



GENDER EQUALITY PLAN FOR “THINKING ABOUT THE FUTURE” ASSOCIATION (“PENSANDO EN EL FUTURO”)

The 'Thinking About the Future' Association is a non-governmental organization (NGO) that provides public services by working with children and adolescents living in areas at high risk of social exclusion. In the short term, it will also begin working with emerging adults from these same environments.

The Association has so far operated in neighborhoods within the city of Seville and each year has served more than 40 children in the 6th grade of Primary Education and around 15 adolescents in the 1st and 2nd years of Secondary Education. This number will increase in the coming academic years as the children we serve grow older and as we incorporate people in the emerging adulthood stage. Additionally, each year between 20 and 40 students from the Faculty of Psychology at the University of Seville have participated as mentors.

"Thinking About the Future" defines itself as an open, flexible, innovative, intelligent, and city-integrated Association, with one of its fundamental objectives being the pursuit of equality and the broadening of educational, professional, and life horizons for the children and adolescents it works with.

In accordance with current regulations on the promotion of Gender Equality (Ley Orgánica 3/2007, de 22 de marzo, Ley Andaluza 12/2007 para la Igualdad efectiva de Mujeres y Hombres, Disposición adicional duodécima de la LOMLOU), the Association has an internal structure (led by three of its founding members who form the Supervisory Commission for Equality, CSPI) aimed at ensuring the principle of equality between women and men, as well as preventing any type of discrimination based on sex and establishing actions to promote effective equality between women and men.

We are grateful for the collaboration that "Thinking About the Future" has had so far with the University of Seville, which has allowed it to draw inspiration from this institution's Third Equality Plan, a plan that has yielded very positive evaluation results to date.

In addition to the axes, objectives, and measures detailed below, the Plan for the Promotion of Gender Equality in the "Thinking About the Future" Association includes the following approaches:

- Consider this Plan as a living and public document, formally approved by the Association, signed by the management, and published on the entity's website.

- The Association has specialized resources, primarily gender experts, who will ensure its implementation.
- The Association will pay special attention to collecting the necessary data to monitor the measures. The data collected, both about the Association's staff and the students participating in the Mentorship Program, collaborating individuals from relevant entities, or the beneficiary population, will be disaggregated by sex/gender and monitored to develop measures to promote equity.
- The Association will place particular emphasis on training, primarily in awareness/training actions aimed at promoting gender equality and raising awareness of unconscious gender biases. Such actions will be directed at all personnel involved in and collaborating with the Association.

As will also be seen below, the Plan incorporates a series of areas that are addressed through specific objectives and measures:

- Ensure the balance between family life and professional life.
- Maintain gender balance in leadership and decision-making positions.
- Consider gender equality in selection processes and professional advancement.
- Integrate a gender perspective in intervention and research, as well as in training content.
- Finally, the Association is committed to taking the necessary measures to combat gender-based violence, including sexual harassment and gender-based harassment.

GENDER EQUALITY PLAN 2024-2026

AXIS 1. OPPORTUNITIES FOR EQUALITY AND NON-DISCRIMINATION

OBJECTIVE 1.1: Promote a harassment-free environment within the organization and with the groups of minors with whom we work.

OBJECTIVE 1.2: Ensure equal opportunities by promoting work-life balance and shared responsibility for caregiving.

OBJECTIVE 1.3: Contribute to reducing health inequalities based on gender.

OBJECTIVE 1.4: Foster equality in minority groups of women (due to disability, origin, sexual diversity, gender identity, ethnicity, single parenthood, etc.).

AXIS 2. EQUAL REPRESENTATION AND PARTICIPATION

OBJECTIVE 2.1: Promote equal representation of women and men, both among those representing the Association and among those participating or collaborating in its activities.

OBJECTIVE 2.2: Promote gender equality in hiring, professional advancement, and salaries.

OBJECTIVE 2.3: Promote gender balance in leadership and decision-making roles.

OBJECTIVE 2.4: Establish synergies with other institutions or entities that encourage intersectoral and cooperative work for equality.

AXIS 3. AWARENESS AND TRAINING ACTIONS ON EQUALITY

OBJECTIVE 3.1: Provide training for the use of inclusive and non-sexist language, both in the Association's documentation and in everyday interactions.

