



Strategic Gender Equality Plan (GEP)

Institutional Commitment to Equity, Diversity, and Structural Change

Introduction

Pixel is an international education and training institution with relevant expertise in international cooperation and project management. Pixel's mission is to promote international cooperation in education and research by implementing international projects, conferences, and courses. Pixel also aims to promote equality, diversity, inclusion, and respect in all aspects of its activities believing that gender equality is a fundamental human right and an essential condition for organisational excellence, innovation, social impact, and sustainable development.

As a consequence, Pixel recognises the responsibility to create an inclusive environment where everyone has equal opportunities to contribute, develop professionally, and actively participate regardless of gender identity, sex, sexual orientation, family status, age, disability, ethnicity, religion, or other protected characteristics.

This Gender Equality Plan (GEP) reflects Pixel commitment to embedding gender equality into its governance, organisational culture, project activities, and external collaborations.

Purpose

The Gender Equality Plan aims to:

- promote equal opportunities for all employees, collaborators, volunteers, interns as well as all the participants to our courses and conferences' attendants.
- prevent discrimination and gender bias;
- foster an inclusive organisational culture;
- support fair recruitment and career development;
- encourage balanced participation in leadership and governance;
- integrate gender considerations into projects, research, innovation, and service delivery where relevant;
- prevent and respond effectively to gender-based violence and harassment;
- continuously improve organisational practices through monitoring and evaluation.



Pixel - Via Luigi Lanzi, 12 - 50134 Florence - Italy - Tel: +39 055 489700 - info@pixel-online.net

PIVA 05118710481 - C.F. 94081600483 - REA di Firenze n. 520410
Certificazione di Qualità UNI EN ISO 9001. Certificato n. SO 41823 - Certified Quality System UNI EN ISO 9001. Certificate n. SO 41823
Accreditamento presso il Ministero dell'Istruzione con decreto 00925.29-07-2020 - Accredited by the Italian Ministry of Education with Decree 00925.29-07-2020



Target Groups

This Gender Equality Plan applies to:

- employees;
- projects staff;
- consultants;
- volunteers;
- interns;
- external experts engaged by the organisation;
- participants involved in our courses and conferences.

All individuals working on behalf of the organization, our students and the participants to our conferences are expected to uphold the principles contained in this Plan.

Governance

Overall responsibility for the implementation of this Plan lies with the Pixel's President who is entrusted as Gender Equality Coordinator, of the day-to-day implementation of the Plan through designated staff members, project managers and senior staff.

Pixel's GEP in detail

1. Public Institutional Commitment & Endorsement

Objective: Establish transparent, high-level institutional accountability for the implementation of the GEP within the non-profit and its public network.

- **Official Publication:** This GEP is a formal, public document permanently accessible via the organization's website (under the "About Us" section).
- **Executive Endorsement:** The document is explicitly endorsed and signed by Pixel's President, signaling that gender equality is a core operational and ethical priority.

2. Sex/Gender-Disaggregated Data Collection and Monitoring

Objective: All organizational interventions being based on robust quantitative evidence and monitor staff/beneficiary trajectories.



Pixel - Via Luigi Lanzi, 12 - 50134 Florence - Italy - Tel: +39 055 489700 - info@pixel-online.net

P.IVA 05118710481 - C.F. 94081600483 - REA di Firenze n. 520410
Certificazione di Qualità UNI EN ISO 9001. Certificato n. SO 41823 - Certified Quality System UNI EN ISO 9001. Certificate n. SO 41823
Accreditamento presso il Ministero dell'Istruzione con decreto 00925.29-07-2020 - Accredited by the Italian Ministry of Education with Decree 00925.29-07-2020



- **Annual HR & Field Dashboard:** Tracking sex/gender-disaggregated data across the organization, including Pixel staff, consultants, volunteers, and the Board of Directors.
- **Core Indicators:**
 - Staff distribution by gender across management levels, programmatic roles, and technical/logistical roles.
 - Gender balance within field-level beneficiary focus groups and local project implementation committees.
- **Evaluation Cycle:** A comprehensive annual monitoring report will be presented to the Board of Directors and integrated into the organization's Annual Management Report.

3 Capacity Building and Unconscious Bias Training

Objective: Systemic cognitive biases that negatively impact hiring, project design, and daily workplace dynamics are mitigated.

- **Staff's Awareness Raising:** During staff meetings specific moments are dedicated to raising awareness and reflecting on unconscious biases on gender equality, culturally sensitive communication, and power dynamics for all staff. The involvement of Pixel staff in projects addressing such themes will also be used to further build a true and strong commitment to constantly improve the culture of inclusion and diversity.

4. Core Areas

Objective: Actions Implemented to promote workload balance and gender balance

A. Work-Life Balance and Organisational Culture

- *Measure:* Implementing policies for staff that respect caregiving responsibilities and parental leave timelines.

B. Gender Balance in Leadership and Decision-Making

- *Target:* Implement a **40% minimum target** for underrepresented genders within the company.
- *Measure:* Establishing a professional development and mentorship path to support junior staff moving into senior roles.



Pixel - Via Luigi Lanzi, 12 - 50134 Florence - Italy - Tel: +39 055 489700 - info@pixel-online.net

PIVA 05118710481 - C.F. 94081600483 - REA di Firenze n. 520410
Certificazione di Qualità UNI EN ISO 9001. Certificato n. SO 41823 - Certified Quality System UNI EN ISO 9001. Certificate n. SO 41823
Accreditamento presso il Ministero dell'Istruzione con decreto 00925.29-07-2020 - Accredited by the Italian Ministry of Education with Decree 00925.29-07-2020



C. Gender Equality in Recruitment and Career Progression

- *Measure:* Transparent, standardized pay scales to eliminate structural discrepancies.

D. Integration of the Gender Dimension into Project Design and Deliverables

- *Measure:* Ensuring all project proposals complete a mandatory **Gender Analysis** at the design stage (e.g., assessing how an initiative impacts women, men, and non-binary beneficiaries differently).
- *Measure:* Utilizing gender-sensitive indicators in Monitoring, Evaluation, and Learning frameworks.

E. Measures Against Gender-Based Violence, Including Sexual Harassment

- *Measure:* A strictly enforced Prevention of Sexual Exploitation, Abuse, and Harassment policy with an independent, safe, and confidential whistleblowing mechanism.

Approval

This Plan is approved by the Assembly of the association, duly analysed with Pixel staff and enters into force on the date of signature.

The Plan shall be publicly available on the organisation's website and remain in effect until its next review.

Firenze, 16 July 2026



Elisabetta Delle Donne
President
Pixel



Pixel - Via Luigi Lanzi, 12 - 50134 Florence - Italy - Tel: +39 055 489700 - info@pixel-online.net

PIVA 05118710481 - C.F. 94081600483 - REA di Firenze n. 520410
Certificazione di Qualità UNI EN ISO 9001. Certificato n. SO 41823 - Certified Quality System UNI EN ISO 9001. Certificate n. SO 41823
Accreditamento presso il Ministero dell'Istruzione con decreto 00925.29-07-2020 - Accredited by the Italian Ministry of Education with Decree 00925.29-07-2020