



Equality Plan for SBDI

1. Introduction

The Swedish Biodiversity Data Infrastructure (SBDI) is a national platform dedicated to supporting research and management by providing open access to biodiversity data. As part of our commitment to sustainable development and inclusivity, we recognize the importance of integrating gender and other equality perspectives into every aspect of our operations.

While the primary focus of this plan is gender equality, it adopts an **intersectional approach**, acknowledging that inequalities are often compounded by other factors such as race, ethnicity, disability, and socioeconomic status. The plan aligns with **Swedish discrimination legislation** (Swedish Legislation: Discrimination Act (Diskrimineringslagen) **(2008:567)**) and the **EU Gender Equality Strategy 2020–2025**, ensuring that our actions are consistent with both national and European commitments to equality.

This document seeks to address various aspects of equality, from gender to racial and economic equality. It will explore the challenges faced by marginalized groups, outline the importance of achieving equality in these areas, and propose actionable steps to create a more inclusive world for all.

This Equality Plan aims to ensure that all individuals, regardless of gender, race, ethnicity, disability, and socioeconomic status, have equal opportunities to contribute to and benefit from SBDI. We are committed to creating an environment where all employees and stakeholders feel empowered to participate equally and equitably.

2. Objectives

The overarching goal of this Equality Plan is to actively promote equality within SBDI. We strive to achieve the following specific objectives:

- **Balanced Distribution of Gender and beyond:** Ensure a balanced gender representation across all areas of the organization, including leadership, technical

teams, and scientific projects. In addition, race, ethnicity, disability, and socioeconomic status should be considered.

- **Inclusive Work Environment:** Cultivate a workplace culture that fosters inclusion and ensures all employees feel valued, respected, and have access to equal opportunities for personal and professional development.
- **Support for Women and Underrepresented Groups:** Specifically focus on reducing gender-based disparities within the STEM fields, including supporting women, non-binary individuals, and other underrepresented groups in biodiversity research, informatics, and research infrastructure development.

3. Responsibilities

Equality Officer: We propose that the SBDI Project Coordinator be appointed as the Equality Officer for SBDI. The Equality Officer will:

- Monitor the execution of the Equality Plan.
- Act as the central point of contact for all equality matters within the organization.
- Ensure that equality is integrated into all projects and initiatives at SBDI.
- Coordinate equality efforts across recruitment, training, project management, and organizational culture.

Management team:

- The SBDI management team (SBDI ExO) will collaborate closely with the Equality Officer to ensure that policies and practices support the objectives of the plan.
- Regular reviews and discussions will ensure that the commitment to equality is maintained at all levels.

4. Strategies and Actions

To achieve the objectives of this plan, SBDI will implement the following strategies and actions:

- **Recruitment and Representation:**
 - Ensure equal gender representation in all new recruitments, with a specific focus on leadership roles and technical positions.
 - Implement recruitment processes that are transparent, inclusive, and free from unconscious bias by incorporating gender-neutral language in job descriptions, and using diverse recruitment panels.
 - Actively promote outreach and support initiatives for underrepresented groups in STEM to encourage their applications for relevant roles and projects.
- **Work Environment and Culture:**
 - Foster a work environment that is free from discrimination, harassment, or gender-based violence.

- Ensure that all employees have access to necessary resources, training, and support, including sensitivity training and mentoring programs.
- **Advanced Support:**
 - **Equal Selection:** When there is an excess of support requests at the advanced level, the selection of projects that receive support must be done in a way that ensures equality. This means that all research or development projects, regardless of the project leader's gender, race, ethnicity, disability, and socioeconomic status or the project's focus, should have an equal chance of receiving advanced support.
 - **Monitoring and Transparency:** The selection process for advanced support, if such occurs, must be transparent to avoid systematic biases. The criteria for selection should be clear and objective, and the results should be monitored to ensure that no group is systematically disadvantaged.

5. Reporting and Follow-up

An oral report on Equality work shall be presented at SBDI's annual consortium meetings. This report will be evidence-based and will include:

- An overview of progress, key achievements, and ongoing challenges.
- A core set of **quantitative indicators**, updated annually, to track change over time. These will include, at minimum:
 - Gender, race, ethnicity, disability, and socioeconomic status distribution across all roles, career levels, and employment types.
 - Gender, race, ethnicity, disability, and socioeconomic status balance in recruitment pipelines (applicants, shortlisted candidates, hires).
 - Promotion rates, turnover rates, and average time-to-promotion by gender, race, ethnicity, disability, and socioeconomic status.
 - Participation rates in training, leadership development, and mentoring programs.
 - Equal representation in boards, committees, and project leadership.
- Year-to-year comparisons to highlight trends and identify priority areas for action.
- Recommendations for future work, informed by both data and stakeholder feedback.

To promote transparency, **a selected subset of these statistics will be made publicly available each year** through SBDI's website or annual report, alongside a narrative summary explaining progress and next steps.

The Equality Officer is responsible for compiling the report in collaboration with other key individuals within the organization, such as the Support Manager.

Ongoing Follow-up

In addition to the annual report, regular follow-up will be conducted to ensure continuous improvement:

- **Annual Review:** A structured review of all equality measures, using both quantitative and qualitative data, to evaluate progress toward objectives.
- **Monthly Check-ins:** The Equality Officer will meet with the management team to review up-to-date statistics, discuss implementation progress, and agree on any required adjustments.
- **Corrective Action:** Any deviations from the plan will be addressed promptly, with documented corrective measures and follow-up evaluations.

This approach ensures that equality work at SBDI is transparent, data-driven, and accountable to both internal stakeholders and the broader public.

6. Summary

This Equality Plan is integral to SBDI's mission of promoting inclusive, sustainable development and research in biodiversity. By appointing a dedicated Equality Officer, ensuring transparent recruitment and support processes, and fostering an inclusive work environment, we are committed to creating a culture of equality within the organization. Through consistent monitoring, reporting, and adjustments to our strategies, we will continue to make measurable progress in achieving equality and eliminating disparities within our operations and beyond.