



2024-2028

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INTRODUCTION

The Icelandic Arctic Cooperation Network (IACN) has long been committed to gender equality, not only within its own workplace environment but also in the wider Icelandic and Arctic community. This commitment is reflected in both the dedication of our organization in promoting a gender-responsive culture that understands the importance and value inherent to gender equality, and in the numerous projects we have led on promoting gender equality in across the Arctic.

In keeping with our dedication, this document outlines the strategic objectives deemed integral to achieving an equal and gender-responsive work environment, the means by which we aim to implement them, as well as the scope of our plan.



STATEMENT

The promotion of gender equality and equal opportunity has always been important for the IACN. So much so, that we have dedicated much of our time and effort in promoting gender equality and facilitating practical methods to involve gender in decision making and scientific endeavours within the Arctic.



For us, gender equality is not simply a daily consideration within the inner workings of our organization, it is also an integral part of the role we play within the Arctic community.



We acknowledge that equal treatment of persons regardless of gender is, at its very core, a matter of human rights. With this acknowledgement comes the recognition that gender is non-binary, as it encapsulates within its terminology various identities, including but not limited to LGBTIA2S+. These identities are to be respected and celebrated, not simply for the well-being of our partners and staff, but for the sake of our involvement in the facilitation of gender equality within the wider Arctic.

We recognize that unjust and systematic discrimination and violence continue to plague our societies, and that our commitments to foster safe, inclusive, and flourishing environments extends indefinitely into our future as an organization. We must take active steps to challenge the underlying beliefs and attitudes which undermine progress in this matter.



STRATEGIC CONTEXT

The Icelandic Arctic Cooperation Network hosts a varied network of institutional members, partners, and experts which all operate within the Arctic on various projects related to Iceland. We currently boast a consortium of some 27 member institutions and 66 experts within Arctic affairs.

The IACN takes a leading role in the promotion of gender equality within the Arctic and in the understanding of its gendered dimensions. This role is reflected in its continual involvement with the 'Gender Equality in the Arctic' (GEA) project, an international collaborative project which highlights the importance of recognition and appreciation of diversity in terms of discourses, gender, indigenous and non-indigenous peoples, education, economies, social governance, and balanced sustainability realities. participation in leadership and decision making, both in the public and private sectors within the Arctic and beyond.



The project's current phase (GEA IV), which we will be working on for the duration of this current implementation of our Gender Equality Plan, takes on suggestions made by the project's Indigenous partners by mainstreaming gender-based analysis within the work of the Arctic Council and elsewhere, while also encouraging a critical analysis on the disaggregation of gendered data within the scientific community.

Such an undertaking, and numerous more like it, necessitate the inclusion of a diverse set of perspectives – something we encourage and try to facilitate, not only within our organization, but also while working with partners, collaborators, and stakeholders. It is an integral part of our operations, and recognition of that fact is what drives our effort towards equality and respect forward. It is with this in mind that we implement this plan so that we may take practical steps in assuring gender-consciousness within our network.



OBJECTIVE

The primary objective of this GEP is to serve as a actionable tool and framework for enhancing gender equality in the workplace and within our numerous collaborative projects.

The IACN aims to proactively hold itself up as an example of good conduct as we promote this awareness among those we work with, especially in regard to these matter in our work on GEA.

SCOPE

This plan applies to all work carried over by the organization, be it internally among colleagues or externally with partners.

It is to be enacted from the beginning of 2024 until the beginning of 2028, at which point it will be revised and adjusted to accommodate new actions and developments.



IMPLEMENTATION, RESPONSIBILITY, AND DEDICATED RESOURCES

The IACN recognizes the importance of dedicating resources for the successful implementation of the Gender Equality Plan. This commitment involves allocating human resources and establishing gender expertise within the organization to ensure the effective execution of our gender equality initiatives.

COMMUNICATION

For this role, an employee within the IACN is assigned the task of equality officer and confidant, where they will become responsible to ensure that employees are aware of this plan, to oversee the practical applications of it, and to initiate corrective action when discrimination is observed or reported to them.



DATA COLLECTION AND MONITORING

While assigned to the task, the equality officer maintains the responsibility of monitoring the progress of this plan's implementation and include a dedicated segment within our yearly report to our Board of Directors.

TRAINING

The equality officer will coordinate training of staff so as to encourage gender-consciousness within the workplace and in our external activities. These will be based on material provided for by the Directorate of Equality in Iceland, whom we work with closely.



