

ICM EQUAL OPPORTUNITIES ACTION PLAN FOR 2024

The following people are the current members of the ICM equal opportunities group and have been involved in the preparation of this action plan: Ana Villamil (researcher, Biophysics, EO officer), Andrea Hinas (researcher, Microbiology program), Mathilda Olsén (HR generalist), Sara Blom (HR generalist), Sofie Tohidast (HR generalist), Julia Griese (assistant professor, Structure biology) and Bengt Persson (head of department).

Action	Responsible	Execution	Time frame
1. Equal opportunities training.	Equal opportunities group	Offer a seminar or workshop during the ICM retreat. Qday: co-organize a symposium with excellent researchers belonging to the LGBTQ+ community. Funded by TekNat. Identify suitable short courses/seminars and inform ICM staff.	April August January-December
2. Set up an equal opportunities web page for ICM including the document generated within the introduction program for postdocs funded by TekNat	Equal opportunities group	Publish a first version of the webpage	April-May
3. Connect ICM postdocs and faculty program	Equal opportunities group	Identify new postdocs joining ICM and put them in contact with a faculty member who acts as a mentor/guide in parallel to the postdoc supervisor.	January-December
4. Facilitate the acquisition and improvement of Swedish language to all members of ICM	Equal opportunities group	Arrange Swedish lessons for ICM staff at their work place. Organize a weekly Swedish fika.	January-December