



**IENAI**  
SPACE

## Gender Equality Plan

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## 1. INTRODUCTION

IENAI recognizes the value of diversity and equality for society as a whole and for companies in particular. IENAI is also very acutely aware of the underrepresentation of women and minorities in the STEM fields, which make up the bulk of its talent pool. Therefore, IENAI strives to create a company culture that embraces and promotes diversity and equality in all layers of the organization.

To do so, an equality policy has been developed aligned with the **UN 2030 Sustainable Development Goals**. Generational, gender and cultural diversity and inclusion are not just moral imperatives: they are essential for unlocking the full potential of our team. We recognize that by harnessing the unique perspectives, skills, and experiences of individuals of all genders and backgrounds, we can increase innovation, creativity, and sustainable growth. Our Gender Plan outlines six key initiatives that will create a more inclusive and equitable workplace.

The six initiatives are mainly concerned with A) increasing the number of women and minorities in the employee pool, and in management particularly, through equitable hiring policies; B) fostering equality on the work floor by equitable parental leave policies and zero tolerance discrimination and harassment policies and C) promoting equality and diversity in society through partnerships. The initiatives are outlined in section 2 below.



## 2. GENDER PLAN INITIATIVES

### a. Inclusive Job Offers:

Inclusivity in our job offers is crucial for attracting a diverse pool of candidates. This involves:

- Avoiding gender-specific terms: We will use gender-neutral language in our job postings to ensure that they are welcoming to individuals of all gender identities.
- Emphasizing our commitment: Job offers will explicitly state our dedication to diversity and inclusion, highlighting that all qualified candidates are encouraged to apply.
- Highlighting diversity benefits: We will communicate the advantages of a diverse workplace, such as enhanced creativity, innovation, and better problem-solving capabilities, in our job postings.

### b. Non-Discrimination in Recruitment:

We will create a recruitment process that is fair, objective, and free from discrimination or bias. Objectification of selection criteria will be strictly prohibited:

- Blind screening: Resumes and applications will be reviewed without any personal information, such as name, age, or gender, to ensure that hiring decisions are solely based on qualifications.
- Structured interviews: Interview questions will be standardized to ensure that each candidate is evaluated consistently, reducing the potential for bias.
- Diversity training: Our hiring team will undergo training to recognize and mitigate unconscious biases during the recruitment process.

#### **c. Maternity and Paternity Leave Policies:**

Our startup recognizes the importance of work-life balance and family support. We will adapt our maternity and paternity leave policies:

- Equal leave options: We will provide equal and generous leave options for both mothers and fathers, promoting shared responsibility for caregiving.
- Flexible return options: Employees returning from leave will have flexible schedules and reduced workloads to facilitate a smooth transition back to work while accommodating family needs.
- Promoting a family-friendly culture: We will create a culture that encourages employees to take advantage of these policies without fear of stigma or career repercussions.

#### **d. Zero Harassment and Discrimination Tolerance:**

Maintaining a workplace free from harassment and discrimination is a top priority:

- Clear reporting mechanisms: We will establish clear and confidential channels for employees to report incidents of harassment or discrimination, ensuring that they feel safe and supported when doing so.
- Prompt action: All reports will be thoroughly investigated, and appropriate actions will be taken swiftly, including disciplinary measures if necessary.
- Ongoing training: We will provide regular training to employees to raise awareness and educate them on preventing and addressing harassment and discrimination.

#### **e. Partnership with Universities for Gender Promotion:**

We are committed to encouraging more women to pursue STEM careers:

- Mentorship programs: We will develop mentorship programs that connect our employees, including Sara, with students interested in STEM fields, offering guidance and inspiration.
- Scholarships and internships: We will provide scholarships and internship opportunities for female students pursuing STEM degrees, giving them valuable real-world experience.
- Public speaking and workshops: Our co-founder and COO, Sara Correyero will participate in employment forums and conduct workshops at universities to share her experiences and insights, motivating young women to pursue STEM careers.

