

# **The Gender Equality Plan**

## **Good Network Foundation**

### **2023-2025**

Warsaw, 15.11.2023

## Introduction

Good Network Foundation (in Polish: Fundacja Dobra Sieć) is a capacity building organization with a legal status of public benefit organization, based in Warsaw, Poland.

Our mission is to promote new technologies as a tool to strengthen civil society and social engagement.

Civil society organizations play a critical role in supporting women's empowerment and gender equality (UN Women, 2020). We want to take part in a positive change as well.

Our strategy on gender equality originates from our on-going, long-term initiatives that we work on for over 14 years in the area of equality in the workplace, and revolves around our mission to strengthen equal chances, reflected in the Foundation's core programs: My Scholarship and E-volunteering.

This Gender Equality Plan (GEP) spells out the organisation's plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

Our procedure for the adoption of the Gender Equality Plan includes:

- a participatory approach where all relevant actors and stakeholders participate in the elaboration of the Gender Equality Plan,
- **publishing the Gender Equality Plan** in our website as a public document signed by high management and disseminating within the institution and our beneficiaries,
- providing **dedicated resources** (board members, program director and the entire team's time) for the design, implementation, and monitoring of the Gender Equality Plan,
- **collecting necessary data** for the Gender Equality Plan (evidence-based approach),
- **monitoring the GEP implementation**,
- **training and awareness-raising meetings** aimed at developing gender competence and tackling unconscious gender bias.

## Statement and analysis

Since the very beginning of our Foundation's operations, women played crucial role in the strategic and day-to-day development of our organisation. Historically, women constituted from 30% to 100% of members of our board. Furthermore, the Foundation's Council also represented both women and men. Currently, membership in our Board is distributed equally between men and women and our Foundation's Council consist of two female members. Among the staff, 75% of the team are women, including leading positions.

This equality plan acknowledges that "gender equality is about non-discrimination and the protection of fundamental human rights". To progress gender equality further we must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face.

We recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence. The Good Network Foundation stands in support of equal rights and fair treatment of all members of the LGBTI+ community.



## Strategy context/analysis

GNF takes a leading role in recognising and valuing the diversity of its staff based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

This role is positively associated with the organisational situation given the age diversity of employees ranging from 25 to 60 years, variety of cultural backgrounds present, and three-quarters of its workers being women.

The organisation's performance in relation to gender equality, in particular, significant achievement with women being well represented in senior leadership and management (program director, member of the board and the Foundation's Council members). This may be explained by the fact that the cooperative model offers a favourable environment for all workers, in particular women, enabling them to work in flexible working hours.

This gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches.

## Objective

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices. Good Network Foundation aims to proactively hold itself up as an example to promote organisational changes in other non-profit organisations, educational institutions, public bodies and business partners.

## Scope

This Plan applies to all work throughout the Organization. The GEP is ratified at the executive level (board members) and the equality officer is responsible for ensuring that it is communicated to all staff members. The equality officer will monitor and report on the progress of implementation and will provide an annual report to all GNF staff and board members. The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation. The equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments. Importantly, effective and participatory implementation of the plan will require commitment from all staff and board members.

## Our strategy and action plan

### Objective 1: Workforce Participation

<b>Year 1-3 2023-2025</b>	<b>Success Measures</b>	<b>Responsible Person/Body</b>
Maintain the gender balance in leadership and decision-making processes	The major data will be collected and evaluated annually in order to ensure that the equality in that aspect is protected. The necessary steps will be taken in that equality will be in jeopardy.	Board members, the equality officer

<p>Ensure gender equality in career progression in the company</p> <p>Eliminating or minimizing the gender pay gap</p> <p>Maintaining and developing measures for work-life balance and aimed at promoting a gender sensitive organizational culture</p>	<p>Equal access to and participation in all education and training programmes that we provide and support as a Foundation</p> <p>Payment of equal remuneration, including benefits and bonuses, for work of equal value for all women and men employees</p> <p>Providing childcare provisions, flexible working arrangements and extensive maternity/paternity/parental leave. Respecting women and men workers' rights to time off for medical care and counselling for themselves and their dependents.</p> <p>Provision of safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including to reproductive health.</p>	
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### Objective 2: Partnerships and major donors

