



K8 GENDER EQUALITY PLAN

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K8 Gender Equality Plan

As part of the ongoing efforts being made by the European Commission in the field of gender equality, the Gender Equality Strategy requires that organisations participating in the Horizon Europe framework programme have an institutional gender equality plan. K8's gender equality plan outlined below is part of a broader process of diversity-oriented organisational development.

As a "transformation organisation" with roots in the experimental traditions of the arts, culture, and technology, K8 approaches questions of innovation through collaborative engagements with environmental, social and economic transformation. K8 focuses on cross-sector involvement in processes of change in our region (the Saarland shares borders with France and Luxembourg) that aim to create new collective action institutions and re-imagine the co-creation of value.

At the centre of all transformation processes are people acting individually and collectively. Working both within and beyond the creative sector, diversity has been a core tenet of our work: for creative work to thrive, generate a wide range of impacts, and sustain its practitioners in the fullest sense of the term, diversity is key.

On the level of organisational management (2 Co-CEOs, 50% male / female) and research and project management (12 full- and part-time positions, 50% male / female) K8 has established and strives to maintain gender equality.

Matters of equality and diversity on the level of hires, methods, and project management are subject to collaborative analysis by the core team in bi-annual organisational development sessions. As a small research institute with few full-time permanent staff members, K8 depends on the commitment of its core team to **co-create and sustain a culture of collaboration that reflects and critically reassesses the lived reality of shared values** on gender equality, diversity, and inclusion.

With this Gender Equality Plan, the leadership of K8 commits to systematically addressing gender equality with appropriate evaluation and feedback processes at every level. In the plan below, you will find an overview of the work already undertaken alongside planned actions to fully incorporate the gender equality perspective in our current and future work.

Julia Hartnik, Co-CEO

Soenke Zehle, Co-CEO

Saarbrücken, 31 August 2023

ORGANISATION

Optional measures for a good infrastructure (organisation)

Public statement and document	The K8 Gender Equality Plan online: www.k8.design/k8-gep
Objectives	<p>As a small research institute, we aim to support and address gender equality in all areas of our organisation's activity:</p> <ul style="list-style-type: none">● We want to be open and accessible to all of the people we work with, whether they do so as employees, members of a team, or partners in a project● We want to provide space and support to a new generation of makers with the most diverse backgrounds, ways of thinking, cultures, gender identities, religions, nationalities, limitations and ambitions● We want to create equal opportunities for team members to enjoy a supportive work environment (hybrid, on-site, or remote) regardless of their employment status (full-time, part-time, freelance) <p>This calls for an open and learning attitude on the part of our team members. The way we collectively reflect on and critically reassesses the lived reality of shared values on gender equality and diversity in our organisational culture is inspired by several national and international initiatives, including:</p> <ul style="list-style-type: none">● Diversity Guidelines of the German Federal Research Council https://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/allg_informationen/grundlagen/index.html● Recommendations by the Equality, Diversity, and Inclusion Working Group of the Global Research Council, https://globalresearchcouncil.org/about/equality-diversity-and-inclusion-working-group

**Specific allocation
of resources /
budget and
positions**

K8 appoints a core team member to act as ombudsperson for matters of gender equality and diversity.

This ombudsperson serves as the main facilitator of an annual internal review process covering the organisation's research, training, and outreach activities.

This process is actively supported by the organisation's leadership; given that K8's finances are project-based, financial support to advance gender equality and diversity can most effectively be made available by aligning project design with the goals of organisational development.

The gender balance within K8 is currently (08/2023) gender-equal (50% male / female on the level of leadership as well as research and project management)

**Data collection,
monitoring and
evaluation**

Data on the gender of staff and management is available and is part of the annual reporting to the organisation's proprietor and the advisory council.

The measures of 2023 (full equality on the level of CEO and project management) serve as baseline for future assessment.

