



AFNET

Gender Equality Plan 2025

AFNET Gender Equality Plan:
status report, KPIs and action plan 2025





5 main objectives:

- Objective 1:** Raising gender awareness among the employees and among the members of the board, the steering committee and the advisory board of the academic network
- Objective 2:** Adhering to the principles of equal treatment
- Objective 3:** Improving gender balance among the members of the AFNET committees
- Objective 4:** Implementing a gender-sensitive communication strategy
- Objective 5:** Considering gender aspects in the design and performance of clinical studies



OBJECTIVE 1: RAISING GENDER AWARENESS AMONG THE EMPLOYEES AND BODIES

Status 2024-04/2025

- GEP discussed, agreed and published in 2024 with involvement of AFNET board, steering committee, advisory board and office team members
- Diversity Statement published on homepage in 2024

Action Plan 04/2025-04/2026

- Present an annual overview of the gender representation of AFNET personnel at all levels by yearly update on GEP actions and KPIs to all members of the association and the office team
- Share experiences and developments regarding gender equality by communication in meetings, via social media and on our homepage

KPIs

- Nr of yearly GEP action plans
- Nr of communications of yearly GEP plan through different channels (e.g. assembly meetings, newsletters, team meetings, homepage)



OBJECTIVE 2: ADHERING TO THE PRINCIPLES OF EQUAL TREATMENT

Status 2024-04/2025

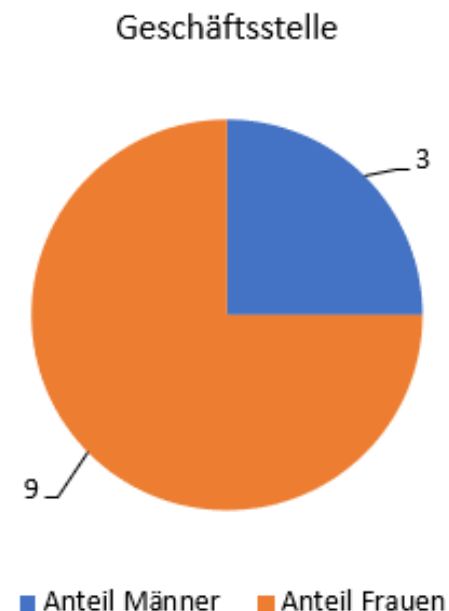
- 75% of AFNET office team members are female, 25% male. The Managing Director is female.
- All job announcements are gender-neutral.
- The possibility of part-time work (55% of employees), mobile working (100% of employees) and flexible working hours is broadly used.
- Equal pay (salaries following TV-L tarif) is ensured.

Action Plan 04/2025-04/2026

- No specific actions, continue to ensure work-life-balance and equal opportunities for all employees
- If new employees will be hired: consider male candidates in case of equal expertise and fit for the position