#### **f. Membership in Women in Aerospace:**

We will actively participate in Women in Aerospace and encourage our employees to do the same:

- Access to networks: Membership in Women in Aerospace will provide access to valuable networks and connections in the aerospace industry, helping our employees advance in their careers.

- Think tanks and resources: We will utilize the resources and think tanks offered by Women in Aerospace to stay informed about the latest trends and best practices in promoting gender equality.
- Corporate culture: Our participation in Women in Aerospace will contribute to building a corporate culture that values diversity and inclusivity, benefiting our startup as a whole.

By further developing these points, we ensure that our Gender Plan is comprehensive and actionable, fostering a workplace that truly embodies gender equality and diversity.

### 3. ACTION PLAN

Achieving gender equality and women's empowerment will require:

- The necessary internal resources will be allocated (Research and development support officers, outreach and communication and gender equality officers)
- The executive board will facilitate guidelines leading to the systematic inclusion of gender in all data collection, statistics and reports produced by IENAI. At least 200 working hours will be needed to successfully achieve the results.
- An external expert agency will be subcontracted in case the expertise of the workers is not sufficient to overtake the work
- Generation of own gender-related training courses and content at IENAI. Training to employees will be provided on a yearly basis.

#### Quantitative metrics:

##### 1. Overall Talent

Regularly update and report on the current baseline of employees by level (e.g., entry-level, mid-level, senior leadership) to monitor gender diversity within your workforce.

##### 2. Percentage of Diverse Applications

Track the percentage of applications from women for open positions. Report this data for each hiring cycle.

##### 3. Percentage of Diverse Slates/Interviews

Ensure that at least one out of every three candidates in interview slates is a woman. Track this ratio for all open positions.

##### 4. Percentage of Diverse Interview Panels

Make certain that interview panels include at least one woman for every three panel members. Regularly report on this metric for all interviews conducted.

##### 5. Percentage of Hires/Promotions

Monitor and report the percentage of women hired and promoted within the organization to assess the effectiveness of diversity initiatives.

##### 6. Regrettable Losses of Women

Analyse the reasons for women leaving the organization and report on the percentage of regrettable losses, along with strategies to mitigate them.

### **7. Ready-Now Promotable Women**

Identify the percentage of women who are deemed "ready-now" for promotions. In cases where no women are considered ready, develop a clear development plan and report on the steps taken to groom women within the organization.

### **8. Engagement**

Measure and report engagement levels among employees by age, function, tenure, and organizational level. Analyse participation rates in diversity and inclusion initiatives and provide insights on areas for improvement.

### **9. Employee Feedback**

Conduct regular pulse surveys and formal interviews with women's resource groups to gain qualitative insights into the experiences, concerns, and opportunities for women within the organization. Use this feedback to identify trends, issues, and strategies for improvement.

## **4. CONCLUSION: EMPOWERING CHANGE, EMBRACING DIVERSITY**

In crafting our Gender Plan, we have embarked on a transformative journey to make IENAI a beacon of gender equality and diversity. Our initiatives, outlined in the preceding sections, are not just checkboxes to fulfil; they are the foundation upon which we build a more inclusive, equitable, and prosperous future. We understand that fostering gender equality is a continuous effort that requires collective dedication from every member of our organization.

As we move forward, we encourage open dialogue, engagement, and collaboration from all our employees. Your ideas, experiences, and perspectives are invaluable as we strive to create an environment where everyone can excel, regardless of their gender. Together, we will:

- Attract diverse talent to our team through inclusive job offers.
- Ensure our recruitment process is unbiased and focused on qualifications.
- Support employees during significant life events through updated leave policies.
- Maintain a workplace that is free from discrimination and harassment.
- Inspire the next generation by partnering with universities.
- Join Women in Aerospace to access networks and promote a healthy corporate culture.

We are confident that these efforts will not only benefit our team members but also drive innovation, foster creativity, and ultimately contribute to the success and growth of our startup.