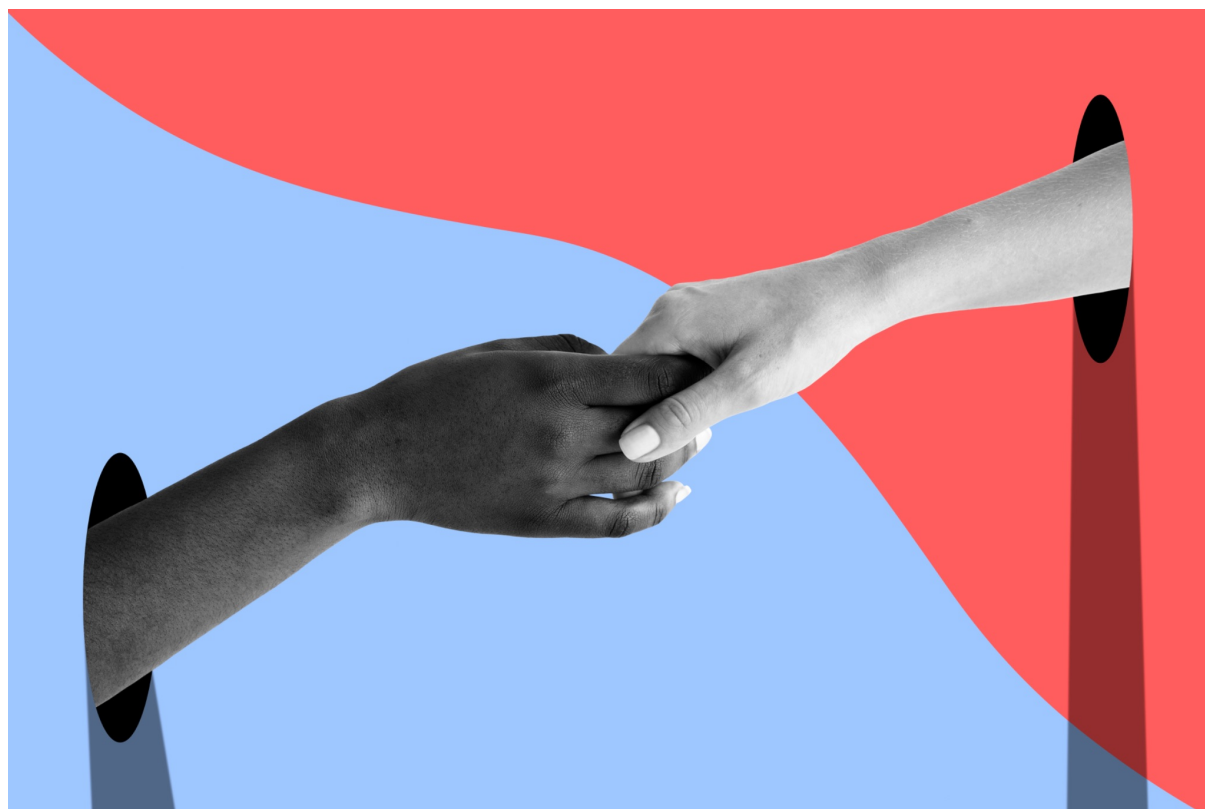


Gender Equality Plan

2026-2028

MVIdee Foundation



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1. Introduction & Purpose

Since its establishment, MVIdee has considered Gender Equality as one of its core values. In its early stages, this commitment was reflected mainly through everyday practice and shared understanding within a small and flexible organisational structure.

As MVIdee's activities have expanded and the organisation has become increasingly involved in European cooperation projects, the need emerged to make this commitment more explicit and structured. The development of this Gender Equality Plan responds to the organisation's growth in activities and responsibilities, as well as to the expectation of future team development and broader partnerships.

Within the context of European youth and community programmes, including Erasmus+, Creative Europe and CERV, MVIdee aims to ensure that its work is guided by principles of diversity, equality, inclusion, and non-discrimination. This plan provides a clear reference point for how gender equality is considered not only in our daily work ethics and practices, but also in our organisational decisions, project planning, and implementation.

The Gender Equality Plan is intended as a practical tool. It supports reflection and awareness within the organisation, helps guide project design and collaboration, and contributes to transparency towards partners, funders, and the wider public.

This document does not constitute a legally binding framework, nor does it set fixed targets or guarantee outcomes. It reflects the current size and capacity of the organisation and is designed to evolve over time. The plan complements existing organisational policies and is reviewed on an annual basis to ensure continued relevance and alignment with organisational practice.