KPIs

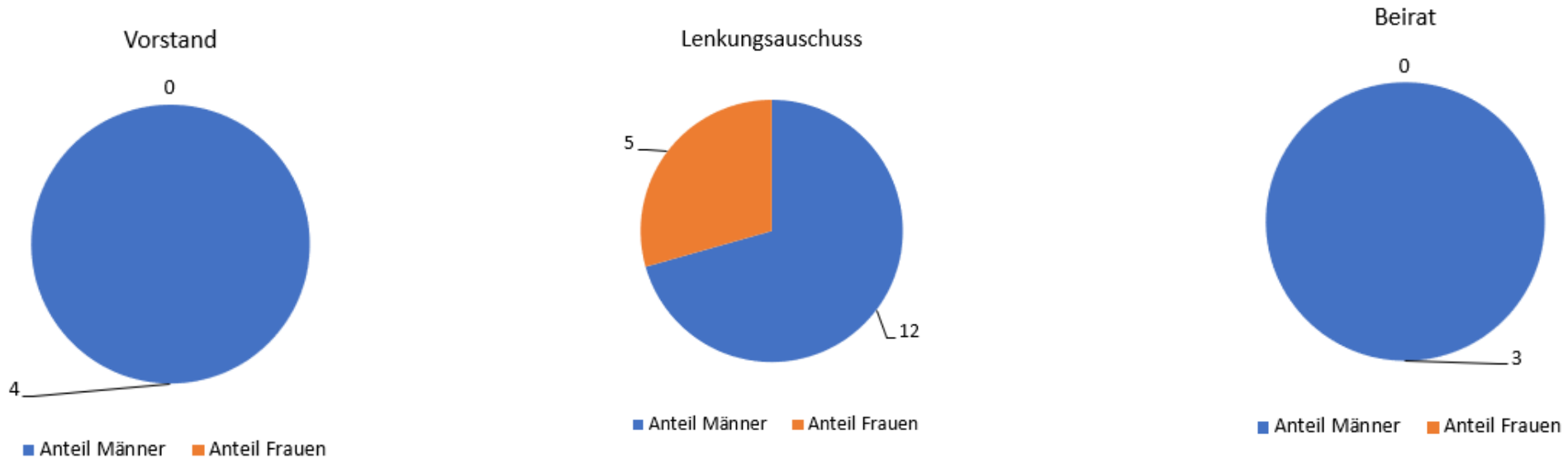
- %age of gender, part-time work and mobile working in office team





OBJECTIVE 3: IMPROVING GENDER BALANCE AMONG THE MEMBERS OF THE AFNET COMMITTEES

Status 2024-04/2025



Action Plan 04/2025-04/2026

- No specific actions for board, steering committee and advisory board, as no elections in 2025.

KPIs

- %age of men and women in AFNET committees



OBJECTIVE 4: IMPLEMENTING A GENDER-SENSITIVE COMMUNICATION STRATEGY (I)

Status 2024-04/2025

- Gender sensitive communication ensured (e.g. homepage, social media, newsletter, patient brochures, press releases)

Action Plan 04/2025-04/2026

- Improve gender balance among the speakers at AFNET conferences and other scientific events

