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Gender Equality Plan

2026 - 2030

Prepared and adopted by:

YEAH Youth Empowerment & Action Hub gGmbH

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1. INTRODUCTION & ORGANISATIONAL COMMITMENT

YEAH Youth Empowerment & Action Hub gGmbH (“YEAH”) is committed to fostering an inclusive, equitable, safe and respectful organisational culture in which all individuals are treated with dignity and provided with equal opportunities regardless of gender, gender identity, gender expression, sexual orientation, ethnic origin, nationality, disability, religion, age or socioeconomic background.

As a Berlin-based non-profit organisation working in the fields of youth empowerment, non-formal education, digital participation, social inclusion and international cooperation, YEAH recognises that gender equality is a fundamental human rights principle and an essential component of democratic participation, sustainable development and social justice.

YEAH believes that diverse and inclusive environments strengthen innovation, collaboration, participation and organisational quality. Through its internal structures, partnerships, projects and educational activities, the organisation actively promotes equal participation, equal access to opportunities and non-discrimination across all areas of work.

This Gender Equality Plan (GEP) establishes YEAH’s strategic framework for promoting gender equality and inclusive organisational practices between 2026 and 2030.

It outlines the organisation’s objectives, measures, responsibilities and monitoring mechanisms related to:

- ✧ equal treatment and equal opportunities;
- ✧ inclusive recruitment and career development;
- ✧ work-life balance and organisational wellbeing;
- ✧ gender-sensitive project implementation and youth work;
- ✧ prevention of discrimination, harassment and exclusion;
- ✧ promotion of diversity, participation and intersectionality.

The management of YEAH fully supports the implementation of this Gender Equality Plan and commits to ensuring that gender equality principles are integrated into the organisation’s governance, operations, partnerships, communication and programme development.

This Gender Equality Plan is a living document and will be regularly reviewed, updated and improved in line with organisational development, staff feedback, project activities and relevant European Union frameworks and recommendations regarding equality, diversity and inclusion. The approach follows the principles promoted within Horizon Europe and other European Union programmes supporting gender equality and institutional inclusion policies.

2. ABOUT YEAH

YEAH Youth Empowerment & Action Hub gGmbH (“YEAH”) is a non-profit organisation based in Berlin, Germany, dedicated to empowering young people through non-formal education, peer-to-peer learning, digital innovation, intercultural dialogue and active participation in society.

Founded as a youth-focused and innovation-oriented organisation, YEAH works at local, national and international levels to support young people, youth workers, educators and civil society actors in developing competencies relevant for democratic participation, social inclusion, employability and active citizenship. The organisation particularly values inclusive learning environments that encourage participation, collaboration, creativity and mutual respect. YEAH develops and implements educational activities, training courses, workshops, digital learning initiatives, capacity-building programmes and international cooperation projects within frameworks such as Erasmus+, AMIF, CERV, Horizon Europe and other European initiatives. The organisation actively contributes to strengthening youth participation, digital literacy, inclusion, emotional intelligence, intercultural understanding and community engagement. The organisation operates in multicultural and interdisciplinary environments and cooperates with partners across Europe and beyond. Through its work, YEAH promotes values of equality, solidarity, participation, human rights, non-discrimination and social cohesion.

YEAH’s activities are grounded in the principles of non-formal education and learner-centred approaches, ensuring that participants are actively involved in educational and decision-making processes. The organisation works with diverse target groups, including:

- ✧ young people with fewer opportunities;
- ✧ migrants and refugees;
- ✧ women and girls;
- ✧ LGBT+ individuals;
- ✧ youth workers and educators;
- ✧ marginalised and underrepresented communities.

YEAH is committed to creating safe and accessible environments in which all participants, staff members, volunteers and partners feel respected, represented and empowered to contribute equally. The organisation recognises that gender equality and diversity are not isolated themes, but cross-cutting principles that should be integrated into organisational management, project implementation, educational methodologies, communication strategies and partnership development.

3. CORE PRINCIPLES

YEAH's approach to gender equality is based on a set of core organisational principles that guide internal operations, partnerships, educational activities and strategic development.

Equality and Non-Discrimination

YEAH is committed to ensuring equal treatment and equal opportunities for all individuals regardless of gender, gender identity, gender expression, sexual orientation, ethnic origin, nationality, disability, religion, age or socioeconomic background. Discrimination, harassment, exclusion or unequal treatment in any form are not tolerated within the organisation's activities or working environment.

Inclusion and Participation

YEAH promotes inclusive participation and actively works to remove barriers that may limit access to opportunities, learning processes, leadership roles or decision-making structures. The organisation values diversity of perspectives and encourages meaningful participation from individuals with different lived experiences and backgrounds.