WORK-LIFE BALANCE

Concrete measures will be implemented to support work-life balance, recognizing the importance of a conducive organizational culture. Flexible working arrangements, parental leave policies, and other initiatives will be developed to create an inclusive environment that accommodates diverse needs and promotes equal opportunities for all employees.

RATIFICATION

The IACN GEP is ratified by our Director, Embla Eir Oddsdóttir.



KEY FOCUS AREAS



Organizational Culture & Work-Life Balance



Balanced Gender Representation in Recruitment and Career Progression



Gender Balance in Leadership and Decision-Making



Integration of Gender in our Projects



Combatting Sexual and Gender-**Based Harassment**

Organizational Culture & Work-Life Balance

The focus is to promote the IACN's internal organizational culture as an organization inclusive to all genders and to have it be reflected in excellence in all of our external activities.

The means to achieve this is by ensuring that staff are gender-conscious and knowledgeable of the nuances and importance of gender equality by way of training and instruction.

We will also continue to facilitate flexible working hours for staff in keeping with their individual needs so as to realize a healthy worklife balance for all. Such balance guarantees the well-being of out staff and the inclusiveness of anyone being able to participate according to their ability.



Organizational Culture & Work-Life Balance

Strategic priority areas

Measures of Success

Flexible work hours



One-to-one consultation with employees

Genderconsciousness



Training programs concluded per employee



Balanced Representation in Recruitment and Career Progression

Our projects require as diverse a set of perspectives as possible. Therefore, we are committed to involving persons of any-and-all backgrounds in order to achieve effective, inclusive, and meaningful results.

This extends to our internal activities as well, as we recognize and celebrate the value generated by a balanced workforce.

All individuals have an important say in the direction of our activities and in the projects we undertake. This balance undeniably reflects in the consciousness of our activities and in the emphasis we place on them - the importance of which cannot be understated.



Balanced Representation in Recruitment and Career Progression

Strategic priority areas

Means of Success

Inclusive and diverse workforce



Establishment of bias-free recruitment practices



Gender Balance in Leadership and Decision-Making

The importance of a space for employees to initiate projects and to offer their input on their execution extends to our organization's leadership and decision-making.

Our desire to create an inclusive working environment and our emphasis on gender-related projects is empowered by a gender-conscious leadership and a low decision-making hierarchy.

Our director, who has spearheaded our focus on gender related issues and affairs within the Arctic, ensures a safe space where we collaboratively advise the approach of each other's activities. This is integral to a nuanced approach and ensures that the scope by which we tackle our projects better encapsulates the varied experiences of involved stakeholders.



Gender Balance in Leadership and Decision-Making

Strategic priority areas

Measures of Success

Low decision-making hierarchy



Degree of input received by management

One-to-one consultation with employees

Inclusive and respectful decision-making space



One-to-one consultation with employees



Integration of Gender in our Projects

The IACN is deeply involved in scientific- and policy related collaborations on the subject of gender within the Arctic. Our work on this subject has made it clear that the dimension of gender extends to all of our work, regardless of topic, and that is essential for achieving meaningful and actionable results.

The nuances of gender and the means by which we disaggregate data related to it is remain in sore need of active consideration within the Arctic scientific and political community, which is why it is among our primary focus areas. It is tantamount for why we take matters of gender seriously, not simply for our sake – but for those we aim to do justice within the scope of our activities.



Integration of Gender in our Projects

Strategic priority areas

Measures of Success

Genderconsciousness in IACN activities



Gender inclusivity in projects
Training programs concluded per employee



Combatting Sexual and Gender-Based Harassment

It is without question that sexual- and gender-based harassment within our organization, be it internally or in collaboration with external partners, is utterly unacceptable. Such actions are not only morally reprehensible, but they also fly directly in the face of our high aims as an organization that wishes to stand as an example to others as we all progress towards safer, more respectful, and increasingly conscious professional norms.

We acknowledge that combatting such behaviours necessitates the establishment of strict guidelines regarding the reporting of such incidents, the facilitation of confidents who receive these reports with a respect to those which have suffered from harassment, and of a chain of responsibility so as take meaningful action to hinder its occurrence.



Combatting Sexual and Gender-Based Harassment

Strategic priority areas

Means of Success

Safe space for incident reporting



Establishment of two separate organization confidents

Actionable steps in the event of harassment violations



Zero-Tolerance
Policy enshrined
in employement
contract



Organization

Icelandic Arctic Cooperation Network

Equality Officer

Friðrik Þórsson

Number of employees

4

Authorized by

Embla Eir Oddsdóttir

Date

January 2024

Signature



