Gender Equality Plan (GEP) for UrbanizeHub

1. Organizational Commitment to Gender Equality

UrbanizeHub is committed to fostering an inclusive and diverse work environment, ensuring equal opportunities regardless of gender. Our mission is to promote sustainable urban development by integrating diverse perspectives, including gender-sensitive approaches, into our projects and initiatives. We recognize the importance of gender equality in innovation, collaboration, and decision-making processes.

To demonstrate our commitment, we:

- Endorse gender equality as a core value in our internal policies and external partnerships.
- Allocate resources to promote gender-balanced participation in our activities.
- Implement measures that prevent discrimination and bias in recruitment, promotion, and decision-making.

2. Gender Data Collection and Monitoring

To track our progress, UrbanizeHub collects and analyzes gender-related data across its workforce and projects. We commit to gathering sex-disaggregated data on recruitment, salaries, promotions, and leadership positions.

3. Prevention and Combating of Gender-Based Discrimination and Harassment

UrbanizeHub enforces a zero-tolerance policy for discrimination and harassment. We ensure that:

- Clear procedures for reporting gender-based discrimination or harassment are in place.
- Employees and collaborators receive training on gender equality, unconscious bias, and inclusive practices.
- A confidential reporting system is available for any gender-related concerns.

4. Gender Balance in Leadership and Decision-Making

UrbanizeHub strives to achieve gender-balanced leadership and ensure equal participation in decision-making. Actions include:

- Encouraging gender diversity in governance and strategic committees.
- Promoting leadership development programs for women and underrepresented genders.

- Ensuring a minimum representation threshold in all key decision-making bodies.

5. Integration of Gender Dimension in Research and Innovation Content

UrbanizeHub integrates gender perspectives into its research, innovation, and urban development projects by:

- Applying a gender lens to project planning, ensuring inclusivity in urban policies.
- Addressing gender-specific needs in sustainable urban design and community engagement.
- Collaborating with experts in gender studies to enhance inclusivity in research outputs.

6. Work-Life Balance and Inclusive Working Environment

To foster a supportive and inclusive workplace, UrbanizeHub:

- Implements flexible work arrangements to accommodate diverse needs.
- Promotes work-life balance policies, including parental leave and caregiving support.
- Encourages gender-sensitive communication and language in all internal and external interactions.

7. Accountability and Continuous Improvement

UrbanizeHub commits to:

- Regularly reviewing and updating the Gender Equality Plan based on best practices and feedback.
- Appointing a Gender Equality Officer to oversee implementation and progress.
- Ensuring transparency by sharing gender equality actions and results with stakeholders.

This Gender Equality Plan aligns with Horizon Europe requirements and supports UrbanizeHub’s broader mission of inclusive urban transformation. Our goal is to create equitable opportunities for all, fostering innovation and sustainable urban development.