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## **Gender and Diversity Equality Plan**

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 program 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 the equity and equality of all peoples, is committed to supporting this initiative. In order to do so, we have dedicated our own Gender and Diversity Policy Plan.

### **1. Public Document**

This letter (link) from our executive Director outlines our organization's commitment to this issue.

### **2. Dedicated Resources**

Ki Culture has a dedicated DEAI Ethics team, which is comprised of staff members (excluding upper management) to direct management in ways that the internal operations of Ki Culture can be more inclusive.

Ki Culture believes in a holistic approach to a safe and balanced working environment. To ensure our employees and volunteers are comfortable with their work-life balance, we have a system in place to alert management if a team member is feeling overwhelmed. Our

stoplight system is a badge indicated on Slack, whereby team members can select Yellow if they are happy with their current workload, Red if they are feeling overwhelmed and need support, or Green if they feel that they would like to take on more responsibility. This system ensures day to day that our team members are feeling comfortable with their workload. It also helps to harness collaboration within the organization.

We work in teams to ensure that all team members have proper support systems in place. Our monthly team meetings are an opportunity for all of our team members to gather informally to check in and update each other. This is a great chance for communication and to address issues as an organization. Each team member is given the floor to speak, and no one is excluded.

In addition, we provide team building activities, such as team yoga classes, to ensure that our team members are connecting and taking time for mental wellness.

We provide internship and volunteer opportunities for emerging professionals and welcome everyone. We are proud of using Ki Culture as a training environment for students and young people - allowing our team members to gain real life experience and to develop their own personal and professional skills.

### **3. Data Collection and Monitoring**

Diversity and gender equality are built into our recruitment and our communication strategies. We keep track of our volunteers and have regular check-ins to ensure all staff feel safe, comfortable, and provided with the support they need.

Ki Culture's volunteer list is monitored by our People & Culture team, who track the balance of representation in our team. When we feel that we are missing input, we will actively recruit to fill that gap.

### **4. Training and Capacity Building**

Trainings on diversity, equity, inclusion, gender equality, and other social justice issues are provided. These sessions are open to all staff members, either by attending live or having access to recordings of past sessions.

We ensure that all Ki Culture staff and volunteers are trained to use proper pronouns. Gender identification for all volunteers and staff is optional during our recruitment process. We provide space for people to identify which pronouns they prefer to use, if they would like to provide that information.

Ki Culture was founded by a woman and has been predominantly a female led organization. Ki Culture believes in gender equality for ALL genders and actively supports a safe and open working environment for all.

Ki Culture believes in Dr. Powell's theory of belonging. For us, it is not enough to simply invite someone in, but to ensure that they feel they have a safe space for contributing, for being themselves, and for feeling valued for who they are and what they bring to Ki Culture.

## **5. Gender and Diversity Goals (2022-2025)**

- To ensure that we provide a safe and equitable environment for people across the gender spectrum and are actively seeking out the inclusion of non-binary and other genders
- To ensure that we have gender balance on our Supervisory Board
- To create a respectful environment by allowing team members to use pronouns of their choosing and ensure no team member is incorrectly identified or assigned
- To provide paid job opportunities and valuable professional and personal development for women and non-binary genders
- To continue working towards a more inclusive and balanced organization