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Subject: 2022 Gender and Diversity Equality Plan

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To the European Commission,

As part of the European Commission Gender Equality Strategy 2020-2025, the European Commission is committed to promoting gender equality in research and innovation. This commitment exists alongside the well-established regulatory framework within the European Union on gender equality which applies widely across the labor market, including the research sector. Because of the peculiarities of the research sector, and because many structural barriers to gender equality and innovations persist, specific action is needed to overcome gender gaps. The European Commission is now making institutional gender equality plans a precondition for securing funding from Horizon Europe, the framework programme for research and innovation. This precondition is part of the plans drawn up by the European Commission for promoting gender equality (Gender Equality Strategy 2020-2025; Gender Equality in the European Research Area). From 2022, every legal entity (government body, research or higher education institution) must have a gender equality plan in order to be eligible for funding from Horizon Europe.

Ki Culture, as a European Organization and international advocate for equity and equality of all peoples, is committed to supporting this initiative. As an internationally operating organization, Ki Culture is committed to creating a safe and welcoming environment for peoples of all races, genders, backgrounds, countries/geographical locations, religions, sexual orientations, or any other characteristic(s). Our holistic, international approach is what makes our programming and outputs unique and valuable and we are incredibly proud of the diversity of our team.

Ki Culture is committed to gender balance and addressing gender bias in our activities, our actions, and our communication. One of the pillars of sustainability is social sustainability, an umbrella under which Gender equality falls. For our organization, it is vital that we are knowledgeable and embody equality in practice within our own organization as well as in our educational outputs.

Therefore, Ki Culture is committed to providing a safe and open working environment for people across the gender spectrum. Currently, Ki Culture is a predominantly female-led organization, with all paid staff and the Executive Director identifying as female. The Supervisory Board includes only male identifying individuals. To balance the representation on the Supervisory Board, Ki Culture has committed to recruiting a female, trans, or non-binary Board Member. These and other goals are outlined in our [Gender and Diversity Equality Plan](#).

Gender is just one element of an inclusive organization. Ki Culture is additionally committed to welcoming people from all races, backgrounds, countries/geographical locations, religions, sexual orientations, socio-economic standing, education levels, etc., to volunteer and/or work for the organisation.

In our professional experience, professionals in the cultural sector are predominantly female. This is also true for our volunteers. However, we use this opportunity to encourage our team members to be more vocal about equal pay and gender balance within the organizations where they study or are employed. We provide training, mentorship, and support for all team members to be empowered and recognise their own value and advocate for themselves in their careers and beyond. We feel that the best way to achieve a sustainable world, including a sustainable society, is through individual agency. By providing opportunities for our team to build their confidence through these activities, we are contributing to a more equal and just society.

We have team members from all over the world including Rwanda, Brazil, Australia, Hong Kong, Canada, Belgrade, Romania, Poland, and our team represents multiple genders.

Gender equality is at the heart of what we teach - and we are proud to have such an inclusive and diverse team. With this statement and with the publication of the Gender and Diversity Equality Policy on our website, Ki Culture is committed to continuing to advocate and provide a safe and inclusive space for all peoples from all backgrounds, all genders, and all places. We hope that our commitment is not only reflected in the work that we do and the programming we provide, but that our dedication is also reflected in our actions. We strive to continue to contribute to a more diverse and inclusive field.

Sincerely,

A handwritten signature in black ink that reads "Caitlin Southwick". The signature is fluid and cursive, with a large initial 'C' and a long, sweeping underline.

Caitlin Southwick, MSc. PD.
Founder & Executive Director