

Gender Equality Plan for Holocaust Documentation Centre (Dokumentačné stredisko holokaustu - DSH)

Introduction

The Holocaust Documentation Centre (DSH) is dedicated to the research, documentation, and dissemination of knowledge about the Holocaust and its related historical and societal aspects. Our commitment to gender equality is intrinsic to our mission of fostering a diverse and inclusive environment. Recognising that gender equality benefits research and innovation by improving its quality and relevance, attracting and retaining more talent and ensuring that everyone can make the most of their potential, we have decided, in compliance with the Horizon Europe criteria, to develop the following Gender Equality Plan.

Leadership and Governance

- We will ensure that leadership positions within DSH are accessible to individuals of all genders. Leadership selection processes will prioritize competence and merit without regard to gender.
- Transparent and unbiased decision-making processes will be established to guarantee equitable opportunities for both men and women.

Equal Pay and Compensation

- DSH will conduct a thorough analysis of pay structures to identify and rectify any gender-based wage disparities.
- Our organization is dedicated to providing equal compensation for all staff members, irrespective of gender, for their respective roles and responsibilities.

Recruitment and Hiring

- Job descriptions and requirements will be crafted to be impartial and neutral, avoiding any gender-related biases.
- Blind recruitment methods will be introduced where possible to mitigate unconscious gender bias during the selection process.

Training and Development

- DSH will offer comprehensive training on gender sensitivity and unconscious bias for all team members, enhancing awareness and fostering an inclusive environment.

- Opportunities for professional growth and development will be made available to all genders equally, ensuring fair career advancement.

Work-Life Balance

- Flexible working arrangements will be implemented to accommodate the diverse needs of our staff, acknowledging family and caregiving responsibilities.
- Our organizational culture will underscore the significance of work-life equilibrium and discourage prolonged overtime.

Harassment and Discrimination

- A stringent zero-tolerance policy against harassment, discrimination, and gender-based violence will be enforced.
- DSH will establish transparent procedures for reporting and addressing complaints, guaranteeing a safe and inclusive workplace.

Representation and Participation

- At all DSH events, panels, and conferences centered around Holocaust research, a balanced representation of genders will be pursued.
- The active engagement of all genders will be encouraged to ensure comprehensive perspectives and diverse contributions.

Research Projects and Outputs

- DSH is committed to exploring gender-related facets of the Holocaust, including the experiences of women, LGBTQ+ individuals, and marginalized groups.
- Our organization will disseminate research findings that enrich the understanding of gender dynamics during the Holocaust era.

Collaboration and Partnerships

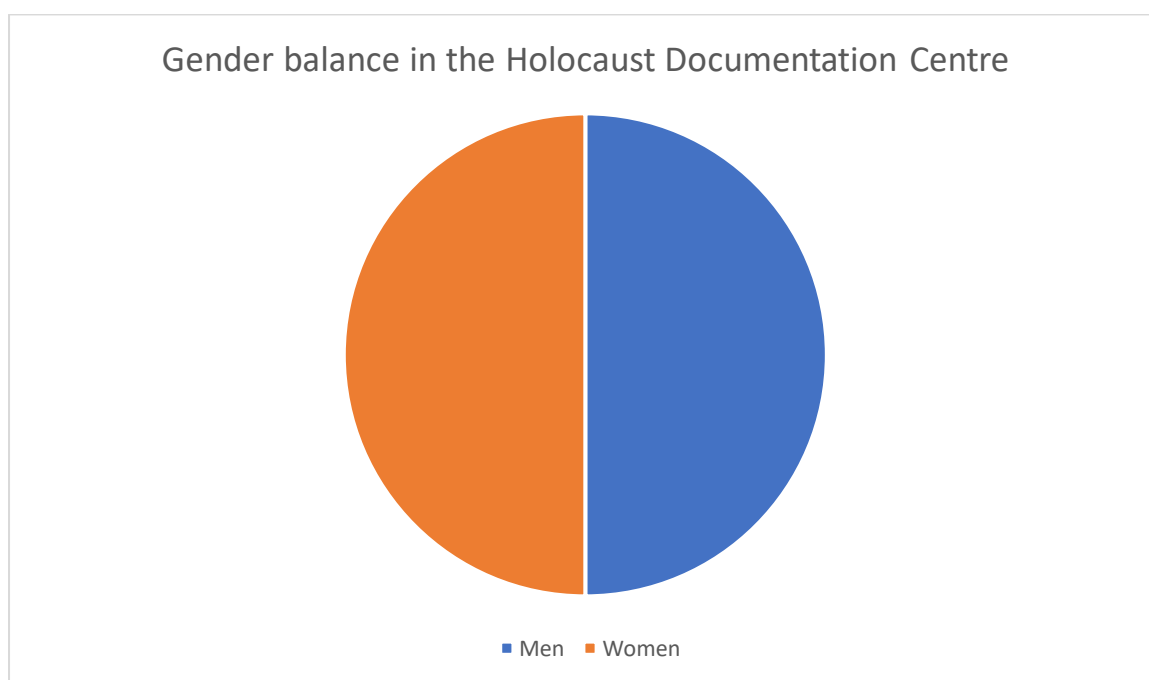
- Collaborative initiatives with organizations and experts will integrate gender equality into broader discussions on Holocaust research.
- Partnerships will be sought with entities sharing our dedication to gender equality and inclusivity.