Safe and Respectful Environments

YEAH is committed to fostering safe, respectful and supportive spaces for staff members, participants, volunteers, facilitators and partners. The organisation promotes a culture based on mutual respect, empathy, active listening and constructive communication.

Gender-Sensitive Youth Work and Education

YEAH integrates gender-sensitive approaches into its youth work methodologies, educational activities and project development processes. The organisation seeks to ensure balanced participation, inclusive facilitation methods, accessible communication and the consideration of gender-related challenges within programme design and implementation.

Diversity and Intersectionality

YEAH recognises that experiences of inequality and discrimination may intersect across multiple dimensions of identity and social position. The organisation therefore adopts an intersectional approach that acknowledges the different realities and barriers faced by individuals depending on combinations of gender, ethnicity, migration background, disability, sexual orientation, socioeconomic status and other factors.

Transparency and Accountability

YEAH is committed to transparent organisational practices and continuous reflection regarding equality, diversity and inclusion. The organisation will regularly review its policies, practices and activities to identify areas for improvement and strengthen accountability mechanisms related to gender equality objectives.

Work-Life Balance and Wellbeing

YEAH recognises the importance of healthy working conditions, wellbeing and flexibility. The organisation supports work-life balance through inclusive organisational practices, flexible communication and consideration of individual needs where operationally feasible.

Continuous Learning and Improvement

YEAH views gender equality as an ongoing organisational process requiring continuous learning, reflection and development. The organisation is committed to improving its internal capacities, educational approaches and institutional practices through monitoring, dialogue, staff engagement and cooperation with partners and experts in the field of equality and inclusion.

4. GENDER EQUALITY OBJECTIVES

Through this Gender Equality Plan, YEAH Youth Empowerment & Action Hub gGmbH aims to strengthen equality, inclusion and diversity across all organisational structures, educational activities and project implementation processes between 2026 and 2029.

The organisation acknowledges that gender equality is a continuous process requiring long-term commitment, active reflection and practical implementation measures. The following objectives form the strategic foundation of YEAH's approach to gender equality and inclusive organisational development.

4.1 PROMOTE EQUAL OPPORTUNITIES

YEAH aims to ensure equal access to opportunities, participation, responsibilities and professional development for all staff members, volunteers, facilitators, participants and partners regardless of gender or background.

The organisation is committed to maintaining fair and transparent organisational practices related to recruitment, cooperation, project involvement, visibility and representation.

4.2 STRENGTHEN INCLUSIVE AND GENDER-SENSITIVE ORGANISATIONAL PRACTICES

YEAH seeks to integrate gender-sensitive and inclusive approaches into its daily operations, communication practices, decision-making processes and project implementation methodologies.

This includes:

- ✧ the use of inclusive and gender-sensitive language;
- ✧ balanced representation in activities and events where feasible;
- ✧ consideration of accessibility and participation barriers;
- ✧ promotion of respectful communication and collaboration.

4.3 FOSTER SAFE AND RESPECTFUL WORKING AND LEARNING ENVIRONMENTS

YEAH is committed to providing safe, supportive and respectful environments free from discrimination, harassment, bullying or exclusion.

The organisation aims to:

- ✧ strengthen awareness regarding equality and diversity;
- ✧ promote respectful interpersonal communication;
- ✧ establish clear internal procedures for reporting inappropriate behaviour;
- ✧ support psychological safety and wellbeing within teams and activities.

4.4 SUPPORT WORK-LIFE BALANCE AND WELLBEING

YEAH recognises the importance of balancing professional responsibilities with personal wellbeing and private life. The organisation aims to maintain flexible and supportive working practices that contribute to healthy working conditions, motivation and long-term sustainability.

4.5 PROMOTE DIVERSITY, PARTICIPATION AND INTERSECTIONALITY

YEAH aims to actively involve individuals from diverse backgrounds and with different lived experiences in its organisational activities, partnerships and educational programmes.

Particular attention will be given to the inclusion of:

- ✧ young people with fewer opportunities;
- ✧ women and girls;
- ✧ migrants and refugees;
- ✧ LGBT+ individuals;
- ✧ persons facing social, economic or geographical barriers.

4.6 INTEGRATE GENDER PERSPECTIVES INTO YOUTH WORK AND PROJECT ACTIVITIES

As an organisation active in youth work and non-formal education, YEAH aims to integrate gender perspectives and equality principles into project design, educational methodologies, facilitation approaches and dissemination activities.

The organisation seeks to ensure that projects and activities:

- ✧ encourage equal participation;
- ✧ avoid reinforcing stereotypes;
- ✧ create inclusive learning environments;
- ✧ reflect diverse perspectives and experiences.

