

Gender Equality plan for BNMI-II

Imaging sciences represent an inherently interdisciplinary field, drawing upon expertise from physics, chemistry, biology, and medicine. Although these disciplines have historically exhibited varying levels of gender representation, the Nordic imaging community is firmly committed to advancing gender equality and fostering an inclusive research environment. Across the Nordic countries, both women and men are well represented in imaging sciences, including in leadership roles, technical positions within core facilities, and among graduate students and postdoctoral researchers. This is supported by national policies that integrate gender mainstreaming as a core strategy to achieve declared gender equality objectives. Gender mainstreaming ensures that all organizational decisions are systematically evaluated for their impact on gender equity, helping to prevent the unintentional reinforcement of structural imbalances.

While substantial progress has been made in promoting equal opportunities and increasing the visibility of women in leadership, persistent challenges remain. To further advance gender equity within the Nordic imaging community, *BNMI-II* will implement the following targeted measures:

- **Gender Monitoring:** Systematically track gender representation across all levels and actively encourage women imaging scientists to apply for leadership positions.
- **Mentorship and Sponsorship:** Support the professional development and career progression of women in imaging sciences.
- **Equitable Representation in Events:** Ensure gender balance among invited speakers, panelists, and participants in symposia, workshops, and roundtable discussions.
- **Diverse Evaluation Committees:** Establish gender-balanced selection and evaluation committees for conference programs, journal submissions, and mobility initiatives, ensuring a minimum of 40% representation from each gender.
- **Support for Research Mobility:** Offer practical assistance for young researchers facing relocation challenges and formally recognize diverse forms of international engagement, including short-term research visits and collaborative projects.
- **Family-Friendly Research Stays:** Provide dedicated funding support to facilitate international research mobility for early-career researchers with family responsibilities. It will be possible to apply for financial support for researchers with small children to participate in our yearly symposium.

Through these measures, *BNMI-II* aims to promote a more inclusive and equitable research culture, ensuring that all individuals—regardless of gender—have equal access to opportunities for advancement, leadership, and recognition within the imaging sciences.