

Gender Equality Plan (GEP) of Access to Advanced Health Institute (AAHI)

Statement of Commitment:

The Access to Advanced Health Institute is dedicated to advancing gender equality and building an inclusive, respectful workplace for all. This Gender Equality Plan (GEP) details the actionable steps AAHI has committed to undertaking to create a fair and supportive environment, strengthen gender diversity at all levels, and embed gender-sensitive approaches into our research and operations.

Objectives:

Our GEP aims to:

- Promote gender equality in recruitment, retention, progress, and leadership.
- Create a culture that supports work-life balance and diversity.
- Build internal capacity to recognize and counteract gender bias.
- Foster gender-responsive research and innovation.
- Prevent and address gender-based harassment.

Institutional Commitment:

This GEP is formally approved by AAHI Executive Leadership, and publicly available on the AAHI website for transparency. This plan is regularly reviewed and updated based on progress and new priorities.

Implementation is overseen by staff who have been appointed as Gender Equality Officers, with support from AAHI's Human Resources team.

Core Building Blocks:

Dedicated resources

Gender Equality Officers on the AAHI staff are responsible for GEP coordination, monitoring, and support. Sufficient time and budget resources are allocated for action, training and engagement.

Data collection and monitoring

AAHI collects sex-disaggregated data on staff demographics, recruitment, promotions, salaries, and leadership appointments. Annual reporting includes reference to achievement of gender progress and future goals.

Awareness and training

Regular training on gender awareness, unconscious bias, and inclusive leadership is offered to AAHI staff, with a focus on decisionmakers.

Areas of Action

Work-life balance and organizational culture

AAHI provides flexible working arrangements, parental leave, and wellbeing initiatives to promote work-life balance. Our culture emphasizes collaboration, respect, and inclusion.

Gender balance in leadership and decision-making

AAHI is committed to gender balance in leadership, setting clear targets, applying fair selection processes, and offering leadership development for underrepresented groups.

Gender equality in recruitment and career progression

Recruitment and promotion practices minimize bias through gender-neutral language, diverse hiring panels, and transparent evaluation.

Integration of gender dimension in research

AAHI associated researchers are encouraged and supported to integrate gender analysis into research design, methodologies, and dissemination. Research proposals consider sex/gender variables as relevant.

Prevention of gender-based harassment

AAHI enforces a zero-tolerance policy on harassment, bullying, and gender-based violence. Clear, confidential reporting procedures are established and staff receive training on respectful conduct and safety.

Monitoring and Reporting

Evaluation reports are presented to the Executive Team and shared internally and with partners.

Key indicators include:

- Gender distribution in staff and leadership.
- Attrition and retention rates by gender.
- Integration of gender in research proposals.

An annual review is scheduled by Gender Equality Officers in consultation with department heads, HR, and employee representatives. Updates are informed by data, feedback, and changes in the regulatory or funding landscapes.