

BioData.pt Gender Equality Statement

BioData.pt is committed to uphold the highest standards of employability since it firmly believes that each collaborators' well being is a step forward for the success of the infrastructure. Gender equality is seen as a cornerstone for this purpose and must always be a priority in every employee's mindset.

Despite having overall a very good gender balance in research and higher education there are strong asymmetries in Portugal across scientific domains. In particular, Portugal is among the European countries with highest gender inequality when it comes to labour in Information Technology, though this balance reflects the gender ratio of graduates in these areas. BioData.pt, as a multidisciplinary organisation, will tend to reflect these societal imbalances, despite defying these domain-specific national gender-imbalance statistics by having a female CEO and a strong community of female coordinators and staff members. Also, both its leading institutions (IGC and INESC-ID) have female directors at present.

Despite our tireless efforts, we are aware that we should never stop striving for an appropriate equilibrium when considering this matter.

As the *United Nations Foundation* wrote in support of its *Sustainable Development Goal 5*, "*Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world*" so we remain committed to our everlasting endeavors to promote diversity and equity in the workplace believing that each year we are closer to our objective.

Approved by the BioData.pt Board of Directors on the 27th July 2020