2. Organisational Context & Scope

MVIdee Foundation's approach to gender equality is guided by a set of core principles that shape how the foundation works, designs projects, structures daily workflows, and engages with participants and partners. These principles focus on fairness, respect, and inclusion, and are applied in a manner proportionate to the foundation's size and capacity during the 2026–2028 period.

At the core of this approach is the aim to create inclusive spaces and equal opportunities for all people involved in the foundation's activities. The foundation seeks to ensure that participation is open and accessible, and that individuals are treated fairly, with respect and without discrimination. Through its projects, activities, and initiatives, the foundation supports personal development, confidence-building, and the ability of participants to pursue their own ambitions.

The foundation is attentive to the use of inclusive language and representation in its communication, project materials, and public outputs. Efforts are made to avoid stereotypes and to reflect diversity in a respectful and balanced way, particularly in the context of youth and community-focused activities.

This Gender Equality Plan is informed by the broader values and priorities promoted at European level, including the objectives of the EU Gender Equality Strategy and the principles of equality and non-discrimination reflected in EU fundamental rights. These references provide context and orientation for the foundation's work during the 2026–2028 period, without implying formal compliance or the application of requirements that exceed the foundation's current operational capacity.

The principles outlined in this section do not translate into fixed targets, quotas, or mandatory procedures. Instead, they serve as a guideline and shared reference point, supporting awareness, reflection, and responsible decision-making across the foundation's activities.

3. Scope and Applicability

This Gender Equality Plan applies to the core areas of MVIdee Foundation's work and organisational practice. It covers governance and decision-making, project design and planning, project implementation and delivery, communication and public representation, as well as internal working relationships. The plan reflects the current scale of the foundation and is applied in a proportionate manner.

In terms of people, the plan applies to board members, core staff and employees, project-based collaborators such as freelancers and facilitators, volunteers, and participants involved in the foundation's activities. These groups are included to ensure that gender equality considerations are present across both organisational processes and project-related interactions.

The foundation recognises that its level of responsibility differs across these groups. Within projects and day-to-day operations, responsibility for promoting gender equality is shared and reflected in project design, facilitation approaches, communication choices, and decision-making practices. In relation to participants, the foundation seeks to provide a supportive and inclusive environment, encouraging respectful interaction and equal participation without exercising control beyond its mandate.

This Gender Equality Plan also applies to activities in which the foundation participates as a partner, within the limits of its role and influence. The foundation aims to uphold its principles in collaborative settings while acknowledging that final decisions may rest with coordinating organisations or other partners.

As the foundation develops and its capacity evolves during the 2026–2028 period, the scope and application of this plan may be reviewed and adjusted accordingly. Any future expansion of roles or structures will be considered in line with this plan, following reflection rather than automatic extension.

4. Gender Equality in Practice

Gender equality in MVIdee's organisational practice is addressed primarily through everyday ways of working rather than through complex formal structures. Given the foundation's small scale, decisions and responsibilities are handled in a transparent and communicative manner, with attention to respect and inclusion.

Decisions are generally led by leadership, while input and perspectives from others involved are actively invited. When topics related to gender equality arise, they are discussed openly and different viewpoints are considered before decisions are made. This discussion-based approach supports shared understanding and helps ensure that diverse perspectives are taken into account.

The internal working culture at MVIdee is informal and respectful, with open communication as a core element. Collaboration is based on trust, and flexibility is applied where possible to respond to individual needs within project-based and organisational work.

If a gender-related concern, complaint, or potential misconduct arises, individuals may report the matter directly to the board or to the designated contact person within the foundation. Concerns are handled confidentially and without retaliation. Where appropriate, matters may be escalated in accordance with applicable Dutch legislation, including whistleblower protections.

At its current stage of development, the foundation does not operate with extensive HR structures. However, it remains committed to ensuring that reporting pathways are accessible, that concerns are taken seriously, and that legal obligations are respected.

5. Gender Considerations in Projects and Activities

In the planning of projects and activities, gender equality is considered as part of the foundation's broader approach to inclusion and non-discrimination. While gender may not always be addressed as a separate thematic focus at the design stage, attention is given to avoiding bias or unintended exclusion and to creating activities that are open and accessible to diverse participants.

During project implementation, the foundation aims to create a respectful and inclusive environment for everyone involved. Facilitators and project leaders pay attention to participation dynamics within groups, seeking to ensure that different voices are heard and respected. Gender-related concerns, if they arise, are addressed in a timely and proportionate manner through facilitation and dialogue.

