



Gender Equality Plan

April 14, 2025

1. OVERARCHING GOALS

HL7 Europe is a not-for-profit private foundation established in Brussels, Belgium, in 2010 to address European standardization requirements in digital health.

Working in close cooperation with 22 European Affiliates, HL7 Europe supports the creation of health information technology standards that are widely and easily used enabling interoperability in healthcare to encourage use of HL7 standards in European health systems and provide education services, promote tools and facilitate testing and certification. HL7 Clinical Document Architecture (CDA) is used by myHealth@EU to record patient summaries and ePrescriptions. HL7 is also the home of Fast Healthcare Interoperability Resources (HL7® FHIR®). HL7 Europe is a member of the eHealth Stakeholder Group. HL7 Europe is also active in the development of EHRx specifications for the European Health Data Space (EHDS) developing and supporting work with HL7® FHIR® Implementation Guides.

Following are the pillars of HL7 Europe's gender equality plan and strategy:

- **Fundamental Principle:** Gender equality is a core value of the organization.
- **Vision and Mission:** The organization's goals of secure and accessible health data align with the principles of equality and fairness.
- **Equity:** Everyone, regardless of gender, should have equal opportunities and rights.
- **Leadership Commitment:** The HL7 Europe leadership team actively promotes gender equality in various aspects, including work-life balance, working conditions, and equal representation at all levels, ensuring gender balance in leadership and decision making as part of the organization's culture.
- **Policy, Program and Services:** Foster a more inclusive, balanced society, aiming at societal good through interoperable technology that considers gender.

By focusing on these pillars, HL7 Europe demonstrates its dedication to creating a more equitable and inclusive workplace. This commitment not only benefits the organization's employees but also contributes to its overall success and ability to achieve its mission.

2. PUBLICATION

This Gender Equity Plan will be reviewed and updated periodically, signed by General Secretary, HL7 Europe Foundation and placed on HL7Europe.org.

3. DEDICATED RESOURCES

It is the responsibility of the HL7 Europe General Secretary and appointees to ensure that the goal of an equal workplace is achieved, and that the work to promote gender equity is given sufficient resources.

Others with special responsibility for the promotion of gender equity include HL7 Europe Foundation Directors.

4. DATA COLLECTION AND MONITORING

The General Secretary and HL7 Europe Foundation Directors are responsible for appointing a committee for gender equity and equal treatment with special responsibility for monitoring and collecting information about efforts to promote gender equity, if required. This responsibility includes the following activities:

- Establishing and evaluating HL7 Europe Foundation gender equity and equal treatment plans, if needed.
- Preparing an annual report based on indicators or findings, if needed.
- Reviewing recruitment data to ensure appropriate demographics are reached.

4. TRAINING

HL7 Europe Foundation will conduct awareness raising/trainings on gender equity and unconscious gender bias for staff and decision makers, if needed. Topics to cover include:

- Work-life balance and organization culture
- Gender balance in leadership and decision-making
- Gender equity in recruitment and career progression
- Integration of gender dimension in research
- Measures against gender bias violence including sexual harassment

5. GENDER EQUITY PLAN

HL7 Europe Foundation gender equity plan is aimed at employees. According to this policy, HL7 Europe Foundation will implement appropriate equity measures, as needed. Issues relating to working conditions, gender distribution, parenthood, and harassment are dealt with in the gender equity plan. Currently, HL7 Europe has no employees.

To provide continuity in the work to promote gender equity, it is necessary to appoint someone to be responsible for the various equity issues specified in this plan. With the HL7 Europe General Secretary and those who are appointed to be responsible for equity issues must be able to perform these duties during working hours.

6. SITUATION REPORT

Gender distribution

The work to promote gender equity includes surveying the distribution between women and men.

8. CHECKLIST

	Activity	Coordinator(s)	Timetable	Achieved
1	Public GEP: the GEP is a formal document published on the Institution's website and signed by the top management	Catherine Chronaki	2022	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2	Dedicated resources: commitment of resources and gender expertise to implement the GEP	Catherine Chronaki	2023	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3	Data collection and monitoring: sex/gender disaggregated data on personnel and annual reporting based on indicators	Catherine Chronaki	2024	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
4	Training: Awareness raising/trainings on gender equity and unconscious gender biases for staff and decision-makers	Catherine Chronaki	2025	Yes <input type="checkbox"/> No <input type="checkbox"/>
Content-wise, which of the following recommended thematic areas does your Gender Equity Plan address, using concrete measures and targets?				
5	Work-life balance and organizational culture.	Catherine Chronaki and Giorgio Cangioli	2022 - 2024	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
6	Gender balance in decision making:			
	<ul style="list-style-type: none"> The gender equity plan and its proposals should be discussed at the HR's annual plan review. Investigate the gender distribution of managers of all levels, as appropriate. 	Catherine Chronaki	2024	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
7	Gender equity in recruitment and career progression:			
	<ul style="list-style-type: none"> When advertising a vacancy, encourage people of the underrepresented sex in the category to apply for the position. Newly hired staff should continue to receive information, both verbally and in writing, about HL7 Europe's gender equity work and work against harassment. This should be done during onboarding for new employees. During performance reviews and at onboarding 	Catherine Chronaki	2024	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

8	Integration of the gender dimension into research and/or teaching content. See point 4 above for organizational GEP training.	Catherine Chronaki	2024	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
9	Measures against gender-based violence including sexual harassment:			
	<ul style="list-style-type: none"> Newly hired staff will receive information about HL7 Europe's gender equity work and work against harassment during onboarding Issues relating to the work environment in general, and sexual harassment in particular, should be raised during performance reviews. 	Catherine Chronaki	ongoing	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

9. IMPLEMENTING AND UPDATING THIS POLICY

The HL7 Europe Foundation, or delegate will oversee the implementation and review of this Policy periodically.

10. AUTHORIZATION

This document has been approved and is in effect on this date:

Name	Catherine Chronaki
Signature	
Title	Secretary General, HL7 Europe
Date	14 April 2025

REVISION HISTORY

Date	Version	Description	Author
September 7, 2022	1	Original	Catherine Chronaki
April 14, 2025	2	Minor additions and updates	Catherine Chronaki