



## **GENDER EQUITY PLAN** **for the National Association for Autonomous and Electrical Vehicles (NAAEV)**

**- BELGRADE - January 2024 -**

### **Introduction:**

NAAEV is committed to fostering a culture of diversity, equity, and inclusion within our organization. We recognize the importance of gender equity in promoting a fair and inclusive environment where all members can thrive and contribute to our mission. This Gender Equity Plan outlines our commitment to promoting gender equity and outlines specific strategies and initiatives to achieve this goal.

### **1. Establishment of a Gender Equity Committee:**

NAAEV will establish a Gender Equity Committee responsible for developing, implementing, and monitoring initiatives to promote gender equity within the organization. The committee will consist of diverse members representing various gender identities, backgrounds, and experiences.

### **2. Gender Diversity Training:**

All members of NAAEV, including leadership, staff, and volunteers, will undergo mandatory gender diversity training. This training will raise awareness about unconscious biases, promote inclusivity, and educate on the importance of gender equity in the workplace.

### **3. Equal Opportunity Policies:**

NAAEV will develop and enforce policies that promote equal opportunities for career advancement, leadership positions, and participation in all activities within the organization. These policies will be communicated clearly and consistently to all members.

### **4. Recruitment and Retention Initiatives:**

NAAEV will actively recruit women and gender minorities to join the organization by partnering with diversity-focused organizations and implementing initiatives to retain diverse talent, such as mentorship programs, networking opportunities, and support for work-life balance.

### **5. Promotion of Gender-Inclusive Language and Culture:**

NAAEV will encourage the use of gender-inclusive language in all communications and materials produced by the organization. A culture of respect and inclusion will be fostered where all members feel valued and empowered to contribute regardless of gender identity.



#### **6. Support for Work-Life Balance:**

NAAEV will offer flexible work arrangements, such as remote work options or flexible hours, to accommodate the diverse needs of its members. Resources and support for parental leave and childcare services will also be provided.

#### **7. Representation in Leadership:**

NAAEV will strive for gender parity in leadership positions within the organization, including the board of directors and executive team. Qualified women and gender minorities will be actively sought out and supported for leadership roles through mentorship, sponsorship, and leadership development programs.

#### **8. Recognition and Celebration of Diversity:**

NAAEV will celebrate the contributions of women and gender minorities through awards, recognition programs, and events that highlight their achievements and promote visibility within the organization.

#### **9. Regular Monitoring and Evaluation:**

NAAEV will continuously monitor the effectiveness of the gender equity plan through regular surveys, feedback mechanisms, and data analysis. Adjustments will be made as needed to ensure that the organization remains committed to promoting gender equity and creating an inclusive environment for all members.

#### **Conclusion:**

By implementing these strategies and initiatives outlined in this Gender Equity Plan, NAAEV reaffirms its commitment to promoting gender equity and fostering an inclusive environment where all members can thrive and contribute to the advancement of autonomous and electrical vehicles.