Participation in the foundation's projects is generally open, with the intention not to exclude individuals on the basis of gender. Where relevant to the project context, efforts are made to encourage balanced participation. The approach may vary depending on project objectives, target groups, and partnership structures.

For example, facilitators may encourage balanced speaking time, adapt group work formats if participation appears uneven, ensure mixed working groups where appropriate, or address gender-related remarks through discussion and reflection.

In project communication and public visibility, the foundation seeks to use inclusive language and avoid stereotypical representations. This applies to calls for participants, project descriptions, promotional materials, and public outputs, with the aim of reflecting diversity in a respectful and considered manner.

The foundation does not currently use formalised assessment tools to integrate gender considerations across all projects, reflecting its size and operational capacity. Practices may differ depending on project focus and partnership arrangements. In some cases, projects directly address gender equality topics, while in others, gender considerations are integrated within a broader inclusion framework.

Gender considerations are understood in connection with wider inclusion factors, recognising that experiences of participation may vary depending on background, context, and access needs.

6. Awareness, Learning, and Risk Mitigation

MVIdee approaches awareness of gender-related issues through attentive and reflective practice rather than through complex formal monitoring systems. Given the foundation's size and working style, awareness is mainly supported through informal check-ins between those involved in projects and activities. These moments often take place at the beginning and end of collaborations or activities, allowing space to set expectations and reflect on experiences.

Learning related to gender equality and inclusion takes place primarily through reflection after activities and internal discussion. When challenges or tensions arise, they are discussed within the team, and insights are used to inform adjustments in future project planning or facilitation. This learning process is largely experience-based and evolves organically as the foundation develops.

In addition to internal reflection, the foundation stays informed about relevant European developments, campaigns, and sector discussions related to equality, diversity, equity, and inclusion (EDE&I). Team members share relevant updates, resources, and good practices, helping ensure that awareness is not limited to internal experience but remains connected to broader European dialogue and standards.

If a gender-related issue or risk arises during a project or activity, it is addressed promptly through facilitation or appropriate internal reporting channels. The aim is to respond in a proportionate and respectful manner while maintaining a safe and inclusive environment for participants.

At the current stage of development, the foundation does not maintain extensive formal reporting systems related specifically to gender equality. Where relevant, brief notes or references may be included in project documentation or internal communication, particularly if an issue or learning point is considered significant.

Looking ahead, the foundation aims to gradually strengthen its awareness and learning practices through continued reflection and engagement with external developments. As capacity allows, simple internal feedback tools or structured discussion moments may be introduced after activities to support continuity and shared learning across projects.

7. Roles, Responsibility, and Capacity Limits

Overall responsibility for gender equality considerations within MVIdee Foundation lies with leadership, with support from project leads. This responsibility is exercised in a proportionate and practical manner, reflecting the foundation's size and working structure.

In day-to-day practice, awareness of gender equality is shared among everyone involved in the foundation's work. Project leads, facilitators, collaborators, and volunteers are encouraged to consider gender-related aspects as part of their planning, collaboration, and interaction with participants. This shared responsibility supports consistency across activities without relying on complex formal structures.

When a gender-related issue or uncertainty requires a decision, leadership retains responsibility for the final decision after consultation with those involved. This approach allows different perspectives to be heard while maintaining clarity and accountability.

Responsibilities related to gender equality are integrated into existing roles rather than assigned to dedicated positions. The foundation does not have formal gender officers, committees, or specialised structures in place. This reflects its current capacity and its preference for flexible, dialogue-based practice.

The foundation recognises that its ability to anticipate or prevent all risks is limited. It therefore relies on shared awareness, open communication, and reflective practice to address gender equality considerations in a responsible and proportionate manner.

8. Review and Update

This Gender Equality Plan applies to the period 2026–2028 and is intended as a practical and living document. Its implementation and relevance are reviewed on an annual basis, taking into account organisational capacity, operational experience, and evolving project contexts.

The review process is informed by reflections from project leads and collaborators, drawing on practical experience from activities carried out during the review period. Leadership is responsible for conducting the review to ensure alignment with the foundation's activities, governance practices, and overall direction.

Updates to the plan may be introduced if significant changes occur in activities, organisational capacity, or relevant legal or policy developments. Learning from projects and internal reflection may also inform adjustments. This approach allows the plan to remain relevant and proportionate as the foundation develops during the 2026–2028 period.

This Gender Equality Plan was developed and adopted in February 2026 and is scheduled for comprehensive review in 2028, with annual internal review taking place in the interim.