

GPPi Gender Equality Plan

Last updated: March 2023

1. Introduction and Commitment

The Global Public Policy Institute (GPPi) is a fully project-funded non-profit think tank working to improve global governance and advance research and policies as well as public debates on global issues such as peace and security, humanitarian action, human rights and democracy, and data and technology politics.

GPPi is fully committed to promoting gender equality at all levels of the organization and across all aspects of our work.

We believe that it is our responsibility both as an organization and as individuals working at GPPi to **help strengthen diversity, equity and inclusion** in our field – and to practice what we preach within our own organization.

2. Gender Equality Efforts at GPPi

We strive to put our stated commitment to equality and inclusion into practice through different policies and efforts. These efforts, as well as designated indicators, are listed below, with data on these indicators presented in an annex further down.

- **Balanced management:** GPPi strives to have a gender-balanced management team and advisory board.

Indicators: gender make-up of management team; gender make-up of advisory board

- **Staff composition:** GPPi strives to maintain a gender-balanced core team and roster of non-resident fellows.

Indicator: gender make-up of staff

- **Balanced make-up of fellowship programs:** For projects we conduct that include selecting fellows, such as various dialogue projects we have run, we strive for and usually achieve a gender balance.

Indicators: gender balance in project fellowship cohorts

- **Equal pay and salary transparency:** GPPi is committed to the principle of equal pay for equal work. Salaries at GPPi are determined by a system of fixed salary brackets and bands that is known to all staff members and also openly communicated to potential new hires. Salary levels are tied to levels of responsibility at the institute. Colleagues at the same level of responsibility receive the same compensation for their work at GPPi.

How salaries progress from one level to the next is transparent and predictable to all members of the organization.

Indicators: gender balance at different salary levels / levels of responsibility

We work to maintain and build on the levels of gender equality we have achieved across different levels, and to ensure there are no barriers of entry, participation or development at GPPi as well as to further bolster our overall commitment to diversity and inclusion through:

- **Hiring and recruitment practices:** In order to provide equal opportunities, we strive to use inclusive language in job descriptions and ads and when communicating about vacancy notes as well as by proactively distributing vacancy notes in different and diverse networks. Our competitive recruitment procedures are designed to minimize the impact of bias and provide equal opportunities to all applicants.
- **Relevant capacity-building and trainings:** GPPi regularly addresses issues such as diversity, gender balance, power dynamics, and inclusivity and fairness, among other issues, at team meetings and institutional retreats as well as through trainings and specialized workshops or working groups. Several team members already have important expertise on issues related to gender and inclusion and often serve as in-house advisors on these topics. In addition, to raise awareness among staff, we have also organized trainings on unconscious bias, run by external facilitators.

Furthermore, GPPi strives to create a positive and accountable organizational culture. In this regard, key processes and efforts include:

- **Ombudsteam and -process:** GPPi has put in place an ombudsteam, consisting of two persons, and a related process to offer and ensure an anonymous and confidential mechanism within the organization that allows colleagues to raise important issues and to provide a channel for dealing with them in appropriate ways. As a policy, the ombudsteam must include at least one female staff member. The ombudesprocess is available to all members of the team and elections for the ombudsfunction, open to everyone except members of the management team, are held anonymously and on a regular basis.

3. Annex: Indicators Monitoring

Indicator	Current Data	Notes & Explanations
Gender make-up of GPPi management team	60% men 40% women	
Gender make-up of GPPi advisory board	50% women 50% men	Reported data based on information available to us
Gender make-up of staff	<i>Data to be collected and reported</i>	
Gender balance in project fellowship cohorts	No data available	Official data on this indicator has not been collected for past cohorts; no programs ongoing as of March 2023
Gender balance at different job / salary levels	<i>Data to be collected and reported</i>	

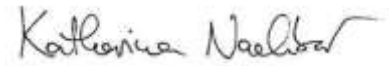
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