4.7 ENSURE CONTINUOUS MONITORING AND IMPROVEMENT

YEAH commits to regularly reviewing organisational practices and monitoring progress related to gender equality objectives. The organisation recognises that equality and inclusion require continuous learning, adaptation and institutional development.

Monitoring and evaluation processes will support:

- ✦ identification of strengths and gaps;
- ✦ reflection on organisational practices;
- ✦ improvement of future actions and measures;
- ✦ accountability and transparency.



5. WORK-LIFE BALANCE & ORGANISATIONAL CULTURE

YEAH Youth Empowerment & Action Hub gGmbH recognises that healthy, flexible and supportive working environments are essential for staff wellbeing, organisational sustainability and equal participation. The organisation promotes an organisational culture based on trust, respect, collaboration, inclusion and mutual support.

As a youth-focused and internationally operating organisation, YEAH acknowledges the importance of balancing professional responsibilities with personal wellbeing, family life, mental health and individual circumstances. The organisation therefore aims to maintain working practices that support flexibility, accessibility and wellbeing while ensuring effective collaboration and accountability.

5.1 FLEXIBLE WORKING PRACTICES

Where operationally feasible, YEAH supports flexible working arrangements that allow staff members and collaborators to balance work responsibilities with personal and family needs.

These practices may include:

- ✦ flexible scheduling of working hours;
- ✦ hybrid and remote working opportunities;
- ✦ flexible internal coordination practices;
- ✦ consideration of individual circumstances and wellbeing needs.

YEAH recognises that flexibility can contribute to greater inclusion and accessibility, particularly for individuals with caregiving responsibilities, health-related needs or other personal circumstances.

5.2 RESPECTFUL AND INCLUSIVE ORGANISATIONAL CULTURE

YEAH promotes a working culture based on:

- ✦ mutual respect;
- ✦ constructive communication;
- ✦ active listening;
- ✦ intercultural understanding;
- ✦ collaboration and solidarity.

The organisation values diversity of perspectives and encourages open dialogue, teamwork and shared responsibility within organisational and project structures.

All staff members, volunteers, facilitators and partners are expected to contribute to maintaining a professional, respectful and inclusive atmosphere within all organisational activities and communication channels.

5.3 WELLBEING AND MENTAL HEALTH

YEAH acknowledges the importance of mental health and emotional wellbeing within youth work, project management and international cooperation environments.

The organisation aims to:

- ✧ encourage healthy communication practices;
- ✧ support realistic workload planning where possible;
- ✧ promote supportive team dynamics;
- ✧ create environments in which individuals feel comfortable expressing concerns and seeking support.

Special consideration is given to preventing burnout, excessive workload and exclusionary organisational practices.

5.4 LEARNING, REFLECTION AND PROFESSIONAL DEVELOPMENT

YEAH encourages continuous learning and professional development for staff members and collaborators. The organisation values both formal and non-formal learning processes and supports opportunities that strengthen professional competencies, inclusion awareness and personal growth.

Where possible, YEAH supports:

- ✧ participation in trainings and seminars;
- ✧ peer-learning activities;
- ✧ mentoring and knowledge-sharing;
- ✧ reflection on inclusive and gender-sensitive practices.

5.5 ACCESSIBILITY AND PARTICIPATION

YEAH seeks to create organisational and educational environments that are accessible and welcoming to individuals with diverse backgrounds and needs.

This includes consideration of:

- ✧ accessible communication practices;
- ✧ inclusive facilitation methods;
- ✧ diverse participation needs;
- ✧ digital accessibility where feasible;
- ✧ respectful and safe participation conditions during activities and events.

5.6 ORGANISATIONAL CULTURE OF ACCOUNTABILITY AND CARE

YEAH aims to maintain an organisational culture in which equality, inclusion and wellbeing are shared responsibilities across the organisation.

The management and project teams commit to:

- ★ leading by example;
- ★ encouraging transparent communication;
- ★ addressing inappropriate behaviour when identified;
- ★ supporting a culture of cooperation, accountability and mutual care.

The organisation recognises that a positive organisational culture requires continuous reflection, dialogue and improvement and commits to regularly reviewing its practices and internal dynamics.



6. RECRUITMENT & CAREER PROGRESSION

YEAH Youth Empowerment & Action Hub gGmbH is committed to ensuring fair, transparent and inclusive recruitment, cooperation and professional development practices. The organisation seeks to provide equal opportunities for all individuals regardless of gender, gender identity, sexual orientation, ethnicity, nationality, disability, religion, age or socioeconomic background.

As a growing organisation working in international youth work and non-formal education, YEAH recognises the importance of building diverse teams and creating supportive conditions for long-term professional development and participation.

6.1 EQUAL OPPORTUNITIES IN RECRUITMENT

YEAH aims to ensure that recruitment and selection processes are conducted in a fair, transparent and non-discriminatory manner.

