



GENDER EQUALITY AND DIVERSITY PLAN

September 2023

ABOUT US

Kulturprinsen is a national centre for promoting, developing, and qualifying cultural practice in children's lives and education. We aim to bring art and culture into children's everyday lives by building strong collaborative practices between professionals in art and culture and professionals in early childhood education and primary education – this includes artists, cultural workers, museum educators, educators and teachers in early childhood and primary education, as well as researchers at higher institutional level.

Kulturprinsen is an independent organisation located in Viborg, Denmark, supported partly by the Municipality of Viborg, partly by the state, as well as by national and European funding.

OUR GENDER EQUALITY & DIVERSITY PLAN

Working with children, education, and the development of sustainable and inclusive learning environments, we are highly devoted to ensuring equal rights for all children to meet and participate in art and culture-based activities. We have a broad view on equality that are directed not only at the children but also at the professional adults they meet in their lives and education, as well as our internal recruitment and qualification of professional staff.

Our Gender Equality and Diversity Plan is developed with a strong commitment to providing equal rights and access at all levels – this includes an attention to gender equality, diversity in sexual orientation, diversity in personal, social, and economic backgrounds, and inclusion of various professional backgrounds.

Once a year the Gender Equality and Diversity Plan will be evaluated and updated based upon the gender distribution and equality in our internal and external practice. We will do a status on equality and diversity in connection with special initiatives and achieved results and include plans for developing and implementing new steps in relevant areas.

CURRENT GENDER DEMOGRAPHICS

Currently, Kulturprinsen's organisational structure has the following gender demographic:

• Leadership Composition

Our commitment to gender equality is reflected in the organisation's leadership distributed between a female General Director, a Board of Directors consisting of a female President, a female Vice President, two male and two female board members, and a male assigned member.

• Permanent Employee Demographics

It is noteworthy that currently 100% of our permanent employees are identified as female. However, we deliberately ensure that applicants of any gender are welcome and are considered equally in our recruitment. Our recruitment material is actively designed to attract all genders, in terms of design and communication. It is important here to emphasize the special condition of the art and culture sector related to communication, education, and facilitation – a great majority of professionals in this field are female. In our recruitment we select candidates based on competences and qualifications without pre-distribution of gender.

• Project Collaborators

Our projects benefit from the diverse participation of individuals of varying genders, ages, cultural and professional backgrounds, and more. We embrace the value of this diversity in enriching our project outcomes and promoting inclusivity.



OUR GOALS AND COMMITMENTS FOR INCLUSIVITY AND EQUALITY

By actively pursuing the following goals, Kulturprinsen aims to foster a culture of inclusivity, equality, and respect, creating a positive impact within our organisation, our collaborations, and the broader cultural and educational sectors we engage with.

• **Diverse and Inclusive Environment**

We strive to create diverse and inclusive environments where all individuals, regardless of age, gender, race, ethnicity, sexual orientation, or background, feel valued, respected, and empowered to contribute with their unique perspectives and talents. Both in our daily operation and when we collaborate with professionals and involving children in our projects.

• **Work-Life Balance and Family-Friendly Policies**

We recognize the importance of work-life balance for all employees. We value and support family-friendly policies, such as flexible working arrangements and parental leave, to support our employees in maintaining a healthy balance between their professional and personal lives.

• **Gender Balance and Representation**

We are committed to achieving and maintaining a gender-balanced representation at all levels of our organisation, including leadership and decision-making roles. We will actively work to address any existing gender disparities and ensure equal opportunities for all.

• **Equitable Recruitment and Career Advancement**

Our recruitment processes will be designed to ensure gender equality, and we will provide equal opportunities for career advancement to all employees. We will regularly review our hiring practices to eliminate any biases that may exist.

• **Gender-Integrated Research and Teaching**

We are committed to integrating a gender dimension into our research projects and teaching content. This includes examining how gender intersects with various subjects and ensuring that our educational programmes promote gender awareness and equality.

• **Preventing Gender-Based Violence and Harassment**

We have a zero-tolerance policy for gender-based violence, including sexual harassment, within our organisation. We will establish clear procedures for reporting and addressing such incidents and provide support for those who experience harassment.

• **Collaborative Partnerships**

We actively seek partnerships with organisations that share our commitment and represent gender equality and diversity. By collaborating with like-minded institutions, we can collectively amplify our impact and drive positive change.

• **Continuous Learning and Improvement**

We understand that achieving gender equality is an ongoing process. We will regularly assess our progress, gather feedback from employees, and adapt our strategies to address emerging challenges and opportunities.

• **Monitoring and Accountability**

We will establish a monitoring and evaluation system to track our progress toward gender equality goals. Regular reporting and transparency will hold us accountable to our commitments and allow us to make informed decisions. We will conduct annual assessments of our diversity and inclusion initiatives, seeking feedback from employees and partners.