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# Equality, Diversity & Inclusion

## Introduction

This equality plan contains the behavioral guidelines and general rules that anyone involved in the management, operations, and functioning of the Foundation must comply with, regardless of their level in the hierarchy, mainly its employees, managers, members of its governing bodies, volunteers, suppliers, and collaborators according to the type of relationship they have with the Foundation.

Alongside this equality plan, the Foundation also describes our "Values in action," providing guidance on how we embody our values and the organization's actions to achieve this.

## Objective

Our commitment to being a regenerative organization addressing complex intersectional challenges demands that we create safe spaces for all.

We are committed to the principle that working with and from diverse understandings and perspectives improves the quality of our work.

We are committed to learning how to responsibly create a culture of care that increases our team diversity and the collaborations and partnerships we participate in.

## Scope

1. **Gender Equality:** This plan includes specific measures to ensure gender equality within the Foundation.
2. **Non-Discrimination:** The Foundation provides that all employees are treated fairly and without discrimination based on gender or other protected characteristics. Guaranteeing equal opportunity to diverse people in the selection, hiring, training, promotion, and treatment of staff according to objective criteria.
3. **Equal Pay:** The Foundation ensures that men and women receive equal pay for similar work or work of equal value. Conducting regular pay audits to identify and address gender pay gaps.
4. **Promote Work-Life Balance:** The Foundation supports work-life balance by offering flexible work arrangements, parental leave, and other policies that help employees balance their work and personal lives.
5. **Preventing and addressing Harassment and Gender-Based Violence:** The Foundation has procedures in place to prevent and address Harassment and gender-based violence in the workplace. Providing training to employees and managers on these issues.
6. **Gender-Neutral Language:** We use gender-neutral language in job descriptions, policies, and communication to avoid reinforcing gender stereotypes.
7. **Gender Diversity in Leadership:** We have achieved gender diversity in leadership positions. We actively promote the advancement of women within the organization.
8. **Training and Awareness:** We have mandatory expert training in equality, diversity, and inclusion.
9. **Reporting and Monitoring:** We collect and analyze data on gender diversity, pay equity, and other relevant metrics. Using this data to track progress and make necessary adjustments to policies and practices.
10. **Collaborate with Employees and Partners:** We engage with employees to ensure that gender equality concerns are addressed and that employees have a voice in the process.
11. **Compliance with Reporting Requirements:** We have a clear equality policy. Committed to gender balance and equity and report against it.
12. **Continuous Improvement:** We commit to constant improvement in gender equality efforts. Regularly review and update policies and practices to reflect best practices and evolving societal expectations. Including training for all staff on equity, diversity, and inclusion.
13. **Raise Awareness:** Promote awareness of the importance of gender equality and the organization's commitment to it among employees, customers, and stakeholders.

14. **Seek Legal Advice:** We have commissioned an expert. Help to provide training and support and can further trust legal advice or consult with experts in gender equality and labor law to ensure compliance with all relevant regulations and requirements.

## **Actions**

1. Sharing this Equality Plan with the organization and teams.
2. Providing the necessary human and financial means to undertake the measures outlined in this plan.
3. Monitoring, maintaining, and evolving this policy per the Foundation's values and mission.
4. Providing all staff training and learning opportunities for equality, diversity, and inclusion.
5. Providing flexible working opportunities to all staff.
6. Regularly reviewing our maternity and paternity policy.
7. Making reasonable adjustments and allowing flexibility to those with caring commitments and duties.
8. Actively promoting self-care health and well-being in teams.
9. Providing a safe working environment, including in remote locations.
10. Preventing any situation of sexual violence, including Harassment, that may occur. If it should happen, providing prompt and effective protection (see Gross Misconduct and Harassment policy).
11. Providing support and protection measures for victims of gender-based violence in the context of the family, intimate partner, and ex-partner.
12. Ensuring all job opportunities include clear role information, necessary qualifications, skills, and remuneration information.

## **Supervision & Responsibility**

Implementation of this policy is reviewed annually by the Board and the Executive team.

Day-to-day responsibility for the implementation and management of this plan is provided by the Director of Becoming and HR Manager.