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IIED EU gender equality action plan

IIED Europe summary gender equality action plan for 2022-2027

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Our commitment

As a new institution IIED Europe is committed to fostering a more just, equitable and sustainable world. We recognise diversity and inclusion will be a source of strength in achieving our objectives. We therefore welcome everyone as staff and partners, trusting what makes us different brings creativity, different styles and experiences to help us collectively do our best work. That is regardless of gender, ethnicity, age, disability, religion, sexual orientation, and cultural identity. We especially welcome those from under-represented groups in modern action research. This statement is to share IIED Europe's commitment to the principles of intersectional gender equality and diversity.

Fairer, more equitable interventions are an integral part of the effort to democratise institutions and ensure more comprehensive and balanced participation. Gender justice and diversity require more inclusive, open and democratic institutions, that guarantee fair access and non-discrimination. IIED Europe is committed to supporting structural, cultural and political change to eradicate (hetero)sexism, bias (conscious and unconscious) and other forms of discrimination in research and higher education and advancing an intersectional and inclusive concept of gender. This includes moving beyond binary understandings of gender to be inclusive of people of all genders, including non-binary and gender non-conforming people.

Acknowledging the diverse constitution of our own societies, and those we work with in our action research, and striving to reflect that same diversity among research, professional and support staff, and our institutional governance structures, we are committed to:

1. Achieving gender balance/parity at all levels of research careers, in institutional governance and decision-making positions, and among public and highly visible roles and functions.
2. Implementing human resources practices that attract and promote the best talents in all their diversity that do not discriminate on the basis of gender or other social, economical, geographical, grounds.
3. Preventing a gender pay gap.
4. Striving for diversity and intersectional gender justice, equality in our research.
5. Achieving equality in descriptive and substantive participation in institutional and working groups committees and panels.
6. Mainstreaming gender justice awareness and best practice in the daily operations of our institution, both internally and externally.
7. Embedding intersectional gender justice and diversity in the policies, strategy statements and research products of our institution.
8. Promoting inclusive policies and work-life balance.
9. Advancing attention to intersectional gender and social inclusion across disciplines to produce knowledge that improves understanding of, and fosters cultural, social and political change in gender norms and structures limiting progress towards intersectional gender justice, equality, and inclusion.
10. Sharing knowledge about gender justice and diversity across our institution and embedding gender equality and diversity in the training of our research, professional, and support staff, and staff in our partner organisations.
11. Incorporating gender-sensitive practices, processes and procedures in research, while addressing barriers to equal participation of all genders in research and decision making.
12. Preventing discrimination, bullying, sexual, and harassment from our institution.

Priority (outcome) areas and actions

The following are priority (outcome) areas which IIED Europe will focus on to operationalise our commitment over the next five years, gradually implementing as the organisation grows and matures. We commit to monitoring and reporting on progress as we develop our capability and capacity over time. In priority order we will focus on:

PRIORITY AREA 1: IIED Europe resources, processes, policies and practices are gender responsive

IIED Europe commits dedicated resources and gender expertise to ensure the institute has the capacity to support intersectional gender equality, justice and inclusion:

Improve understanding of the possible gender implications of selected IIED Europe processes, policies and practices internally and externally by systematically reviewing institutional policies and processes under development, to ensure they support intersectional gender equality, justice and inclusion.

PRIORITY AREA 2: Data is collected, analysed and reported

Collect, analyse and report on gender-disaggregated data on gender roles and responsibilities at among staff consultants and seconded IIED UK staff at all levels, and across all functions and research capacities, including governance structures and other IIED Europe governance bodies and technical committees in the institute.

Collect data for assessing the gender responsiveness in IIED Europe research knowledge[1] and communications[2] products, including research papers, reports, training course material presentations, press releases and leaflets.

Track and report on resources, including financial and gender technical expertise, committed and expended towards fostering intersectional gender equality, justice and inclusion, and the empowerment of often marginalised groups in the workplace and in IIED Europe research.

