



Gender Equality/Equity Plan (GEP)

Date of adoption: September 21, 2025

Approved by Board Members: Martina Vyšniauskaitė, Female (She/Her). Shabnam Seyf Aghayi, Female (She/Her). Shant Bayramian, Male (He/Him). Povilas Mikalauskas, Male (He/Him). Viktorija Kostova, Female (She/Her). Abhishek Chauhan, Male (He/Him).

1. Introduction & Organisational Commitment

Cultural Alleys is committed to advancing gender equality as well as equity by providing resources and opportunities across its programs, governance, partnerships, and operations. As an organisation dedicated to promoting diversity, perspectives, and creativity, we recognise the importance of addressing structural barriers, ensuring fair career progression, integrating gender perspectives into all our work, and fostering a safe and inclusive environment for staff, partners, and participants.

2. Process-Related Minimum Requirements

2.1. Public Document

- This GEP is formally adopted, signed by the board, and publicly available at: [https://www.culturalalleys.org/documents/Gender_Equality_Plan_\(GEP\).pdf](https://www.culturalalleys.org/documents/Gender_Equality_Plan_(GEP).pdf)
- Communicated to staff, stakeholders, and partner institutions.

2.2. Dedicated Resources

- Gender Equality Officer (part-time role): Martina Vyšniauskaitė (She/Her)
- Equality & Inclusion Committee: Representatives from leadership, staff, and external advisors.
- Annual budget allocation: 5% to support GEP implementation, training, data collection, and awareness-raising.
- Engagement of external gender experts when needed.

2.3. Data Collection & Monitoring

- Annual collection of sex/gender-disaggregated data on staff, contractors, partners, and governance bodies.
- Baseline assessment of representation and pay equity done at the end of each fiscal year.
- Annual monitoring report published internally and summarised online.

2.4. Training & Awareness

- Mandatory training for all staff and decision-makers, covering:
 - Gender equality in cultural organisations
 - Unconscious bias
 - Inclusive leadership and recruitment
 - Preventing harassment and gender-based violence
- Documentation of curricula, attendance, and evaluations.

3. Baseline Assessment

- Gender representation: 50% Females, 50% Male
- Pay audit: N/A for 2025. It will be scheduled at the end of every fiscal year.
- Policies reviewed: equality, recruitment, anti-harassment, and parental leave.
- Consultation: Staff/Members survey to capture experiences of inclusion and work-life balance.

4. Action Plan & Targets

4.1. Work-Life Balance & Organisational Culture

- Introduce flexible working policies (remote work, part-time options).
- Actively support parental leave for all genders.
- Annual “Inclusive Week” showcasing diverse cultural voices.

4.2. Gender Balance in Leadership & Decision-Making

- Minimum 20% representation of each gender in the Board and Executive Team.
- Transparent selection and recruitment processes.

4.3. Gender Equality in Recruitment & Career Progression

- Gender-neutral language in all job ads and participant calls.
- Shortlists may include at least 20% underrepresented gender(s).
- Mentorship program for early-career female and non-binary practitioners.

4.4. Prevention of Gender-Based Violence & Harassment

- Zero-tolerance policy.
- Confidential reporting channels.
- Annual prevention workshops for staff, contractors, and partners.
- Dedicated Safeguarding Officer.

5. Implementation

- The GEP will be launched through a public event hosted by Cultural Alleys leadership.
- Regular updates will be communicated via newsletters, website, and partner meetings.
- The Equality & Inclusion Committee will meet annually to review implementation.

6. Monitoring & Evaluation

- Monitoring: Annual reviews of progress against indicators (e.g., leadership balance, recruitment, training participation).
- Evaluation: Mid-term evaluation (after 2 years) and final evaluation (after 4 years), using both quantitative and qualitative indicators.

7. Governance

- Overseen by the Gender Equality Officer. Martina Vyšniauskaitė (She/Her)
- The Board of Directors holds ultimate responsibility for success.
- Stakeholder feedback (staff, participants, partners) will inform updates.

Signed: Abhishek Chauhan

Director | VšĮ Kultūros Alėjos/Cultural Alleys