KPIs

- %age of gender distribution at AFNET EHRA Consensus Conference 2025

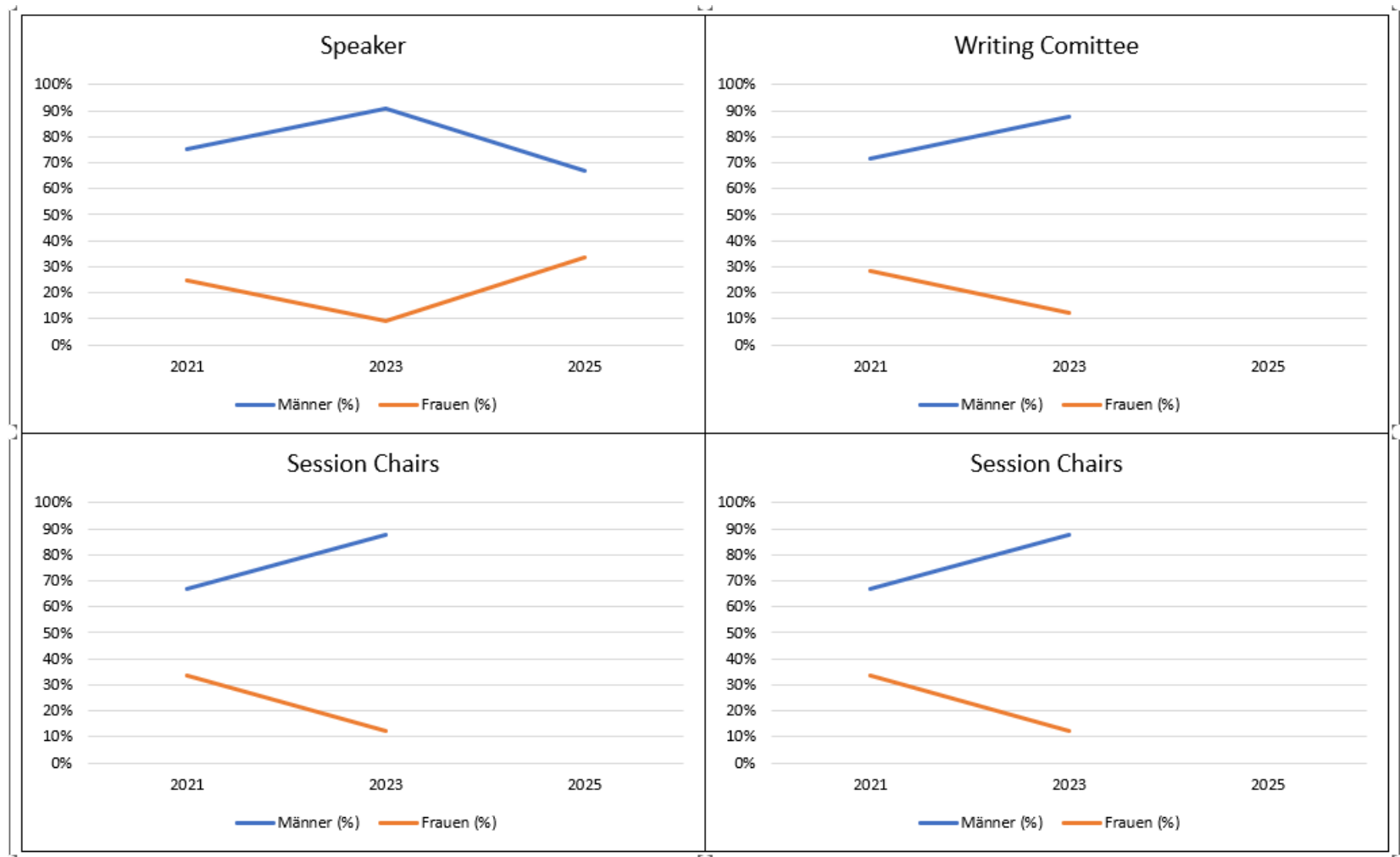


Abb.: Gender distribution AFNET EHRA Consensus Conference 2023



OBJECTIVE 4: IMPLEMENTING A GENDER-SENSITIVE COMMUNICATION STRATEGY (II)

Status 2024-04/2025

- Female speaker rate between 40-50% for project presentations and 35% as chairs of AFNET sessions at DGK

Action Plan 04/2025-04/2026

- Continue considering female participation for all events

KPIs

- %age of gender distribution of chairs of AFNET sessions and speakers for presentations at international conferences

