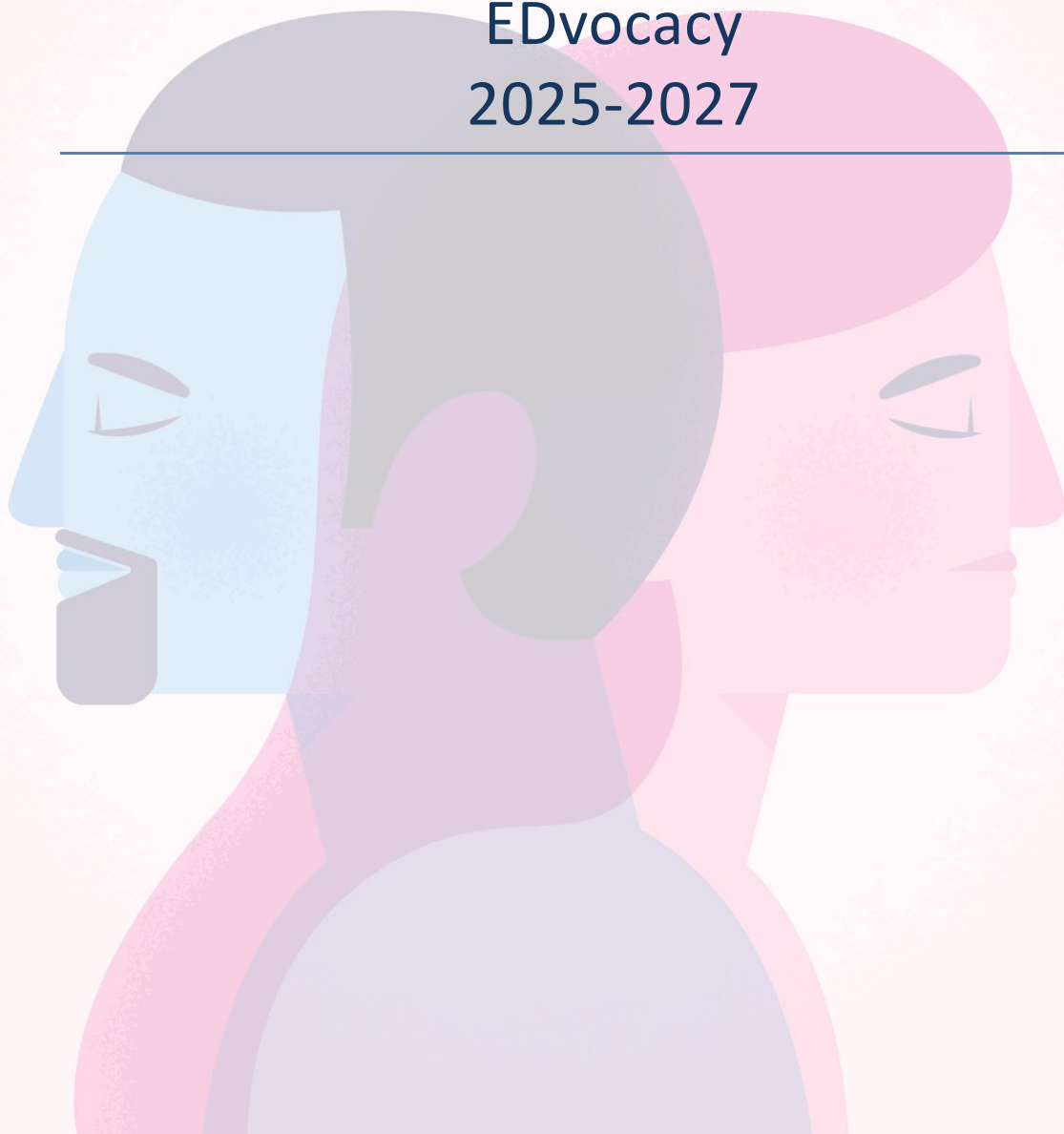


Gender Equality Plan (GEP)

EDvocracy

2025-2027



EDdvocacy is a European non-governmental organization committed to promoting inclusive, high-quality education and supporting education stakeholders through evidence-based advocacy. In alignment with the European Union's values and Horizon Europe programme requirements, EDvocacy has adopted this Gender Equality Plan (GEP) to support gender balance, inclusivity, and equal opportunities in all aspects of its operations.