PRIORITY AREA 3: IIED Europe's policy on gender is adopted and being implemented

Define long-term objectives related to intersectional gender equality, justice and inclusion, including the empowerment of women and other marginalised groups.

PRIORITY AREA 4: Participation and representation in technical work is balanced

Research and assess opportunities and obstacles to often marginalised groups' participation in technical work

Ensure contributions and perspectives of often marginalised groups in technical work and leadership positions are further valued and integrated

PRIORITY AREA 5: IIED Europe deliverables are intersectional gender responsive

Create, update and improve tools to support researchers and other internal stakeholders to ensure that the interventions they design, and implement are intersectional-gender responsive.

Improve understanding and knowledge of interventions in support of intersectional gender equality, justice and inclusion, including the empowerment of women and other marginalised groups.

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[1] *'Knowledge products'* include research papers, reports, journal articles, books, book chapters, grey literature and training course material (if applicable beyond a single use).
[2] *'Communications products'* include presentations, press releases and leaflets designed to communicate critical ecosystems and natural resources management-related content to particular audiences for specific programme needs. These products do not generate new knowledge, but are used to share, spread or disseminate existing knowledge (they may be reformatted versions of original knowledge products), but are used specifically to reach specific audiences or raise awareness.

Ensure access to guidance, recommendation and materials to help research teams designing, implementing and conducting MEL of gender responsive interventions, including policies, programmes, projects and (action) research.

Develop and provide or enable access to trainings to IIED Europe and partner staff involved in research and advocacy.

Generate evidence and make recommendations that draw on analysis of gender-disaggregated data, and other data collected using intersectional gender responsive research and MEL approaches

Identify new areas of research and deliverables to promote gender equality

Collect case studies on national and international standards to define best practices on standards in support of gender equality

Establish a repository of gender action plans used across IIED Europe projects and applicable policies and processes to support intersectional gender equality, justice and inclusion and women's and other marginalised groups empowerment in IIED Europe and partner interventions.

PRIORITY AREA 6: Organisational culture and structure, and management practices supporting intersectional gender equality, diversity and inclusion across the institute, as a workplace.

Support equal career opportunities for all staff and appropriate working arrangements to balance work and home life.

Mainstream gender in the core thematic messaging of IIED Europe's communications

Ensure mandatory 'Unconscious bias' and 'Inclusive recruitment & selection' trainings and refresher trainings for all senior managers, line managers and any and all other staff involved in recruitment processes (across the board, including for consultants, contractors, etc.) and all staff in general.

Accountability by senior managers for the implementation towards the commitment in their groups and teams, including that ensuring an optimal balance between the professional and caring responsibilities of all staff such as on flexible working arrangements, and measures supporting women and staff returning from extended care and parental leave reintegration into the workplace.

PRIORITY AREA 7: IIED Europe partners are supported on intersectional gender equality

Support our partner and peer organisation's intersectional gender responsiveness capacity via incorporation of context specific intersectional gender considerations into organisational culture, research content and interventions.

Accountability

Implementation of the policy is a responsibility of all members of staff, who will be expected to show a gender perspective in their work by putting the above commitments into action. IIED Europe will establish and sustain institutional governance where:

- The Director be accountable for the implementation and monitoring of, and reporting on this commitment, including ensuring sufficient resources are committed to support
- The Management Board will dedicate a regular meeting (at least twice a year) to be attended by the gender focal point, to plan, monitor and oversee progress in implementing this commitment, ensuring individual accountability of senior managers in support of the director's overall accountability
- The people team will take measures to enhance, and to report twice a year on progress made towards achieving gender parity in recruitment staffing, the uptake of work-life balance opportunities and best practices and challenges in the gender-responsive performance monitoring process.

Review

Once a substantial workforce is in place, and a substantial level of work is underway IIED Europe will conduct analysis of gender roles and responsibilities, and the gender responsiveness of internal and external policies, processes and practices to document key data relevant identifying priority issues to be addressed in an updated gender action plan. The review is to be no later than 2027.