FIGURES

Measures to increase gender diversity (quantitative representation)

<p>Gender equality in management and decision making roles / Gender quota</p>	<p>On the level of organisational management (2 Co-CEOs, 50% male / female) as well as research and project management (12 part-time positions, 50% male / female) K8 has successfully established and strives to maintain gender equality.</p>
<p>Creating positions especially for women/ preferential policy</p>	<p>As a legal entity registered in Germany, K8 follows the relevant constitutional and legal stipulations in its hiring and procurement processes.</p> <p>This specifically includes Art. 3 (2) of the German Constitution (“Grundgesetz”, GG) and the General Anti-Discrimination Law (“Allgemeines Gleichstellungsgesetz, AGG) which implements the following EU initiatives: Anti-Racism (“Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin”), Equal Treatment (“Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation”; Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)), and Gender Equality (“Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services”).</p>
<p>Monitoring career progress</p>	<p>We annually monitor data on gender equality, but we also examine payment and project outcomes to encourage team members to assume additional responsibilities and/or take on a leadership role.</p>

<p>Creation of role models (for team members / project partners)</p>	<p>In our internal and external communication, we try to be as inclusive as possible, in both text and image.</p> <p>This means that we use gender-sensitive and inclusive language, avoid stereotypical written and visual representations in on- and offline documents, and ensure balanced representation of female and male team members and partners at public events.</p> <p>We want to be open and accessible to all of the people we work with, whether they do so as employees, members of a team, or partners in a project.</p> <p>Many of our leadership positions are filled by women, and we actively seek out gender equality whenever we design, implement, and communicate projects and their outcomes.</p>
<p>Allocation of positions and tasks</p>	<p>To monitor the state of gender equality, a job satisfaction survey is conducted every two years (online survey plus in-person interview).</p> <p>The results are part of the review process by the core team as well as the regular exchanges with K8's proprietor and supervisory council.</p> <p>Whenever we compose new project teams, we take gender equality and diversity into account.</p> <p>Following a dynamic leadership model, team members are encouraged during process design to choose their role in different projects depending on their interests and competencies. This facilitates experience and knowledge transfer and sustains a more diverse culture of collaboration.</p>
<p>Nominations for awards, prizes, committees and scholarships</p>	<p>K8's project portfolio regularly includes the design, implementation, and documentation of awards and prizes related to its transformation activities.</p> <p>Support for gender equality and diversity is taken into account in the selection of jury members and candidates.</p>

Representation in internal / external communications

- documentation of available data on gender equality, diversity, and inclusion (internal / team-only access to facilitate organisational development)
- training in diverse and inclusive communication in all projects with capacity building / training components
- Gender and Equality Plan (to be continuously updated) integrated into the working methods of the communications team

Mentoring programmes

All team members can approach the organisation's leadership with proposals for individual or team participation in professionalisation formats. Additionally, team members already actively participate in project activities with a focus on gender equality and diversity.

INSTITUTIONS

Measures that make the institution (structure and culture) gender- inclusive

<p>Recruitment and selection</p> <p>Transparency and accountability in procedures</p> <p>Training and capacity building committee members</p> <p>Gender-sensitive recommendations</p>	<p>In its recruitment, K8 follows the general processes of hiring stipulated in relevant legislation.</p> <p>Within the context of the project for which new team members are hired, we devote specific attention to the importance of being diverse and inclusive, with care for and attention to personal interests and developments.</p> <p>K8 encourages its proprietor to strive for gender-equal representation in the organisation’s supervisory council.</p> <p>All team members can approach the organisation’s leadership with proposals for individual or team participation in professionalisation formats designed to foster gender equality and diversity.</p> <p>Additionally, team members already actively participate in project activities with a focus on gender equality and diversity.</p> <p>In our communication of project outcomes, the language of recommendations reflects our attention to gender equality, diversity, and inclusion.</p>
<p>Recognition and rewards / Changing the norm of ‘the ideal academic’ / Diverse career paths</p>	<p>The main reason for K8 to work in accordance with the principles of Open Innovation, Open Science, and Open Technologies is that these principles increase the possibilities to create social impact and support a wide range of innovations.</p> <p>Our collaboration with colleagues, partners, other knowledge institutions and networks plays a key role in our effort to make research more diverse and inclusive.</p> <p>Part of the region’s creative sector, K8 supports a non-traditional research dynamic that includes non-academic research from social movement and civil society perspectives. Both locally and translocally, our exchanges with these organisations contribute to our efforts to offer flexible employment and accommodate the diversity of life situations of the people wishing to work with us.</p>

