

## Gender Equality Plan 2026

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### Our Commitment

The Innovation in Politics Institute is a mission-driven organisation dedicated to advancing 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, CEO
- Helfried Carl - IPI Partner, Founder & CEO European Capital of Democracy (ECoD)
- in cooperation with the works 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.

Since 2023, we have raised awareness on gender equality and unconscious gender biases for staff and decision-makers through dedicated meetings and by establishing a Women's Circle - a safe space to discuss gender-related issues and support diverse and female staff. Additionally, gender-balance within the leadership team has been strengthened.

## 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.

## OKRs

- *O: Gender Payment Equality*
  - KR: Establish a regularly updated documentation regarding Gender Payment Equality
- *O: Mainstreaming Gender Participation and Diversity in all IPI formats and events*
  - KR: Provide event summaries with gender participation and diversity aspect
  - KR: Annual Leadership Circle review regarding Gender Participation and Diversity in all IPI formats and events