

GENDER PLAN FOR THE ASSOCIATION OF RESEARCHERS OF EUROPEAN VALUES IN EDUCATION (AREVE)

Objective:

The Gender Plan aims to promote gender equality and inclusivity within the Association of Researchers of European Values in Education (AREVE), fostering an environment that recognizes and values the contributions of all members, regardless of gender.

I. Assessing Current Gender Landscape:

Baseline Assessment:

Conduct a comprehensive review of the current gender composition within AREVE, including staff, leadership, and research contributors.

Analyze existing policies and practices related to gender inclusivity.

Stakeholder Consultations:

Organize focus groups or surveys to gather feedback from AREVE members on their perceptions of gender dynamics within the organization.

Engage with diverse perspectives to ensure a well-rounded understanding.

II. Developing Gender-Inclusive Policies:

Review and Revise Policies:

Evaluate existing policies and procedures to identify areas for improvement in promoting gender equality. Introduce or revise policies that address issues such as equal opportunities, anti-harassment, and work-life balance.

III. Capacity Building and Training:

Gender Sensitization Workshops:

Conduct regular workshops to raise awareness about gender biases, stereotypes, and their impact on organizational culture.

Provide training on inclusive language and behavior.

Leadership Training:

Offer leadership training programs to empower women within AREVE and encourage their active participation in decision-making processes.

IV. Promoting Gender Balance in Research:

Diverse Research Teams:

Encourage the formation of diverse research teams that include members of different genders, ensuring a variety of perspectives in research projects.

Publication Policies:

Develop guidelines that ensure fair representation and acknowledgment of all contributors, irrespective of gender, in research publications.

V. Establishing Support Mechanisms:

Mentorship Programs:

Implement mentorship programs that connect junior members with experienced mentors, fostering professional growth, especially for women researchers.

Flexible Work Arrangements:

Introduce flexible work arrangements to accommodate diverse needs, such as part-time positions, remote work options, or flexible hours.

VI. Monitoring and Evaluation:

Regular Gender Audits:

Conduct periodic gender audits to assess progress and identify areas requiring further attention. Utilize feedback from AREVE members to continuously improve gender inclusivity initiatives.

VII. Advocacy and Outreach:

External Engagement:

Collaborate with external organizations and initiatives that promote gender equality in research and education.

Advocate for gender-inclusive policies in the wider academic and research community.

By implementing this Gender Plan, AREVE can foster a more inclusive and equitable environment, promoting the active participation and recognition of all members, irrespective of gender.

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Kyiv, Ukraine



President AREVE

Prof Marja Nesterova