

GENDER EQUALITY PLAN

2023/2024



INTRODUCTION

DIANOESIS is a newly founded NGO in Cyprus, established in 2023, with a distinct vision of harnessing innovation and research for societal progress. Our organization is driven by a mission to utilize modern technologies to address pressing social challenges, promote cohesion, and enhance the quality of life for all citizens. Through a focus on digital tools, DIANOESIS seeks to pioneer positive change, ensuring that our community benefits from advancements in areas such as environmental sustainability, social inclusion, education, and equitable access to opportunities.

Guided Principle:

At DIANOESIS, it is of paramount importance that every member of our community, including staff and stakeholders, actively upholds the principles of gender equality and fosters an environment where equal rights and developmental opportunities are extended to all. The tenets of our Gender Equality Plan resonate across every facet of our organization, encompassing individuals engaged in work and study alike. DIANOESIS is resolute in its commitment to advancing and embodying authentic gender parity, endorsing the principles of fairness and inclusivity between all genders.

GENDER EQUALITY PLAN

This Gender Equality Plan (GEP) outlines the commitment of European non-governmental organizations (NGOs) participating in Horizon projects to promoting gender equality within the context of their research and innovation initiatives. As active contributors to Horizon projects, these NGOs acknowledge the importance of gender parity in driving innovation, enhancing research quality, and fostering a diverse and inclusive research ecosystem.

1. Vision and Objectives: Our vision is to cultivate an environment within Horizon projects where gender equality is integral to every facet of research and innovation. The objectives of this GEP are as follows:

- **Mainstreaming Gender Equality:** Integrate gender considerations across all stages of research planning, execution, and dissemination.
- **Inclusive Participation:** Ensure equal representation and participation of women and underrepresented genders in project teams, leadership roles, and decision-making processes.
- **Gender-Responsive Research:** Conduct gender-sensitive research that addresses gender-specific challenges and contributes to equitable societal outcomes.
- **Capacity Building:** Enhance awareness and competence among project staff regarding gender-related issues in research and innovation.

2. Implementation Strategy:

- **Gender-Neutral Recruitment:** Implement measures to eliminate gender bias during recruitment and hiring processes, aiming for balanced representation in project teams.
- **Gender-Responsive Work Environment:** Foster a work environment that accommodates diverse gender needs, including flexible work arrangements and family-friendly policies.

- **Training and Awareness:** Provide regular training sessions and workshops on gender sensitivity and unconscious bias for project staff to ensure a gender-inclusive mindset.
- **Gender-Sensitive Research Design:** Integrate gender analysis in research design, data collection, and analysis to address gender disparities and enhance research quality.
- **Gender-Monitoring Mechanism:** Develop a tracking system to monitor gender balance in project teams, leadership roles, and allocation of resources.

3. Capacity Building:

- **Training Workshops:** Organize workshops to educate project staff about the significance of gender equality in research and strategies for implementing it effectively.
- **Gender Toolkit:** Develop and disseminate a toolkit that offers practical guidelines and resources for integrating gender considerations into project activities.
- **Collaborative Learning:** Facilitate knowledge-sharing among NGOs to exchange best practices, challenges, and success stories related to gender equality in Horizon projects.

4. Impact Assessment and Reporting:

- **Gender Impact Assessment:** Conduct regular assessments to evaluate the effectiveness of gender integration strategies and identify areas for improvement.
- **Annual Reports:** Publish annual reports highlighting progress made toward gender equality goals, showcasing success stories, and outlining plans for the upcoming year.

5. Advocacy and Outreach:

- **Public Engagement:** Engage with the public, policymakers, and stakeholders to advocate for the importance of gender equality in research and innovation.
- **Partnership with Institutions:** Collaborate with research institutions, universities, and industry stakeholders to promote gender parity and share knowledge.

CONCLUSION

DIANOESIS has conducted this Gender Equality Plan which signifies our commitment as a European NGOs engaged in European projects to prioritize and advance gender equality within the realm of research and innovation. By adhering to the principles outlined in this plan, we aim to drive transformative change, foster inclusive research environments, and contribute to the broader societal goal of gender equality in Europe and beyond.

CONTACT



director@dianoesis.eu



www.dianoesis.eu



Nektariou Monachou
St, Aradippou 7103,
Cyprus