# Gender & Intersectionality Equality Plan

**Fundacja Edukacyjna Nausika**

**Validity Period:** 2026–2030

## 1. Introduction, Scope and Commitment

Fundacja Edukacyjna Nausika is a non-profit educational organisation working in the fields of degrowth education, global education, climate education, active citizenship, and transformative learning.

For Nausika, equality is an integral part of social, economic, and ecological justice. The organisation recognises that gender inequalities are deeply interconnected with wider systemic power structures and intersecting forms of exclusion.

This plan commits Nausika to **gender equality, gender equity, and explicit inclusion of non-binary, genderqueer, and transgender individuals**, as well as people of all gender identities and expressions.

Through non-formal education (NFE) methodologies, experiential learning, educational games, and LARP (Live Action Role-Play) frameworks, Nausika creates inclusive spaces where diverse voices and marginalized perspectives are recognized, valued, and empowered.

This updated plan has been adopted by the management board of Fundacja Edukacyjna Nausika for the **4-year period 2026–2030** and applies to all board members, employees, long-term collaborators, freelance trainers, facilitators, volunteers, and project partners.

## 2. Public Document and Responsibility

This Gender & Intersectionality Equality Plan is a public organizational document published on Nausika's official communication channels.

- **Primary Responsibility:** Lies with the Management Board of Fundacja Edukacyjna Nausika.
- **Implementation Support:** Provided by project coordinators, lead facilitators, and educational design teams.
- **Operational Culture:** Equality principles are embedded directly into day-to-day work through:
    - Inclusive and non-formal educational design;
    - Participatory and consent-based decision-making;
    - Clear **Social Contracts** (Group Agreements) established in both organizational work and educational activities;
    - Safe and respectful learning and working environments.

# 3. Methodological Approach: Non-Formal Education, Reflection and Peer Support

Nausika's commitment goes beyond administrative compliance by embedding equality into its core educational pedagogy. The organization implements this plan through dedicated internal resources, facilitation expertise, and non-formal education (NFE) methodologies.

Key pedagogical and organizational practices include:

- **Social Contracts (Group Agreements):** Used consistently in team operations, workshops, and international exchanges to co-create safe, respectful, and explicitly gender-inclusive spaces.
- **Deep Reflective Practices & Feedback Loops:** Structured debriefings after project activities to analyze dynamics, power relations, and gender/identity dimensions.
- **Peer Coaching & Mentorship:** Encouraging mutual learning, sharing of good inclusion practices, and peer feedback among facilitators, trainers, and project managers.
- **Continuous Evaluation:** Methodical review of educational tools, game scenarios, and group dynamics to continuously refine accessibility and equity.

Where necessary, Nausika collaborates with external experts in gender studies, LGBTQIA+ advocacy, intersectionality, and anti-discrimination.

# 4. Data Collection, Monitoring and Continuous Evaluation

Nausika applies both qualitative and quantitative monitoring mechanisms to evaluate organizational culture and participation.

The organization collects and reviews data concerning:

- Gender balance and representation of non-binary/trans individuals across project teams, trainer pools, and participant groups;
- Distribution of leadership, facilitation, and decision-making roles;
- Accessibility, physical/emotional safety, and inclusiveness of educational activities;
- Qualitative feedback gathered through post-activity debriefs, peer coaching sessions, and participant evaluation surveys.

**Evaluation Cycle:** Progress is systematically evaluated every two years, with annual peer reviews informing adjustments to organizational practices and training approaches.

# 5. Awareness Raising, Intersectionality and Capacity Building

Nausika actively fosters ongoing awareness of gender diversity, equity, and intersectionality among its staff and core network.

Key focal areas for internal capacity building include:

- Recognizing and mitigating implicit gender biases and heteronormative assumptions;
- Using gender-inclusive, non-binary, and respectful language in all languages of operation (including correct pronoun usage);
- Understanding intersectionality—how gender intersects with climate justice, socio-economic status, mobility, and background;
- Navigating power dynamics and privilege in educational and group contexts;
- Designing safe learning spaces that cater to diverse emotional and physical needs.

These topics are integrated into onboarding processes, internal team retreats, peer coaching sessions, and facilitated staff development workshops.

# 6. Work-Life Balance, Care Culture and Wellbeing

Nausika promotes an organizational culture centered on empathy, care, trust, and mental well-being, recognizing care work as a vital pillar of social justice.

Key measures include:

- Flexible, remote, and hybrid work models adapted to project-based needs;
- Recognition and respect for diverse personal care obligations (parental, family, community, or self-care);
- Sustainable work practices designed to prevent activist and educator burnout;
- Transparent communication and mutual care protocols within project teams.