OBJECTIVE 3.2: Train the Association's staff, professionals, and collaborators in gender equality awareness and the prevention of gender-based violence.

OBJECTIVE 3.3: Promote awareness and consciousness-raising efforts on gender equality and the prevention of gender-based violence.

OBJECTIVE 3.4: Encourage healthy and equitable masculinities.

AXIS 4. TEACHING, RESEARCH, TRANSFER, AND MANAGEMENT WITH GENDER MAINSTREAMING

OBJECTIVE 4.1: Promote gender mainstreaming in the content of training, research, transfer activities, and the services provided by the Association.

OBJECTIVE 4.2: Promote research and intervention with a gender perspective and the presence of women in research management.

AXIS 5. IMAGE AND DISSEMINATION

OBJECTIVE 5.1: Disseminate the Equality Plan and raise awareness of the Supervisory Commission for Equality (CSPI).

OBJECTIVE 5.2: Periodically expand, deepen, and review the Association's gender diagnosis.

The axes and objectives of the Gender Equality Plan just listed are implemented within the organization through a flexible and continuous process, adapted to the needs and capacities of the team, and with the active participation of all its members. Specifically, these axes and objectives are detailed in the following table, accompanied by the necessary measures for their achievement and the indicators that operationalize them, which will allow for their monitoring and evaluation.



AXIS 1. OPPORTUNITIES FOR EQUALITY AND NON-DISCRIMINATION

1.1: Promote a harassment-free environment within the organization and with the groups of minors with whom we work

<i>Action</i>	<i>Manager</i>	<i>Indicator</i>
M1.1.01. Creation of a space for reflection and analysis on the elements that negatively affect the promotion and development of women in both the workplace and academic settings, within the Association as well as in the activities it undertakes	Supervisory Commission for Equality (CSPI)	Holding the seminar and publicizing its conclusions
M1.1.02. Design and implementation of an action protocol for the prevention and intervention against sexual harassment, gender-based harassment, and gender-based violence within the organization or in activities it promotes.	CSPI (in the design and implementation) and members of the Association, as well as external individuals who collaborate in carrying out certain activities	Drafting, approval, and dissemination of the protocol Activities conducted to prevent sexual harassment, gender-based harassment, and gender-based violence, both for the members of the organization and in the actions carried out by it.


1.2: Ensure equal opportunities by promoting work-life balance and shared responsibility for caregiving

M1.2.01. Design and implementation of an evaluation tool to assess the level of satisfaction with work-life balance measures and to propose improvements.	CSPI	Designed instrument Internal report on the results obtained after its implementation
M1.2.02. Development of guidelines regarding the holding of meetings of the Association, the development of training, research or other activities, in a way that allows for the reconciliation with family life.	CSPI	Number of guidelines developed. Number of actions promoting work-life balance.

1.3: Contribute to reducing health inequalities based on gender

M1.3.01. Gender-sensitive analysis of self-protection, evacuation, and occupational risk prevention plans.	Association's Executive Committee (CDA)	Internal report on the results of the analysis
M1.3.02. Include a gender perspective in health promotion campaigns/measures	CSPI	Number of campaigns or

		measures with a gender perspective and percentage of the total
1.4: Foster equality in minority groups of women (due to disability, origin, sexual diversity, gender identity, ethnicity, single parenthood, etc.)		
M1.4.01. Create working groups to analyze and adapt interventions to the needs of women from minority groups being served	CDA and Association members, as well as external collaborators	Number of meetings held Minutes of the meetings with adopted conclusions
M1.4.02. Advance in cooperation projects that include promoting gender equality among their objectives	CDA, CSPI, and Association members	Number of projects that include promoting gender equality among their objectives