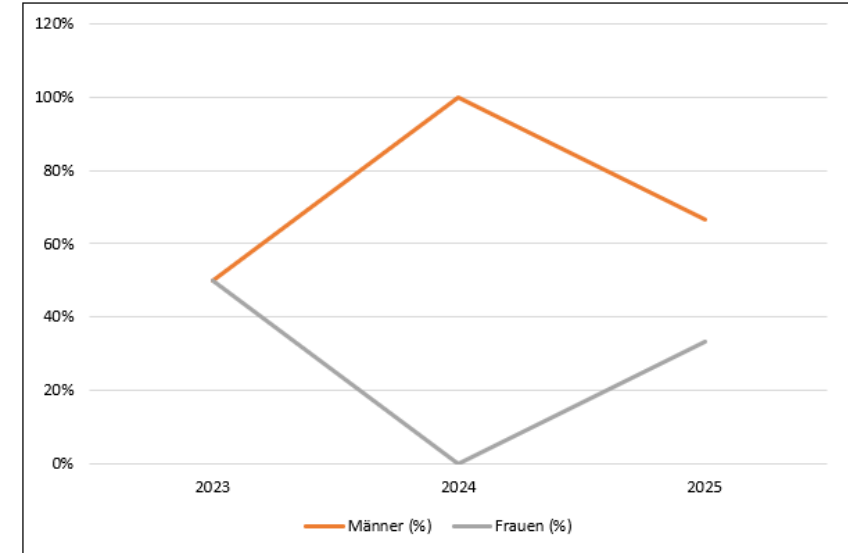


Abb.: Gender distribution of chairs of AFNET sessions at DGK meetings 2023-2024

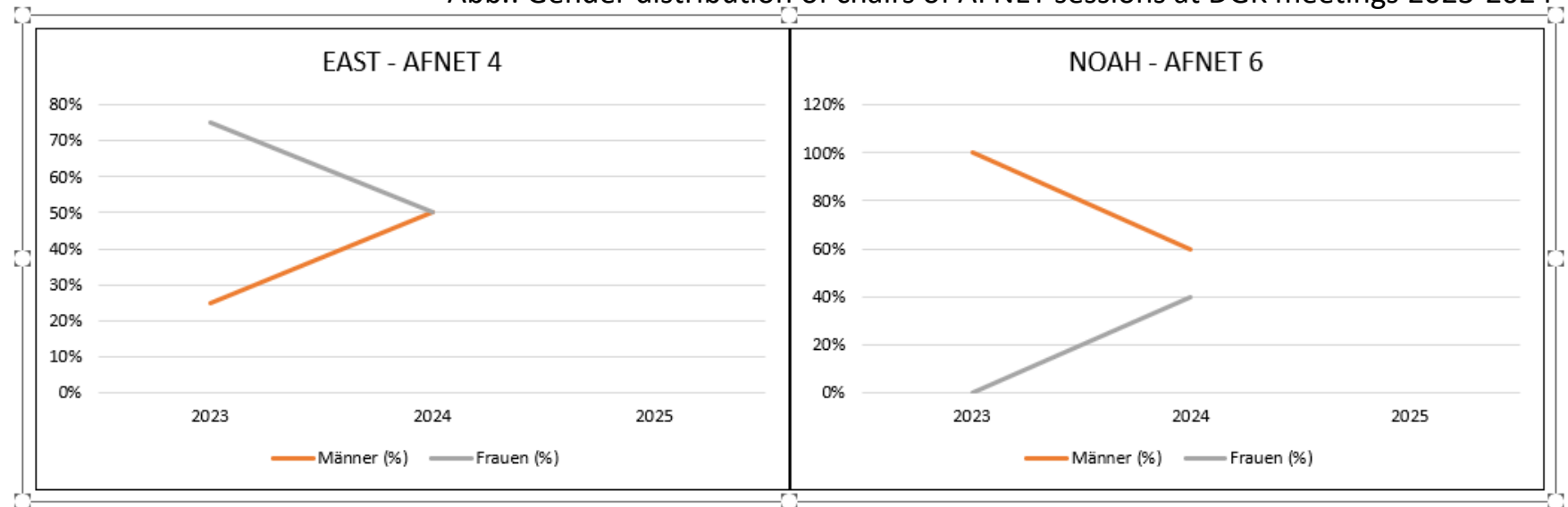


Abb.: Gender distribution of speakers of project presentations at international conferences



OBJECTIVE 4: IMPLEMENTING A GENDER-SENSITIVE COMMUNICATION STRATEGY (III)

Status 2024-04/2025

- Varying gender balance in external marketing and public relation activities of AFNET

Action Plan 04/2025-04/2026

- Consider female candidates for AFNET Lecture Award 2026 (decision to be taken in Q4/2025)

KPIs

- %age of gender distribution for AFNET award and external communication activities of AFNET

