

Supplementary File

Table S1. GEP prevalence by organization type and country cluster based on the results of the online survey.

Organization Type	<i>N</i>	GEP prevalence by organization type (in %)
Higher Education Sector	141	98.58
Research Organization	122	92.62
Private for-Profit Entity	7	71.42
Country cluster	<i>N</i>	GEP prevalence by the country cluster (in %)
Northwestern	21	100
Southern	43	100
Central Western	152	95.39
Central Eastern and Eastern	54	88.88
Total	270	95.18

Source: INSPIRE survey Q 3.1.

Table S2. Hypotheses, data sources and statistical tests conducted.

Hypotheses	Data Source	Statistical Test Conducted
H1 (GEP prevalence). In Research Performing Organizations (RPOs) in the European Research Area (ERA), "gender equality plans" are more prevalent than "gender equality and	Online Survey	Chi-Square Test

diversity plans" and "diversity, equity, and inclusion plans. "		
H2 (regional context). The concept of diversity is more prevalent in countries in Northwestern Europe than in other country clusters.	Web Scraping and Text Analysis	T-test for unequal variances (Welch's t-test)
H3 (organization types). In private companies, diversity and inclusion concepts are more widespread than intersectionality concepts.	Web Scraping and Text Analysis	McNemar's Non-Parametric Test
H4 (diversity and inclusion approach). If an organization addresses inequalities related to race/ethnicity or disability in its GEP, it is more likely to adopt a diversity or inclusion approach in the GEP.	Web Scraping and Text Analysis	Logistic Regression
H5 (intersectionality). If an organization addresses inequalities based on race/ethnicity or class in its GEP, it is more likely to adopt an intersectionality approach in the GEP.	Web Scraping and Text Analysis	Logistic Regression
H6 (gender inclusiveness—region). The region in which an organization is located impacts the gender inclusiveness of its GEP.	Online Survey	Chi-Square Test

Table S3. Questionnaire items used from the online survey.

Survey item	Answer options

Q 3.1 Did your organization approve a gender equality plan or another institutional strategy to foster gender equality and/or diversity?	Multiple answers
Q 4.4 When was the first gender equality plan adopted by your organization (year)?	Open text field
Q 4.8 Which terms and perspectives about diversity and gender are used in the gender equality plan?	Yes/No from options
Q 5.9 Does your organization collect gender- or sex-disaggregated data about the inequalities listed below?	Multiple answers
Q 5.10 When collecting data on gender, which items are generally used in your organization?	Multiple answers

Table S4. Country clusters and countries.

Country Clusters	Countries
Central Eastern and Eastern	Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Serbia, Slovakia, Slovenia
Central Western	Austria, Belgium, France, Germany, Luxembourg, the Netherlands, Switzerland
Northwestern	Denmark, Finland, Ireland, Norway, Sweden, the United Kingdom
Southern	Cyprus, Greece, Italy, Malta, Portugal, Spain

Table S5. Online survey and Web scraping sample

Method	Initial sample	After cleaning	Missing due to email extraction	Final sample	Response rate
Online Survey	6,947	6,475	1,896	4,579	6%
Web scraping	6,947	6,475	--	6,475	--