

Open Knowledge Maps

Verein zur Förderung der Sichtbarkeit
wissenschaftlichen Wissens
<https://openknowledgemaps.org>

Registration number (ZVR): 859648888**Email:** info@openknowledgemaps.org**Address:** Gumpendorfer Straße 16/1/8,
1060 Vienna, Austria**Executive Board**

Chairman: Dr. Peter Kraker

Treasurer: Maxi Schramm

Secretary: Christopher Kittel

Gender Equality Plan (GEP)

2026-2029

Contents

1. Introduction.....	1
2. Goals and Principles.....	1
3. Situation Report.....	2
Equal opportunities in recruitment and employment.....	2
Gender distribution within the organisation.....	2
Equal pay and employment conditions.....	2
Equal access to opportunities and professional development	3
Safe and respectful work and community environment.....	3
Work-life balance and caregiving responsibilities	3
4. Sustainable Equality.....	4
5. Conclusion	4
Appendix A: Horizon Europe Gender Equality Plan Compliance.....	5
1. Public document.....	5
2. Dedicated resources and responsibility	5
3. Data collection and monitoring.....	6
4. Training and awareness	6

1. Introduction

Open Knowledge Maps (OKMaps) is a Vienna-based non-profit organisation that develops and maintains open, community-governed infrastructure for the discovery of scientific knowledge.

In line with European and national policies and the eligibility requirements of Horizon Europe and other public funding programmes, Open Knowledge Maps has developed this Gender Equality Plan (GEP) to formalise and strengthen its commitment to equality, diversity and inclusion.

The organisation already maintains key governance documents that support equality and inclusion, including:

- the Community Participation Guidelines (Code of Conduct)
- the Open Knowledge Maps bylaws

This Gender Equality Plan builds on these existing policies and consolidates them into a structured framework for the period 2026–2029.

As a small organisation, this plan focuses on practical and proportionate measures appropriate to its size.

2. Goals and Principles

The primary objective of this Gender Equality Plan is to ensure that all employees, collaborators and community participants, regardless of gender, have equal opportunities and are treated with fairness, dignity and respect.

The plan complements the organisation's existing policies:

- The Community Participation Guidelines establish behaviour expectations across all Open Knowledge Maps activities, including staff work, collaborations, events, online spaces, and community engagement.
- The bylaws explicitly prohibit discrimination, harassment and exclusion within the organisation and its community.

Together, these documents form the policy foundation for gender equality at Open Knowledge Maps.

Open Knowledge Maps commits to the following principles:

- Equal opportunities in recruitment and employment conditions
- Equal pay for work of equal value
- Equal access to training, professional development and leadership opportunities
- A safe and respectful work and community environment free from harassment and discrimination
- Work organisation that supports work-life balance and caregiving responsibilities

- Inclusive and gender-sensitive communication and language
- Commitment to consider gender and diversity in projects and services.

Given the organisation's small size, progress will be monitored primarily through qualitative review and transparent documentation.

3. Situation Report

Equal opportunities in recruitment and employment

Open Knowledge Maps applies merit-based recruitment practices. Hiring decisions are based exclusively on:

- skills and qualifications
- experience and potential contribution
- organisational needs

Job descriptions and calls are written using inclusive and gender-neutral language. Remote work options enable broader participation and reduce barriers related to location or caregiving responsibilities.

Recruitment occurs infrequently due to the small team size, but equality principles apply to all future hiring.

Gender distribution within the organisation

Open Knowledge Maps currently employs three staff members, of which:

- 2 are male
- 1 is female

Because of the extremely small team size, small changes in staffing can significantly affect gender distribution percentages. For this reason, qualitative assessment and fair recruitment practices are prioritised over numerical targets.

The organisation operates in the digital infrastructure and open-source technology sector, where women remain underrepresented. Open Knowledge Maps is committed to contributing to improved representation through inclusive hiring and outreach practices.

Equal pay and employment conditions

Open Knowledge Maps ensures that gender does not influence compensation.

Remuneration is determined based on:

- role and responsibilities
- experience and seniority
- available funding and organisational sustainability

Compensation practices are reviewed regularly to ensure fairness and transparency.

Equal access to opportunities and professional development

All employees have equal access to:

- training and professional development
- conference participation
- leadership and decision-making roles
- representation in projects and collaborations

Responsibilities, leadership roles and participation in organisational governance and decision-making are distributed based on expertise and availability rather than gender.

Safe and respectful work and community environment

Open Knowledge Maps maintains a zero-tolerance approach to harassment and discrimination.

