

VSI MENAS IR INOVACIJOS

ART+INN

GENDER EQUALITY PLAN

Period	2025–2027
Adopted by	Director, VSI Menas ir inovacijos (ART+INN)
Date of adoption	January 2025
Review date	April 2027
Website	www.art-inn.org

1. Introduction and Institutional Commitment

VSI Menas ir inovacijos (ART+INN) is a Lithuanian non-governmental organisation founded in 2022 in Vilnius, dedicated to innovative non-formal education, civic participation and social inclusion. ART+INN is committed to gender equality as a core institutional value — not only as a compliance requirement under EU funding frameworks, but as a genuine organisational principle embedded in how we work, who we work with, and how we design and deliver our activities.

This Gender Equality Plan (GEP) covers the period 2025–2027 and applies to ART+INN as an organisation and to all projects and activities it implements or participates in. It is formally adopted by the Director and reviewed every three years in line with the organisation's founding cycle.

ART+INN recognises that gender equality is inseparable from its broader commitment to social inclusion, non-discrimination and the empowerment of marginalised groups. Our work consistently reaches communities where gender intersects with other axes of disadvantage — migration background, socioeconomic vulnerability, displacement — and our GEP reflects this intersectional understanding.

2. Organisational Context and Baseline

ART+INN is a small organisation with 3 full-time equivalent staff and an extensive network of freelance facilitators, trainers and civic educators engaged on a project basis.

Governance: ART+INN is constituted as a viešoji įstaiga. Organisational decisions are taken by the Director. The GEP is adopted and reviewed at Director level.

Current team profile: The majority of ART+INN's core staff are women. The organisation's leadership is female. This reflects both the demographic reality of the Lithuanian NGO sector and ART+INN's active commitment to creating a workplace where women hold senior roles and decision-making authority.

Current baseline observations:

- ART+INN's leadership and majority of staff are female
- The organisation has a track record of projects specifically targeting women and girls: Voices of Change (CERV, civic engagement for migrant girls), URB.ABLE (urban accessibility for young people including young women), and support for Ukrainian refugee women through Ukreate Hub partnerships
- Gender-disaggregated participant data has not been systematically collected to date — this GEP commits to introducing this practice from 2025

3. Priority Areas and Commitments

3.1 Institutional Culture and Working Environment

Commitment: ART+INN commits to maintaining a working environment free from gender-based discrimination, harassment and stereotyping, and to ensuring that all staff — regardless of gender — have equal access to professional development, responsibilities and recognition.

Actions:

- Integrate a gender equality and non-discrimination clause into all staff contracts and freelance agreements by end of 2025
- Ensure flexible working arrangements are available equally to all staff regardless of gender or family status
- Discuss workload distribution and professional development opportunities in regular team reviews, with attention to potential gender-based imbalances
- When recruiting new staff or freelancers, use gender-neutral job descriptions and evaluate candidates against transparent, skills-based criteria

Indicator: All staff contracts include a non-discrimination clause by December 2025; recruitment processes documented with gender-neutral criteria

3.2 Governance and Decision-Making

Commitment: ART+INN commits to maintaining gender-aware governance practices and, as the organisation grows, to ensuring that decision-making structures do not reproduce gender imbalances.

Actions:

- When expanding the team or establishing advisory structures, apply a gender balance principle — aiming for no less than 40% of any gender in formal roles
- Ensure that the Director's decision-making processes are documented and transparent, reducing the risk of informal gender bias in resource allocation, task assignment and opportunity access
- Include gender equality considerations in annual organisational reviews

Indicator: Gender balance principle documented and applied in all future recruitment and governance decisions

3.3 Pay and Resource Allocation

Commitment: ART+INN commits to equal pay for equal work and to transparent salary-setting criteria across all roles.

