

THE WHY

COMMUNITY



# GENDER EQUALITY PLAN

UPDATED


09/09/2025



# 1. Commitment to Gender Equality

The Why Community is committed to ensuring gender equality across all its educational, organisational, and community activities. Our mission—to prepare children for the world with 21st-century skills—cannot be achieved without fostering a culture of inclusion, fairness, and equal opportunity for all genders. We adopt the principles of the European Charter for Researchers, the European Code of Conduct for Research Integrity, and the Horizon Europe eligibility framework for Gender Equality Plans.

## 2. Main Objectives

1. Equal opportunities in recruitment, promotion, and participation at all levels of the organisation.
  2. Gender balance in leadership and decision-making, ensuring diverse voices shape our strategy.
  3. Work-life balance and organisational culture that supports caregivers and families.
  4. Integration of gender dimension in content of projects, research, and educational material.
  5. Prevention of gender-based violence, harassment, and discrimination.
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### 3. Areas of Action

#### a. Workforce & Leadership

- Ensure balanced representation of women and men in management boards, project teams, and external collaborations.
- Annual review of gender balance indicators (headcount, roles, decision-making bodies).

#### b. Recruitment & Career Development

- All job adverts use gender-neutral language.
- Selection panels trained in unconscious bias awareness.
- Equal access to professional development opportunities (trainings, conferences, mobility).

#### c. Work-Life Balance

- Flexible working hours and remote working options.
- Parental leave policies fully respected and encouraged for all genders.
- Supportive environment for staff returning from leave.

#### d. Gender Dimension in Content

- Educational materials (e.g., Why Debates, Why Watch, Why Cases) reviewed to avoid stereotypes.
- Activities incorporate diverse role models and inclusive narratives.
- Special focus on ensuring equal participation of girls and boys in STEM-related activities.

#### e. Prevention & Safeguarding

- Clear Code of Conduct against harassment and gender-based violence.
- Confidential reporting mechanism.
- Mandatory training for staff on inclusivity, child safeguarding, and gender sensitivity.



## 4. Implementation & Monitoring

- GEP Coordinator: A designated staff member responsible for overseeing gender equality measures.
- Data Collection: Annual collection of gender-disaggregated data on staff, leadership, and participation in projects.
- Reporting: Annual public report shared with the board, staff, and community stakeholders.
- Review: Plan updated every two years in alignment with EU and Horizon Europe guidelines.

## 5. Resources

- Training budget allocated for gender equality and unconscious bias workshops.
- Collaboration with external experts, NGOs, or European networks on gender equality.
- Access to EU resources and guidelines on gender mainstreaming in education and research.



## 6. Public Document

This Gender Equality Plan will be:

- Published on the organisation's official website (accessible section).
- Shared with staff, partners, and beneficiaries.
- Incorporated into project proposals as part of the organisation's compliance with Europe requirements.



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