

Gender Equality Plan (GEP) 2025-2027



Official Document – Approved 12 July 2025

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1 | Executive Commitment Statement

The Open Urbanism Foundation fully commits to promoting gender equality across all research, development and dissemination activities in participatory urbanism. Equality is inseparable from the quality and impact of our work: cities cannot be inclusive or democratic if gendered needs remain overlooked.

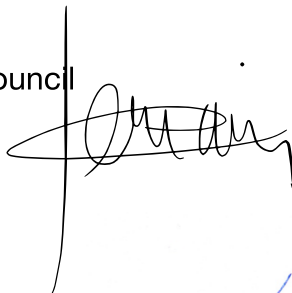
Key commitments

- Systematically integrate gender analysis into every research project
- Guarantee equal opportunity within the core team and the wider expert network
- Develop inclusive participatory methods that give every resident an equal voice
- Ensure balanced representation in all events and publications
- Allocate 8% of our annual budget to gender-equality actions

Signed by the Open Urbanism Foundation Council

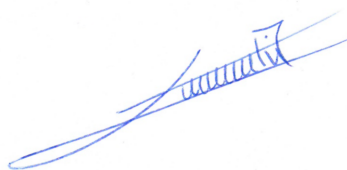
Claire Germain

Co-Founder
Member of the Foundation Council



Lionel Lourdin

Co-Founder
Member of the Foundation Council



Michael Meier

Co-Founder
Member of the Foundation Council



Alain Renk

Co-Founder & President
Member of the Foundation Council



2 | Organisation Profile and Context

2.1 Mission

The Foundation designs and share concepts, methods and open-source digital platforms for participatory urbanism and pilot urban development projects through:

- His independent laboratory dedicated to international research on urban transitions
- Its Urban Living Lab in collaboration with cities and civil societies
- The “7 Billion Urbanists” global network for dissemination

2.2 Gender-Specific Challenges

Research shows that:

- Women are under-represented in urban consultation processes
- Gendered mobility and safety needs are often ignored in urban design
- Conventional participatory tools may reproduce existing inequalities

2.3 EU Obligations

This GEP fulfils Horizon Europe eligibility by meeting the four mandatory requirements:

- Public document (published online)
- Dedicated resources (16 000 € in 2025)
- Sex-disaggregated data collection and annual monitoring
- Training on unconscious bias and gender equality

3 | Diagnostic & Data Analysis

3.1 Current Staff Composition

Core team (2 people) — 50% women / 50% men

Expert network — baseline data to be collected in 2025

Governance — parity at Executive level; Board composition under review

3.2 Participatory Action and Event Participation

Speaker parity, participant gender balance and beneficiary data will be documented during 2025.

3.3 Projects & Publications

- Limited gender analysis to date
- Partially inclusive language
- Case-study representation to be assessed

4 | Strategic Objectives and Measures

Objective 1 – Staff & Governance Balance

Maintain parity in the core team and reach $\geq 40\%$ of each gender in the expert pool by 2027.

Measures: bias-free recruitment, proactive search for women experts, awareness training.

Objective 2 – Gender Mainstreaming in Research

Integrate gender analysis into 100% of projects by 2026.

Measures: inclusive methodologies, sex-disaggregated data, staff training, toolkits.

Objective 3 – Inclusive Events

Achieve 50% women speakers and 40% women participants in colloquia by 2026.

Measures: targeted outreach, family-friendly scheduling, inclusive communication.

Objective 4 – Prevention of Violence & Harassment

Establish zero-tolerance policy and reporting mechanism by end 2025.

Measures: clear procedures, confidential reporting, respectful-workplace training.

Objective 5 – Awareness in the Ecosystem

Reach 100% of our network with gender-equality messaging by 2027 via publications, training and events.

5 | Resource Allocation

Annual GEP budget (8% of turnover)

- 2025 – 16 000 €
- 2026 – 19 200 €
- 2027 – 23 040 €

2025 budget breakdown

- External gender-urbanism consultancy (30%) ... 4 800 €
- Training & awareness (25%) ... 4 000 €
- Inclusive events (20%) ... 3 200 €
- Data & monitoring tools (15%) ... 2 400 €
- Communication & dissemination (10%) ... 1 600 €

Human resources

- GEP Manager: 0.2 FTE shared between both staff members
- Experts: 20 days/year
- Training: 40 hours/year

6 | Implementation Timeline

Phase 1 – Launch (Jul–Dec 2025)

- Approve & publish GEP;
- appoint roles; start data collection;
- onboard consultancy;
- initial staff training;
- adapt tools.

Phase 2 – Roll-out (Jan–Dec 2026)

- Apply gender mainstreaming to all projects;
- quarterly indicator tracking;
- advanced training;
- expand expert pool.

Phase 3 – Consolidation (Jan–Dec 2027)

- Comprehensive evaluation;
- refine methods;
- draft GEP 2028-2030.

7 | Monitoring & Evaluation

Quantitative indicators

- % women in core team (target 50%)
- % women in expert network ($\geq 40\%$)
- % projects with gender analysis (100%)
- % women speakers (50%) & participants (40%) at events
- No. gender-focused publications ($\geq 2/\text{year}$)

Qualitative indicators

- Inclusiveness of participatory tools (participant feedback)
- Training impact on staff practices
- Partner satisfaction with gender approach

Annual reports detail progress, obstacles and next-year actions; reports are published online and presented to the Foundation Council and to the Strategic Committee.

8 | Governance & Responsibilities

GEP Steering Committee

Open Urbanism Foundation President (Chair)

Core-team member (Operational Lead)

2 expert-network representatives

1 external gender-urbanism specialist

Operational Responsibilities

Open Urbanism Foundation President – institutional commitment & resources

GEP Operational Lead – day-to-day delivery, indicator tracking, reporting

Expert Network – project implementation, feedback, practice evaluation

The Foundation Council approves the plan, budget and annual reports; the Strategic Committee discusses results and future orientation.

9 | Training & Awareness

2025 programme

- Core-team initial training (16 h): gender in research, unconscious bias, inclusive methods, data tools
- Expert-network workshop (8 h): gendered urban inequalities, project integration, inclusive facilitation
- Specialist courses (24 h): gender-sensitive participatory urbanism, differentiated needs analysis, space design, impact assessment
- Inclusive facilitation module (12 h): balanced speaking-time, safe-space techniques, schedule adaptation
- Continuous sensitisation through a gender & urbanism library, international research watch and periodic expert talks.

10 | Communication & Dissemination

Internal

Be-monthly meeting agenda item, shared collaboration platform, annual seminars.

External

Dedicated GEP webpage, downloadable reports, inclusive social-media messaging, report project materials and conference communication.

Networks & partnerships

European GEP networks, university collaborations, local-authority pilots; contribution to international best practice.

Conclusion

By dedicating 8% of its budget to gender equality, the Open Urbanism Foundation turns a regulatory requirement into an opportunity for innovation and leadership in gender-responsive participatory urbanism in line with its values of inclusion and empowerment of all minorities.