Monitoring and Evaluation

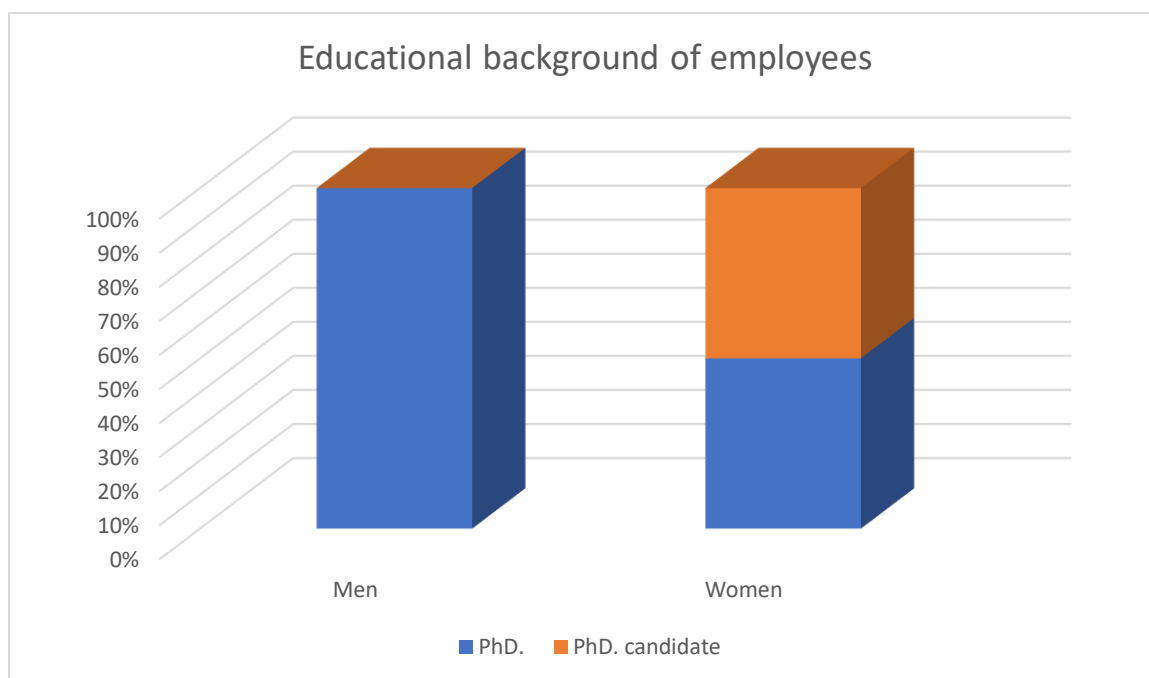
- Progress toward gender equality objectives will be consistently evaluated, employing data and measurable criteria.
- Strategies will be adapted based on assessment outcomes and input from our team members.

Through continuous review and adaptation, this gender equality plan will exemplify DSH's unwavering commitment to inclusivity and equitable participation for all genders in our Holocaust research endeavors.

Current data on gender representation in the Holocaust Documentation Centre¹



¹ Due to the protection of personal data, we do not disclose further details about our employees such as names or age. If you would like more information, please contact us. Data collected as of May 20, 2023.



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