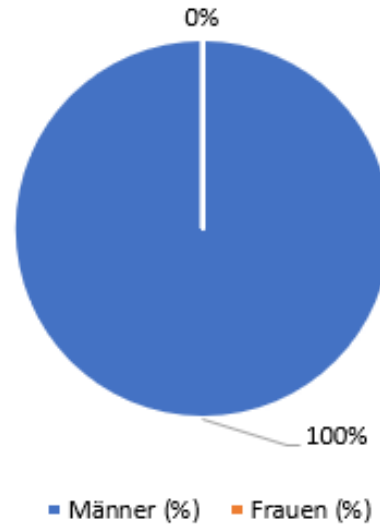


Abb.: Gender distribution AFNET Lecture Awards 2023 and 2024

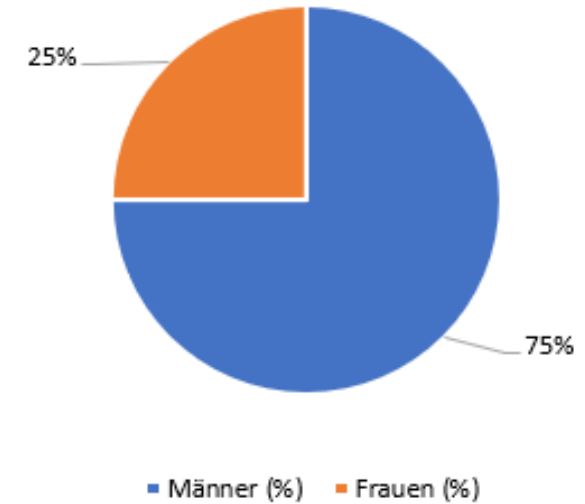


Abb.: Gender distribution AFNET YIA 2023 and 2024

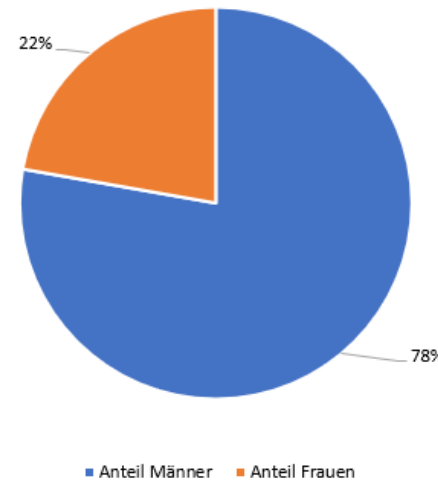


Abb.: Gender distribution of AFNET podcast interview partners 2024

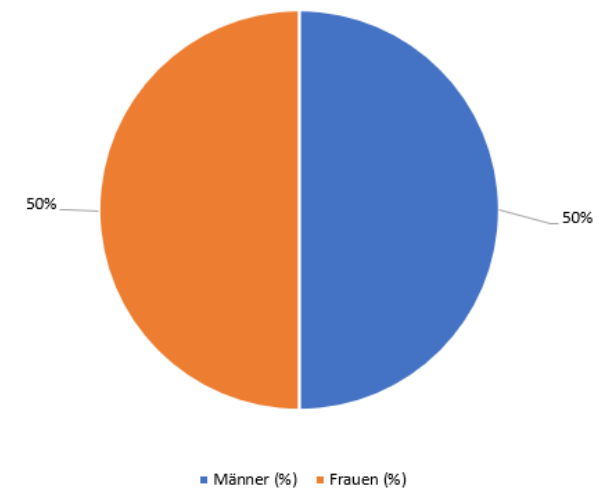


Abb.: Gender distribution curatorium AFNET YIA 2024



OBJECTIVE 5: CONSIDERING GENDER ASPECTS IN THE DESIGN AND PERFORMANCE OF CLINICAL STUDIES

Status 2024-04/2025

- Publication of „Sex Differences in Early Rhythm Control Therapy in Patients with Atrial Fibrillation in the EAST-AFNET” 4 trial ; van Gelder et al 2023 <https://doi.org/10.1016/j.jacc.2022.12.011>

Action Plan 04/2025-04/2026

- Integrate the gender dimension into all upcoming AFNET projects from 2025 on, considering gender aspects in the conceptual design of study protocol and planning (e.g. CABA-MiTRA-AFNET 12 protocol).
- Publish a subanalysis of NOAH-AFNET 6 about „Effects on sex on stroke, bleeding and AF burden” and on EAST-AFNRET 4 about “ until end of 2025.

KPIs

- Nr of relevant publications and study protocols from 2025-04/2026

Thank you for your interest and collaboration!

AFNET will continuously be analysing, planing, implementing, and monitoring the GEP activities.

