

DEI Action Plan 2023-2024

1. INTERNAL PROCESSES

WORKFORCE CHARACTER

Currently: As a small Dutch Foundation, SPARC Europe has two employees, and it works with a range of consultants to deliver on its strategic plan. We embrace diversity by advertising vacancies across Europe to encourage a mix of cultures in our team and English does not have to be the mother-tongue. The workforce is currently mainly located in Italy, the Netherlands, and the UK based on the expertise required. The majority of them are in the Netherlands: the legal location of the Foundation. There is a challenge in that the pool of expertise is limited, and females dominate, and the majority are Caucasian and middle-aged.

Goal: When recruiting, if presented with two strong candidates, positively discriminate towards the male gender to achieve more of a gender balance across the workforce, and seek to address ethnic diversity where possible.

Action: SPARC Europe will address this in its recruitment procedures.

SPARC EUROPE BOARD

Currently: As at 2023, SPARC Europe has nine Board Members from Croatia, France, Poland, Spain, UK, and from the US (SPARC US). It has a good representation of different regions in Europe, except for Nordic countries. We have a good gender balance. Ethnic diversity is not currently achieved.

Goal: Seek to maintain a good gender balance and representation of Europe's member organisations, Europe's regions and the differing OS contexts on the SPARC Europe Board, ideally also reflecting ethnic diversity.

Action: In the 2023 and 2024 request for nominations to the SE Board, emphasising the importance of gender and geographic balance. If confronted with a tie, consider expanding the Board to meet this goal.

MEMBERSHIP FEES

Currently: We have a tiered membership fee structure based on GDP with different fees to be more inclusive of different economies. Note that we serve all European countries regardless of their membership fees.

Goal: Continue to have a tiered contribution fee structure that addresses different income brackets across Europe.

Action: We will maintain a tiered contribution fee structure that addresses different income brackets across Europe.

WORKFORCE WORK/LIFE BALANCE

Work/life balance: Certain consultants and the SPARC Europe Director tend to regularly work overtime to deliver on SE projects.

Goal: Seek to reduce working time to the contractual agreements unless exceptional circumstances prevail.

Action: The Director and certain consultants will deliver a plan on how to reduce working time.

2. SPARC EUROPE and its EXTERNAL WORK

PROJECTS

Currently: DEI is central to our work. We are intentional about it in the following ways: Several activities we are involved in promote equity in the OS and OE system, e.g. copyright reform or Diamond OA. We steer international networks and are involved in engagement activities and seek to ensure that diversity and inclusivity is well addressed in the projects we are involved in. When initiating new projects, we always strive to promote the involvement of a range of stakeholders and experts from across Europe. In the events and webinars we organise or are involved in, we always promote gender balance on panels or programmes and we try to have a range of professionals of different maturities/career stages where possible.

Goal: Continue to address DEI in the work SPARC Europe does: in its network management, programmes, projects and communication activities.

Action: Reflect on our DEI annually to evaluate whether we continue to be as inclusive as possible.