



# Gender Equity Plan for "Stichting Plant N Boom"

Date: 11 June 2023

**Objective:** The objective of this Gender Equity Plan is to promote gender equality and inclusivity within the activities and operations of "Stichting Plant N Boom." By integrating gender considerations into our initiatives, we aim to ensure equal opportunities and representation for all genders in the field of reforestation and environmental conservation.

**Gender Analysis:** Conduct a thorough gender analysis to identify potential gender gaps and inequalities within the organization's activities and decision-making processes. This analysis will help inform the development of targeted strategies to address these gaps.

**Gender Mainstreaming:** Integrate gender considerations into all aspects of "Stichting Plant N Boom's" work, including project planning, implementation, monitoring, and evaluation. This will ensure that gender equality and inclusivity become fundamental components of our initiatives.

**Representation and Participation:** Promote gender-balanced representation and participation in decision-making processes within the organization. Encourage women's participation at all levels, including in leadership roles, board membership, and expert panels. Implement measures to create an inclusive and supportive environment for diverse voices to be heard.

**Capacity Building:** Develop and implement training programs and capacity-building initiatives to enhance the skills and knowledge of staff and volunteers on gender equality and inclusivity. This includes raising awareness of gender biases and stereotypes, fostering inclusive communication, and promoting diversity in recruitment processes.

**Collaboration and Partnerships:** Collaborate with organizations and initiatives that focus on gender equality, women's empowerment, and environmental sustainability. Forge partnerships to share best practices, exchange experiences, and collectively work towards achieving gender equity in the field of reforestation and environmental conservation.

**Data Collection and Analysis:** Establish a systematic mechanism for collecting and analyzing gender-disaggregated data related to "Stichting Plant N Boom's" activities. This data will help measure progress, identify areas for improvement, and inform evidence-based decision-making.

**Communication and Awareness:** Develop a comprehensive communication strategy that highlights the importance of gender equality in reforestation and environmental





conservation. Engage in public awareness campaigns to promote the inclusion of diverse genders in the organization's initiatives and encourage wider participation.

**Monitoring and Evaluation:** Regularly monitor and evaluate the implementation and impact of the Gender Equity Plan. This includes setting specific targets and indicators to measure progress and identify areas that require further attention and improvement.

**By implementing this Gender Equity Plan,** "Stichting Plant N Boom" will strengthen its commitment to gender equality, inclusivity, and diversity. It will contribute to creating a more equitable and sustainable future, aligning with the objectives and requirements of the European Union.