The organisation commits to:

- ✦ promoting equal opportunities in recruitment procedures;
- ✦ using inclusive and gender-sensitive language in vacancy announcements and communication;
- ✦ evaluating candidates based on competencies, experience and suitability for the role;
- ✦ encouraging applications from individuals with diverse backgrounds and experiences;
- ✦ avoiding discriminatory practices or bias in recruitment and selection processes.

Where feasible, YEAH aims to promote diversity and balanced representation within project teams, working groups and educational activities.

6.2 TRANSPARENT COOPERATION AND ROLE ALLOCATION

YEAH is committed to ensuring transparency and fairness in the allocation of responsibilities, opportunities and project involvement.

The organisation aims to:

- ✦ distribute responsibilities based on competencies, interests and capacities;
- ✦ ensure equal access to learning and development opportunities;
- ✦ promote collaborative and participatory working practices;
- ✦ avoid exclusionary or discriminatory behaviour in internal processes.

6.3 PROFESSIONAL DEVELOPMENT AND CAPACITY BUILDING

YEAH values continuous learning and encourages staff members, facilitators, volunteers and collaborators to further develop their competencies and professional skills.

Where feasible, the organisation supports:

- ✦ participation in trainings, seminars and conferences;
- ✦ peer-learning and mentoring opportunities;
- ✦ involvement in international mobility and cooperation activities;
- ✦ development of competencies related to inclusion, diversity, digital skills and youth work methodologies.

The organisation aims to create an environment in which individuals feel encouraged to contribute ideas, develop professionally and take active roles within projects and organisational activities.

6.4 GENDER EQUALITY IN CAREER DEVELOPMENT

YEAH seeks to ensure that opportunities for career progression, visibility, leadership and representation are accessible to all individuals on an equal basis.

The organisation aims to:

- ✦ promote equal participation in leadership and coordination roles;
- ✦ support individuals from underrepresented groups in taking active responsibilities;
- ✦ encourage inclusive participation in decision-making and public representation;
- ✦ reflect on organisational practices that may unintentionally create barriers to participation or advancement.

6.5 MONITORING AND REFLECTION

As part of its organisational development, YEAH will periodically reflect on recruitment practices, participation structures and professional development opportunities in order to identify possible inequalities, barriers or areas for improvement.

The organisation acknowledges that maintaining equality and fairness in recruitment and career development requires continuous learning, reflection and adaptation of practices.

7. LEADERSHIP & DECISION-MAKING

YEAH Youth Empowerment & Action Hub gGmbH is committed to fostering participatory, transparent and inclusive leadership and decision-making structures. The organisation recognises that diverse perspectives and balanced participation contribute to stronger organisational development, innovation and sustainability.

YEAH aims to ensure that leadership opportunities, responsibilities and participation in decision-making processes are accessible to individuals regardless of gender or background.

7.1 INCLUSIVE LEADERSHIP CULTURE

YEAH promotes a leadership culture based on:

- ✦ collaboration and shared responsibility;
- ✦ transparency and accountability;
- ✦ respect and constructive communication;
- ✦ inclusion and active participation;
- ✦ support for personal and professional growth.

The organisation encourages leadership approaches that value empathy, participation, intercultural understanding and teamwork.

7.2 EQUAL ACCESS TO LEADERSHIP OPPORTUNITIES

YEAH seeks to ensure equal opportunities for individuals of different genders and backgrounds to participate in leadership, coordination and representation roles within the organisation and its projects.

The organisation aims to:

- ✦ encourage balanced participation in leadership and coordination functions;
- ✦ support emerging leaders and young professionals;
- ✦ promote equal visibility and recognition of contributions;
- ✦ avoid exclusionary or discriminatory practices within decision-making structures.

7.3 PARTICIPATORY DECISION-MAKING

YEAH values participatory approaches and seeks to involve staff members, collaborators and relevant stakeholders in organisational and project-related decision-making processes where appropriate.

The organisation encourages:

- ✧ open communication and consultation;
- ✧ collaborative planning and reflection;
- ✧ space for feedback and dialogue;
- ✧ shared ownership of organisational processes and activities.

7.4 REPRESENTATION AND VISIBILITY

YEAH recognises the importance of diverse representation in public communication, partnerships, events and project implementation.

Where feasible, the organisation aims to:

- ✧ promote balanced representation in panels, trainings, meetings and public activities;
- ✧ ensure visibility of diverse voices and perspectives;
- ✧ encourage participation of women, young people and individuals from underrepresented groups in external representation and speaking opportunities.

7.5 CONTINUOUS REFLECTION AND IMPROVEMENT

YEAH acknowledges that inclusive leadership and decision-making require continuous reflection and improvement. The organisation commits to periodically reviewing its organisational practices and participation structures in order to identify barriers, inequalities or areas requiring further development.

