

Gender Equality Plan

Menas ir Inovacijos (ART+INN)

Adopted: 2022 02 23

Valid for: 2022–2027

1. Introduction and Purpose

This Gender Equality Plan (GEP) sets out the commitment of Menas ir Inovacijos (ART+INN) to promote gender equality, inclusion, and fair representation in all areas of its work. The plan defines the principles, objectives, and actions through which ART+INN will ensure equal opportunities for all individuals involved in its activities, whether as staff, collaborators, artists, or project partners.

As a small non-governmental organization active in the fields of art, innovation, and education, ART+INN recognizes that gender equality is fundamental to creative expression, social responsibility, and sustainable development. This plan reflects both European standards — including the principles of the European Union’s Gender Equality Strategy (2020–2025) — and the organization’s own values of fairness, respect, and transparency.

2. Guiding Principles

- **Equal Opportunities:** All individuals, regardless of gender, identity, or background, shall have equal access to professional, artistic, and learning opportunities.
- **Inclusiveness and Respect:** ART+INN promotes a culture based on mutual respect and zero tolerance for discrimination or harassment.
- **Transparency:** Recruitment, collaboration, and selection processes shall be conducted in a transparent and fair manner.
- **Participation:** Gender equality will be actively supported through the participation of all team members in planning and decision-making.
- **Data and Reflection:** Progress will be informed by gender-disaggregated data and regular internal review.
- **Practical Proportionality:** Measures are adapted to the organization’s small size and implemented through practical, achievable actions.

3. Objectives

- To ensure equal access to participation and representation in all projects and initiatives.
- To foster a gender-balanced and inclusive working environment.

- To raise awareness and strengthen knowledge on gender equality among all collaborators.
- To integrate gender perspectives into the design and implementation of projects.
- To ensure a safe and respectful environment free from discrimination and harassment.

4. Governance and Responsibilities

As a small NGO, ART+INN operates with a compact structure. The responsibilities for implementing and monitoring the Gender Equality Plan are distributed as follows:

- Director / Project Coordinator: Overall responsibility for implementing the GEP and ensuring compliance with its principles.
- Gender Equality Officer (part-time or rotating role): Appointed from among the core team to coordinate data collection, training, and awareness activities, and to act as the first point of contact for equality-related matters.
- Project Teams: Responsible for applying gender equality principles in the development and delivery of each project.
- External Partners: Expected to uphold similar principles when collaborating with ART+INN.

A written confirmation of responsibilities will be included in internal project documentation to ensure accountability.

5. Key Action Areas and Measures

The following table outlines the main areas of intervention, objectives, actions, responsible persons, timelines, and indicators of progress.

Area	Objective	Key Actions	Responsible	Timeline	Indicators
Gender Balance in Participation and Representation	To achieve balanced representation of genders in all ART+INN activities.	Monitor gender representation in project teams, participants, and leadership roles. Aim for balanced participation (approx. 50/50) in panels, residencies, and training sessions. Encourage applications and partnerships from underrepresented	Director / Gender Equality Officer	Continuous	Gender balance data in annual activity report

		genders.			
Recruitment and Collaboration Practices	To ensure fairness and inclusiveness in all recruitment and collaboration processes.	Use gender-neutral language in calls and announcements. Apply transparent and merit-based selection procedures. Where possible, involve at least two people in selection decisions to avoid bias.	Director / Project Coordinators	2025–2026	Records of recruitment calls and selection decisions reviewed annually
Work–Life Balance	To promote flexible and supportive working conditions.	Allow flexible working hours and remote work whenever feasible. Adapt schedules for staff or collaborators with caregiving responsibilities. Consider flexibility in project deadlines and meeting times.	Director	Continuous	Feedback from team members; flexibility measures documented
Prevention of Harassment and Discrimination	To ensure a safe and respectful working environment.	Adopt a written Code of Conduct outlining zero tolerance for harassment and discrimination. Provide a confidential mechanism for reporting incidents. Seek mediation or external advice in case of	Director / Gender Equality Officer	2025	Code of Conduct approved and published internally

		conflict.			
Integration of Gender Perspective in Projects	To promote inclusion and gender sensitivity in project design and implementation.	Include gender considerations in project planning, especially in audience engagement and content development. Ensure gender balance in expert and participant selection. Use inclusive visuals and language in communication materials.	Project Coordinators	Continuous	% of projects including gender aspects in reports
Capacity Building and Awareness	To strengthen understanding of gender equality within the team.	Organize at least one annual training or discussion session on gender equality and inclusive practices. Share relevant resources and guidelines with staff and partners. Include gender awareness in new staff orientation.	Gender Equality Officer	Annual	Number of trainings and attendance; evaluation feedback
Monitoring and Reporting	To ensure accountability and continuous improvement.	Collect gender-disaggregated data on participants, staff, and collaborators annually. Conduct an internal review of progress once per year. Publish a short summary	Gender Equality Officer / Director	Annual	Annual GEP report completed and filed

		of achievements and challenges.			
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6. Specific Measures for the Art and Innovation Context

- Ensure gender balance in artist residencies, workshops, and public events organized by ART+INN.
- Monitor representation of genders in communication materials and visual campaigns.
- Promote visibility of women and other underrepresented genders in art, design, and innovation sectors.
- Encourage gender-sensitive themes in artistic and educational projects.
- Provide equal access to creative and technological resources for all participants.

7. Data Collection and Privacy

ART+INN will collect gender-disaggregated data limited to what is strictly necessary for monitoring progress. All data collection will comply with the General Data Protection Regulation (GDPR). Aggregated results may be used for reporting and evaluation but will not contain personal identifiers.

8. Evaluation and Review

The Gender Equality Officer will prepare an annual internal review summarizing progress and identifying challenges. The Director will review the plan's implementation and propose updates as necessary. A full review and revision of the GEP will take place every three years (next planned revision: 2028). Adjustments will be made based on lessons learned, organizational growth, and new EU or national guidance.

9. Conclusion

Menas ir inovacijos (ART+INN) affirmis its strong commitment to equality, diversity, and respect for all individuals. The organization recognizes that gender equality is not only a matter of fairness but a condition for creativity, innovation, and sustainable development. Through this Gender Equality Plan, ART+INN aims to ensure that its internal practices, projects, and partnerships reflect these principles and contribute to a more inclusive cultural and innovation ecosystem.