

EFFECTIVE ALTRUISM

ЕФЕКТИВНИ АЛТРУИЗАМ

GENDER EQUALITY PLAN

2025–2028

Adopted by the Board of Directors

Date: 24. Jan 2025

Version 1.0

Document Control

Organisation	Effective Altruism (Ефективни Алтруизам)
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Responsible Person	Dušan Nešić, President

1. Introduction and Commitment

Effective Altruism (Ефективни Алтруизам, hereinafter “the Organisation”) is a non-profit association registered in the Republic of Serbia, working at the intersection of AI safety, human rights, and environmental protection. The Organisation is committed to advancing gender equality in all its activities, governance structures, research, and community engagement.

This Gender Equality Plan (GEP) has been developed in accordance with the eligibility requirements of Horizon Europe and reflects the Organisation’s genuine commitment to fostering an inclusive, equitable, and non-discriminatory working environment. It fulfils the mandatory process-related requirements set out by the European Commission, namely: (a) it is a public document published on the Organisation’s website; (b) it designates dedicated resources and assigns responsibility for implementation; (c) it includes provisions for sex- and gender-disaggregated data collection and monitoring; and (d) it establishes a framework for awareness-raising and training.

The Organisation acknowledges that the field of AI safety (one of our main focus areas right now) is predominantly male, and recognises the particular importance of proactive measures to ensure that women and underrepresented genders are represented, heard, and valued in its work.

2. Legal and Policy Framework

This GEP is developed in alignment with the following legal instruments and policy frameworks:

- The Constitution of the Republic of Serbia, which guarantees gender equality and prohibits discrimination (Articles 15 and 21).
- The Law on Gender Equality of the Republic of Serbia (“Sl. glasnik RS”, No. 52/2021).
- The Law on the Prohibition of Discrimination (“Sl. glasnik RS”, No. 22/2009 and 52/2021).
- The Law on Associations (“Sl. glasnik RS”, No. 51/2009, 99/2011, 44/2018).

- European Commission requirements for Horizon Europe applicants regarding Gender Equality Plans (effective since calls with deadlines in 2022).
- The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

3. Current State of Gender Equality

3.1 Governance

The Organisation's Board of Directors currently comprises three members: two women and one man, resulting in a 67% female representation at the highest governance level. This exceeds both Serbian legal requirements and the Organisation's own target of maintaining at least 35% representation of each gender in leadership positions.

3.2 Membership and Workforce

The Organisation strives to maintain at least 35% female membership across all levels, despite operating in a field—AI safety—where women remain significantly underrepresented globally. As a small association, the Organisation does not currently have paid staff; activities are carried out by board members, volunteers, and project-based collaborators.

3.3 Baseline Data

As of the adoption of this Plan, the Organisation commits to collecting and maintaining the following baseline data on an annual basis: membership breakdown by gender, board composition by gender, gender distribution of event speakers and panellists, gender distribution among project collaborators and researchers, and participation rates by gender in training and outreach activities.

4. Objectives and Actions

4.1 Work–Life Balance and Organisational Culture

Objective: Foster an organisational culture that supports work–life balance and accommodates diverse personal circumstances.

- Maintain flexible and remote participation options for all organisational activities, meetings, and events.
- Schedule meetings and events with consideration for caregiving responsibilities, avoiding late evenings and weekends where possible.
- Ensure that parental or caregiving responsibilities are never a barrier to participation or advancement within the Organisation.

4.2 Gender Balance in Leadership and Decision-Making

Objective: Sustain and strengthen gender-balanced leadership and decision-making at all levels.

- Maintain a minimum of 35% representation of each gender on the Board of Directors. Should a vacancy arise that would reduce representation below this threshold, recruitment efforts will prioritise restoring balance.

- Ensure gender-balanced representation in project leadership roles, working groups, and any advisory bodies the Organisation may establish.
- When nominating representatives to external bodies, conferences, or panels, actively seek gender-balanced representation.

4.3 Gender Equality in Recruitment and Career Development

Objective: Ensure gender-sensitive and inclusive practices in the recruitment of members, volunteers, collaborators, and (where applicable) staff.

- Draft all calls for volunteers, collaborators, and positions using gender-inclusive language in both Serbian and English.
- Disseminate opportunities through channels and networks that reach women and underrepresented genders in the AI safety and effective altruism communities.
- Evaluate all candidates on merit, ensuring that selection panels (where formed) include members of different genders.
- Provide mentoring and development opportunities equitably, with particular attention to supporting women's participation in technical and leadership roles.

4.4 Integration of the Gender Dimension in Research and Programme Content

Objective: Systematically consider gender as a dimension in the Organisation's research, advocacy, and programmatic activities.