8. SAFE WORKING ENVIRONMENT / ANTI-HARASSMENT

YEAH Youth Empowerment & Action Hub gGmbH is committed to maintaining a safe, respectful and inclusive working and learning environment for all staff members, volunteers, facilitators, participants, partners and external collaborators.

The organisation applies a zero-tolerance approach towards any form of harassment, discrimination, bullying, intimidation, abuse or exclusionary behaviour, whether occurring in physical, digital or hybrid environments.

8.1 COMMITMENT TO SAFETY AND RESPECT

YEAH promotes organisational and educational environments based on:

- ✦ dignity and mutual respect;
- ✦ equality and non-discrimination;
- ✦ constructive and professional communication;
- ✦ intercultural sensitivity;
- ✦ psychological and emotional safety.

All individuals involved in YEAH activities are expected to contribute to maintaining respectful and safe environments.

8.2 PREVENTION OF HARASSMENT AND DISCRIMINATION

YEAH does not tolerate:

- ✦ sexual harassment;
- ✦ gender-based discrimination;
- ✦ bullying or intimidation;
- ✦ verbal, psychological or emotional abuse;
- ✦ discriminatory behaviour based on gender, gender identity, sexual orientation, ethnicity, nationality, disability, religion, age or any other protected characteristic.

This applies to all organisational activities, including:

- ✦ office environments;
- ✦ online meetings and communication;
- ✦ training courses and youth exchanges;
- ✦ conferences, events and mobility activities;
- ✦ social and informal spaces connected to organisational activities.

8.3 REPORTING AND RESPONSE MECHANISMS

YEAH aims to ensure that individuals feel safe reporting inappropriate behaviour, harassment or discrimination without fear of retaliation.

The organisation commits to:

- ✧ treating reports seriously and confidentially;
- ✧ responding to incidents in a timely and respectful manner;
- ✧ promoting fair and appropriate handling procedures;
- ✧ taking proportionate measures where inappropriate behaviour is identified.

Where needed, management or designated responsible persons may provide support, mediation or referrals to appropriate external support mechanisms.

8.4 AWARENESS AND PREVENTION MEASURES

YEAH recognises that prevention and awareness are essential for creating safe and inclusive environments.

The organisation therefore aims to:

- ✧ promote awareness regarding respectful communication and behaviour;
- ✧ integrate inclusion and safeguarding principles into activities and facilitation practices;
- ✧ encourage reflection on unconscious bias and discrimination;
- ✧ include safe-space principles within international and youth work activities where relevant.

8.5 ONLINE AND DIGITAL SAFETY

As an organisation working extensively in digital and hybrid environments, YEAH also recognises the importance of digital wellbeing and online safety.

The organisation promotes:

- ✧ respectful online communication;
- ✧ responsible use of digital platforms;
- ✧ prevention of online harassment or exclusion;
- ✧ inclusive moderation and facilitation practices during online activities.

8.6 ORGANISATIONAL RESPONSIBILITY

The management and project teams of YEAH are responsible for promoting and maintaining safe organisational practices and addressing concerns related to harassment, discrimination or inappropriate behaviour.

The organisation acknowledges that creating safe environments requires continuous attention, reflection and improvement and commits to regularly reviewing relevant organisational practices and safeguarding approaches.



9. INCLUSION & INTERSECTIONALITY

YEAH Youth Empowerment & Action Hub gGmbH recognises that inequality and discrimination can affect individuals in different and interconnected ways. Experiences related to gender may intersect with other social, cultural, economic and personal factors such as ethnicity, nationality, migration background, disability, age, religion, sexual orientation, gender identity, language, educational background or socioeconomic status.

For this reason, YEAH adopts an intersectional and inclusive approach in its organisational practices, educational activities and project implementation.

9.1 COMMITMENT TO INCLUSION

YEAH is committed to fostering inclusive environments in which all individuals feel respected, represented and able to participate equally.

The organisation actively promotes:

- ✧ equal access to opportunities and participation;
- ✧ inclusive communication and facilitation practices;
- ✧ respect for diverse identities and experiences;
- ✧ reduction of barriers affecting participation and engagement.

YEAH aims to ensure that diversity is recognised as a strength that enriches organisational learning, creativity, collaboration and social impact.

9.2 SUPPORT FOR DIVERSE AND UNDERREPRESENTED GROUPS

Through its work in youth empowerment and non-formal education, YEAH seeks to support and involve individuals and communities who may face social, economic or structural barriers.