Actions:

- Apply project budget rates consistently across all staff regardless of gender, using EU programme daily rate scales as the reference framework
- Document salary and honorarium rates for all roles in a transparent internal register, reviewed annually
- Ensure that project roles — including lead roles and public-facing responsibilities — are allocated on the basis of competence and availability, not gender assumptions

Indicator: Internal pay register established and reviewed annually from 2025; no gender pay gap documented

3.4 Data Collection and Monitoring

Commitment: ART+INN commits to systematically collecting and using gender-disaggregated data across all its projects and activities, in compliance with GDPR and Lithuanian data protection legislation.

Actions:

- Introduce gender-disaggregated participant registration forms for all ART+INN-organised activities from 2025, collecting data on gender identity (with non-binary and prefer-not-to-say options)
- Report gender-disaggregated participation data in all project reports and dissemination materials
- Conduct an annual internal review of gender balance across participant groups, identifying under-represented groups and adjusting outreach strategies accordingly
- Where project data reveals significant gender imbalances in participation, develop targeted recruitment measures

Indicator: Gender-disaggregated data collected and reported in 100% of ART+INN project activities from 2025; annual internal review conducted

3.5 Project Design and Methodology

Commitment: ART+INN commits to integrating gender equality principles into the design, implementation and evaluation of all projects and activities, ensuring that methodologies are gender-responsive and accessible to participants of all genders.

Actions:

- Conduct a gender analysis at the project design stage for all new proposals, identifying gender-specific needs, barriers and opportunities among target groups
- Ensure that non-formal education methodologies are designed to be inclusive of participants of all genders, with particular attention to creating psychologically safe environments for young women, non-binary participants and those with migration or displacement backgrounds
- In civic participation and urban democracy projects, actively address the gender dimension of participation barriers — recognising that women and girls, particularly those with migrant backgrounds, face specific structural obstacles to civic engagement
- Integrate gender equality learning outcomes into relevant training and education activities where appropriate
- Ensure that visual and communication materials produced by ART+INN avoid gender stereotyping and reflect diversity in representation

Indicator: Gender analysis documented in all new project proposals from 2025; gender equality addressed in methodology sections of all relevant project applications

3.6 Target Group Inclusion — Intersectional Approach

Commitment: ART+INN recognises that gender inequality intersects with other dimensions of disadvantage — migration background, socioeconomic status, disability, age — and commits to an intersectional approach in all its inclusion work.

Actions:

- Prioritise outreach to women and girls with migration backgrounds in civic participation projects, building on ART+INN's experience with Ukrainian displaced women through Ukreate Hub and Voices of Change project partnerships
- Design activities that address the specific barriers faced by young women in accessing civic participation — including language barriers, care responsibilities and institutional distrust
- Ensure that project facilitation teams reflect gender diversity where possible, and that female facilitators are available for activities with female-majority participant groups
- Actively address gender stereotypes in civic education content, particularly in activities targeting young people

Indicator: Gender and intersectionality analysis included in target group descriptions of all project proposals; outreach strategies specifically addressing women and girls documented in all relevant projects

4. Implementation, Monitoring and Review

Action	Responsible	Timeline
Integrate non-discrimination clause in all contracts	Director	By December 2025
Establish internal pay register	Director	By December 2025
Introduce gender-disaggregated data collection	All project staff	From January 2025
Conduct annual internal gender equality review	Director	Annual — December each year
Apply gender analysis to all new proposals	Senior Expert	From April 2025
Review and update GEP	Director	April 2027

5. Communication and Transparency

ART+INN commits to making this GEP publicly available on its website (www.art-inn.org) and to referencing it in all relevant EU funding applications. The GEP will be shared with project partners and associated partners upon request and included in consortium documentation where required by funding programme guidelines.

6. Formal Adoption

This Gender Equality Plan has been formally adopted by the Director of VSI Menas ir inovacijos (ART+INN) and applies to the organisation and all its activities for the period 2025–2027.

Signed:


Director, VSI Menas ir inovacijos (ART+INN)

Vilnius, January 2025