



IV IPARCOS Congress

# EDIW Plan @ IPARCOS

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## What **EDIW** Stands For

**EQUITY** ensures equal opportunities to everyone

Valuing **DIVERSITY** means appreciating the unique insights and experiences of everyone

**INCLUSION** focuses on fostering a culture where everyone feels they belong and can fully participate without barriers

**WELFARE** refers to the well-being of individuals, encompassing their physical, mental, and emotional health

We want to commit to the principles of non-discrimination and equal opportunity in all research, training or outreach activities, and in all policies ruling the internal workings of IPARCOS



# EDIW Strategic Plan

Common standard of achievement for all the members of IPARCOS and for all participants in IPARCOS activities

# Approved by IPARCOS Council last October

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EDIW

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## EDIW

### Equity, Diversity, Inclusion and Welfare

At IPARCOS we embrace equity, diversity, inclusion and welfare (EDIW) as core aspects of our mission. We value the rich diversity of our researchers, students and staff, appreciating their unique experiences and perspectives. This diversity not only enriches our research but also fosters stronger connections with the wider world. Creating an inclusive environment where everyone can thrive and where their welfare is prioritized is crucial to maintaining our position as a leading global institution.

- IPARCOS EDIW (Equity, Diversity, Inclusion and Welfare) Strategic Plan



## **EDIW Committee** (same as working group)

**Coordinators:** Mercedes Martín Benito,  
Francisco Miguel Montenegro Montes

### **Rest of our team:**

Álvaro Álvarez Domínguez, David Alonso López,  
Álvaro Cendal García, Enrique Galcerán García,  
Armando Gil de Paz, Juan Abel Barrio Uña,  
María Delgado Mancheño, Patricia Andrea Gutiérrez García,  
Darío Jaramillo Garrido, Paula Macías Pardo,  
Prado Martín Moruno, Sara Piloñeta Álvarez,  
Javier Rubio Peña, Patricia Sánchez Blázquez,  
and Diego Tessainer Bonet

The EDIW plan brings visibility to:

**UCM Code of Good Practice in PhD**

**UCM Sexual Harassment Protocol**

**UCM Workplace Bullying protocol**

**UCM Diversity-based discrimination protocol**

Our EDIW Strategic Plan includes a set of policies and recommendations aligned with UCM codes and protocols

## **Policies regarding Human Resources**

- Objectives on gender balance
- Good practices in selection processes
- Good practices in scientific collaborations

## **Policies regarding the organization of scientific activities, awareness and outreach**

- Organization of colloquia, seminars, workshops and conferences
- Activities to raise awareness on diversity and inclusion
- Code of conduct
- Outreach

# Protocols against harassment and to foster welfare

- ***Safe Point of Contact:*** initial confidential resource for any person seeking guidance, support or information regarding issues related to discrimination, harassment, or other concerns affecting their well-being.
- Members of this group will be carefully informed about UCM regulations and UCM protocols, to be able to refer individuals to the relevant institutional bodies or support services.
- They may also voluntarily receive training in equity, diversity and inclusion through the specific programs offered by UCM.
- Their role is not to replace formal procedures, but to ensure that everyone has access to a trustworthy and accessible first point of contact in a safe and respectful environment.

**Patricia Andrea Gutiérrez, Paula Macías, Prado Martín**

