

## Earthwatch Europe Gender Equality Plan

### Identifying the issues

In 2020 Earthwatch Europe committed to:

- Establishing an Equality, Diversity and Inclusion working group to develop strategies, implement a plan and provide ongoing monitoring and reporting on equality, diversity and inclusion to the organisation
- Ensuring that a Gender Equality Plan is created and governed by the executive team under the guidance of the CEO
- Providing equality training for all staff

In 2021 Earthwatch Europe performed an analysis of gender equality in the organisation and identified the following potential issues:

- A lack of available information on individuals who identify as non-binary
- A lack of information on the availability and uptake of training opportunities by staff at the organisation
- A lack of information on staff absences
- A gender pay gap of 20% across the organisation (10% within the organisation not including the CEO)
- A gender bias across key decision-making roles in the organisation (trustees - 70% men, executive team - 60% men) and female bias at lower levels (20% men)

### Current gender equality actions

- Pay bands advertised with all recruitments
- Fair and consistent recruitment processes in place and regularly reassessed by HR
- Internal learning opportunities open to all
- Standardised process for requesting paid-for training and development
- Flexible working options available to all
- Existing policies relating to gender equality made clear to all staff in Staff Handbook
- Establishment of the Equality, Diversity and Inclusion group
- Equality and inclusion training
- Unconscious-bias awareness training for all staff

## Future goals

- Perform a consultation with all staff of existing procedures to deal with issues relating to work environment, particularly in relation to gender and gender equality and adopt new procedures where necessary.
- Encourage a gender balance in leadership and decision-making including by providing leadership training and mentoring to staff in lower levels of the organisation.
- Develop a plan to ensure uptake of and adherence to gender equality at Earthwatch Europe and key indicators and metrics upon which progress can be measured.
- Ensure gender equality in recruitment and career progression including by regular unconscious bias training for managers, inclusive language for job vacancies, fair and consistent decision-making processes for recruitment both internally (promotions/development) and externally.
- Align Earthwatch Europe's equal opportunities monitoring and annual employee survey with the data needed to monitor gender equality.
- Implement data collection methods for data gaps that cannot be filled through the equal opportunities monitoring and annual employee surveys.

Signature of the CEO:

A handwritten signature in black ink, consisting of a stylized, cursive 'S' followed by a long horizontal line extending to the right.