



Gender Equality Plan

This Gender Equality Plan (GEP) is developed for the Baltic Initiative on European Reform, reflecting its small, currently all-female management, current and projected staff numbers, and reliance on short-term research associates and event speakers. The plan sets explicit targets for 2028 across all relevant dimensions.

Research Associates: Contract Diversity

- Goal: Ensure at least 40% representation of men and at least 40% of women among new short-term research associates contracted annually, with active encouragement for non-binary applicants whenever possible by 2028.
- Process: Track gender of contracted researchers each year, report statistics in annual reports, and reach out to diverse academic networks when issuing calls for associates.

Management and Staff: Gender Balance by 2028

- Goal: Strive for at least one male or non-binary person in management or as core staff by 2028, aimed at moving toward gender diversity from the current all-female composition.
- Process: When a management or staff vacancy arises, proactively encourage applications from under-represented genders and ensure gender-neutral language in all job postings and outreach.

Event Speakers: Gender Diversity

- Goal: By 2028, guarantee that no less than 40% of invited event speakers each year are men and no less than 40% are women, with a commitment to include non-binary speakers where possible.
- Process: Collect gender data on invited/presented speakers, report annually, and regularly review speaker selection processes to identify and address biases.

Anti-Harassment and Anti-Discrimination Policy

The Baltic Initiative on European Reform maintains a strict zero-tolerance stance towards harassment, discrimination, and sexual misconduct in any form, both within the workplace and during all organizational activities.

Policy Description

- Scope: The policy applies to all employees, board members, project-based associates, contracted researchers, event guests, and third parties participating in or representing the organization.
- Prohibited Conduct: Discrimination or harassment based on gender, gender identity, sexual orientation, ethnicity, religion, disability, age, or any other protected characteristic, including sexual harassment, bullying, and intimidation, is strictly forbidden.

Confidential Reporting Mechanism

- Reporting: Any individual may confidentially report incidents of harassment or discrimination directly to the Board Member not serving as a leading employee, ensuring impartiality where possible.
- Process: Reports may be made via a dedicated confidential email address or by sealed letter. All reports are promptly acknowledged, reviewed, and handled with the highest degree of confidentiality.
- Resolution: The non-employee Board Member will investigate complaints objectively, consult with external experts if needed, and recommend remedial action, guaranteeing protection against retaliation for those making good-faith reports.

Other Key Measures

- Data and Reporting: Annually collect and review gender-disaggregated data for staff, research associates, and event speakers.
- Training: Each staff member to complete one training per year on gender equality and unconscious bias, including guidance relevant for speaker and associate selection.