



## Gender Equality Plan

Jugend- & Kulturprojekt e.V. (JKPeV) is a non-profit organisation dedicated to Education, Culture and the Arts and to fostering an inclusive and diverse cultural environment. JKPeV was founded in 2004 and is based in Dresden, Germany.

This Gender Equality Plan outlines our commitment to promoting gender equality in all facets of our organisation. We envision an association where individuals of all genders have equal opportunities to engage, lead, and contribute to cultural, art, youth and educational initiatives.

JKPeV aims to encourage a supportive and inclusive culture in our cultural, educational and youth projects, amongst the employees, the Board of JKPeV, the stakeholders, partners, and target groups. JKPeV strives to promote diversity and prevent any form of discrimination in the workplace, in our projects, events, and daily activities.

JKPeV aims to ensure that all employees and job applicants, partners, stakeholders, participants, volunteers, and interns are given equal opportunities and that our organisation is representative of all sections of society. Each employee, volunteer, intern and trainee are treated equally, respected and valued as well as supported and encouraged to develop their full potential and unfold their talents, so that they smoothly and collaboratively work in our team.

This Gender Equality Plan reinforces our commitment to providing equality and fairness to all employees, interns, trainers, trainees, participants, and volunteers and not provide less favorable facilities or treatment on the grounds of age, caring responsibilities, disability, family situation, gender expression, gender identity, gender reassignment, marriage and civil partnership, pregnancy and maternity, race including ethnic origin, color, nationality and national origin, religion or belief, sex, sexual orientation, socio-economic background, the effect of the menopause or trade union activity.

JKPeV's employees, members, and external collaborators, whether they are full-time employees, part-time employees, volunteers or interns, are equally and fairly treated and respected. Candidates for employment, training, internships, traineeships, or volunteering or participants that join our events, workshops, training sessions, seminars or other activities are selected based on their qualifications, skills, competencies, motivation, and qualities.

Jugend- & Kulturprojekt e.V. is committed

- To creating an environment in which individual differences and the contributions of all team members are recognised and valued.
- To creating a working environment that promotes dignity and respect for every employee.
- Not to tolerating any form of intimidation, discrimination, bullying, or harassment, and to discipline those that breach this policy.
- To offering all the employees, members, volunteers, interns, and trainees equal opportunities and treatment.
- To promoting equity in the workplace, which JKPeV believes is good management practice and makes sound work sense.
- To encouraging anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encouraging employees, volunteers, members, participants, interns and trainees to treat everyone with dignity and respect.
- To regularly reviewing all our employment practices and procedures so that fairness is always maintained.

Jugend- & Kulturprojekt e.V. has informed all employees, volunteers, interns and members that a Gender Equality Plan is in operation and that they should comply with its requirements. This plan will also be drawn to the attention of funding agencies, stakeholders, customers, learners, and job applicants.

Jugend- & Kulturprojekt e.V.'s Gender Equality Plan is supported by the senior management department and has been agreed with the founding members of the association, former and actual legal representatives.

Jugend- & Kulturprojekt e.V. will be monitored and reviewed annually to ensure that equality and diversity are continually promoted in the workplace and in all activities and projects that the association implements.

When organizing interventions and actions for each priority area, area-specific goals were set which are further elaborated in more concrete objectives and targeted actions, adjusted to the distinct characteristics of the association and its needs, so that any gender-related discrepancies and inequalities in the association can be handled and any institutional or organizational gaps can be determined. More specifically, the set strategic goals for each priority area are as follows:

## **Human Resources**

### **Goals**

- Closing wide gender gaps in the participants
- Closing wide gender gaps in staff/volunteers/interns

## **Research**

### **Goals**

- Integrating the gender dimension in our research work
- Ensuring retention and strengthening the participation of women in research and training

## **Work-life Balance**

### Goal

- Promoting and supporting work-life balance

## **Administration and Decision-making Bodies**

### Goals

- Strengthening equal gender representation in leadership and decision-making positions  
Communication: policies on the use of gender-neutral language
- Educating and raising awareness among the association's community of the use of gender-neutral language

## **Education**

### Goals

- Including in our educational materials and curricula gender-inclusive language

## **Discrimination/Bullying/Harassment**

### Goals

- Upgrading of the current institutional procedures for the handling of discrimination and harassment incidents at the association and upgrading of the services supporting those affected.