



Date 2025-09-01

SIROS Foundation Gender Equality Policy

1. Introduction

The SIROS Foundation is dedicated to fostering a fair, inclusive, and equitable environment for all individuals, irrespective of gender, in all aspects of its activities, including grantmaking, programs, and internal operations. This commitment includes dedicating resources, collecting data, providing training, and addressing key content areas to promote gender equality effectively.

2. Goals

- Promote gender balance (with a target range of 40-60% representation of each gender) in all relevant committees, review panels, advisory boards, and leadership positions within the Foundation and among its grantees.
- Ensure equitable access to opportunities and resources for individuals of all genders in SIROS Foundation-supported initiatives.
- Foster a workplace culture that values diversity, equity, and inclusion, actively addresses gender-related barriers, and prevents gender-based violence.

3. Implementation Strategies

- Designate a staff member (Gender Equality Officer) or establish a Gender Equality Committee to lead the implementation of this plan, monitor progress, and provide expertise.
- Allocate a specific percentage of the Foundation's budget to support gender equality initiatives.
- Collect and maintain sex/gender-disaggregated data on personnel (including staff, board members, reviewers) and, where relevant, participants in Foundation-supported programs.
- Prepare and publish an annual report on gender equality progress, using key indicators related to representation, participation, and outcomes.
- Provide regular training for all staff and decision-makers on gender equality principles, unconscious gender biases, inclusive language, and the prevention of gender-based violence and sexual harassment.
- Incorporate gender considerations into the Foundation's projects.

- Actively seek out and support projects that specifically aim to advance gender equality or address gender-related issues.
- Regularly monitor and evaluate the effectiveness of gender equality measures, using data and feedback to inform continuous improvement and adaptation of strategies.
- Collaborate with other organizations and experts in the field of gender equality to share knowledge, learn from best practices, and collectively advance gender equity goals.

4. Areas of Focus

- Implement flexible work arrangements, provide parental leave benefits exceeding legal requirements, promote a culture that values work-life balance, and offer resources for childcare and eldercare.
- Increase the utilization of flexible work arrangements.
- Conduct regular employee surveys to assess work-life balance satisfaction.
- Implement strategies to identify and support women and gender minorities for leadership roles, establish mentorship programs, and actively recruit diverse candidates for board and committee positions.
- Achieve 40-60% representation of each gender on the Board of Directors and key committees within a reasonable timeline.
- Use inclusive language in job descriptions, implement blind resume screening processes, provide training on unbiased hiring practices, and establish clear and transparent promotion criteria.
- Increase the representation of women and gender minorities in senior management positions.
- Develop guidelines for integrating gender considerations into research design, program development, and evaluation methodologies. Provide staff training on incorporating a gender lens into their work.
- Develop and implement a clear and comprehensive policy on preventing and addressing gender-based violence and sexual harassment, provide training to all staff on bystander intervention, and establish confidential reporting mechanisms.
- Conduct regular climate surveys to assess the effectiveness of prevention measures.

5. Responsibility and Accountability

- The SIROS Foundation's leadership is responsible for championing and implementing this Gender Equality Plan.
- The designated Gender Equality Officer or Committee will be responsible for overseeing the implementation of the plan, collecting data, monitoring progress, and reporting to the Board of Directors.
- All staff members are responsible for contributing to a gender-equitable and inclusive environment.

6. Review

This Gender Equality Plan will be reviewed and updated as necessary. This review process will involve consultation with staff, board members and external stakeholders.

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