

07 March 2025

## Gender Equality Plan EHA

Dear All,

The European Hematology Association (EHA) is dedicated to advancing world-class scientific research, particularly in the field of hematology. Our work not only has significant scientific impact but also contributes meaningfully to society. A fundamental aspect of this is fostering an inclusive and diverse scientific culture, where gender equality and diversity in all forms are prioritized. In line with the European Union's gender equality objectives and the United Nations' Sustainable Development Goals (SDGs), EHA is committed to driving diversity and inclusion in the hematology community.

The responsibility of the EHA in advancing diversity, equity and inclusion (DEI) is twofold:

1. **Inclusive Organizational Practices:** EHA is equally committed to ensuring that our own organizational culture reflects the values of diversity, equity, and inclusion. We strive to maintain a workplace where all individuals, regardless of gender or background, feel valued, respected, and empowered. The success of our organization depends on the dedication, talent, and diversity of our workforce, and we are devoted to fostering a work environment where everyone can thrive.
2. **Influencing Scientific Communities:** EHA, in its capacity as a leading organization in hematology, holds the responsibility of shaping the scientific landscape by actively promoting diversity and inclusion. Through our policies, initiatives, and Task Force, we encourage a more inclusive approach to research, learning, and development. By establishing clear guidelines and criteria that foster diversity and equality, we aim to improve representation and accessibility within the field of hematology.

Gender equality and inclusion have been core values at the EHA for many years. We are committed to adopting a proactive approach that emphasizes the positive contributions diversity makes to our scientific and societal goals. Our strategy involves implementing initiatives, ensuring that gender equality is embedded across all our activities.

The EHA's Gender Equality Plan (GEP) outlines the efforts, measures, and actions we will take to support gender equality within our organization and the broader scientific community. This plan includes data collection, resource allocation, capacity building, training, and a variety of other interventions, aligned with the recommended focus areas set forth by the European Commission for a GEP.

Finally, diversity and inclusion are not merely priorities at the EHA—they are essential to who we are and the work we do. We are committed to continuously investing in and advancing measures that promote gender equality both within our organization and in the broader scientific community.

Sincerely,



Professor Antonio Almeida,  
President of the European Hematology Association