Particular attention is given to the inclusion of:

- ✧ young people with fewer opportunities;
- ✧ women and girls;
- ✧ migrants, refugees and newly arrived individuals;
- ✧ LGBT+ individuals;
- ✧ persons with disabilities;
- ✧ individuals from rural or economically disadvantaged backgrounds;
- ✧ underrepresented communities and minority groups.

The organisation aims to create accessible and welcoming environments in which participants can engage safely and meaningfully.

9.3 INCLUSIVE COMMUNICATION AND PARTICIPATION

YEAH seeks to ensure that its communication, educational methodologies and organisational practices are inclusive and accessible.

Where feasible, the organisation aims to:

- ✧ use inclusive and gender-sensitive language;
- ✧ avoid stereotypes and discriminatory expressions;
- ✧ promote accessible communication practices;
- ✧ adapt facilitation approaches to diverse participation needs;
- ✧ encourage active participation from individuals with different backgrounds and experiences.

9.4 INTERCULTURAL AND INTERNATIONAL PERSPECTIVE

As an organisation working in international cooperation and intercultural youth work, YEAH values intercultural dialogue, mutual understanding and cross-cultural learning.

The organisation promotes:

- ✧ respectful intercultural communication;
- ✧ diversity within partnerships and project teams;
- ✧ inclusion of multiple perspectives and lived experiences;
- ✧ cooperation based on equality, solidarity and mutual respect.

9.5 CONTINUOUS REFLECTION AND LEARNING

YEAH acknowledges that inclusion and intersectionality require ongoing reflection, learning and adaptation.

The organisation commits to:

- ✧ reflecting on possible barriers and exclusionary practices;
- ✧ encouraging dialogue on diversity and inclusion;
- ✧ improving organisational and educational approaches where needed;
- ✧ strengthening internal awareness related to equality, discrimination and intersectionality.

10. GENDER DIMENSION IN PROJECTS AND YOUTH WORK

YEAH Youth Empowerment & Action Hub gGmbH is committed to integrating gender equality and inclusive approaches into the design, implementation, monitoring and dissemination of its projects, educational activities and youth work methodologies.

As an organisation active in non-formal education, digital youth work, international cooperation and youth participation, YEAH recognises that projects and educational environments can influence social attitudes, participation patterns and opportunities for inclusion.

The organisation therefore aims to ensure that its activities contribute to equality, participation and respectful representation while avoiding the reinforcement of stereotypes or exclusionary practices.

10.1 GENDER-SENSITIVE PROJECT DESIGN

YEAH seeks to consider gender perspectives and inclusion principles during project planning and development processes.

Where relevant and feasible, projects and activities aim to:

- ✧ encourage balanced participation of different genders;
- ✧ address barriers affecting participation and access;
- ✧ promote equal opportunities within educational and project activities;
- ✧ reflect diverse perspectives, experiences and needs.

The organisation also seeks to integrate equality, inclusion and accessibility considerations into project objectives, methodologies, communication and dissemination activities.

10.2 INCLUSIVE NON-FORMAL EDUCATION METHODOLOGIES

YEAH applies learner-centred and participatory approaches within its educational activities and youth work practices.

Facilitation and educational methodologies aim to:

- ✧ create safe and respectful learning environments;
- ✧ encourage active participation from all participants;
- ✧ support dialogue, collaboration and peer learning;
- ✧ respect diverse experiences, identities and communication styles;
- ✧ avoid discriminatory or stereotypical approaches.

Facilitators and trainers are encouraged to remain attentive to participation dynamics and to support inclusive group processes during activities.

10.3 GENDER-SENSITIVE COMMUNICATION AND VISIBILITY

YEAH aims to ensure that project communication, dissemination and visibility activities promote diversity and respectful representation.

The organisation seeks to:

- ✳ use inclusive and gender-sensitive language;
- ✳ avoid reinforcing stereotypes through visual or written communication;
- ✳ promote visibility of diverse voices and experiences;
- ✳ ensure respectful representation of participants and communities.

10.4 SAFE AND INCLUSIVE PARTICIPATION IN ACTIVITIES

YEAH recognises the importance of creating educational and project environments in which participants feel safe, respected and able to contribute equally.

Within activities, trainings, youth exchanges and online environments, the organisation promotes:

- ✳ respectful interaction and communication;
- ✳ inclusive facilitation practices;
- ✳ clear behavioural expectations;
- ✳ awareness regarding discrimination and harassment;
- ✳ sensitivity to cultural and social differences.

10.5 EQUALITY AND INCLUSION IN PARTNERSHIPS AND COOPERATION

YEAH aims to work with partners who share values related to equality, inclusion, participation and non-discrimination.

The organisation encourages cooperation based on:

- ✳ mutual respect and equal partnership;
- ✳ inclusive participation and representation;
- ✳ ethical and respectful communication;
- ✳ shared responsibility for safe and accessible project environments.

