The CNIO Women in Science (WISE) Office was established in 2012. Our main objectives are to raise awareness about the importance of gender equality in science and in society and to help correct imbalances in the career ladder within the CNIO community, especially in leadership positions. The WISE Office is composed of CNIO volunteers from across all the areas present in the Centre, including the Director.

Despite the SARS-CoV2 pandemic still ongoing in 2021, the WISE Office continued to work actively to make the CNIO a better place to work and to reconcile work and private life. We continued our activity as part of the Monitoring Committee of the Equality Plan (CSPI) and, as a result, the “remote working” pilot programme was finally approved as well as the catalogue of permits, licences and other licence reconciliation measures. The “Workplace Harassment” Protocol was also prepared and submitted to the CNIO Direction for final approval. The WISE Office was also involved in preparing the Human Resources Excellence in Research Award (HRS4R) from the European Commission.

We also continued organising the WISE seminar series, in which we invite numerous top female and male leaders from different areas to give a talk. Because of the pandemic, all the talks were held online via the Zoom platform. The following talks were given during the year:

- Sara Giménez, Member of the Congress and of the European Commission against Racism and Intolerance. Title: “Avanzar en igualdad de trato y oportunidades, aproximación al pueblo gitano”. 18/01/2021.
- Gemma Robles, journalist and Deputy Director of EL PERIÓDICO. Title: “Prensa, ciencia y la deuda con Matilda”. 09/02/2021.
- Mary Beard, Professor of Classics at the University of Cambridge. Title: “Mujer y poder”. 09/02/2021.
- Cani Fernández, President of the National Authority for Markets and Competition (CNMC). Title: “La presencia de la mujer en la abogacía”. 12/04/2021.
- Zulema Altamirano, Director of the Women and Science Unit of the Ministry of Science and Innovation. Title: “Trabajando en igualdad: empoderar, creer, transformar”. 18/05/2021.
- Marta Sanz, writer. Title: “La escritura: un viaje por el cuerpo humano”. 17/05/2021.
- Maria Neira, Director of the Department of Environment, Climate Change and Health at the WHO. Title: “Salud pública en femenino”. 14/09/2021.
- Blanca Li, Director of Teatros del Canal. Title: “Estar en la acción”. 10/11/2021.

On February 11, the International Day of Women and Girls in Science, we released a video featuring 6 of our scientists who listed the reasons why women should become scientists using the hashtag #HazteCientífica. This initiative was selected among the finalists for the STEM Talent Award for “Best Company” in 2021. We were also involved in other educational initiatives to promote scientific careers among students (Universities, SRUK Cambridge, etc.).

For the occasion of International Working Women’s Day, we organised a joint event with the British Embassy and IE University with the distinguished historian Mary Beard as the featured speaker. In addition, on that day, we broadcasted the documentary “Picture a Scientist” to all CNIO staff.

Here at the WISE Office, we share what the ethologist Jane Goodall said: “What you do makes a difference, and you have to decide what kind of difference you want to make.”