



## GENDER EQUALITY PLAN (GEP) 2026–2028

### Alacrity Education NGO

We are a Non-Governmental Organization from Romania, who focuses on making STEAM (Science, Technology, Engineering, Arts, Mathematics) education more practical, more popular and more accessible to students from all financial backgrounds. We were officially founded in January 2025 and we are one of the fastest growing youth led organizations from the capital city.

This Gender Equality Plan (GEP) represents our formal commitment to promoting gender equality in all our operations, from internal governance to the delivery of our "Open-Source STEAM Lab" and other projects. Alacrity Education commits to providing the necessary resources and monitoring to ensure this plan is implemented effectively.

#### Mandatory Operational Prerequisites (EU Compliance)

As per the European Commission's requirements, Alacrity Education confirms that:

- **Public Document:** This GEP is published on our official website ([www.alacrity.ro](http://www.alacrity.ro)).
- **Dedicated Resources:** A Gender Equality Officer has been appointed to oversee implementation.
- **Data Collection:** We perform periodical interpretation of gender-disaggregated data on staff and program participants.
- **Training and Awareness:** We conduct annual internal sessions on unconscious bias and gender equality.

#### Key Priority Areas & Objectives

##### Area 1: Work-Life Balance and Organisational Culture

Alacrity Education recognizes that our team consists largely of young professionals and students.

- **Objective:** To ensure that personal life, education, and caregiving responsibilities do not hinder professional growth.
- **Actions:** Maintain a "Flexible-First" work policy, allowing for remote work and asynchronous tasks.
  - Schedule mandatory meetings in respect with participant's availability.
  - Assign less tasks during high-demanding periods at university.

##### Area 2: Gender Balance in Leadership and Decision-Making

- **Objective:** Ensure gender parity in all strategic committees.
- **Actions:** Target a minimum of 40% representation of the underrepresented gender in the Board of Directors and Lead roles.
  - Ensure that every "Research Lead" or "Project Lead" role is appointed based on a transparent process that actively encourages diverse applicants.



### **Area 3: Gender Equality in Recruitment and Career Progression**

- **Objective:** To eliminate bias in the selection of volunteers, staff, and researchers.
- **Actions:** Use gender-neutral language in all calls for volunteers and job descriptions.
  - Implement "blind review" of technical tasks (e.g., coding or hardware design tests) during the recruitment process where possible.
  - Provide equal mentorship opportunities for all members to advance to "Project Lead" positions.

### **Area 4: Integration of Gender Dimension in STEAM Education**

- **Objective:** To bridge the gender gap in Romanian STEAM education by making tech accessible to everyone.
- **Actions: Curriculum Review:** Ensure that our training materials highlight the contributions of all participants, independent of their gender, religion or social situation.
  - **Inclusive Marketing:** Ensure that social media communication fairly pictures the underrepresented gender in tech or STEAM domains.
  - **Outreach:** Design specific outreach campaigns to encourage people from the underrepresented social categories to get involved.

### **Area 5: Measures Against Gender-Based Violence, Including Sexual Harassment**

- **Objective:** To ensure a safe, "zero-tolerance" environment for all volunteers and participants.
- **Actions:** Implement a formal **Code of Conduct** that explicitly prohibits sexual harassment and discriminatory behavior.
  - Establish a confidential "Safe Space" reporting channel (email/form) managed by the Gender Equality Officer.
  - Immediate investigation and disciplinary action for any reported breaches of the Code of Conduct.

**Last update:** January 28, 2026

**Period of Validity:** 2026 – 2028

Signature,

Gabriela-Florentina Alexa - President