

## Gender Equality Plan 2024-2027

for Mantinea Institute by Sàlsola SRLS

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### 1. Introduction

Since 1984, the European Union has funded research activities within the European Research Area through multi-year grant programs known as "Framework Programmes for Research and Technological Development." A few years after the launch of these framework programmes, in 1998, the European Commission introduced Gender mainstreaming:

"Gender mainstreaming is a process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in any area and at all levels. It is a strategy aimed at making the concerns and experiences of women and men an integral part of the design, implementation, monitoring, and evaluation of policies and action programs in all political, economic, and social spheres. Its goal is to achieve gender equality where women and men enjoy equal opportunities and are not subject to discrimination."

The Research and Innovation Directorate of the European Commission has mandated that all institutions seeking research funding must adopt a Gender Equality Plan (GEP). This plan is based on existing materials, best practices, and resources that support gender equality in research and innovation, a core value of the European Union, endorsed by institutions and academic communities committed to achieving gender democracy and addressing situations of inequality.

The present Gender Equality Plan (GEP) for 2024-2027 has been developed to guide Sàlsola SRLS in ensuring gender equality within its organisation and activities. Sàlsola SRLS is committed to maintaining an inclusive and respectful environment where all individuals, regardless of gender, have equal opportunities for growth and development. This plan is aligned with the company's mission to promote artists who engage and inspire the public, enhancing the understanding of reality and self for mutual growth.

### 2. Description of the Organisation

- *Mantinea Institute · Sàlsola SRLS · Via Nilo Garbisi n. 13 · Sarzana (Sp) CAP 19038 · Italy · CF /IVA: 01580670113 REA: SP-24193*
- Activities: Mantinea Institute by Sàlsola SRLS is dedicated to advancing art-based research as an essential means of understanding, cultivating, and reimagining Europe's diverse cultural heritages. As a creative hub, the Institute fosters sensitivity, sensibility, evaluative acuity, and the practical valorisation of heritage through sustained artistic inquiry and interdisciplinary reflection.

### 3. Strategic areas

#### 3.1 Work-Life Balance and Organisational Culture

Objectives:

Promote a flexible working mode with employees that supports work-life balance. Develop an inclusive culture example that values diversity and gender equality.

Actions:

Implement flexible work relationships, smart working, and flexible work hours.  
Offer support for the parenting needs of both employees and artists, including support activities during exhibitions or live performances.  
Monitor employee satisfaction through surveys, interviews, and polls.

#### 3.2 Gender Balance in Management, Recruitment, and Career Progression

Objectives:

Ensure balanced gender representation at all levels, both in choosing employees for the organisation and selecting artists.

Ensure equal opportunities for professional growth for all employees.

Actions:

Set specific gender equality goals in recruitment and promotion of professional growth. Implement impartial and merit-based selection practices.  
Offer mentoring and professional development programs specifically for women and gender minorities.  
Regularly monitor and analyse gender composition data and professional growth opportunities.

#### 3.3 Integrating Gender in Research and Events

Objectives:

Incorporate a gender perspective in research activities, artistic events, and performances organised by Sàlsola SRLS.

Promote equitable participation of artists of all genders in research, cultural events, concerts, exhibitions, and projects.

Actions:

Ensure gender themes are considered and integrated into research proposals and critical analyses.  
Ensure balanced gender representation in events, discussion forums, and conferences.  
Collaborate with artists and researchers exploring gender and diversity issues.  
Publish and promote research and works addressing gender issues.

#### 3.4 Combating Gender Bias and Harassment

Objectives:

Create a safe and respectful artistic work environment free from gender bias and harassment.  
Raise awareness and train employees on recognising and managing gender bias and harassment.

Actions:

Implement a clear and rigorous policy against harassment and discrimination.  
Request respect for the diversity, equality, and inclusion policy for all employees.  
Establish confidential procedures for reporting and managing harassment.  
Monitor the effectiveness of anti-harassment policies through surveys and employee feedback.

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*This CEP will be reviewed periodically to maintain a fair and inclusive working environment at Sàlsola SRLS.*