

Gender Equality Plan

I – Purpose

d|part is committed to and promotes gender equality as part of an inclusive organisational culture. This plan embeds equality among genders across people, research & publications, communication & events, and training. The goals are to provide equal opportunities, respectful collaboration, gender-inclusive language, and fair participation in all projects, research, and activities within the organisation.

While inclusivity and gender equality have long been important commitments at d|part, we recognise that further, concrete improvements can be made. Therefore, this plan aims to foster a more systematic approach to gender equality standards across all layers of the organisation in a meaningful way and provides practical steps for fulfilling these goals.

II – Scope

This gender equality plan applies to everyone working for d|part, regardless of contract type or fellowship status, as well as to cooperation with external partners, stakeholders, and target groups.

III – Guiding principles

At d|part, we are committed to following these guiding principles to establish gender equality and an inclusive organisational culture:

- **Respect & inclusion:** at d|part we establish a discrimination-free, appreciative environment.
- **Language & access:** at d|part we use gender-inclusive, plain language wherever possible; we prepare information for internal and external users in accessible formats.
- **Fairness:** we provide equal opportunities to all staff in tasks, development, and visibility.
- **Zero tolerance:** we establish and follow clear, confidential procedures for discrimination/harassment cases.

IV – Inclusivity and gender equality in our areas of work

A – Jobs and human resources

d|part's commitment to inclusion and gender equality will be fully embedded in relevant human resources practices and policies. d|part is committed to:

- Gender-neutral job ads and measures to achieve diverse applicant pools.
- Transparency and clarity on job roles and responsibilities.
- Fair allocation of tasks, responsibilities, and development opportunities.
- Flexible and family-friendly work arrangements.
- Transparency on roles and career pathways; regular equality checks.
- Diverse representation in leadership and decision-making roles.

B – Research and publications

d|part's commitment to inclusion and gender equality in its research and publications entails:

- Intersectional approaches to research questions, methods, and analysis practices.
- Diverse, reflective project teams; bias awareness in project reviews.
- Inclusive, plain language in research outputs.
- Clear labelling of projects that explicitly focus on gender and equality.
- Equal opportunities to participate in and give feedback on research, encouraging participation from diverse groups.

C – Communication and events

d|part is committed to promoting inclusion and gender equality in its communications, on its website, and through the organisation of events. d|part commits to:

- Parity in panels and moderation of events; visibility for under-represented groups.
- Images and wording reviewed for diversity and fairness.
- Accessible participation (e.g., hybrid options, plain language, appropriate breaks).
- Privacy-compliant collection of core event metrics.

D – Training and capacity building

d|part is committed to fostering diversity, inclusion, and equality in training and development for staff:

- Awareness trainings (bias, language, participation) for all staff.

- Media/speaker trainings to strengthen the representation and visibility of team members from under-represented groups.
- Methods/editorial trainings for inclusive research and communication.

V – Data collection and monitoring of this gender equality plan

d|part's leadership team, consisting of partners, is primarily responsible for monitoring inclusion and gender equality throughout d|part's areas of work and activities. Monitoring will be based on annual reviews with staff, an annual assessment of recruitment and hiring, and audits on the following issues:

- Gender distribution within the team and in leadership/project roles.
- Reviews of the share of research participants from diverse backgrounds.
- Parity at events (speakers, panels, moderation).
- Share of inclusive/plain-language publications (internal review check).

VI – Review Process

This gender equality plan will be reviewed annually, in the second half of each year. The annual review of the plan will briefly record what works and what needs to be adjusted.