

Boosting Democratic Participation in Cities to Recharge Democracy in Europe DeCiDE

Gender and Inclusivity Plan

In today's dynamic and interconnected world, fostering an environment of diversity and inclusion is not just a moral imperative but a strategic necessity. Our Gender & Inclusivity Plan is a comprehensive framework designed to ensure that every individual, regardless of gender, feels valued, respected, and empowered within our organization. Recognizing the unique perspectives and contributions of all employees, this plan aims to dismantle barriers, promote equality, and cultivate a culture where diversity thrives.

This plan integrates gender considerations at every stage of the project cycle, ensuring that gender perspectives are systematically incorporated into planning, implementation, monitoring, and evaluation processes. By adopting gender-sensitive approaches and setting specific, measurable targets, we aim to address gender disparities and empower all project participants. Our objective is to ensure that project outcomes benefit everyone equitably and that diverse voices are heard and valued throughout the project's lifecycle.

The Gender & Inclusivity plan for the project "Boosting Democratic Participation in Cities to Recharge Democracy in Europe" (DeCiDE) aims to ensure that the entire project, including the human rights monitoring tool incorporates a gender-inclusive approach and address the needs of marginalized and underrepresented groups. It is Applicable to all phases of the project cycle, including planning, development, implementation, and dissemination. The plan aligns with the principles of the EU Charter of Fundamental Rights, particularly with articles 21 (Non-discrimination) and 23 (Equality between men and women).

Objectives

The Gender & Inclusivity plan for the project "Boosting Democratic Participation in Cities to Recharge Democracy in Europe" (DeCiDE) aims to:

- Promote gender equality and inclusivity throughout the project.
- Prioritize the needs of groups at risk of intersectional and multiple forms of discrimination.
- Ensure the monitoring tool identifies gender-specific differences and the distribution of resources, opportunities, constraints, and power in urban settings.

Representation, Participation & Project Management

- **Gender Balance in Management:** Ensure at least 40% of the project management team are from the less represented genders.
- Assign a Gender Focal Point within the project team to oversee the implementation of the Gender and Inclusivity Plan.

- **Leadership Roles:** Support and encourage women and individuals from marginalized groups to take on leadership roles within the project.
- **Diverse Participation:** Ensure gender-balanced representation in all project teams, committees, and decision-making bodies.
- **Event Participation:** Aim for at least 40% of participants in workshops, webinars, and events to be from the less represented gender.
- **Event Speakers:** Ensure gender balance among speakers and experts, aiming for at least 40% representation by the less represented gender.
- **Targeted Engagement:** Design activities, webinars, and events to specifically engage women and underrepresented groups.
- The project will conduct focus groups, surveys, and public consultations with specific attention to gender issues and marginalized groups to ensure diverse perspectives are included.

Capacity Building

- Integrate gender-focused training into all capacity-building activities, ensuring both women and men are equipped with knowledge and skills to participate equally.
- Provide mentoring and networking opportunities for women and underrepresented groups in democratic governance and urban development.

Data Collection, Analysis & Tool Development

- **Disaggregated Data:** The project will collect and analyze data disaggregated by sex, age, and country of origin to identify and address inequalities.
- **Inclusive Metrics:** The project will develop metrics that capture the experiences and needs of diverse population groups, allowing for adjustments to enhance the participation of all genders and underrepresented groups.
- When selecting participants for consultations on the tool or its testing, specific attention will be given to gender issues and other marginalized or underrepresented groups to ensure their voice is heard. Thus, making it possible for all citizens of the ten EU cities participating in this project to communicate their views and concerns to policy makers at all levels. Ongoing feedback mechanisms will be implemented to improve the tool's inclusivity.
- **Assessment:** Regular assessments shall be conducted to evaluate the effectiveness of gender and inclusivity measures. Adapt strategies based on assessment results to improve inclusivity and gender equality outcomes.
- **Transparent Reporting:** Provide transparent reporting on gender and inclusivity efforts and outcomes.
- **Participant Data:** Collect data on event participants disaggregated by gender, age, and country of residency to monitor geographical and gender-specific outreach.

Policy and Advocacy

- The project will advocate for gender equality and inclusivity in local policies.
- Campaigns shall be conducted to highlight the importance of gender and inclusivity in human rights monitoring. Provide access to resources and tools that support inclusive and gender-sensitive approaches.
- **Long-term Commitment:** The project will ensure long-term commitment to gender equality and inclusivity beyond the project's lifespan. Integrate successful gender and inclusivity practices into institutional frameworks and policies of participating cities.

Communication and Awareness

- Develop communication materials that challenge gender stereotypes and promote inclusivity.
- Use diverse media channels to ensure broad accessibility and representation.
- Showcase the achievements of women and marginalized groups in project outcomes.

By adhering to this comprehensive Gender and Inclusivity Plan, the project aims to create a human rights monitoring tool that enhances democratic participation and addresses gender and inclusivity issues in urban settings, ensuring all community members benefit from equitable and effective human rights protections.

The **Gender Focal Point** for this project, charged with overseeing the implementation of the Gender & Inclusivity Plan is Julia Johnson, who can be reached at julia.johnson@humanrightscities.net.