



Gender Equality Plan for 2023 – 2027

This document represents the Photon Foundation's Gender Equality Plan. The document defines the ambitions and goals of the Foundation related to the work to promote gender equality in the organization. The Photon Foundation, respecting the regulations in force in Poland and the European Union, upholding human rights and protecting against discrimination, strives to implement standards aimed at ensuring equal treatment of all people, strengthening gender equality and diversity in the field of education, research and artistic activity.

Objective 1: Establish a culture of gender equality in the organization

The goal is to eliminate unconscious gender biases in all aspects of human resource management, including recruitment, retention, career development and work-life balance. To achieve this goal, several actions are proposed:

Action 1.1

Establishment of a monitoring system for HR management activities and arts projects with detailed indicators to monitor the key activities of the Gender Equality Plan (GEP).

Action 1.2

Development of a comprehensive annual reporting system that will enable continuous monitoring of the implementation of operational goals set for achieving gender equality. An evaluation analysis of gender equality activities will be carried out at the end of each calendar year by the Management Board of the organization.

Action 1.3

Use gender-sensitive language in all official documents of the organization and in all external communication channels, such as the website.

Objective 2: Promote a gender-sensitive organizational culture and eliminate unconscious gender bias in all aspects of human resource management, including recruitment, employee retention, career development and work-life balance.

To achieve this goal, several actions are proposed:

Action 2.1

Formulating an inclusive, non-discriminatory HR policy covering all aspects of human resources management. This policy will ensure transparency and gender sensitivity in selection processes, in particular for management positions. It also aims to incorporate a gender-neutral communication policy.

Action 2.2

Raising gender awareness among staff to address unconscious biases and promote the importance of gender equality through targeted training and workshops.

Objective 3: Incorporate gender and/or gender dimensions into the content of the art projects presented to enhance excellence.

To achieve this goal, several actions are proposed:

Action 3.1

Networking with experts for exchanging experiences and developing knowledge and capacity building for gender equality when developing new program proposals.

Action 3.2

Include a gender-sensitive statement in all calls for projects to encourage more women to apply.

Action 3.3

Ensure gender-balanced creation of creative teams.

Action 3.4

Provide specific guidance and training sessions on incorporating sex/gender in art projects content.

The Management Board of the Photon Foundation and all associates appointed by the Management Board of the organization will be responsible for the implementation of these activities.