

Gender Equality Plan

for Open Source Modelica Consortium (OSMC)

Version December 7, 2021

OSMC is a non-profit organization, registered in Sweden in 2008, with corporate id no 802439-7641, performing research and development of open source software for modeling, simulation, development and analysis of cyber-physical systems, especially the OpenModelica tool supporting the Modelica modeling language and related standards such as FMI, SSP, among others.

OSMC is committed to the promotion of equality of opportunity in respect of religious belief, political opinion, race, disability, age, sex, pregnancy and maternity, sexual orientation, married or civil partnership and gender reassignment.

In line with this commitment, we have developed this Gender Equality Plan, which is a voluntary initiative designed to ensure that OSMC's employment and service provision policies meet legal requirements across all equality categories.

We will also seek to promote good practice across the range of our policies and in respect of all equality categories. The Plan will build on existing equality work undertaken by OSMC and assist in meeting future equality requirements.

The Plan is designed to be flexible, possible to be revised in the future. It is recognized that the timescale of the plan may have to be amended in accordance with other work priorities and available resources.

The Plan will be evaluated regularly and updated if needed.

OSMC will provide the resources to ensure the implementation of the Plan. The Plan will be integrated into our existing corporate planning and performance management processes. Further objectives relating to equality will be integrated into the personal performance plans of managerial staff.

1. Work-life balance and organizational culture.
2. Gender balance in leadership and decision-making.
3. Gender equality in recruitment and career progression.
4. Integration of the gender dimension into research and teaching content.
5. Measures against gender-based violence including sexual harassment.

The Plan will be implemented as actions within the following areas:

1 Recruitment processes

In recruitment processes, particularly in male-dominated areas such as information technology:

- Regarding the shortlist of candidates created during recruiting, make it longer to possibly include one or more women.
- Use structured interviews which means that the same questions are asked to all candidates.
- Ask candidates to perform actual tasks or similar tasks that they would be expected to perform in the role they are applying for. Try to use their performance on those tasks to assess their suitability for the role.

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2 Salary negotiations

In salary negotiations perform the following:

- Try to remove the gender pay gap and be transparent about wages.
- To clearly communicate the salary range on offer for a role to encourage women to negotiate their salary. This helps the applicant to know what they can reasonably expect.

3 Working options

Regarding work options, offer a number of options:

- Offer flexible working options such as part-time or full-time work, remote working, etc.
- Help to make work life balance a priority for both men and women.

4 Mentoring

Offer a mentor to provide guidance and advice.

5 Leadership

Offer participation in a leadership program:

- To offer leadership development program to teach important qualities including management skills and self-confidence.

6 Violence and sexual harassment

Regarding violence and sexual harassment:


- Inform and educate employees about zero-tolerance in these matters.
- Have a clear instruction about how to report matters, what happens afterwards, and what support is available.

7 Integration of the gender dimension into research and/or teaching content

The topics that our organization OSMC is working with are science, technology, and engineering related, that appear to be gender neutral. Instead we will consider questions such as the following, where we will prioritize sustainability and addressing societal needs:

- Whose interests and needs are served with the research?
- Who will be the users of the knowledge that is to be produced?
- Who can benefit and in which way from the research?

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