

<b>Proposed ACTIONS</b>	<b>Timing (at least by year's quarter/semester)</b>	<b>Responsible Unit</b>	<b>Indicator(s) / Target(s)</b>
<u>Raising awareness of research freedom and ethical principles</u> 1) Make a bibliography of key texts on research freedom and ethical principles available on INED website 2) Distribute key texts in the welcome kit during the welcome day for new arrivals 3) Provide training workshops 4) Communicate regularly on ethical principles in INED's internal newsletter and website	1 <sup>st</sup> half of 2024	Communications Department/Ethics Officer/Scientific Integrity Officer/Legal Department/HR Department	- Monitor visits to the web page for the bibliography - Number of participants in welcome days for new arrivals - Number of participants/Number of places in training workshops on principles of research ethics
<u>Expanding support for researchers with legal questions</u> 5) Make internal legal updates available to researchers 6) Develop training and information workshops on legal issues in research	2 <sup>nd</sup> half of 2024	Legal Department/HR	- Number of emails sent to the community of researchers - Frequency at which legal updates are sent - Number of participants in trainings and workshops
<u>Informing and supporting researchers and technical staff on all aspects of open science</u> 7) Create a multi-year training programme on topics in open science 8) Organize an internal "Open Science Festival" to celebrate the International Day for Universal Access to Information (article in the newsletter,...)	2 <sup>nd</sup> half of 2024	Deputy Director for Outreach/Publishing Department/Communications Department/Legal Department/Working Group on Open Science	- Number of participants in trainings on open science topics - Number of publications citing INED surveys over 2 years, and number of such publications with a non-INED author - Number of times items from the INED publishing collection were accessed on Open Editions (online catalogue)

			- Number of scientific publications deposited in ArchIned (INED's open archive) and published on public interfaces
<u>Raising the Institute's public profile and improving access to research publications</u> 9) Enriching the communications toolbox 10) Communicate on scientific meetings  11) Organize events open to a non-academic public 12) Publish a charter on scientific expertise 13) Organize presentation and discussions of results with institutional partners and meetings with parliamentarians	2 <sup>nd</sup> half of 2023	Communications Director/Deputy Director for Outreach	- Number of press/media items drawing on the work of INED researchers - Monitoring of downloads of communications materials - Number of web pages with information on research activities and findings - Monitoring of the mailing of the INED newsletter (InedActu) - Number of consultations of web pages concerning the charter on scientific expertise - Number of times INED research has been cited as part of the legislative process Number of consultations/downloads of the Population & Societies newsletter in English - Number of external bodies on which INED researchers sit
<u>Increasing awareness of the struggle against gender biases</u> 14) Offer training on gender biases in recruitment	1 <sup>st</sup> half of 2024	Officer on Equality, Racism and Antisemitism/HR	- Number of trainings delivered internally  - Number of participants/Number of open places in trainings
<u>Promoting gender equality in the world of work</u> 15) Organize training on gender representation biases for new arrivals	2 <sup>nd</sup> half of 2024	Officer on Equality, Racism and Antisemitism/HR	- Number of participants/Number of open places in trainings

<u>Increasing national and international attractiveness</u> 16) Revise the "Joining INED" section 17) Implement online submission of concours applications 18) Translate job offers into English and post each one on the institutional Twitter account in English 19) Publish all job offers and calls for applications on EURAXESS 20) Increase visibility on social networks, targeting the international academic world in particular 21) Publish testimonials from INED staff on the web	1 <sup>st</sup> half of 2024	HR/IT and Information Systems/Communications Department	- Number of views of the section on the website - Create the online applications portal - Number of job offers and calls for applications translated into English on the INED website and EURAXESS - Numbers of tweets on job offers - Proportion of international applications for postdoctoral and tenured (CR and DR) positions
<u>Developing open and transparent recruitment practices</u> 22) Centralize recruitment documentation and formalize the recruitment policy in a guide for contract researchers 23) Create trainings on the difficulties facing members of evaluation and selection committees	2 <sup>nd</sup> half of 2024	Deputy Director for Research/HR	- Publication of the recruitment policy on the INED website and intranet - Number of people participating in trainings
<u>Promoting researcher mobility</u> 24) Provide information on support and funding for mobility on the INED website and intranet 25) Implement assistance with mobility for researchers 26) Organize the dissemination of job offers from other organizations	2 <sup>nd</sup> half of 2023	HR/Communications Department/Department of International Relations and Partnerships	- Numbers of persons receiving assistance with mobility - Publication of job offers on the intranet - Statistics on internal and external mobility

<u>Maintaining a research-friendly environment</u> 27) Disseminate the charter on working time and meeting time	2nd half of 2023	Officer for the Quality of Life at Work/Prevention Assistants	- Number of views of the web page for the charter
<u>Improving supervision and support for professional development</u> 28) Offer the option of mentoring to early-career researchers 29) Create a programme for professional development at all career stages, and especially in the first years 30) Create support systems for researchers with a supervisory role	2 <sup>nd</sup> half of 2024	Deputy Director for Research/HR/Delegate for Doctoral and Postdoctoral Affairs	- Number of persons with a mentor - Number of persons who have received training - Number of persons receiving support
<u>Provide information on conflict management measures</u> 31) Create conflict management training for supervisors	2 <sup>nd</sup> half of 2024	Legal Department/Delegate for Doctoral and Postdoctoral Affairs/Deputy Director for Research	- Number of people trained - Number of completed mediations