

Beyond all Borders e.V. Gender Equality Plan*

Beyond All Borders -Kritische Kunst, Wissen und Kultur Kollektive.V (bAb), in the relevant provisions of its statute, defines itself as an organization that “actively opposes discrimination, intolerance, exploitation, sexism, homophobia, and racism” and, based on the relevant provisions of its statute, defines itself as an organization in which “principles of gender equality, equity, and justice, as well as respect for diversity in sexual orientation and gender identity, are embedded within its organizational structure and governance practices,” and which stands against all forms of discrimination.

This document sets out bAb’s policy and approach in the field of “Preventing and Combating Gender-Based Discrimination, and Promoting Gender Equality.”

bAb recognizes that the systematic internalization of gender-based discrimination is a structural problem and that no one is immune to discriminatory language and behaviors.

This document informs and guides all of bAb’s policies, procedures and activities, adopting an empowering and transformative approach of combating gender-based violence and discrimination, which is one of the Association’s founding principles and a principle that permeates all of its areas of work.

A. Purpose and Scope

This policy document applies to bAb members, employees, members of the Board of Directors, members of the Supervisory Board, volunteers, interns, consultants, institutions and individuals from whom services/products are procured, partner organizations, and bAb’s target groups.

The purpose of this document is to:

1. Serve as a reference for the guidelines and procedures to be followed in cases of potential discrimination, gender inequality, or gender-based violence that may occur within the Association or in the course of its activities.
2. Guide the Internal Ethical Regulation and all strategies and procedures that develop mechanisms to support and empower Association employees and contributors who may be rendered vulnerable or placed at risk as a result of discriminatory social perceptions, structures, and developments.
3. Ensure that members of the Association (employees, members, volunteers, and interns) are aware of their rights and duties to support and promote gender equality.
4. Ensure that a gender perspective is incorporated into scientific research, workshops, training activities, and scientific publications, and provide guidance on the integration of gender equality into research planning, activities, and impact, while encouraging researchers at all levels to include a gender dimension in their research.

5. Provide guidance on the integration of gender equality into the planning, activities, and impact areas of research, and encourage researchers at all levels to incorporate a gender dimension into their research.
6. Serve as a reference document for the policies and strategies of the Association's institutional work within the GEP framework, as well as for the planning, implementation, monitoring, and evaluation processes of its activities.

This is a constantly evolving document and shall be reviewed at least once every two years by the Association's General Assembly.

The Board of Directors shall take members' suggestions into consideration and make the necessary updates whenever deemed necessary. Where required, bAb's approach to gender and its practices shall be assessed and further developed on the basis of this document, with the participation of the entire team.

B. Fundamental Approaches

Intersectional, Decolonial, Queer and Trans-Feminist Approach

1. When developing and implementing its gender policies, bAb takes into account the principles of decolonial, intersectional, trans and queer feminisms.
2. bAb is an organization that places solidarity at its center, embraces intersectionality, values collective knowledge and artistic production, and adopts an anti-hierarchical and anti-authoritarian organizational structure.
3. bAb opposes patriarchal/masculine and heterosexist discourses, as well as forms of domination operating at their intersections, including capitalism, militarism, racism, speciesism, normativity, and ageism.
4. d) bAb approaches the concept of "gender" by rejecting essentialist understandings of identity based on binary oppositions. It seeks to deconstruct the conditions that produce inequalities and discrimination through social relations concerning bodies and reproductive politics, sexualised violence, male/patriarchal domination, the binary gender regime, the classification of certain sexualities and gender behaviors as "normal," biological essentialism, class exploitation, and other related structures of inequality.

C. Fundamental Principles

1. In its approach to gender, bAb is guided by fundamental principles including effective inclusion, restorative justice, non-violent communication, mutual aid, prioritizing marginalized and disadvantaged individuals/groups (particularly those whose rights are most frequently violated, who are dehumanized, discriminated against, or criminalized) empowerment, emancipation, and critical distance, among others.

2. bAb is sensitive to gender-based violations of rights and discrimination. In this context, necessary actions will be taken against those who act contrary to the Association's ethical principles.
3. In order to make gender-based human rights violations visible and address them, bAb adopts the Yogyakarta Principles on the Application of International Human Rights Law in Relation to Sexual Orientation and Gender Identity¹ (Yogyakarta Principles, 2014).

D. Fundamental Gender Policies

1. bAb plans, implements, monitors, develops, and evaluates all knowledge and policies it produces, all scientific research it conducts, all artistic products it creates, and all other activities it undertakes from a gender equality perspective. It aims to ensure that its documents, presentations, and other materials are prepared with due consideration for gender equality.
2. bAb adopts a gender-sensitive approach to the allocation of financial resources among programmes and to the budgeting of activities.
3. bAb raises awareness amongst its own members and to wider audiences and participants in order to establish and promote an understanding of gender equality.
4. bAb develops internal mechanisms to address behaviors and situations within the organization that undermine gender equality or involve discrimination and violence. It ensures that these mechanisms operate through protective, preventive, and restorative approaches.
5. Gender equality shall be taken into consideration in the selection of trainers, experts, and facilitators, as well as in procurement and externally contracted services. Positive action/affirmative action shall be applied in favor of women, non-binary and LGBTI+ experts.
6. Gender equality shall be taken into consideration in the planning and delivery of programmes, events, and all other activities, with attention paid to the different experiences and needs associated with diverse gender identities.
7. A gender-sensitive approach shall be adopted and implemented in recruitment and partnership processes. The diversity of sexual orientations and gender identities within the team members involved in recruitment interviews shall be taken into consideration.

E. Organisation of the Working Environment

1. bAb seeks to create appropriate and process-sensitive working environments for employees who are undergoing a gender transition process.
2. bAb seeks to create appropriate and process-sensitive working environments for employees experiencing menopause.

3. bAb seeks to create appropriate and process-sensitive working environments for employees who themselves or whose partners are in the prenatal or postnatal period.
4. Based on the needs and requests of employees, bAb seeks opportunities to adapt the working environment while taking into account their physical and psychological well-being.

F. Implementation and Continuous Improvement

The implementation of this Gender Equality Plan shall be supported through ongoing organisational reflection, participatory review and the integration of gender equality considerations into governance, research, artistic production, education and community engagement.

The Board of Directors shall oversee the implementation of the GEP and encourage the active participation of members, employees and collaborators in its continued development. Gender equality shall therefore be understood not as a static policy objective, but as a continuous organisational practice requiring accountability, dialogue, learning and institutional transformation.

* This document entered into force by decision of the Board of Directors No. bAb-2603/01 dated 02.03.2016