

The Global Institute on Innovation Districts Europe | Gender Equality Plan (GEP)

The Global Institute on Innovation Districts Europe (GIID Europe)

Date of Approval: 01 Jan 2025

Approved by: Julie Wagner, Managing Director

1. Introduction and Commitment

GIID Europe is committed to fostering an inclusive, equitable, and respectful workplace where all individuals have equal opportunities and are treated fairly, regardless of gender. This **Gender Equality Plan (GEP)**, spearheaded by our leadership team, represents our formal commitment to gender equality and will be used as a tool to promote transparency and accountability across GIID Europe.

2. Objectives

- Ensure equal opportunities for all genders in recruitment, development, and progression.
- Promote gender balance in decision-making and leadership.
- Foster work-life balance and an inclusive organizational culture.
- Prevent and address gender-based harassment and discrimination.
- Raise awareness of gender equality and unconscious bias across the team.

3. Dedicated Resources

As a small organization, we embed gender equality responsibilities directly into our management structure.

- **Leadership Commitment:** Leadership takes direct responsibility for implementing and monitoring the GEP, ensuring accountability at the highest level.
- **Time and Budget Allocation:** Leadership allocates dedicated time and financial resources to deliver training, monitor data, and implement measures.
- **External Support:** Where needed, we will engage external experts or training providers to strengthen our capacity and ensure best practice.

This approach reflects our scale while ensuring that gender equality is consistently embedded into organizational decision-making and practice.



4. Data Collection and Monitoring

- Annual collection of sex- and gender-disaggregated data on staff composition, recruitment, pay, and promotions.
- Monitoring progress against GEP objectives through annual management reviews.
- Adjustments to measures and actions made where gaps or risks are identified.

5. Training and Awareness

- All staff participate in awareness and training sessions on gender equality and unconscious bias.
- Training opportunities are provided to ensure decision-makers apply gender-sensitive practices.
- Participation and outcomes are recorded and reviewed annually.

6. Thematic Areas and Measures

6.1 Work-life Balance and Organizational Culture

- Flexible working arrangements and parental leave support.
- Promotion of a culture that values inclusion and fairness.

6.2 Gender Balance in Leadership and Decision-Making

- Commitment to balanced representation in leadership and key decisions.
- Transparent decision-making processes documented and shared internally.

6.3 Gender Equality in Recruitment and Career Progression

- Job advertisements use gender-neutral language.
- Selection and promotion decisions are based on objective, transparent criteria.
- Development opportunities are offered equally to all staff.

6.4 Integration of the Gender Dimension into Research and Activities

- Where relevant, research and project design include consideration of gender perspectives.
- Training and guidance are available to staff on integrating gender-sensitive approaches.

6.5 Measures Against Gender-Based Violence and Harassment

- Clear zero-tolerance policy for harassment or discrimination.
- Simple and confidential internal reporting mechanism.
- Commitment to act promptly and fairly on any reported concerns.



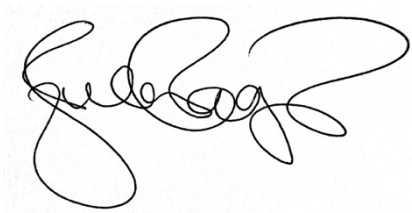
7. Implementation and Evaluation

- Top management holds overall responsibility for implementation of this plan.
- Progress is reviewed annually at a management meeting.
- Updates are approved by top management and published publicly.
- Evidence of implementation (e.g. training records, recruitment data, review notes) is maintained.

8. Contact Information

For inquiries or further information regarding this Gender Equality Plan, please contact info@giid-europe.com

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Julie Wagner', with a large, stylized flourish at the end.

Julie Wagner,
Managing Director
GIID Europe

