

Gender Equality Plan for Center for Urban History

The Center for Urban History is an independent research institution working across several areas: urban history research, education, digital humanities and archiving, and public history.

People are fundamental for initiating and developing institutions. Developing an institution is teamwork. Initially small, the Center's team grew significantly over the years to a team of more than 20 people, residents of Lviv and beyond.

Promoting gender equality throughout all areas of our work is crucial to the Center's operation.

Leadership and Governance

- We ensure that leadership positions within CUH are accessible to individuals of all genders. Leadership selection processes prioritize competence and merit without regard to gender.

Equal Pay and Compensation

- Our organization is providing equal compensation for all staff members, irrespective of gender, for their respective roles and responsibilities.

Recruitment and Hiring

- Job descriptions and requirements are crafted to be impartial and neutral, avoiding any gender-related biases.

Training and Development

- Opportunities for professional growth and development are available to all genders equally, ensuring fair career advancement.

Work-Life Balance

- Flexible working arrangements are implemented to accommodate the diverse needs of our staff, acknowledging family and caregiving responsibilities.
- Flexible working schedules are implemented for baby-minding for all staff members.
- Our organizational culture underscores the significance of work-life equilibrium and discourages prolonged overtime.

Harassment and Discrimination

- A stringent zero-tolerance policy against harassment, discrimination, and gender-based violence is enforced.

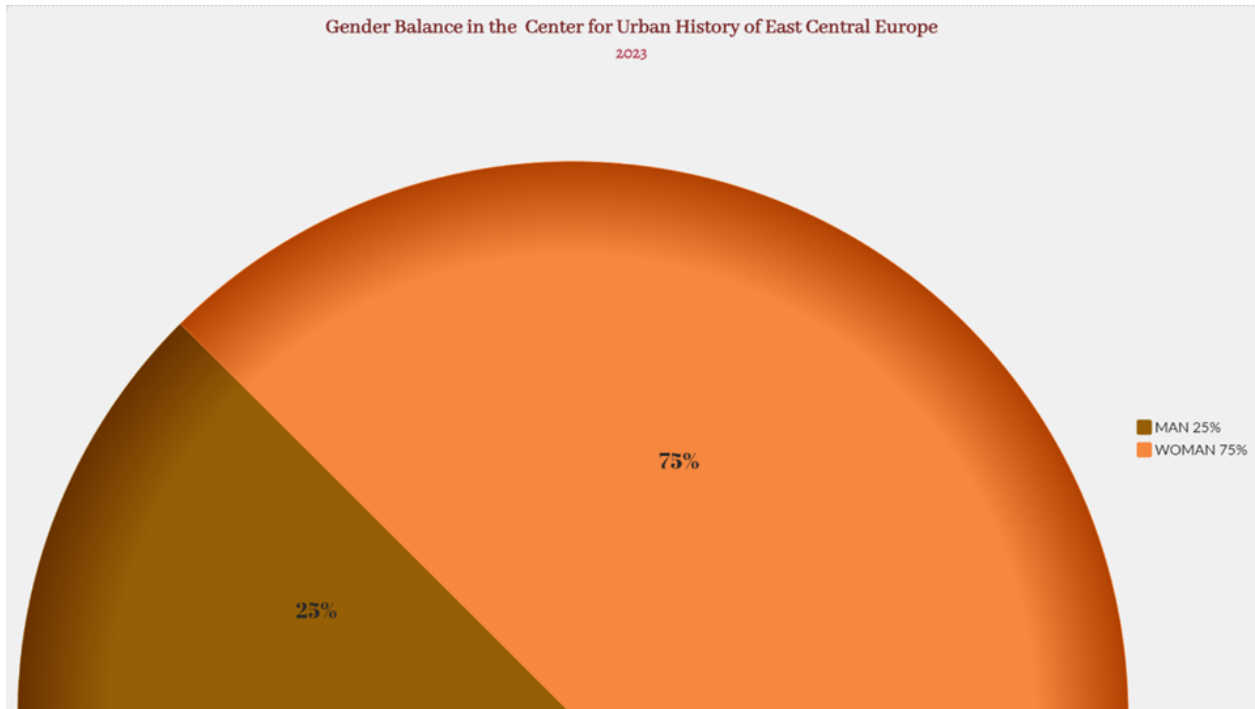
Representation and Participation

- At all Center's for Urban History events, panels, and conferences centered a balanced representation of genders is pursued.

- The active engagement of all genders and ages is encouraged to ensure comprehensive perspectives and diverse contributions.

Collaboration and Partnerships

- Partnerships are being sought with entities sharing our dedication to democracy and inclusivity.



Management positions in the Center for Urban History of East Central Europe

2023

