
Gender Equality Plan for the German Committee for Disaster Reduction

The German Committee for Disaster Reduction (DKKV) is committed to promoting gender equality and ensuring that all genders are equally represented and supported within the organization. This Gender Equality Plan (GEP) aligns with the Horizon Europe guidance and aims to create a more inclusive and equitable environment.

Non-discrimination and equal opportunities as well as tolerance and fair treatment of our members, partners and each other are among our fundamental beliefs. Respectful behavior in the workplace forms the basis for a positive working atmosphere within the association and is therefore a fundamental prerequisite for professional work.

Based on the UN Charter and the European Convention on Human Rights, human rights are regarded as fundamental values that must be respected and observed by all employees. DKKV recognizes and welcomes the fact that every person is unique and valuable and must be respected for their individual abilities.

Improper favoritism and discrimination, in particular (but not limited to) on the basis of ethnicity, national or social origin, creed, gender, sexual orientation, physical and mental disability, other worldviews and political views (provided the latter is not prohibited) and/or similar inappropriate reasons will not be tolerated either internally or externally.

This also applies to sexual harassment in any form, for example through obvious advances, humiliating comments, jokes, foul language, suggestive gestures or the display of relevant images on DKKVs premises.

Objectives

- **Promote Gender Balance:** Ensure equal representation of all genders among employees and in leadership positions and decision-making processes.
- **Foster an Inclusive Culture:** Create a work environment that values diversity and inclusivity.
- **Support Career Development:** Provide equal opportunities for professional growth and development for all employees.
- **Prevent Gender-Based Discrimination:** Implement policies and practices to prevent and address gender-based discrimination and harassment.

Actions and Measures

A. Leadership and Decision-Making

- **Targeted Recruitment:** Implement strategies to attract and recruit a diverse pool of candidates for open positions.

- **Gender Parity Goals:** Set specific targets for gender parity in leadership roles and regularly monitor progress.
- **Inclusive Decision-Making:** Ensure that decision-making bodies are gender-balanced and inclusive.

B. Work Environment and Culture

- **Work-life Balance:** Implement policies for an inclusive working environment, visibility of women, and support for caring responsibilities.
- **Training and Awareness:** Conduct regular training sessions on gender equality, unconscious bias, and inclusive practices for all employees.
- **Inclusive Policies:** Review and update organizational policies to promote gender equality and inclusivity.

C. Career Development

- **Equal Opportunities:** Ensure that all employees have equal access to training, development programs, and career advancement opportunities.
- **Performance Evaluation:** Implement fair and transparent performance evaluation processes that recognize and reward contributions from all genders.

D. Prevention of Discrimination and Harassment

1. **Clear Policies:** Develop and enforce clear policies against gender-based discrimination and harassment.
2. **Reporting Mechanisms:** Establish confidential and accessible reporting mechanisms for incidents of discrimination and harassment.
3. **Support Services:** Provide support services for individuals affected by discrimination or harassment, including counseling and legal assistance.

Monitoring and Evaluation

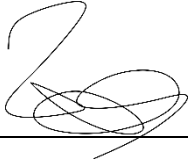
- **Regular Assessments:** Conduct regular assessments to evaluate the effectiveness of the Gender Equality Plan and identify areas for improvement.
- **Data Collection:** Data on gender of the personnel is regularly collected and reported on.
- **Feedback Mechanisms:** Implement feedback mechanisms to gather input from employees on gender equality initiatives.
- **Reporting:** Publish annual reports on the progress and outcomes of the Gender Equality Plan.

Resources

The DKKV dedicates all necessary resources in order to fulfill the objectives stated.

Conclusion

The DKKV is dedicated to fostering a gender-equal and inclusive environment. By implementing this Gender Equality Plan, we aim to create a workplace where all employees feel valued, supported, and empowered to achieve their full potential.



Dr. Benni Thiebes
Managing Director