<p>Work-life balance / Organisational policy (dual-career policy)</p>	<p>As is the case across the creative sector, the perception of workload at K8 is comparable with similar organisations: agile, dynamic, and non-standardized project development and implementation processes are demanding and often involve a level of commitment considered out of the ordinary outside the creative sector.</p> <p>We try to accommodate the diversity of work-life-balance needs through flexible work hours and a high degree of self-determination in the choice of project involvement roles and responsibilities.</p> <p>K8 makes paid parental leave possible in accordance with relevant legislation.</p> <p>Future plans include the establishment of a “20% Fund” which would allow each employee to spend 20% of their time in independent activities that may or may not be directly related to the rest of their project-based work.</p>
<p>Gender budgeting</p>	<p>Not applicable within K8</p>
<p>Equal distribution of material resources</p>	<p>Overall budgets are allocated by means of an annual finance plan prepared by the organisation's management for approval by the organisation's supervisory council.</p> <p>Individual project budgets are prepared in cooperation with the respective funding agency / client organisation and are reviewed by core team members.</p>
<p>Support networks / Diversity networks</p>	<p>K8 cooperates with a wide range of organisations that are shaping and co-developing gender equality, diversity, and inclusion within K8, including:</p> <p>https://frauengenderbibliothek-saar.de Gender Library, cooperation partner for joint events on anti-discrimination, feminism, and gender equality</p> <p>https://iphi-award.org Gender Design Award organised by the International Gender Design Network</p> <p>https://superrr.net Laboratory for Feminist Digital Futures</p>

	<p>https://supermarkt-berlin.net Platform for Digital Culture and Alternative Economies</p> <p>https://smart-eg.de/en The Freelancer Coop</p> <p>https://speakerinnen.org Recruitment of women speakers for K8 events</p> <p>https://whowriteshistory.me Initiative to Close the Wikipedia Gender Gap</p> <p>https://zebrasunite.coop Movement for a Cooperative Economy</p>
<p>Assessment of the physical environment (accessibility, art, building names, photos)</p>	<p>K8 is an open, accessible organisation and therefore devotes a great deal of attention to making our buildings accessible.</p> <p>We have gender-neutral toilets, for example, and our offices are located in a central location easily reached by many modes of transportation.</p> <p>The venue's proximity to childcare facilities, schools, and shopping areas helps address the gender care gap.</p>
<p>Measures to combat gender-related violence and sexual harassment</p>	<p>K8 has cultivated a culture of communication and cooperation reflecting shared values of openness, diversity, and trust.</p> <p>All K8 employees have access to a confidential ombudsperson who reports to management. Any dilemmas and alerts can be dealt with on the basis of these reports.</p>

KNOWLEDGE

Measures that include gender in the production of knowledge and the development of the research agenda

<p>Integration of diversity dimensions in research</p>	<p>Gender equality, diversity, and inclusion are recurring topics within our research groups.</p> <p>Team members have access to professionalisation formats related to gender equality, diversity and inclusion.</p> <p>Gender equality, diversity, and inclusion are important criteria in hiring research staff.</p> <p>In research projects of associated partners and network members, we focus on gender in relation to data collection, analysis, governance, and interpretation.</p> <p>We also support partners in developing gender-sensitive research processes.</p>
<p>Integration of diversity dimensions in teaching</p>	<p>Operating as a research institute with a wide project portfolio, team members interact with different groups of learners in public-facing workshops that are based on the same culture of communication and cooperation K8 follows within the organisation.</p> <p>This includes the training of students interested in alternative forms of entrepreneurship.</p>
<p>Curriculum check</p>	<p>As a research institute, K8 does not directly implement educational curricula. However, team members interact with different learners in public-facing workshops and other learning formats whose design, implementation, and documentation are based on the same culture of communication and cooperation K8 follows within the organisation.</p>