

## Gender Equality Plan

*Introduction:* Gender equity is at the heart of the Sonar Global Association’s composition and research services. Our commitment to inclusivity and pluralism extends beyond conventional binary notions, embracing transgender, gender-diverse, and non-binary identities. This inclusive perspective serves as a central lens, guiding our engagement with diverse actors and grounding our association in a spectrum of intersectional identities and lived experiences.

In transcending conventional boundaries, we recognize that gender dynamics significantly affect public experiences during disasters, leading to heightened gendered marginalization and exclusion. This Gender Equality Plan translates our vision into actionable strategies, ensuring that gender equality is not just a concept but a lived reality within our association and the communities we serve.

Gender is not only vital for interpreting, validating, and scaling up our research findings (Tannenbaum *et al* 2019): it underscores our commitment to inclusivity and pluralism, and to grounding our Association in a spectrum of intersectional identities and associated lived experiences.

We prioritize gender sensitivity and tackle multiple barriers that may hinder equitable participation and outcomes. We will:

- **Promote Equal, Diverse, and Inclusive Research Partnerships** that embody equality, diversity, and inclusivity. We employ multiple strategies to redress gender-driven power hierarchies, including the integration of gender experts in the consortium.
- **Implement Gender-Responsive Methodology** in Research Design, Data Collection and Analysis: Our research design and data collection processes are undergirded by a gender-responsive approach, including gender-sensitive sampling techniques and deployment of a diverse expert research staff for fieldwork. We develop our datasets with data disaggregated by sex, gender identification, and other relevant socio-demographic variables. We will actively reduce gender biases in any manual or automated social media or other textual analysis conducted during the project. Data analysis will focus on identifying vulnerabilities and resilience resources based on gender and relevant indicators.
- **Develop a Toolkit for Inclusivity and Equality:** Our activities seek to enhance social and health equity and benefits all societal groups. We attend to the needs of marginalized and excluded gender identities. We will actively collaborate with gender minorities.
- **Bridge Access to Institutional Arenas:** Recognizing the importance of access and representation for marginalized gender groups, we will dialogue with institutional and political authorities and ensure that marginalized groups have access to and representation within institutional arenas. We will also involve willing members of these marginalized groups in activities related to dissemination, training, and political negotiation. This collaborative approach will help us advocate for positive change, promote equitable participation, and foster inclusive decision-making processes.

**I. Organizational Framework and Policy Integration:** Sonar Global Association commits to institutionalizing gender equality within its structure. A comprehensive review of internal policies and frameworks will ensure alignment with inclusivity principles. Swift amendments will address any identified gaps, reinforcing a workplace that promotes equal opportunities and eradicates discriminatory practices.

**II. Inclusive Programming and Skill Development:** Our commitment to gender equality extends to program design, integrating gender-sensitive perspectives and advocating for inclusivity. Targeted skill development programs will ensure that women and marginalized gender identities within our association have access to opportunities for professional growth and development.

**III. Gender-Inclusive Partnerships and Collaboration:** Recognizing the importance of fostering gender-inclusive partnerships, we will actively seek collaborations with organizations sharing our commitment. Joint projects, knowledge exchange, and mutually reinforcing efforts will amplify our impact, advancing gender equality globally.

**IV. Internal Leadership and Decision-Making Diversity:** Internally, the Sonar Global Association champions diversity in leadership. We commit to fostering an environment that supports and promotes women's and gender-diverse leadership, including targeted mentorship programs, leadership training, and pathways for career progression.

**V. Awareness and Advocacy Campaigns:** Communication is a powerful tool for change. The Sonar Global Association will leverage its platforms to launch awareness and advocacy campaigns. These initiatives will educate our members and the wider community, sparking conversations and fostering cultural change.

**VI. Monitoring and Reporting Mechanisms:** the Sonar Global Association will establish robust monitoring and reporting mechanisms to track progress. Regular evaluations, feedback loops, and transparent reporting will ensure accountability, making data-informed adjustments to our strategies.

**VII. Global Collaboration for Impact:** Recognizing gender equality as a global challenge, Sonar Global Association will actively seek collaborations beyond borders. Engaging in international forums and contributing to global discussions, we aim to share our learnings and contribute to a broader movement transcending geographic boundaries.

In adopting this Gender Equality Plan, the Sonar Global Association solidifies its dedication to serving as a catalyst for positive change. This plan is a roadmap to a future in which our organization and the communities with whom we interact are equitable and diverse. . We seek to build a world in which all people, can thrive and contribute meaningfully.