10.6 CONTINUOUS IMPROVEMENT

YEAH acknowledges that integrating gender perspectives into youth work and project implementation is an ongoing process.

The organisation commits to continuously reflecting on:

- ★ participation dynamics;
- ★ inclusiveness of methodologies;
- ★ accessibility of activities;
- ★ representation and communication practices;
- ★ lessons learned from participants, staff and partners.



11. MONITORING & EVALUATION

YEAH Youth Empowerment & Action Hub gGmbH recognises that effective implementation of this Gender Equality Plan requires continuous monitoring, reflection and evaluation. Monitoring and evaluation processes support the organisation in assessing progress, identifying areas for improvement and strengthening accountability related to equality, diversity and inclusion objectives.

The organisation views this Gender Equality Plan as a living document that will evolve alongside organisational development, project implementation and feedback from staff, participants and partners.

11.1 MONITORING APPROACH

YEAH will periodically review organisational practices, activities and internal processes related to the objectives outlined in this Gender Equality Plan.

Monitoring activities may include:

- ✧ reviewing organisational and project practices;
- ✧ reflecting on participation and representation within activities and teams;
- ✧ assessing implementation of inclusion and safeguarding measures;
- ✧ identifying challenges, barriers or gaps requiring further attention.

The monitoring process aims to support organisational learning and continuous improvement rather than solely quantitative measurement.

11.2 AREAS OF MONITORING

Where feasible and appropriate, YEAH may monitor:

- ✧ gender balance within teams, activities and leadership roles;
- ✧ participation of individuals with diverse backgrounds;
- ✧ accessibility and inclusiveness of activities;
- ✧ implementation of safe-space and anti-harassment practices;
- ✧ staff and participant feedback related to organisational culture and inclusion;
- ✧ integration of gender-sensitive approaches within projects and communication.

11.3 FEEDBACK AND REFLECTION

YEAH values feedback and participatory reflection processes as important elements of organisational development.

The organisation encourages:

- ✧ open communication and dialogue;
- ✧ feedback from staff members, facilitators, participants and partners;
- ✧ reflective discussions regarding equality, inclusion and participation;
- ✧ identification of good practices and areas requiring improvement.

Feedback may be collected through meetings, evaluations, surveys, informal reflection processes or project reporting mechanisms.

11.4 REVIEW AND UPDATING OF THE GENDER EQUALITY PLAN

This Gender Equality Plan will be periodically reviewed and updated to ensure its continued relevance and effectiveness.

Reviews may take into account:

- ✧ organisational growth and structural changes;
- ✧ experiences from implemented projects and activities;
- ✧ participant and staff feedback;
- ✧ developments within European and national equality frameworks;
- ✧ identified organisational needs and priorities.

11.5 ORGANISATIONAL RESPONSIBILITY

The management and responsible project teams of YEAH share responsibility for supporting the implementation and monitoring of this Gender Equality Plan.

The organisation commits to:

- ✧ promoting awareness of the Gender Equality Plan internally;
- ✧ encouraging inclusive organisational practices;
- ✧ supporting reflection and learning processes;
- ✧ taking reasonable and proportionate steps to improve equality and inclusion practices over time.

YEAH acknowledges that gender equality, inclusion and diversity are ongoing organisational commitments that require continuous engagement, reflection and development.

12. IMPLEMENTATION TIMELINE (2026–2030)

This Gender Equality Plan will be implemented progressively between 2026 and 2030. YEAH Youth Empowerment & Action Hub gGmbH recognises that strengthening gender equality, inclusion and organisational wellbeing is a continuous process requiring long-term commitment, reflection and organisational development.

The implementation process will combine practical measures, organisational learning and periodic review of policies, practices and activities.

2026 – ESTABLISHMENT AND INITIAL IMPLEMENTATION

During 2026, YEAH will focus on:

- ✳ formal adoption and internal dissemination of the Gender Equality Plan;
- ✳ raising awareness regarding equality, inclusion and respectful organisational practices;
- ✳ integrating gender-sensitive and inclusive approaches into organisational communication and project implementation;
- ✳ strengthening safe-space and anti-harassment principles within activities and partnerships;
- ✳ reviewing existing organisational practices related to equality and participation.

2027 – STRENGTHENING INTERNAL PRACTICES

During 2027, YEAH aims to:

- ✳ further integrate inclusion and gender-sensitive approaches into project management and youth work methodologies;
- ✳ strengthen inclusive participation and accessibility within educational activities;
- ✳ continue promoting work-life balance and organisational wellbeing practices;
- ✳ encourage balanced representation and participation within organisational and project structures;
- ✳ collect feedback and reflections regarding implementation progress.