# 7. Inclusive Leadership and Decision-Making

Nausika practices participatory, collaborative, and non-hierarchical leadership.

The organization commits to:

- Ensuring equal opportunities for team members of all genders and gender identities to participate in strategic planning;
- Active inclusion of diverse gender perspectives—including non-binary and women facilitators—in high-visibility and leadership positions;
- Disruption of gender-stereotyped task assignments (e.g., balancing administrative/care roles with external representation and strategic decision-making).

# 8. Equity in Recruitment and Collaboration

Nausika ensures transparent and non-discriminatory selection processes for employees, contractors, trainers, facilitators, and organizational partners.

Measures include:

- Explicitly welcoming applications from women, non-binary, trans, and underrepresented individuals in open calls;
- Using transparent, competence-based selection criteria;
- Employing inclusive, gender-neutral language in public recruitment materials;
- Ensuring equal remuneration for equivalent responsibilities and expert contributions.

# 9. Gender, Equity and Diversity in Educational Games and Content

Gender equality, equity, and diversity are core elements of Nausika's educational content creation—particularly within its educational games, simulation tools, and LARP scenarios.

- **Embedded Economic & Social Equity:** In tools such as the educational game ***Time to Land*** and projects grounded in the **Doughnut Economy framework**, gender equality and social equity are explicitly featured as indispensable foundations of a safe and just operating space for humanity.
- **Game & Scenario Design Rules:**
    - Characters, role-play briefs, and scenarios are designed to avoid reinforcing gender stereotypes or traditional roles.
    - Role descriptions actively incorporate non-binary and diverse gender options.
    - Scenarios invite players to critically reflect on power structures, privilege, economic marginalization, and gendered impacts of systemic issues (e.g., climate change, resource distribution).
- **Inclusive Debriefs:** Facilitators are trained to highlight gender equity, care work, and systemic justice during game debriefing sessions.

# 10. Prevention of Discrimination, Violence and Harassment

Nausika maintains zero tolerance for gender-based violence, sexual harassment, transphobia, homophobia, or discrimination of any kind.

The organization:

- Establishes clear **Social Contracts** and code-of-conduct guidelines for all events, trainings, and digital spaces;
- Operates on explicit consent principles during experiential learning, interactive exercises, and LARPs;
- Implements clear reporting pathways and supportive intervention protocols if discomfort, harassment, or boundary breaches occur;
- Prioritizes survivor-centered support and swift corrective action.

# 11. Review, Feedback and Continuous Improvement (2026–2030)

This Gender & Intersectionality Equality Plan is a living document valid from **2026 through 2030**.

It will undergo a formal mid-term review in **2028** based on:

1. Outcomes from continuous internal evaluation and peer-coaching debriefs;
2. Qualitative feedback from project participants, partner organizations, and external facilitators;
3. Evolving methodologies in non-formal education, intersectional equality, and transformative game design.

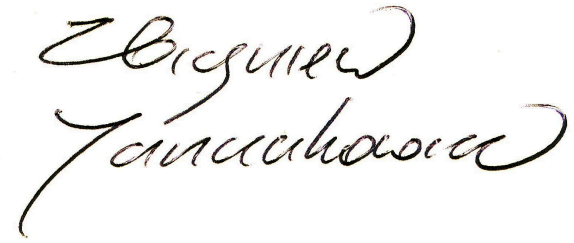
**Adopted by:** Management Board, Fundacja Edukacyjna Nausika

**Date:** 2026

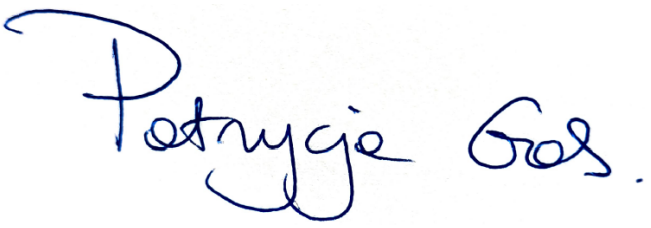
**Valid until:** 2030

Date of adoption: 2026-02-01

Zbigniew Janczukowicz
Director of Fundacja Edukacyjna Nausika



Patrycja Gas-Janczukowicz
Board Member of Fundacja Edukacyjna Nausik



Fundacja Edukacyjna Nausika
www.nausika.eu
biuro@nausika.eu
ul. Komandosów 15/90
Kraków 30-334, Polska
OID E10021633 NIP (tax number) 6762548142
REGON 380007909 KRS 0000728246