



Foundation Platform for Social Transformation

Gender Equality Plan

Prepared on Monday 1 November 2021

The Foundation Platform for Social Transformation is committed to gender equality. This commitment is materialized through the following measures:

- Resources are made available to promote gender equality within the organization, whenever this is necessary and in proportion to its size;
- The Board of Directors is informed annually about the sex/gender disaggregated data on personnel, and gender related aspects of work-life balance and organizational culture are systematically raised;
- Awareness raising and information on gender equality and unconscious gender biases for staff and decision-makers is provided periodically, such as publications by the European Institute for Gender Equality;
- The Foundation aims at gender balance in leadership and decision-making, as well as gender equality in recruitment and career progression (it is our policy to strive for gender parity in the Board of Directors, as well as among our program managers);
- The gender dimension is integrated into research and teaching content and more generally the programming of the Foundation, in particular in the democracy assistance, human rights and AIDS prevention related projects that are implemented by the Foundation. The gender perspective is a crosscutting axis in all the projects that are implemented by the Foundation.
- The Foundation adheres to Council of Europe Convention on preventing and combating violence against women and domestic violence (the 'Istanbul Convention'). Any form of gender-based violence, including sexual harassment, will not be tolerated.

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