2028 – CAPACITY BUILDING AND ORGANISATIONAL DEVELOPMENT

During 2028, the organisation will focus on:

- ✳ strengthening internal capacities related to equality, diversity and inclusion;
- ✳ improving organisational reflection and monitoring processes;
- ✳ supporting staff and facilitators in applying inclusive educational and facilitation approaches;
- ✳ further integrating intersectional perspectives into projects and organisational activities;
- ✳ reviewing progress and identifying areas requiring additional development.

2029 – CONSOLIDATION AND REVIEW

During 2029, YEAH will:

- ✦ evaluate the effectiveness of implemented measures and organisational practices;
- ✦ assess progress related to participation, inclusion and organisational culture;
- ✦ identify good practices, lessons learned and remaining challenges;
- ✦ continue strengthening safe, inclusive and participatory working and learning environments.

2030 – EVALUATION AND FUTURE PLANNING

During 2030, YEAH aims to:

- ✦ conduct a broader review of the Gender Equality Plan and its implementation;
- ✦ assess organisational progress and future needs;
- ✦ gather internal reflections and feedback from relevant stakeholders;
- ✦ update and revise the Gender Equality Plan for the following implementation period.

The timeline may be adapted where necessary to reflect organisational growth, operational realities, project developments and emerging needs.



13. RESPONSIBILITIES

The successful implementation of this Gender Equality Plan requires shared responsibility and active engagement across the organisation.

YEAH Youth Empowerment & Action Hub gGmbH recognises that promoting equality, inclusion and safe organisational practices is not the responsibility of one individual alone, but a collective organisational commitment involving management, staff members, facilitators, volunteers and project partners.

13.1 MANAGEMENT RESPONSIBILITY

The management of YEAH is responsible for:

- ✳ supporting the implementation of this Gender Equality Plan;
- ✳ promoting equality, inclusion and non-discrimination within organisational structures and activities;
- ✳ ensuring that organisational practices reflect the principles outlined in this document;
- ✳ encouraging respectful communication and safe organisational environments;
- ✳ supporting monitoring, reflection and continuous improvement processes.

Management also commits to leading by example and promoting an organisational culture based on dignity, participation, transparency and mutual respect.

13.2 STAFF AND TEAM RESPONSIBILITIES

All staff members, collaborators and facilitators involved in YEAH activities are expected to:

- ✳ respect the principles outlined in this Gender Equality Plan;
- ✳ contribute to safe, inclusive and respectful environments;
- ✳ avoid discriminatory, exclusionary or inappropriate behaviour;
- ✳ promote inclusive communication and participation practices;
- ✳ support equality and diversity within projects and activities.

Individuals involved in project implementation are encouraged to consider equality, accessibility and inclusion aspects during planning, facilitation and communication processes.

13.3 PROJECT AND ACTIVITY RESPONSIBILITIES

Project coordinators, facilitators and activity leaders are encouraged to:

- ✧ apply inclusive and gender-sensitive methodologies;
- ✧ support balanced participation and respectful group dynamics;
- ✧ promote safe-space principles during activities;
- ✧ respond appropriately to concerns related to discrimination or harassment;
- ✧ contribute to inclusive communication and dissemination practices.

13.4 ORGANISATIONAL LEARNING AND REFLECTION

YEAH encourages all members of the organisation to actively contribute to ongoing reflection and improvement related to equality, diversity and inclusion.

This may include:

- ✧ participation in discussions and reflection processes;
- ✧ providing feedback regarding organisational practices;
- ✧ identifying barriers or areas requiring improvement;
- ✧ supporting continuous organisational learning and development.

14. APPROVAL STATEMENT BY MANAGEMENT

This Gender Equality Plan 2026–2030 has been formally adopted by the management of YEAH Youth Empowerment & Action Hub gGmbH.

The management confirms its commitment to promoting equality, diversity, inclusion and non-discrimination across all organisational structures, partnerships, projects and educational activities.

YEAH Youth Empowerment & Action Hub gGmbH recognises gender equality as a fundamental organisational value and commits to continuously strengthening inclusive, safe and respectful environments for staff members, facilitators, volunteers, participants and partners.

The organisation further commits to:

- ✧ promoting equal opportunities and participation;
- ✧ fostering inclusive and accessible organisational practices;
- ✧ preventing discrimination, harassment and exclusionary behaviour;
- ✧ integrating gender-sensitive and intersectional approaches into youth work and project implementation;
- ✧ continuously reviewing and improving organisational practices related to equality and inclusion.

This Gender Equality Plan will serve as a guiding framework for the organisation's equality and inclusion efforts between 2026 and 2030 and will be periodically reviewed and updated where necessary.



APPROVED BY:

Armin Cerkez
Managing Director
YEAH Youth Empowerment & Action Hub gGmbH
Berlin, Germany

Date: January 2026.