



BASQUE CENTRE  
FOR CLIMATE CHANGE  
Klima Aldaketa Ikergai



December 2020

## EQUALITY MANIFESTO BC3

The objective of this manifesto is to build a fairer and more equitable working environment within the Basque Centre for Climate Change (BC3), knowing that without gender justice and equality, overall social justice cannot be achieved. Equality and diversity are core values in the philosophy of BC3. Since 2019, we have undertaken a participatory process for co-producing an **Equality Plan** covering the period of 2020-2023. At the beginning of 2020, our equality plan was presented to all members of BC3 and during the next months the Equality Commission, with the support of the directorate of BC3 and an external consultant developed the **prevention and action protocol against sexual harassment, gender-based harassment or harassment based on gender identity or sexual orientation**. Following this Protocol, we now present this **Manifesto** highlighting our two main lines of action: 1. Eradicating Harassment and Violence and 2. Manifesting our Commitment to Equality at the workplace and in our everyday lives.

Sexual misconduct is a severe problem in our social environment, including our daily lives and our workspace affecting our overall wellbeing. In order to build a safe, healthy and harassment-free work environment we state the following principles to be achieved in the overall period of 2020-2023.

### - **Eradicate Harassment and violence**

**Safety and respect:** At BC3 we have a ZERO Tolerance Policy regarding harassment of any kind within the workspace, also including work-related activities extending outside of the office premises We have established a contact person for filing sexual harassment complaints who will activate the protocol. For anonymous forms of communication, we have established different channels for reporting sexual harassment of any kind. Please see the Protocol [Euskera](#) | [English](#) | [Spanish](#) (available online).

**Combat all forms of discrimination:** to treat everyone with the dignity and respect they deserve; to avoid stereotyping prejudices and discrimination regarding people's identities of being respectful and having an inclusive attitude towards all representations of gender, race, nationality and religion.

**Inclusive language:** to use an all-encompassing and gender sensitive outlook in the multiple languages present at BC3 (Euskera/English/Spanish). BC3 does not support discriminatory or hateful speech in any form. We commit to not engaging in talk and behaviour that excludes, threatens or disrespects others on the basis of gender identity and all other intersectional characteristics that suffer some kind of bias. Regarding academic language, all BC3 staff are encouraged to use inclusive language guidelines and to be aware of and avoid the biased or sexist use of language in everyday language and in publications.

**Increased sensitivity to awareness** of harassment, with the aim of encouraging BC3's organizational culture to be anchored in the principles of safety, dignity and equality and in the value of the diversity of all the people that make up the entity.

- **Commitment to equality**

**HR transparency:** Reducing gender bias in hiring, for all work activities (research and administration) and all positions (junior and senior and all disciplines of science) and transcending the dichotomies of gendered norms corresponding to specific positions.

Recognizing the importance of **diversity** and **plurality** within research lines (RL) and all administrative positions. Promoting a space and a research agenda which ensures participation of all people working at and affiliated to BC3 within the multiple RLs and managerial activities. We acknowledge and highlight the importance of gender sensitivity and knowledge and the readiness of all staff to facilitate this continual learning process. All employees of BC3 are actively encouraged to attend gender equality training and to apply this knowledge in their respective research lines and administrative activities.

Acknowledgement and respect to **"care" full science** and work environment. Family duties: maternity, paternity, care of the elders, etc., should not be seen as an obstacle to achieve professional objectives. Working on conciliation and flexibility of schedules is both a personal and institutional commitment.

**Meaningful engagement** (rather than symbolic efforts) of work toward gender equality. Moving beyond "purple washing"<sup>1</sup> in research and activities.

Encourage **junior women** candidates with temporary contracts to **lead** and explore scientific projects, breaking down the barriers preventing them from pursuing long term careers in scientific research.

---

<sup>1</sup> The term purple washing (as defined by Brigitte Vasallo, author of the term) refers purple washing as "the instrumentalization of the feminist cause to justify the exclusion politics against minorities groups, with a racist speech (especially against Muslims), but nowadays the term has spread beyond the use of an alleged feminism to defend racism and could be defined as "political and marketing strategies that opt for a supposed commitment to gender equality""



BASQUE CENTRE  
FOR CLIMATE CHANGE  
Klima Aldaketa Ikergai



Promote **mentoring** and **networking** for young scientists, acknowledging gendered differences and similarities, and encouraging and engaging in helping each other through mutual respect via listening, co-learning and taking on feedback.

To increase **awareness** on **gender inequality** and **harassment** that affects all BC3 staff, to transcend and change attitudes toward **gender discrimination within the scientific community** that affects research careers in our departments and research centres and to recognise efforts and work needed to be done on the path to **social justice**, this is our personal, and institutional commitment to creating **safe working spaces all** together.