 AXIS 2. EQUAL REPRESENTATION AND PARTICIPATION		
OBJECTIVE 2.1: Promote equal representation of women and men, both among those representing the Association and among those participating or collaborating in its activities		
<i>Action</i>	<i>Manager</i>	<i>Indicator</i>
M2.1.01. Consideration of gender parity criteria (a minimum of 40% girls/women) in selecting participants for the Association's activities	CSPI	Percentage of girls/women participating in each activity out of the total Number of activities with 40% or more female participation
M2.1.02. Consideration of gender parity criteria (a minimum of 40% girls/women) in selecting collaborators for the Association's activities	CSPI	Percentage of girls/women participating as collaborators in each activity Number of actions where the collaborator

		personnel is gender-balanced
OBJECTIVE 2.2: Promote gender equality in hiring, professional advancement, and salaries.		
M2.2.01. Consideration of gender parity criteria (a minimum of 40% women) in hiring professionals by the Association	CDA	Percentage of women hired by the Association Gender balance in the Association's professional staff
M2.2.02. Consideration of gender parity criteria (a minimum of 40% women) in the promotion of professionals hired by the Association	CDA	Percentage of men and women in leadership positions within the Association Gender balance in the promotion actions of the Association's hired staff
M2.2.03. Review of remuneration concepts to ensure no gender discrimination in base salary or supplements	CDA	Annual evaluation of salary equality indicators
OBJECTIVE 2.3: Promote gender balance in leadership and decision-making roles.		
M2.3.01. Transparent and merit-based selection and promotion processes, eliminating any gender bias	CSPI	Transparent selection and promotion processes that prevent gender discrimination or barriers to women's advancement
M2.3.02. Promotion of policies facilitating work-life balance, such as flexible hours and remote work options	CDA	Number of policies and measures promoting work-life balance Number of Association

		members (with the percentage of men and women) using flexible hours and remote work options	
M2.3.03. Creation of a network of women leaders to share experiences, support professional development, and foster networking	CSPI	Number of events and activities (formal and informal) organized by the women leaders' network, and percentage of female participation in these events	
OBJECTIVE 2.4: Establish synergies with other institutions or entities that encourage intersectoral and cooperative work for equality.			OBJECTIVE 2.4: Establish synergies with other institutions or entities that encourage intersectoral and cooperative work for equality.
M2.4.01. Contacting private entities working in the same areas or with excluded populations to establish potential synergies that favor collaborative work for equality	CDA	Number of contacts Number of collaboration agreements established	
M2.4.02. Contacting local, regional, or national administrations with competencies in childhood, youth, exclusion, or equality to promote collaborative synergies for equality	CDA	Number of contacts Number of collaboration agreements established	



AXIS 3. AWARENESS AND TRAINING ACTIONS ON EQUALITY

OBJECTIVE 3.1: Provide training for the use of inclusive and non-sexist language, both in the Association's documentation and in everyday interactions.

<i>Action</i>	<i>Manager</i>	<i>Indicator</i>
M3.1.01. Development of training workshops for Association members, employees, or collaborators on non-sexist and inclusive language use	CSPI	Number of workshops conducted List of attendees and percentage of personnel disaggregated by gender who participated in the workshops
M3.1.02. Development or adoption of a 'Guide to Inclusive and Non-Sexist Language' to be followed in all documentation issued by the Association	CSPI	Periodic review of published documentation to ensure it adheres to the guide


OBJECTIVE 3.2: Train the Association's staff, professionals, and collaborators in gender equality awareness and the prevention of gender-based violence.

M3.2.01. Develop periodic training seminars on gender equality and prevention of sexist violence	CDA, CSPI, and Association members, as well as external collaborators	Number of seminars held List of participants and percentage of personnel disaggregated by gender who participated
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OBJECTIVE 3.3: Promote awareness and consciousness-raising efforts on gender equality and the prevention of gender-based violence.

M3.3.01. Include content related to gender equality and prevention of sexist violence in the activities developed by the Association	Association staff, contracted personnel, and mentors/mentees under the supervision of the CSPI	Number of activities that include gender equality and prevention of sexist violence content (and percentage of the total)
M3.3.02. Include tasks related to the selection and visibility of biographies of notable women in various public life domains within the activities promoted by the Association	CSPI and Association members, as well as external collaborators	Number of activities (and percentage of the total) that include tasks highlighting women as gender equality role models

OBJECTIVE 3.4: Encourage healthy and equitable masculinities.		
M3.4.01. Include content related to promoting healthy and egalitarian masculinities in the activities developed by the Association	Association staff, contracted personnel, and mentors/mentees under the supervision of the CSPI	Number of activities that include content promoting healthy and egalitarian masculinities Number of attendees and percentage of women and men attending these activities
M3.4.02. Include activities related to the selection and visibility of biographies of men who have broken with hegemonic masculinity stereotypes	CSPI and Association members, as well as external collaborators	Percentage of activities that include content related to the visibility of non-stereotypical masculine trajectories

