balanced Gender Representation- In line with the objectives of ‘The Fatima Al Fihriya initiative’

Ensure balanced participation of gender-diverse individuals in R&D science programs and provide equal opportunities for career development and advancement.

## STRATEGIES

Ensure gender-diverse individuals are represented in senior positions and leadership domains within NIA’s R&D science programs.

Review the R&D Strategies to incorporate gender equality objectives, ensuring a fair and equitable approach.

Promote the engagement of key stakeholders, NIA members, and decision-makers with gender equality initiatives.

Implement and promote gender-inclusive and bias-free policies for recruitment, career progression, and evaluation.

Ensure balanced gender representation at events organized by and held at NIA, reflecting our commitment to inclusivity.

## Measures of Success

- **Diverse Representation in R&D Projects:** Ensure gender-diverse individuals are represented in projects and research activities implemented by NIA.
- **Equal Career Opportunities:** Develop and maintain a human resources policy that promotes equal career opportunities for all genders.
- **Supportive Training and Mentorship:** Provide training and mentorship programs to help Researcher Members accommodate work demands upon their return from parental, maternity, or family-related leave.
- **Include gender awareness in all work specifications to foster an inclusive hiring process.**
- **Balanced Representation at Events:** Formulate and implement recommendations to increase balanced gender representation at conferences organized by NIA.
- **Positive Media Representation:** Use social media and other media outlets to create a positive image of successful practices and highlight key stakeholders in the R&D sector engaged in gender equality initiatives.

# 03 — INTEGRATING GENDER IN RESEARCH AND EDUCATION PROGRAMS

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training

## STRATEGIES

Promote the inclusion of the sex and gender dimension in research content to ensure comprehensive and relevant findings.

Develop and implement a gender-sensitive curriculum in education programs, ensuring that gender perspectives are integrated into the learning material and teaching methods.

Provide support and resources for research projects that focus on or incorporate gender equality, encouraging innovation and inclusivity in scientific inquiries.

## Measures of Success

- Promote the inclusion of the sex and gender dimension in research content to ensure comprehensive and relevant findings.  
Disaggregate research data (articles, reports, etc.) by sex and/or gender where relevant to provide more precise and inclusive insights.
- Ensure that language and images in research materials and productions consider all genders, promoting inclusivity.
- Equality and Diversity Training: Provide staff with guides and workshops on integrating equality and diversity into training program design and learning activities as teaching and learning support.  
Ensure that communications about training are not gender-specific, maintaining an inclusive approach in all training-related communications.
- Offer specific training courses and materials on gender equality to all staff, enhancing their understanding and implementation of gender-inclusive practices.

# 04 — COMBATING SEXUAL AND GENDER-BASED HARASSMENT

Preserving and promoting the physical and emotional health, safety and well-being of the NIA's members


## STRATEGIES

Educating our members about different forms of bias and strategies to combat sexual and gender-based harassment.

Working collectively to combat bias and stereotypes.

## Measures of Success

- Providing members and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases.
- Measuring performance by how well NIA's members address these issues.
- Create reporting mechanisms that allow members to raise concerns, document, and act on gender balance issues they identify

Organisation Name	National Institutional Acceleration (NIA)
Chief Executive Officer	Youssra El khouali
Executive Committee	<p><b>Youssra El khouali</b></p> <p><b>Wissal lamhaourek</b></p> <p><b>Hajar Moukane</b></p> <p><b>Lina El khouali</b></p> <p><b>Farida Ennaji</b></p>
Equality Officer	Nassima Mahmoud
Number of Associates (Members and Advisors)	32
Authorised by	Youssra El khouali
Date	July 2024
Stamp and signature	



Equality Officer : Ms. Nassima Mahmoud

Signature :

*As a Member within NIA Association, I hereby approve and sign The Gender Equality Plan (GEP), 2024-2027. By doing so, I commit to supporting and adhering to its objectives.*

Please insert your signature scanned in PNG format in the box below.

