INRAD GENDER EQUALITY PLAN

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InRAD
Data for Care

1. Purpose

The purpose of this plan is to outline the requirements and the processes to be in place to ensure that InRAD promotes gender quality in all its practices.

2. Vision and Mission Statement

2.1 **Vision:** To create an inclusive and equitable environment where all genders are respected, valued, and have equal opportunities.
2.2 **Mission:** To promote gender equality through policies, practices, and programs that support the empowerment of all genders within the organization and the community.

3. Objectives

3.1 **Increase Representation:** Ensure balanced gender representation at all levels of the organization.
3.2 **Equal Opportunities:** Provide equal access to professional development, training, and career advancement.
3.3 Safe Environment: Foster a safe and supportive workplace free from discrimination and harassment.
3.4 **Awareness and Education:** Raise awareness and educate staff and volunteers about gender equality issues.

The InRAD Board will commit to the following and carrying out all steps as detailed;

4. Strategies and Actions

4.1 **Dedicated Resources:** Commit human resources and gender expertise to implement the gender equality plan. This includes appointing a gender equality officer or team responsible for overseeing the initiatives.
4.2 **Data Collection and Monitoring:** Collect sex/gender disaggregated data on personnel (and students, if applicable) and conduct annual reporting based on key indicators. This helps track progress and identify areas for improvement.
4.3 **Training:** Provide awareness-raising sessions and training on gender equality and unconscious gender biases for all staff and decision-makers. This ensures everyone is informed and engaged in promoting gender equality.
4.4 **Work-Life Balance and Organizational Culture:** Implement policies and practices that support work-life balance, such as flexible working hours, remote work options, and parental leave. Foster an organizational culture that values diversity and inclusion.
4.5 **Gender Balance in Leadership and Decision-Making:** Promote gender balance in leadership roles and decision-making processes. This can be achieved through targeted recruitment, mentorship programs, and leadership development initiatives.
4.6 **Gender Equality in Recruitment and Career Progression:** Ensure recruitment practices are gender-neutral and provide equal opportunities for career progression. This includes transparent promotion criteria and support for professional development.
4.7 **Integration of Gender Dimension into Research and Teaching Content:** For educational institutions, integrate gender perspectives into research and teaching content. This helps raise awareness and promote gender equality in academic settings.
4.8 **Measures Against Gender-Based Violence Including Sexual Harassment:** Implement measures to prevent and address gender-based violence and sexual harassment. This includes clear policies, reporting mechanisms, and support services for affected individuals.

5. Implementation Plan

5.1 **Leadership Commitment:** Ensure leadership is committed to gender equality and actively champions the initiatives.
5.2 **Resource Allocation:** Allocate necessary resources, including budget and personnel, to support gender equality programs.
5.3 **Communication:** Communicate the gender equality plan to all staff and volunteers, and encourage their participation and feedback.
5.4 **Partnerships:** Collaborate with other organizations and stakeholders to promote gender equality in the broader community.

6. Monitoring and Reporting

6.1 **Data Collection:** Collect and analyze data on gender representation, pay equity, and career progression.
6.2 **Regular Reporting:** Provide regular updates to the board and stakeholders on the progress of gender equality initiatives.
6.3 **Feedback Mechanism:** Establish a feedback mechanism for staff and volunteers to share their experiences and suggestions.

7. Continuous Improvement

7.1 **Review and Revise:** Regularly review the gender equality plan and make necessary revisions based on feedback and changing needs.
7.2 **Celebrate Successes:** Recognize and celebrate achievements in gender equality to maintain momentum and motivation.

Conclusion
The InRAD leadership understands that Implementing a gender equality plan requires commitment, resources, and ongoing effort. By following the above steps, our organization commits to creating a more inclusive and equitable environment for everyone.

Signed:

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