This commitment is formalised in the Community Participation Guidelines, which apply to:

- employees
- collaborators and partners
- community contributors
- participants in workshops, events and online spaces

The guidelines explicitly aim to ensure that all people feel safe regardless of:

- sex or gender
- gender identity or sexual orientation
- disability or mental health
- physical appearance or body size
- race, age, nationality or political/religious affiliation

Clear reporting procedures exist via info@openknowledgemaps.org, and all complaints are handled confidentially and investigated appropriately.

The organisation's bylaws further reinforce this commitment by allowing exclusion of members for discrimination, harassment, or behaviour harmful to the community.

No incidents have been reported to date.

Work-life balance and caregiving responsibilities

Open Knowledge Maps operates as a remote-friendly and flexible workplace, supporting employees in balancing professional and personal responsibilities.

Key practices include:

- flexible working hours
- remote work options
- gender-neutral support for parental leave and caregiving
- understanding in cases of personal emergencies

These practices are essential for employee wellbeing and long-term organisational sustainability.

4. Sustainable Equality

This Gender Equality Plan will be reviewed and approved by the organisation's leadership and published on the Open Knowledge Maps website to ensure transparency.

To ensure long-term impact, Open Knowledge Maps commits to:

- integrating proportionate training and awareness activities on gender equality and unconscious bias into onboarding, collaboration and organisational decision-making
- raising awareness of gender equality and unconscious bias among staff and organisational leadership
- regularly reviewing organisational policies and practices
- promoting inclusive and non-sexist language in all communications
- maintaining and enforcing the Community Participation Guidelines
- reviewing this Gender Equality Plan on a regular basis during the 2026–2029 period

5. Conclusion

Open Knowledge Maps is committed to fostering a fair, inclusive and respectful working and community environment.

This Gender Equality Plan builds on existing governance documents and establishes a framework for continuous improvement. Through ongoing reflection and proportionate measures, Open Knowledge Maps will continue to promote gender equality as a core organisational principle.

Appendix A: Horizon Europe Gender Equality Plan Compliance

This Gender Equality Plan fulfils the mandatory eligibility requirements for Horizon Europe and other EU funding programmes.

The European Commission requires organisations to demonstrate four key process-related elements. Open Knowledge Maps meets these requirements as follows:

1. Public document

The Gender Equality Plan is a formal organisational document approved by the organisation's leadership.

The plan will be:

- published on the Open Knowledge Maps website
- accessible to employees, partners and the public
- reviewed periodically during the 2026–2029 period

The plan complements existing public policies, including:

- the Open Knowledge Maps Community Participation Guidelines
- the Open Knowledge Maps bylaws

2. Dedicated resources and responsibility

Open Knowledge Maps is a small organisation. Gender equality responsibilities are therefore integrated into existing governance and management structures.

Responsibility for implementation and monitoring of this Gender Equality Plan lies with the organisation's leadership.

Resources allocated include:

- time dedicated to policy review and monitoring
- integration of equality principles into recruitment and onboarding
- maintenance and enforcement of Community Participation Guidelines
- inclusion of equality considerations in organisational decision-making
- documentation of awareness and training activities

Gender equality expertise is ensured through:

- the integration of gender equality principles into organisational governance and policy development
- continuous awareness raising and internal knowledge building on gender equality and unconscious bias
- alignment with established European gender equality frameworks and funding requirements

Given the size of the organisation, measures are proportionate but embedded in daily operations.

3. Data collection and monitoring

Due to the very small team size, monitoring focuses primarily on qualitative assessment supported by basic quantitative data where appropriate.

Monitoring includes:

- tracking gender distribution of staff
- reviewing recruitment and employment practices
- reviewing access to training and leadership opportunities
- documenting any reported incidents related to discrimination or harassment

The Gender Equality Plan will be reviewed on a regular (at least annual basis) during the 2026–2029 period.

4. Training and awareness

Open Knowledge Maps commits to providing regular awareness-raising and training on gender equality, including unconscious gender biases, for both:

- staff members
- organisational leadership and decision-makers

Given the organisation's size, training is implemented in a proportionate way and integrated into:

- onboarding of new employees and collaborators
- day-to-day collaboration
- periodic policy reviews
- leadership decision-making processes

This includes raising awareness of:

- gender equality principles
- unconscious gender bias in recruitment, collaboration and decision-making
- inclusive and gender-sensitive communication

Training and awareness activities will be documented and reviewed as part of the regular monitoring of the Gender Equality Plan.

Open Knowledge Maps confirms that this Gender Equality Plan fulfils the Horizon Europe eligibility requirements.

Dr. Peter Kraker, Chairman