



CULTURE | SUSTAINABILITY | INNOVATION

Gender Equality Strategy: Empowering All Voices

At CulturePolis, we are committed to fostering a culture of gender equality and empowerment within our organization and the communities we serve. Recognizing the importance of gender equality as a fundamental human right and a driver of social progress, we are dedicated to taking proactive steps to ensure that all individuals, regardless of gender, have equal opportunities to thrive and contribute.

Following the guidelines of the Gender Mainstreaming Toolkit of the European Institute for Gender Equality, the Board of Directors has approved with the decision no. CP_DS_001_09.02.2024, the following goals as part of the organizations actions towards Gender Equality:

1. Leadership and Governance

- **Gender-Balanced Leadership:** We will strive to achieve gender balance in leadership positions within CulturePolis, promoting equal representation and decision-making power for individuals of all genders.
- **Gender-Inclusive Policies:** We will develop and implement policies that promote gender equality in all aspects of our organization's governance, including recruitment, promotion, and professional development opportunities.

2. Education and Awareness

- **Training and Workshops:** We will provide training and workshops for staff and volunteers on gender sensitivity, unconscious bias, and inclusive communication to raise awareness and foster a culture of respect and equality.

3. Programs and Projects

- **Gender-Responsive Programming:** We will integrate a gender perspective into all our programs and projects, ensuring that they address the unique needs and experiences of individuals of all genders.

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- **Empowerment Initiatives:** We will develop initiatives aimed at empowering women, girls, and marginalized gender groups, including mentorship programs, leadership training, and economic empowerment opportunities.

4. Advocacy and Partnerships

- **Advocacy for Policy Change:** We will advocate for gender-responsive policies and legislation at local, national, and international levels, working in partnership with like-minded organizations and stakeholders.

- **Partnerships for Impact:** We will forge partnerships with organizations and initiatives that share our commitment to gender equality, leveraging collective resources and expertise to drive positive change.

5. Monitoring and Evaluation

- **Gender-Disaggregated Data:** We will collect and analyze gender-disaggregated data to monitor progress, identify gaps, and inform decision-making processes within our organization.

- **Regular Evaluation:** We will conduct regular evaluations of our gender equality strategy to assess its effectiveness, solicit feedback from stakeholders, and make adjustments as needed to ensure continuous improvement.

By implementing this gender equality strategy, CulturePolis aims to create an inclusive and equitable environment where all individuals have the opportunity to thrive and contribute to a more just and sustainable society. We invite our staff, volunteers, partners, and supporters to join us in this important journey towards gender equality and empowerment for all. Together, we can build a future where everyone's voice is heard and valued.

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