

Structural Genomics Consortium

– Gender Equality Plan

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1. Introduction

The Structural Genomics Consortium (SGC) is a charitable company comprising a consortium of member funders and partner academic laboratories dedicated to its open science research mission. The SGC carries out its research program by collaborating with and funding its partner academic laboratories at host institutions around the world.

All scientists, staff and trainees contributing to the SGC are employed by its affiliated universities and research institutes, which are found on SGC's website. Each of these institutions maintains formal Gender Equality Plans (GEPs) or equivalent equity, diversity, and inclusion (EDI) frameworks.

The SGC's GEP does not replace these institutional policies. Instead, it complements them by providing consortium-wide commitments to equity, diversity, and inclusion in governance, training, research, and data practices.

2. Vision and values

The SGC is committed to supporting excellent, open science research within a network of academic institutions that uphold diverse, equitable, and inclusive environments. Faculty, trainees, staff, and collaborators should feel safe, welcome, and able to achieve their full potential.

While gender equality is a core focus, the SGC also recognizes the broader importance of intersectionality and is committed to practices that support equity-deserving groups across race, Indigeneity, disability, and LGBTQ+ communities.

The SGC integrates sex and gender considerations into its research and data outputs, ensuring that biomedical discoveries are inclusive and broadly applicable.

3. Organizational composition

Although the SGC is not the direct employer for its research teams, the SGC monitors and reports on the gender balance of its:

- Board of Directors
- Scientific leadership team
- Management team
- Trainees engaged in SGC-affiliated program.

SGC tracks representation and encourages balanced participation in leadership and governance.

4. GEP commitments

Public document

This GEP will be published on the SGC website (<https://www.thesgc.org/>), with direct links to the GEP/EDI pages of all host universities.

Dedicated resources

SGC organizational leaders for this GEP will be indicated on SGC's website. These individuals are responsible for oversight of the GEP in consultation with EDI officers at partner institutions.

A central SGC webpage will consolidate links to university EDI offices, ombudspersons, and harassment reporting mechanisms.

Data collection and monitoring

The SGC will publish annual statistics on gender balance across its governance structures and training programs. Data is aggregated and does not duplicate institutional HR reporting.

Training and capacity building

All SGC-affiliated scientists, staff and trainees participate in host university EDI training (e.g., unconscious bias, inclusive mentorship, SGBA modules).

The SGC complements this by embedding EDI content into bootcamps, hackathons, and umbrella training programs.

5. Content areas

- **Work-life balance and organizational culture:** SGC consortium activities (e.g., meetings, workshops) will be scheduled with hybrid access and family-friendly timing to maximize inclusivity.
- **Gender balance in leadership and decision-making:** While Board appointments are made by SGC's member funders, the SGC tracks gender balance and encourages its members and host universities to nominate diverse representatives.
- **Gender equality in recruitment and career progression:** The SGC monitors participation of underrepresented groups across scientific areas and promotes inclusive recruitment practices in calls for traineeships and mobility programs at its host academic institutions.
- **Integration of sex/gender dimension into research:** The SGC ensures that datasets generated include metadata supporting sex/gender-based analysis, where relevant.
- **Measures against gender-based violence and harassment:** All SGC-affiliated scientists are bound by their university's codes of conduct and reporting systems, which include measures against gender-based violence and harassment.

The SGC website will centralize links to these procedures to ensure transparency and accessibility.

6. Implementation and monitoring

The GEP will be implemented through consortium-level monitoring and reinforced by institutional policies.

Annual reviews of GEP implementation will be conducted by the SGC leadership team and reported to the Board of Directors, with findings used to adjust actions and identify new gaps.

7. Sustainability

The SGC Board of Directors will review this GEP at least once every four years to ensure continued alignment with current equity, diversity, and inclusion practices and requirements, including those of its host academic institutions.

Sustainability will be ensured by embedding EDI practices into the consortium's governance, training, and research activities.

8. Cultural recognition

The SGC acknowledges the diverse cultural and geographic contexts of its global partner sites.

It is committed to respecting local histories while fostering an international culture of equity and inclusion.

Last updated: October 2025

Next Board review: October 2029