



YEN Youth of
European
Nationalities

Gender Equality Plan

Youth of European Nationalities (YEN) is committed to promoting gender equality and ensuring fair and inclusive participation across its governance, activities, and decision-making processes.

YEN recognises that equal participation of all genders strengthens democratic representation, organisational transparency, and the quality of youth participation within minority communities.

This Gender Equality Plan establishes YEN's long-term framework for monitoring gender representation and participation. The plan focuses on practical and measurable monitoring mechanisms that support institutional awareness and continuous improvement.

1. Scope of Application

This Gender Equality Plan applies to:

- YEN General Assemblies
- Trainings, seminars, and events organised by YEN
- YEN Board, Office, and governing structure

2. Gender Equality and Intersectionality in Minority context

YEN adopts an **intersectional understanding** of gender equality, recognising that gender-based discrimination often overlaps with other structural inequalities. Minority youth may experience compounded barriers due to their minority status, cultural norms, rural or remote location, or lack of institutional representation.

Community work also requires addressing **gender dynamics** within minority structures. Motivation, participation and leadership opportunities are often shaped by gender roles and expectations. Through an intersectional approach, we explore how gender influences power, access, and the capacity to act within communities.

Gender equality within YEN therefore addresses:

- Unequal access to participation and leadership
- Gendered expectations within minority communities
- Structural barriers affecting women, non-binary, and gender-diverse youth
- Intersectional discrimination affecting specific groups (e.g. Roma girls, LGBTQIA+ youth in conservative regions)

3. Safe, Inclusive, and Respectful Environments

YEN implements a comprehensive Code of Conduct applicable to all activities. This includes:

- Mandatory introduction of the Code of Conduct at all events
- Clear explanation of acceptable behaviour and reporting mechanisms
- Designation of trained contact persons for each activity, who can attend relevant parts of the workshop as observers.

YEN maintains clear procedures for:

- Addressing breaches of the Code of Conduct
- Ensuring confidentiality and survivor-centred responses
- Providing appropriate follow-up and accountability

The Board and Office receive regular training on gender equality, discrimination prevention, and handling incidents in a trauma-informed manner.

4. Gender Monitoring

a. Representation

YEN collects voluntary gender data from participants during registration for General Assemblies, trainings, and other relevant activities.

Participants are provided with inclusive and voluntary self-identification options. Data collection respects privacy, data protection principles, and voluntary disclosure.

YEN maintains regular internal monitoring of gender representation, including gender distribution of participants across activities and within the Board and Office. The collected data supports organisational reflection and helps identify participation trends over time.

b. Active Participation

YEN recognises that equal representation does not automatically ensure equal participation. Therefore, YEN monitors participation dynamics during decision-making and discussion spaces.

During General Assemblies and relevant meetings, YEN monitors the number of speaking interventions and actively contributes to discussions per gender. Monitoring is conducted through simple observation and counting by a designated person elected during the General Assembly.

YEN gender monitoring results are published during the General Assembly each year. The collected information supports:

- Organisational transparency

- Long-term institutional memory
- Strategic planning and reporting obligations where relevant

5. Supportive Organisational Measures

To support inclusive participation environments, YEN commits to:

- Using gender-neutral and inclusive language in official communication and materials
- Introducing and implementing the Code of Conduct at all activities
- Providing safe and respectful participation spaces for individuals of all genders
- Ensuring that gender identification remains voluntary and self-defined

This Gender Equality Plan represents YEN's long-term commitment to gender equality monitoring.

We consider this a living document that will be continually reviewed and refined to reflect organisational development, emerging needs, or external requirements, ensuring it remains effective.