

Gender Equality Plan 2022-2024

HL7 Europe Foundation



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HL7 Europe Profile

HL7 International is a not-for-profit, ANSI-accredited standards developing organization dedicated to providing a comprehensive framework and related standards for the exchange, integration, sharing, and retrieval of electronic health information that supports clinical practice and the management, delivery, and evaluation of health services.

“HL7 Vision: A world in which everyone can securely access and use the right health data when and where they need it.”

HL7 Europe Foundation was established in Brussels in 2010 to serve the HL7 mission and address European needs in digital health standards. Working with European HL7 Affiliates, contributes health information technology standards that are widely and easily used to advance interoperability in healthcare toward the HL7 vision of a world in which everyone can securely access and use the right health data when and where they need it.

“HL7 Mission: To provide standards that empower global health data interoperability”

HL7 Europe aims are to serve the HL7 mission by:

- promote and encourage use of HL7 frameworks, protocols, and specifications that serve the needs of the European community by health systems and service providers
- provide education services, promote tools and facilitate testing and certification
- high quality, cost-effective use of information systems in health and health care.



Our Commitment

Gender equality is central to HL7 Europe’s organizational culture. The vision of HL7 is *“a world in which everyone can securely access and use the right health data when and where they need it”* dictates for high standards of equality, equity and fairness. The Secretary General of HL7 Europe upholds women’s leadership and is balanced by the male Technical Lead. HL7 Europe promotes workplace flexibility and the personal work-life balance in all ways possible, having the provision of standards that enable global interoperability at the core of its mission.

Our Focus and Vision

- **Workforce Participation:** Be a gender-friendly company supporting diversity, promoter of happier workers, family balance and inclusiveness of the less favoured, ensuring gender balance in leadership and decision making
- **Policy, Program, and Services:** Foster a more inclusive, balanced society, aiming for societal good through interoperable technology that takes into account the gender dimension
- **Communication and Engagement:** Promote a better world and remind everyone of their individual power.

Our Priorities

Workforce Participation

Promote work-life balance and gender equality in the organisational culture.

Policy, Programs and Services

Enabling policies, laws, and regulatory frameworks that promote gender balance and diversity

Communication and Engagement

Ensure integration of the gender dimension into research and training contents developed by the company.

Gender Equality Action Plan

| Year 1 2022 | Year 2 2023 | Year 3 2024 | Success Measure | Responsible |
|--|---|---|--|--|
| Workforce Participation | | | | |
| Key Action 1: Promote work-life balance and gender equality in the organisational culture | | | | |
| Keep gender balance in leadership and decision-making, committing human resources and gender expertise to have it | Ensure gender equality in recruitment and career progression in the company | Develop awareness raising /trainings on gender equality and unconscious gender biases for staff and decision-makers | Monitoring of gender distribution in the decision-making bodies and the new staff recruited Number of actions developed Gender balance in decision making bodies | Catherine Chronaki Secretary General Giorgio Cangili Technical Lead |
| Policy, Programs and Services | | | | |
| Key Action 2: Fight lack of visibility of gender issues in policies and laws | | | | |
| Promote networking activities among women's policy makers | Conduct gender audit of policies and laws | Develop gender strategies for specific sectors | Number of actions developed | Catherine Chronaki, Secretary General |
| Communication and Engagement | | | | |
| Key Action 3: Ensure integration of the gender dimension into research and training contents developed by the company | | | | |
| Develop activities in the area of gender balance and inclusiveness in the company's projects | Develop activities in the area of gender balance and inclusiveness in the company's training contents | Disseminate measures against gender-based violence including sexual harassment. | Number of actions developed | Catherine Chronaki Secretary General |

Date: September 7, 2022

Location: Brussels

Signature:



Catherine Chronaki, Secretary General, HL7 Europe Foundation