



CHANGE Gender Equality Plan (GEP) 2025-2030

Research Center for Global Health Action on Climate Change, Gender Equity, and Emerging Diseases (CHANGE)

Website: <https://changebenin.github.io/>

1. Institutional Commitment

The Research Center for Global Health Action on Climate Change, Gender Equity, and Emerging Diseases (CHANGE) is committed to promoting gender equality, diversity, and inclusion across all its activities, including research, capacity building, partnerships, and governance.

This Gender Equality Plan (GEP) is formally adopted and endorsed by the leadership of CHANGE and is publicly available on the organization's website.

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2. Purpose and Scope

This Gender Equality Plan defines the principles and actions guiding CHANGE's commitment to:

- Equal opportunities in recruitment and career progression
- Inclusive leadership and decision-making
- Integration of gender considerations into research and innovation
- A safe and respectful working environment

The GEP applies to all staff, collaborators, students, and partners involved in CHANGE activities.

3. Dedicated Resources

CHANGE ensures the implementation of this plan through:

- Appointment of a **Gender and Inclusion Focal Point**
- Integration of gender responsibilities within project leadership structures
- Allocation of staff time to gender-related activities within projects
- Engagement of external expertise when required

Gender equality is embedded across all research and operational activities.

4. Data Collection and Monitoring

CHANGE commits to collecting and monitoring gender-related data, including:

- Gender distribution across staff and collaborators
- Participation in research projects and training activities
- Representation in leadership and decision-making roles

An **annual internal review** will be conducted to assess progress based on defined indicators such as:

- Gender balance (%)
- Leadership representation
- Participation in capacity building

5. Training and Awareness

CHANGE promotes gender equality through:

- Awareness-raising activities for staff and collaborators
- Training on gender equality and inclusion
- Training on unconscious gender bias
- Integration of gender topics into workshops and capacity-building activities

These activities target both staff and decision-makers.

6. Thematic Areas and Measures

6.1 Work-Life Balance and Organisational Culture

CHANGE promotes:

- Flexible working arrangements where feasible
- Respect for caregiving responsibilities
- A culture of inclusion, respect, and collaboration

6.2 Gender Balance in Leadership and Decision-Making

CHANGE commits to:

- Promoting equitable representation in leadership roles
- Encouraging participation of women and underrepresented groups in decision-making processes

6.3 Gender Equality in Recruitment and Career Progression

CHANGE ensures:

- Transparent and merit-based recruitment processes
- Equal opportunities for career advancement
- Support for early-career researchers, particularly women

6.4 Integration of Gender into Research and Innovation

CHANGE integrates gender considerations into:

- Study design (e.g., differences in exposure and vulnerability)
- Data collection and analysis (sex-disaggregated data where relevant)
- Interpretation of results and policy recommendations

This is particularly relevant in areas such as:

- Climate-sensitive health risks
- Infectious diseases and antimicrobial resistance
- Environmental exposure and community vulnerability

6.5 Prevention of Gender-Based Violence and Harassment

CHANGE enforces:

- Zero tolerance for gender-based violence, discrimination, and sexual harassment
- Respectful and safe working environments
- Clear procedures for reporting and addressing concerns

7. Implementation and Review

This Gender Equality Plan is:

- Implemented across all CHANGE activities and projects
- Reviewed annually
- Updated as needed based on monitoring outcomes and evolving institutional priorities

8. Public Availability

This document is publicly accessible at:
<https://changebenin.github.io/#gender>