

## Gender Equality Plan (GEP)

Version: 2 February 2024

### Our Commitment

The Innovation in Politics Institute is a mission-driven company. We identify, develop and apply innovations in politics – to strengthen democracy in Europe and beyond.

At the heart of this lies the equal inclusion and representation of all people - both internally in our team and externally in our work. Thus, gender equality is a core issue of our organisation.

The Innovation in Politics Institute lives workplace flexibility and promotes personal work-life balance in all ways possible.

### The team committed to developing and implementing our GEP:

- Martina Füllrutter, Gender Equality Officer
- Helfried Carl, Founder and Managing Partner
- in cooperation with the Workers Council of the Institute established under Austrian Labour Law, representing all employees of the Innovation in Politics Institute and its fully-owned subsidiaries (ECoD gemeinnützige GmbH, Hub for Innovation in Education gemeinnützige GmbH)

### Data collection and monitoring:

We collect and analyse gender disaggregated data on staff members and monitor the implementation of relevant Objectives and Key Results (OKRs).

### Training

Our Gender Equality Officer has a certified qualification on Gender Equality and Organisational Development. Awareness raising and meetings on gender equality and unconscious gender biases for staff and decision-makers in place since 2023. Moreover, we have established a Womxn's Circle - a group dedicated to discussing and supporting diverse and female staff.

## Key Action Areas

- *Workforce Participation*  
Promote work-life balance and a gender equality organisational culture.
- *Policy, Programs and Services*  
Fostering innovative processes and programmes that promote gender balance with our projects.
- *Communication and Engagement*  
Ensure the integration of the gender dimension into research, training, and events developed by the company.

## Next steps

- Development of relevant OKRs until summer 2024