

GENDER EQUALITY PLAN

PRAHO! project

valid from 2025, reviewed annually

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Introduction & Commitment

PRAHO! project is a cultural non-profit organisation based in Prague. We focus on participatory art, interventions in public space, and engaging local communities in collective storytelling.

Our work is guided by the values of equality, diversity, and inclusion. We believe that **gender equality and an intersectional approach** are essential for a fair and open society. This document defines the PRAHO! project's strategy on gender equality and sets out concrete measures that we will systematically implement.

Organisational Principles

- Equal opportunities and fair treatment for all team members and collaborators.
- Ensuring **balanced representation of women and non-male persons (minimum 50%)** in leadership and decision-making structures.
- Respect for **intersectionality** – recognising that gender equality is interconnected with other areas (age, ethnicity, sexuality, socio-economic background, disability).
- Creating a **safe, inclusive, and supportive environment** free from discrimination and harassment.
- Integrating gender perspectives into all cultural and artistic projects.

Key Areas & Measures

1. Work-life balance & organisational culture

- Flexible working conditions (remote work, flexible hours).
- Horizontal organisational structure and participatory decision-making.
- Regular **team care activities** (e.g. "JakToŠlape?" meetings, supervision, well-being support).

2. Gender balance in leadership & decision-making

- **Parity representation** of women and men in the executive and strategic committees.
- Transparent appointment processes and rotation of roles.
- Monitoring of representation at annual and quarterly assemblies.

3. Gender equality in recruitment & career development

- Transparent recruitment processes.
- Fair remuneration and equal access to professional growth opportunities.
- Active outreach to underrepresented groups.

4. Gender perspective in projects & content

- All cultural outputs reflect a gender-sensitive perspective.
- Participatory interventions in public space address equality and diversity issues.
- Cooperation with feminist and inclusive initiatives.

5. Measures against gender-based violence & harassment

- Zero tolerance for sexual harassment and discrimination.
- Internal guidelines and clear procedures for handling complaints.
- Access to the HR committee or an independent mediator.

Monitoring & Evaluation

- **Annual review** of GEP implementation by the executive committee.
- Publication of outcomes in the organisation's annual report.
- Adjustments and updates of the plan according to current needs and legislative changes.