

## Gender Equity and Diversity Plan

**Goal:** TNI strives for gender equity and diversity both in its internal organisation and through its programme.

**Plan:** To this end, TNI promotes gender equity and diversity on three levels

1. organisational level;
2. cooperation level;
3. strategic/project level.

At **organisational** level, TNI strives to be an equal opportunities employer and to support gender equity and diversity throughout the organisation. The institute implements policies and promotes practices, consistent with its stated values, that:

- Actively seek to ensure a gender balance and diversity appropriate to the transnational and progressive character of the institute in its recruitment of members of the Supervisory Board, senior staff, and with respect to the appointment of (Research) Associates and Fellows.
- Provide paid maternity, paternity and parental leave for staff who are parents of minor children, as well as unpaid special leave.
- Provide breastfeeding facilities for staff members who are nursing babies.
- Are considerate of the care responsibilities of staff members who have vulnerable family members, including aged or sick parents, or disabled children.
- Are respectful of people's diverse gender identities and preferred use of pronouns.
- Protect staff members from discrimination or sexual harassment through clear communication to staff of organisational values and policies, and by providing access to a staff-elected Integrity Officer as well as an External Integrity Officer appointed by the Board to whom complaints can be addressed confidentially.
- Encourages an equal division of care work in the office.

On **strategy and programme** level, TNI:

- Explicitly includes gender equity as a cross-cutting focus in all its work.
- Carries out research with a specific gender and diversity focus.
- Strives to ensure a good gender balance and transnational diversity in selecting speakers for public events organised by the institute.
- Deliberately seeks out women experts and researchers for our panels and reports.

At the level of **cooperation** with other organisations, processes are implemented to:

- Assess collaborations with other organisations on the basis of shared values, including commitments and practices with respect to gender and diversity, guided by TNI's Partner Policy.
- Increase programmatic and other forms of cooperation with women-led and feminist groups, guided by TNI's five year Strategic Plan.
- Plan, monitor and evaluate gender strategies applied in projects implemented through our alliances, with data collected in internal monitoring systems.
- Raise awareness of the importance of gender policies and representation with key partners and allies.

**Indicators of success:**

- Minimum 50% women in the Board, senior positions within TNI and are contracted as (Research) Associates and Fellows
- Employees feel safe from sexual harassment and (gender) discrimination
- Employees who are parents or have family care responsibilities feel supported by TNI
- No incidents that breach TNI's Integrity Policy
- Increased number of women-led and feminist organisations cooperating with TNI
- Increased number of outputs that specifically address advancing gender equity and diversity
- No all-male panels organised in the name of the institute
- Minimum 50% female researchers contributing to outputs of the institute

**Reporting:** Progress is reported in TNI's Annual Report, which includes a social report, and is publicly available on the institute's website.

**Resources:** TNI budgets annually such that it is able to implement the above.