- Where the Organisation undertakes or commissions research—particularly in AI safety, policy, or ethics—consider how gender may affect research questions, methodologies, data collection, and the interpretation of findings.
- Promote awareness of gender bias in AI systems and datasets as part of the Organisation's broader AI safety mission.
- Ensure that publications, policy recommendations, and educational materials produced by the Organisation use gender-inclusive language and address gender-differentiated impacts where relevant.

4.5 Measures Against Gender-Based Violence Including Sexual Harassment

Objective: Establish a zero-tolerance policy towards gender-based violence, harassment, and sexual harassment, and provide clear mechanisms for reporting and addressing such conduct.

- Adopt and publicise a Code of Conduct applicable to all organisational activities (including events, online forums, and collaborative spaces) that explicitly prohibits gender-based violence, harassment, and sexual harassment.
- Designate a confidential contact point to whom incidents can be reported safely. In the current structure, this person shall be a board member of a different gender from the person against whom the complaint is directed.
- Ensure that all complaints are handled promptly, confidentially, and with due regard for the rights and wellbeing of all parties involved.
- Provide information and, where feasible, training on recognising and preventing gender-based violence and harassment.

5. Data Collection and Monitoring

The Organisation commits to the systematic collection, analysis, and reporting of sex- and gender-disaggregated data. Data will be collected with full respect for data protection regulations, including the Serbian Law on Personal Data Protection and, where applicable, the EU General Data Protection Regulation.

5.1 Indicators

The following indicators will be tracked annually:

Indicator	Target
Female representation on the Board	≥ 35%
Female membership overall	≥ 35%
Female speakers/panellists at events	≥ 35%
Female representation in project leadership	≥ 35%
Harassment complaints addressed within 30 days	100%
Annual GEP training/awareness session held	Yes

5.2 Reporting

The President of the Organisation, or a designated Gender Equality Officer, will prepare an annual monitoring report summarising progress against the indicators listed above. This report will be shared with all members and published on the Organisation's website alongside this GEP.

6. Dedicated Resources

The Organisation commits to dedicating the following resources to the implementation of this GEP:

- **Responsibility:** The President of the Organisation (Dušan Nešić) is designated as the person responsible for GEP implementation and monitoring, with the support of the full Board of Directors. Should the Organisation grow to include paid staff, a Gender Equality Officer role will be considered.
- **Time:** A minimum of 10 hours per year of board time will be allocated to GEP-related activities, including data collection, review, training, and reporting.
- **Budget:** Where the Organisation receives project funding (including from Horizon Europe), gender equality activities will be included as eligible costs in project budgets. This may include training materials, external expertise, and event organisation costs.
- **Training:** The Organisation will ensure that all board members and active volunteers receive basic training or orientation on gender equality, unconscious bias, and the prevention of harassment at least once per year. This may take the form of a workshop, a structured discussion, or the dissemination of relevant materials.

7. Awareness-Raising and Training

The Organisation recognises that meaningful progress on gender equality requires more than formal policies; it requires active awareness and engagement from all members. To this end, the Organisation will:

- Conduct at least one awareness-raising or training activity on gender equality per calendar year, tailored to the Organisation’s context and the AI safety field.
- Share relevant resources, research, and best practices on gender equality and inclusion with all members and collaborators.
- Encourage open discussion of gender-related challenges within the Organisation and in the broader effective altruism and AI safety communities.
- Where feasible, partner with Serbian and international organisations working on gender equality to deliver joint activities or benefit from external expertise.

8. Implementation Timeline

Period	Action	Responsible
Q1 2025	Adopt GEP; publish on website; collect baseline data	Board
Q2 2025	Adopt Code of Conduct; designate confidential contact point	Board
Q3 2025	Conduct first gender equality awareness session	President
Q4 2025	First annual data collection and internal review	President
Q1 2026	Publish first annual monitoring report; update GEP if needed	President
Annually	Repeat data collection, training, review, and reporting cycle	President / Board
2028	Comprehensive review and renewal of GEP for next period	Board

9. Review and Amendment

This GEP is a living document. It will be reviewed annually by the Board of Directors, with a comprehensive revision planned for 2028. Amendments may be adopted at any time by a decision of the Board to reflect changes in the Organisation’s size, activities, legal requirements, or the results of monitoring and evaluation.

All revised versions will be published on the Organisation’s website, with the version history maintained in the document control table above.

10. Adoption and Signatures

We, the undersigned members of the Board of Directors of Effective Altruism (Ефективни Алтруизам), hereby adopt this Gender Equality Plan and commit to its implementation.

Adopted in Belgrade on: 24.01.2025.



Dušan Nešić

President of the Board



Tatiana Skuratova

Board Member



Darija Nešić

Board Member