

# Gender Equality Plan for THHINK

## Introduction & Rationale

- **Objective:** To promote gender equality, ensure equal opportunities, and integrate gender perspectives into policies, projects undertaken, and organizational culture.
- **Scope:** Applies to staff, stakeholders, and activities undertaken within the organization and in projects.
- **Guiding Principles:** Inclusivity, non-discrimination, participation and accountability.
- **Responsible Person:** Daniela Ramos-Hernandez, Director of Innovation THHINK

## Situation Analysis

- **Current Status:**
  - Gender representation in leadership, staffing, and participation. Notably Gender Issues are primarily addressed by Daniela Ramos-Hernandez (Female) who is the Director for Innovation for THHINK.
  - Existing gender policies and gaps.
  - Key barriers to gender equality (cultural, institutional, resource-based).
- **Needs Assessment:**
  - Training for gender sensitivity.
  - Workplace policies (e.g., parental leave, harassment reporting).
  - Assessment of expectations and needs for women, men, and gender-diverse individuals.

## Goals & Objectives

1. **To ensure that gender perspectives** are considered across all operations and projects.
2. **Ensure equal opportunities** in recruitment, promotion, and decision-making.
3. **Address gender-based barriers** to participation and leadership including ensuring work life balance.
4. **Prevent and respond to gender-based discrimination and harassment.**

## Strategic Actions

### Policy for Gender Equality

- Strengthen the existing gender equality policy within THHINK.
- Ensure that gender equality is embedded into the organizational strategy.

### Awareness Building

- Conduct gender sensitivity and unconscious bias training, e.g. BBC The Why Factor <https://www.youtube.com/watch?v=7p76gejustM>
- Ensure that women are represented in leadership roles.
- Ensure awareness of gender rights and workplace equality.

## **Equal Opportunity Measures**

- Ensure transparent, gender-sensitive recruitment and promotion processes.
- Introduce flexible work arrangements and family-friendly policies.
- Have targets for women and gender-diverse individuals in leadership.

## **Delivery**

- Ensure participation of women in consultations.
- Collect gender data.

## **Monitoring**

### **Indicators:**

- % of women in leadership roles.
- Gender balance in recruitment and promotions.
- Record of gender training conducted.

**Dr. Daniela Ramos-Hernandez**

A handwritten signature in blue ink, appearing to read 'Daniela Ramos-Hernandez', with a stylized flourish at the end.

**Director of Innovation**

**THHINK**