

Gender Equality Plan 2026 for Global Climate Forum

Introduction

Global Climate Forum (GCF) is committed to fostering an inclusive and equitable workplace environment. We recognize the importance of gender equality in research organizations to promote innovation, broaden perspectives, enhance research quality, reduce biases and prejudices within the scientific community, and attract diverse talent from all segments of society. In line with our commitment to ensuring a balanced representation of all genders (including non-binary and trans), the following gender equality plan outlines our objectives, targets, and a clear pathway to implement actionable workplace policies.

Objectives

After analyzing the status quo at GCF, we have identified certain workplace policy gaps that must be addressed. Based on those, we define the following objectives. We have defined certain targets linked to each of these objectives to achieve our goals. To effectively monitor the targets, we have created indicators to measure the output and outcomes in the long run.

1. Enhance gender balance in leadership and decision-making

Targets:

- Achieve a minimum of 1 person representing women*/non-binary/trans gender identities in leadership positions (process leads) by Year 2035.
- Ensure atleast 50% members representing women*/non-binary/trans gender identities on the GCF board by year 2035.

Indicators:

- Percentage of process leaders' positions held by women*/non-binary/trans gender identities
- Percentage of board members held by women*/non-binary/trans gender identities

2. Promote Gender Equality in Recruitment Processes and Personnel

Targets:

- Establish a recruitment process promoting gender balance in the organization by the year 2027

Indicators:

- Percentage of candidates interviewed and hired across the gender spectrum.
- Diversity of candidate pools for each position
- Percentage of scientific staff across the gender spectrum.
- Percentage of non-scientific staff across the gender spectrum.

3. Establish Measures Against Gender-Based Violence and Sexual Harassment

Targets:

- Prepare a guideline on gender-based violence and sexual harassment by the end of Year 2026.

- Make training on prevention and response to gender-based violence and harassment mandatory by the end of 2026.

Indicators:

- Number of reported incidents of gender-based violence or harassment and their resolution status.
- Percentage of staff completing training on harassment prevention.
- Feedback surveys measuring awareness and satisfaction with reporting mechanisms.

Implementation and monitoring

The GEP will be implemented starting Q2 2026, with the formation of a Gender Equality Task Force (GETF), comprising of 4-5 staff members with representation across genders. The GETF will be responsible for the following:

- **Implementation of GEP:** GETF will oversee the implementation of the plan, ensuring accountability and progress tracking.
- **Collect data:** GETF will collect gender dis-aggregated data and prepare the annual report to be presented at the GCF General Assembly.
- **Regular Communication:** GETF will provide updates to all staff and stakeholders on progress and initiatives related to gender equality, along with opportunities for gender-based training and workshops.
- **Feedback Mechanism:** GETF will implement an annual feedback survey to assess areas for improvement.

The following table provides an overview of the action steps, timeline and monitoring methods associated with the three objectives. *GETF is responsible for all action steps and monitoring methods.*

Objective	Action Steps	Timeline	Monitoring Methods
1. Enhance Gender Balance in Leadership and Decision Making	<ul style="list-style-type: none"> • Review board committee selection process for gender diversity. • Create an outline of “what GCF offers” (upload it on the website, use social media to attract people as process leads etc.) 	Long term	<ul style="list-style-type: none"> • Annual reports on gender composition to be presented at the annual General Assembly
2. Promote Gender Equality in Recruitment Processes	<ul style="list-style-type: none"> • Critically reviewing existing selection processes and procedures at all stages and remedying any biases (decisions made by gender aware hiring committee for all positions). • Revise job descriptions for gender-neutral language 	Q4 2026	<ul style="list-style-type: none"> • Internal review of job postings • Track gender ratios of applicants, interviewees, and hires.

Objective	Action Steps	Timeline	Monitoring Methods
	<p>and removal of gender and pictures in the applications.</p> <ul style="list-style-type: none"> Post job opportunities to diverse networks for recruitment. Recognize and support talent early in the academic trajectory. Prepare a feedback survey to be sent to interviewees. Prepare a feedback survey for employees leaving the organization. 		<ul style="list-style-type: none"> Survey candidate experiences post interview.
3. Establish Measures Against Gender-Based Violence and Sexual Harassment	<ul style="list-style-type: none"> Develop a guideline on harassment and violence, outlining the process to follow in case of an incident. Constitute a committee comprising staff and board members for reviewing harassment cases. Find and implement an online training program for staff. Incorporate the training program as part of the new recruit onboarding process. 	Q4 2026	<ul style="list-style-type: none"> Track training participation rates. Analyze reported incidents and resolutions annually.

Following the implementation of the GEP, there will be a follow-up to review and analyze the effectiveness of the GEP.

- Annual Review:** Conduct an annual review of the entire gender equality plan to evaluate progress against objectives and make necessary adjustments.
- Adaptation:** Adapt strategies based on emerging best practices, stakeholder feedback, and changing institutional needs.