Year 1-3 2023-2025	Success Measures	Responsible Person/Body
<p>Selection of new partnerships and relations with donors: seeking to eliminate the establishment of partnerships or receiving major grants/donors from the institutions that has no women representation in leading positions</p>	<p>Number of partnerships with donors and business partners that promote and implement gender equality vs. number of partnerships or major grants/donors from the institutions that has no women representation in leading positions</p>	<p>Board members, the equality officer</p>

### Objective 3: Communication, Advocacy and Engagement

Year 1-3 2023-2025	Success Measures	Responsible Person/Body
<p>Popularize educational and social projects that aims at gender equality</p>	<p>Popularizing min. 5 scholarship programs that aims at gender equality on our portal, reaching min. 500 audience</p>	<p>Staff members, the equality officer</p>



	<p>Popularizing min. 3 e-volunteering initiatives that aims at gender equality, published on our portal, reaching min. 100 audience.</p>	
<p>Disseminate measures against gender-based violence including sexual harassment</p>	<p>Presenting and training on the equal treatment statement, anti-mobbing procedure and equal treatment regulations during all the on-boarding processes (each new team member will have them presented, explained and then will be asked to sign the declaration to follow them)</p>	
<p>Conduct training and awareness raising about gender equality</p>	<p>Min. 3 dedicated trainings/meeting on gender equality with a participation rate of the workforce at the level of min. 75%</p>	
<p>Remove harmful gender-based stereotypes in all media and Foundation's materials and advertising</p>	<p>Incorporating the inclusive language and images in min. 75% of the Foundations' articles and posted published in our websites and social media (min. 50 articles and 50 posts)</p>	
<p>Promoting inclusive language in the Foundation's materials</p>		

## Monitoring, reporting and evaluation

In the area of monitoring, reporting and evaluation our Foundation will:

- be committed to periodical monitoring and reporting of the implementation of the Gender Equality Plan,
- using the established and newly added (if necessary) criteria, such as: percentage of women employees, percentage of women at management level, percentage of women on boards/executive teams/partners as well as percentage of promotions and career opportunities – women and men,
- allocate time and resources of board members and all the team members in order to hold participatory, joint responsibility for monitoring, reporting and assessment.

## The timeline of the Gender Equality Plan

- Starting date of application of the Gender Equality Plan: 15th of November 2023
- Monitoring activities: monthly, with a major mid-term assessment in November 2024.
- Dissemination strategy: regularly, between November 2023 and December 2025, as written in the table below.
- Final assessment: November 2025.

## The Gender Equality Plan's dissemination strategy

Action	Target	Expected impact	Time schedule
Introduction of the gender equality plan in dedicated communication platform "Good News' Network" (Dobra Sieć Wiadomości)	Main stakeholders: major supporters, partners, donors and beneficiaries of the Good Network Foundation	Raising awareness and inviting to take joint actions among the Foundation min. 25 main stakeholders	4 <sup>th</sup> of November, 6 <sup>th</sup> of December 2023
Introduction of the gender equality plan in the biggest newsletter of the Foundation ("My Scholarship") together with the article on the scholarship programs fostering women development and equal chances	Main beneficiaries of the Good Network Foundation (students, pupils, young scientists, teachers, representative of non-profit and educational institutions)	Raising awareness and popularizing initiatives that foster women development and equal chances among min. 6000 beneficiaries (open rate of the newsletter and the number of unique readers of the article published on <a href="http://mojestypendium.pl">mojestypendium.pl</a> & <a href="http://en.mojestypendium.pl">en.mojestypendium.pl</a> ).	15 <sup>th</sup> of November 2023
Publishing the Gender Equality Plan in the official website of the Good Network Foundation, followed by the series of posts on social media	Main stakeholders: major supporters, partners, donors and beneficiaries of the Good Network Foundation	Raising awareness among min. 250 Foundation's stakeholders	November 2023 – December 2025
Information campaign and training among workforce, identifying different dissemination actions and channels of communication to inform workers about the Gender Equality Plan and specific measures adopted.	Our Foundation entire team	Raising gender competences and equality awareness among min. 75% of the Foundation workforce (including staff and board members) that will participate in each of the campaign and training.	Annually (at least three times between November 2023 – December 2025)

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*Kacper Kondracki*

Staff members

*Aleksandra*  
*Beliwa*

*Marysia*  
*Szuchala*

*Weronika*  
*Matejka*

Date