

Euro Youth Mental Health

Gender Equality Plan

December 2022



What is a Gender Equality Plan?1

In the specific context of research organisations and higher education institutions, the European Commission considers a Gender Equality Plan as a set of actions aiming at:

- Conducting impact assessment / audits of procedures and practices to identify gender bias;
- Identifying and implementing innovative strategies to correct any bias;
- Setting targets and monitoring progress via indicators.

This set of actions, which can have different degrees of complexity, is meant to articulate a strategic view aimed at achieving gender equality. Initiatives such as adhering to a Charter or adopting general gender equality objectives do not constitute per se a gender equality strategy/plan, as these commitments have to materialise into a concrete set of steps and actions to be undertaken.

For the same reason, a broader diversity or anti-discrimination strategy and/or plan addressing gender among other issues, should not automatically equal to having a gender equality plan. Indeed, if such a strategy does not rely upon sufficient data on gender, and only addresses gender through a limited number of measures and indicators, it is unlikely that gender equality will actually be achieved.

The scope of a gender equality plan may strongly vary, depending on the type of organisation, the institutional context in which it is implemented, the disciplines addressed, or the type of gender biases and inequalities identified as part of the diagnosis.

The way gender biases and inequalities themselves are being addressed can also vary, along with the chosen approach and the availability of internal or external gender expertise. Recently, gender bias and inequalities have been increasingly addressed taking into account their

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intersection with other inequality grounds such as disability, age, sexual orientation, religion or ethnicity.

Addressing other inequalities intersecting with gender may offer efficient leverages for change and can also inspire comprehensive actions and strategies. Yet, it should also be taken into account that it also requires more analytical resources, data and a broader range of expertise than tackling gender separately from other inequality grounds.

Core Roles & Responsibilities

Trustees

Trustees have responsibility to ensure the implementation of GEP actions and monitoring. If the work is not being conducted effectively, the Trustees can take action.

Director & Deputy Director

With the overall responsibilities and trust, from the trustees, these roles have top end responsibility. They are to ensure that the rest of the organisation is aware of the GEP work and is conducting itself accordingly. Various examples of this, is to ensure regular reports based on the actions and plans to impede GEP and to deliver/offer training and conversation about this work.

Lead Collective

As leads in their respective departments, it is their responsibility to raise any concerns that may arise from their work that negatively affects the GEP. They are also responsible to raise any GEP issues in team meetings and to actively participate in the Directors' instructions and sign off of GEP.

Young Leaders & Youth Engagement Facilitators

As with the entirety of the EYMH organisation, these roles are expected to enact and to lead by example in their work across the youth mental health environment and within our own workings. To challenge and support the GEP and all those expected to enact it, especially in the roles above.

State of Play

A review of this will be implemented in 2023 to create a more robust and effective GEP in 2024. Currently, we are an organisation run entirely by the goodwill of our volunteers at EVERY level and role. Thus we are at a 'state' of being 'happy with what we can get'. With the review and the growth of our organisation, however, we will endeavour to ensure that this work is part of the foundations of us as an organisation as we evolve. Below is a very basic and brief SWOT analysis based on observations by the Director in lue of a review.

Strengths	Weakness'	Opportunities	Threats
Enthusiasm to ensure Gender Equality across organisations.	No GEP in place until now.	Conduct 1st review/report/impact assessment in 2023 to create a more robust	Lack of resources to conduct a review, due to the voluntary nature of the organisation.

		GEP in 2024	
<p>Organisation as a whole recognises that gender is fluid and is keen to approach this work in that way, ensuring that pronouns are owned by individuals and not assumed by others.</p>	<p>No training yet to be delivered, is currently only encouraged from staff.</p>	<p>Research and deliver gender training in 2023</p>	<p>Cost of training may impact the level of training.</p>

Gender Equality Plan for Euro Youth Mental Health: Main priorities and key planned actions

Gender Equality Plan					
Main Issue/Problem		Need a more robust Gender Equality Plan / We currently do not have available resource to lead this work			
Goals/Priorities		<ol style="list-style-type: none"> 1. Launch Gender Equality Plan 2. Recruit a volunteer or a Young Leader keen to lead this work. 3. Conduct review, analysis and assessment, in order to launch Version 2 of GEP in 2024 4. Include in next steps, reference to an Equity, Diversity and Inclusion Plan 			
Planned Actions	Responsibilities	Timeline	Indicators	Resources Required	Status
Launch Gender Equality Plan	Director / Deputy Director	January 2023	Action plan discussed in Lead meeting in January 2023 / Minuted and recorded	A meeting / All Leads	In prog... ▾
Create and agree volunteer role and responsibilities for GEP volunteer	Director / Deputy Director	March 2023	Discuss at Lead Meetings (minuted) / role drafted	Meetings / someone to confirm lead in writing R & R	Not sta... ▾
Launch recruitment for role, initially with Young Leaders, then external if no success	Deputy Director / Youth Engagement Lead	March 2023	Fill in Young Leader Request form / Add opportunity to Trello / Use Network mailing list as 'flash' opportunity	Trello / time	Not sta... ▾
Hire someone external to deliver training to whole group	Deputy Director	March 2023	Training delivered / certificates gained / training of who attended 'recorded'	Money / best suited date for everyone	Not sta... ▾
Recruited GEP Lead to launch review plan	Director / Deputy Director / GEP Lead	April 2023	Newsletter / Social Media mention / minute in meetings	Money / Social media promotion	Not sta... ▾

				/ Leads	
Complete Review	GEP Lead / Deputy Director	November 2023	Review shared with organisation	Volunteers / Time	Not sta... ▾

The specifications above refer to specific items in the template:

- (*) Indicate here who will be responsible for preparing / running the action, as well as who should approve the action.
- (**) Specify, quantitatively where possible, the results you want to achieve.
- (***) Identify on the basis of which verifiable data your progress and results can be checked.
- (****) Make the distinction between financial and other resources: time from xyz, and (if relevant) financial resources, (and if relevant also other resources, like e.g. external speakers/experts).

Authorised by: Nicholas Morgan / Director



Signed:

Date: 15.12.2022