



Gender Equality Plan (GEP)

Date: 02 September 2025

Period covered: 2025-2027

Organisation size: 2 employees + several active committee and working groups

Type of organisation: Non-profit

1. Purpose & Context

ACCELERATE is a global, multi-stakeholder platform working to accelerate the timely development and approval of innovative, safe and effective therapies for children and adolescents with cancer. Gender equality is integral to our mission of inclusiveness and equity in pediatric oncology. This Gender Equality Plan (GEP) sets out our commitment to advancing gender equality in our governance, staff, activities, and community.

This Gender Equality Plan seeks to:

- Promote gender balance and equal opportunities within ACCELERATE structure.
- Identify and address potential gender gaps in recruitment, leadership, and participation.
- Mainstream gender perspectives in decision-making activities.

2. Guiding Principles

<u>Equity</u>	Equal access to opportunities, resources, and leadership roles.
<u>Representation</u>	Balanced participation of women and men across governance, staff, and programs.
<u>Transparency</u>	Open and fair processes for recruitment, nomination, and decision-making.
<u>Respect</u>	A safe environment with zero tolerance for harassment, bias, or discrimination.

3. Key Areas & Actions

3.1. Work-Life Balance and Organizational Culture

- Promote flexible and family-friendly meeting times and participation options.
- Ensure internal and external communications use inclusive language.

3.2. Gender Balance in Leadership and Decision-Making

- Strive for gender-balanced representation across committees (minimum 40% of each gender).
- Track gender composition annually and consider imbalances when appointing new members.

3.3. Recruitment and Career Progression

- Apply transparent and gender-neutral criteria in recruitment.
- Promote equitable access to leadership roles and mentoring opportunities.
- Monitor gender balance in nominations and elections.

3.4. Integration of gender dimension in research & innovation content

- Encourage inclusion of sex/gender analysis where relevant in scientific discussions, forums, and recommendations.
- Promote awareness among stakeholders of how gender and sex can influence clinical research, patient outcomes, and data collection.

3.5. Measures against gender-based violence, harassment & discrimination

- Maintain a zero-tolerance policy for harassment, bullying, or discrimination.
- Provide a clear, confidential process to report incidents.
- Ensure staff and leadership are trained in handling complaints appropriately

4. Monitoring and Accountability

- Annual collection and reporting of gender data (staff, Board, committees, speakers, participants).
- Annual review of progress against objectives, with adjustments where necessary.
- Oversight by the Director of Operations (responsible staff member), reporting to the Board.

5. Resources

- Staff time allocated to monitor implementation (Director of Operations with Board oversight).
- Inclusion of gender equality objectives in budgets and strategic planning where relevant.

6. Review

This plan will be reviewed every two years, or earlier if required by funders, regulations, or internal priorities. Progress will be shared transparently with the community through the website and General Assembly.

7. Contact

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