 AXIS 4. TEACHING, RESEARCH, TRANSFER, AND MANAGEMENT WITH GENDER MAINSTREAMING		
OBJECTIVE 4.1: Promote gender mainstreaming in the content of training, research, transfer activities, and the services provided by the Association.		
<i>Action</i>	<i>Manager</i>	<i>Indicator</i>
M4.1.01. Inclusion of gender mainstreaming in the training activities that the Association may carry out in any area	CSPI	Number of training activities conducted with a gender mainstreaming perspective (and percentage of the total)
M4.1.02. Inclusion of gender mainstreaming in the knowledge transfer activities or services provided by the Association	CSPI	Number of knowledge transfer activities or other services carried out with a gender mainstreaming perspective (and percentage of the total)

OBJECTIVE 4.2: Promote research and intervention with a gender perspective and the presence of women in research management..		
M4.2.01. Inclusion of gender mainstreaming in the research and intervention activities (objectives, methods, analysis, and interpretation of results) that the Association may develop	CSPI	Number of research or intervention activities conducted with a gender mainstreaming perspective (and percentage of the total)
M4.2.02. Ensuring the presence of women in the management or co-management of research or intervention activities	CDA	Number of research or intervention projects managed wholly or partially by women (and percentage of the total)

 AXIS 5. IMAGE AND DISSEMINATION		
OBJECTIVE 5.1: Disseminate the Equality Plan and raise awareness of the Supervisory Commission for Equality (CSPI).		
<i>Action</i>	<i>Manager</i>	<i>Indicator</i>
M5.1.01. Publication of the Equality Plan on the Association's website	CDA	Presence of the Equality Plan on the website
M5.1.02. Development of activities to ensure that Association members, professionals, and collaborators are familiar with the Equality Plan	CSPI	<p>Number of dissemination activities for the Equality Plan</p> <p>Number of attendees and percentage of Association members who participated throughout the period covered by this Plan (disaggregated by gender).</p>
OBJECTIVE 5.2: Periodically expand, deepen, and review the Association's gender diagnosis.		

M5.2.01. Development of a final monitoring report for the Equality Plan, including the analysis and review of its indicators	CSPI	Final monitoring report
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EVALUATION AND MONITORING OF THE GENDER EQUALITY PLAN

The Gender Equality Plan of the "Thinking About the Future" Association is committed to being a living and useful tool for advancing gender equality. This involves periodically evaluating the achievement of its objectives and the relevance of the measures being implemented, which will be reflected in an annual report. The process will also prioritize transparency, meaning that accessible and up-to-date information on the plan's implementation and results will be proactively provided.

To achieve this, a series of measures and bodies responsible for driving, monitoring, periodic evaluation, and communicating the results of the Equality Plan are established and detailed below.

Monitoring Bodies and Functions

To carry out the monitoring and evaluation process of the Equality Plan, the following bodies will be constituted:

1. Association Management Committee (CDA)

Composed of those who hold the positions of president, vice-president, secretary, and Equality representative of the Association. This committee will be ultimately responsible for the following functions:

- Coordinate the effective and efficient implementation, monitoring, and evaluation of the Equality Plan.
- Approve the final monitoring and evaluation report of the Equality Plan.
- Approve the prioritization of the measures outlined in the plan, as well as any new measures and strategies for improvement if necessary.

2. Supervisory Commission for Equality (CSPI) - Operational Commission:

Composed of the Association's Equality representative and two other gender experts.

The functions of this commission will include:

- Carrying out the evaluation and monitoring of the implementation of the Equality Plan, gathering all necessary data and information.
- Identifying obstacles encountered during implementation and proposing solutions to ensure the achievement of the proposed objectives.
- Developing the final monitoring and evaluation report of the execution of the Equality Plan, including improvement proposals and prioritization.

Monitoring Mechanisms

- Annually, the indicators related to the implemented measures will be reviewed.
- Additionally, once a year, the perceptions of the Association's members, collaborators, and associates regarding gender equality will be measured.
- An annual monitoring report will be prepared with the results of the evaluation of the plan's objectives and the effectiveness of the measures being implemented, along with suggestions for new measures to be incorporated.