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Gender Equality Plan (GEP)

RIXC Center for New Media Culture

1. Introduction & Purpose

RIXC is committed to fostering gender equality, diversity, and inclusion in all research, innovation and cultural activities. This Gender Equality Plan (GEP) is established aiming to ensure fair treatment, and eliminating gender-based barriers.

2. Scope

This GEP applies to all staff, management, project leaders, artists, interns, volunteers, and collaborators associated with RIXC. It covers recruitment, career progression, leadership roles, project content, working culture, training, and prevention of harassment/discrimination.

3. Mandatory Process-Related Requirements

Public Document

The GEP is approved by RIXC's top management, published on RIXC's website, and communicated to all staff, artists, partners, volunteers and other involved parties. The document is signed and approved by the RIXC board member, Agnese Baranova.

Dedicated Resources

A person responsible is allocated for gender equality plan monitoring and implementation, namely, Liva Silina, RIXC project coordinator.

Data Collection & Monitoring

Collect sex/gender-disaggregated data annually and track indicators (e.g.,

	leadership roles, project leads, participation).
Training / Awareness Raising	Provide training for staff and decision-makers on gender equality, unconscious bias, inclusive practices, and onboarding.

4. Measures

Work-Life Balance & Organisational Culture	Flexible working hours, parental leave policies, remote working, avoid disadvantageous meeting times.
Gender Balance in Leadership	Ensure balance in Boards, committees, project leadership; set ~50% targets where possible; monitor regularly.
Equality in Recruitment & Career Progression	Transparent criteria, gender-neutral ads, mentorship, re-entry support for parental/illness breaks.
Integration of Gender Dimension	Ensure projects consider gender/intersectionality in themes, technologies, and communities engaged.
Prevention of Harassment	Adopt a code of conduct, safe reporting mechanisms, zero tolerance, periodic training.

5. Implementation Approach

Foundational Actions

- Appoint a person responsible for monitoring the implementation of the Gender Equality Plan.
- Collect baseline data to identify gaps and opportunities.
- Publish and communicate the Gender Equality Plan (GEP) across the organization.
- Design and schedule awareness and training programs.

Structural Measures

- Review recruitment and promotion procedures to ensure fairness and transparency.
- Set and monitor gender-balance objectives.
- Establish and strengthen flexible working arrangements and family-friendly policies.

Ongoing Integration

- Incorporate the gender dimension into research projects, and organization policies.
- Collect feedback regularly and adjust measures accordingly.
- Issue periodic reports on progress and challenges.

Sustainability & Culture Change

- Embed gender equality principles into the organizational culture.
- Build long-term partnerships with external institutions and networks.
- Revise and update the GEP on a regular basis to reflect progress and evolving needs.

6. Indicators & Monitoring

- Gender ratio in leadership and projects
- Gender distribution in artists/residents
- Number of trained staff/participants
- Feedback from surveys
- Reported/resolved incidents of harassment
- % of projects with gender/intersectional dimension

7. Responsibilities & Governance

Top Management ensures accountability and to apply fair recruitment; a person responsible for monitoring the implementation of the Gender Equality Plan coordinates implementation; Artists & Partners are informed of GEP and encouraged to adopt practices.

8. Communication & Awareness

The GEP is published on RIXC's website, shared at staff meetings and with partners. Regular updates in newsletters/project meetings.

9. Revision & Sustainability

The GEP will be reviewed annually against indicators and revised every 2–3 years. Continuous commitment from leadership is essential for sustainability.



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