

# coculture e.V. – Gender Equality & Social Inclusion (GESI) Policy

## 1. Purpose and Scope

- This policy outlines CoCulture e.V.'s commitment to gender equality and social inclusion (GESI). It applies to all staff, contractors, volunteers, and partners and governs all activities, programs, and operations.

## 2. Guiding Principles

- **Equality of Opportunity:** Everyone has the right to participate fully regardless of gender, age, ability, ethnicity, religion, or sexual orientation.
- **Inclusion:** Active efforts to remove barriers preventing marginalized groups from participating.
- **Intersectionality:** Recognizing overlapping vulnerabilities and addressing them holistically.
- **Accountability:** Measurable commitments to diversity and inclusion.

## 3. Objectives

- Achieve gender balance in staffing, leadership, and participation.
- Ensure accessibility for people with disabilities.
- Promote representation of marginalized groups in decision-making structures.

## 4. Implementation Measures

- **Recruitment & HR:** Positive action to achieve equal female participation in staff and leadership roles.
- **Programs:** Provide childcare support, transport stipends, and accessible venues.
- **Monitoring:** Collect gender- and diversity-disaggregated data.

## 5. Responsibilities

- **Management:** Ensure GESI targets are built into strategy and projects.
- **Staff & Volunteers:** Implement inclusive practices daily.

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