Make.org and Make.org Foundation’s Gender Equality Plan

Make.org is actively committed to ensuring equality between men and women in its organization and fostering an inclusive work environment that is respectful of everyone.  

Our indicators (for the year 2021)

Make.org:
Composition of the team: 20 women (48%) / 22 men (52%)
Composition of the executive committee: 7 women (58%) / 6 men (42%)
Composition of the Social and Economic Committee: 2 women (50%) / 2 men (50%)
Wage equality: 47% of the wage share goes to women, 53% to men

Make.org Foundation:
Composition of the team: 2 women, 4 men
Composition of the executive committee (including Make.org advisors): 5 women / 5 men

Joint indicators:
Composition of the Ethics Council: 3 women (50%) / 3 men (50%)

Additional measures put in place

We do not discriminate between women and men in our recruitment, salary and team management policies.

We have introduced a policy to prevent harassment of any kind at Make.org.
Our employees have access to trusted contacts:
- The Social and Economic Committee, which is composed of 4 representatives from different teams
- The director of human resources, Rosi Hall

We also pay close attention to gender diversity at the events and conferences we organize, in particular with regard to the gender parity of speakers.
We are working to ensure gender equality in society with our Great Cause “Combating the Inequalities Experienced by Women”, which was launched at the beginning of 2022 and follows on from our first Grand Cause “Combating Violence Against Women”, which took place from 2019 to 2021.

Our governing structure includes an independent Ethics Council based on equal representation, which is chaired by Anne-Claire Pache, an independent expert and Professor in Social Innovation at ESSEC Business School in Paris. The Council ensures that our activities are aligned with our values as detailed in our Ethics Charter.

**Our roadmap to build on this momentum**

We want to maintain this momentum and have identified several courses of action to be taken in order to achieve this, which are as follows:

- Systematically indicate the importance of gender diversity in the organization in job descriptions and in paragraphs on our “Jobs” (Make.org) and “Join us” (Make.org Foundation) pages, as well as in our recruitment areas on external recruitment sites.
- Strengthen communications with employees on the subject of gender equality, and provide better information on reporting harassment.
- Complement and expand our indicators, for example by including indicators for interns and exploring the use of the WEPs Gender Gap Analysis Tool.
- Develop a tool to monitor the parity of speakers at our events.
- Study the different charters that we could endorse, such as the Diversity Charter and the Women’s Empowerment Principles.
- Support and implement the “UN Standards of Conduct for Business" charter aimed at fighting discrimination against LGBTQIA+ people in companies.
- Study the definition of a Parenthood Policy.
- Give equal prominence to our male and female employees in our communications.