The GEP was approved through the 4/16-02-2025 act of the General Assembly of the organization.

Table of Contents

1. Public Commitment.....	4
2. Dedicated Responsibility.....	4
3. Data Collection and Monitoring.....	4
4. Training and Awareness.....	4
5. Work-Life Balance and Inclusive Culture	5
6. Gender in Projects and Advocacy.....	5
7. Anti-Harassment and Non-Discrimination Policy	5
8. Review and Update.....	5
References	6

1. Public Commitment

Gender equality is a cornerstone of Edvocracy's organizational values. This commitment is reflected publicly on our website and embedded in internal and external documents. By adopting this Gender Equality Plan, we pledge to maintain a proactive stance toward gender equity, both within our organization and across the educational sectors we serve.

2. Dedicated Responsibility

Edvocracy assigns a designated staff member to oversee gender equality practices. This individual is responsible for monitoring progress, supporting inclusive recruitment and project design, and serving as a contact point for equality-related issues. While we are a small team, we believe leadership and accountability on gender issues are essential.

3. Data Collection and Monitoring

We collect and monitor sex-disaggregated data related to our staff, volunteers, project participants, and collaborators. This enables us to assess gender representation, identify disparities, and guide our decision-making to ensure gender balance in staffing, programming, and participation. Data is reviewed annually and used to inform updates to this plan.

4. Training and Awareness

Edvocracy promotes gender equality awareness through ongoing internal learning. Our staff participate in webinars, EU-funded training, and share resources related to gender equity, unconscious bias, and inclusive communication. We aim to build a shared understanding of equality principles across all levels of engagement.

5. Work-Life Balance and Inclusive Culture

As a remote-friendly and flexible organization, Edvocracy supports a work-life balance that benefits all genders. We encourage respect, psychological safety, and inclusivity in our working environment. Diversity is valued in all forms, including gender identity, sexual orientation, ethnicity, and abilities.

6. Gender in Projects and Advocacy

Edvocracy actively integrates gender-sensitive approaches in its advocacy, research, and policy work. We consider the gendered impact of education reforms and seek to amplify underrepresented voices in European education policymaking. We also advocate for gender-responsive educational practices through our partnerships and policy recommendations.

7. Anti-Harassment and Non-Discrimination Policy

We uphold a zero-tolerance policy for any form of discrimination, harassment, or gender-based violence. All staff, partners, and beneficiaries are expected to adhere to respectful and inclusive behavior. Reporting mechanisms are in place to ensure safe disclosure and resolution of concerns.

8. Review and Update

This Gender Equality Plan is reviewed annually by the responsible staff member. Revisions are made based on internal monitoring, organizational needs, and evolving EU guidelines. We strive for continuous improvement in our approach to equality and inclusion.

References

- European Commission: Directorate-General for Research and Innovation, *Horizon Europe guidance on gender equality plans*, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>
- Γ.Γ.Δ.Ο.Π.Ι.Φ. (2019). Publication in the Official Gazette of Law 4604 for the promotion of substantial gender equality and the prevention and fight against gender-based violence. <https://isotita.gr/en/law-4604-2019-substantive-gender-equality-preventing-combating-gender-based-violence/>
- ELIAMEP (2021). *Gender Equality Action Plans in Universities and Research Organizations: Guidelines and Tools*, Editing & Editing: Dia Anagnostou. Athena
- Stratigaki, M. (2021). *Gender Equality Policies*. UN, European Union Greece. Athens: Alexand European Commission (2016a). *Guidance on Gender Equality in Horizon 2020*. Version 2.0.