



# Gender Equality Plan

November 2024

## Introduction

The Resilient Cities Network (R-Cities) is the world's leading urban resilience network. Established in 2019, we bring together global knowledge, practice, partnerships, and funding to empower cities worldwide. Arm in arm with our member cities, we help build safer, more equitable, and sustainable futures for all residents. R-Cities operates as a nonprofit with legal status in the US (as a 501(c)(3)), Singapore and the Netherlands (Stichting). Reflecting our global mandate, our team is distributed across Singapore, the Netherlands and the US.

This Gender Equality Plan (GEP) is formally endorsed by the R-Cities Management Committee, underscoring our commitment to advancing gender equality and inclusivity across all organizational levels. This plan not only ensures compliance with the Horizon Europe eligibility criteria but also reflects our dedication to creating a supportive, equitable workplace where all staff members have equal opportunities to succeed.

The GEP applies to all R-Cities staff and stakeholders, covering essential areas such as recruitment, career progression, leadership, and organizational culture.

## Our Commitment to a Gender-Equal Working Environment

### Leadership

At R-Cities, we are committed to fostering a gender-equal workplace where all employees have equal opportunities to thrive and contribute. Our leadership reflects this commitment, with women making up 60% of employees at the lead level and above, and our management committee is currently composed entirely of women. This gender-balanced leadership serves as a foundation for our inclusive culture and underscores our dedication to promoting diversity across all levels of our organization.



## Remote and Flexible Working Arrangements

We understand the importance of supporting work-life balance, especially for staff with caregiving responsibilities. Our policies offer full remote and flexible working arrangements for all employees, regardless of gender, to accommodate personal responsibilities and well-being. This flexibility strengthens our commitment to equal opportunity, allowing all team members to balance professional and personal needs effectively.

## Existing Policies

To ensure that these values are embedded into everyday practice, all staff members are required to read and sign our employee handbook as part of their onboarding process. This handbook outlines clear policies on safety, equal employment opportunity, ethics, anti-discrimination and anti-harassment, workplace violence prevention, accommodations for persons with disabilities, and whistleblower protection. By formalizing these guidelines at the start of employment, we cultivate a secure and equitable environment where every team member feels respected, valued, and empowered.

## Additional Activities Outlined in this Gender Equality Plan (GEP)

R-Cities is committed to tracking and supporting gender equality through systematic data collection and annual evaluation. We already collect sex- and gender-disaggregated data across all personnel. Starting in 2025, the Human Resources team will conduct an annual analysis of this data by role and organizational level to monitor gender balance and identify areas for improvement. These findings will be available upon request to promote transparency and informed decision-making.

To foster continuous learning and inclusivity, the Human Resources team will assess the need for gender equality training across the organization. If deemed beneficial, this training will be sourced and delivered by the end of 2026, ensuring that all staff have access to resources that support a respectful and inclusive workplace.

This GEP is a formal document, endorsed by the R-Cities Management Committee, who will oversee its implementation. The GEP will be communicated to all staff and shared publicly on our organization's website. Regular progress reports will be published to keep staff and stakeholders informed of our advancements and to ensure accountability in meeting our gender equality goals.

**For more information on this Gender Equality Plan, please reach out to R-Cities at [info@r-cities.org](mailto:info@r-cities.org).**