

Gender Equality Plan (GEP)

Organisation: Evastribe ry

Registration number: 3473382-7

Location: Helsinki, Finland

Date of approval: 09.09.2025

Approved by: The Board of the Association - Lesia Niezviestnykh

1. Public Document

This Gender Equality Plan (GEP) is a formal policy adopted by the Board of Evastribe ry. It is publicly available on the organisation's website and is signed by the Chairperson. The GEP reflects our mission to promote feminist values, equality, and inclusion for Russian-speaking women aged 18–29 in Finland (with limited participation up to age 35).

2. Dedicated Resources

- The Board collectively assumes responsibility for the implementation and monitoring of the GEP.
- Time is allocated during Board meetings to review gender equality actions.
- Organisational resources (voluntary time, communication channels, event planning) are committed to advancing gender equality.

3. Data Collection and Monitoring

- Membership in the association is exclusively female, but participation is monitored across age and background.
- We use Instagram statistics and feedback forms to track engagement and member experience.

- An annual report will summarise progress, highlight areas for improvement, and inform updates to the GEP.

4. Awareness and Training

- The association maintains a Telegram channel on feminism, women's health, and gender equality.
- Awareness-raising activities are integrated into community events and communication.
- We plan to introduce training sessions and workshops on unconscious bias, gender equality, and inclusive leadership.

5. Organisational Culture and Thematic Areas

In alignment with Horizon Europe recommendations, our GEP addresses the following areas:

- Work-life balance and organisational culture: Activities are designed to respect members' personal commitments. Membership is open to women aged 18–29, with exceptions up to 35 to ensure inclusivity.
- Gender balance in leadership and decision-making: All members are eligible for leadership roles; balanced participation is actively encouraged.
- Gender equality in recruitment and career progression: Equal access to volunteer and leadership roles is guaranteed.
- Integration of gender dimension in organisational activities: Our events and communication (including the Telegram channel) consistently highlight feminist and gender equality perspectives.
- Measures against gender-based violence and harassment: We uphold a zero-tolerance policy against harassment, discrimination, and violence. A code of conduct applies to all activities, both online and offline.

6. Monitoring, Review, and Sustainability

- The GEP will be reviewed annually by the Board and updated as needed.
- Feedback from members will guide continuous improvement.
- Updates will be published publicly to ensure transparency and accountability.

Approved by the Board of Evastribes ry

Date: 09.09.2025

Signature:  Lesia Nieizviestnykh