

CONTEMPORARY ART CENTRE (CAC)

CAC DEPARTMENT – SAPIEHA PALACE

GENDER EQUALITY PLAN

2026–2029

Approved by

Director of the Contemporary Art Centre

Order No. ____, Date: ____ 2026

Vilnius, 2026

1. General Provisions

The Contemporary Art Centre (CAC) and its department Sapieha Palace are contemporary art institutions implementing exhibition, education, research and international cooperation activities.

The institution employs approximately 70 staff members. The current staff composition shows a relatively balanced gender distribution; however, ensuring gender equality remains an essential part of organisational culture and responsible governance.

The Gender Equality Plan (hereinafter – the Plan) aims to:

- ensure equal opportunities for all employees and collaborators;
- prevent discrimination and harassment;
- promote gender balance in decision-making;
- integrate gender equality principles into artistic programming and public activities.

The Plan applies to all employees, managers, project-based staff, interns, as well as freelance curators, artists, educators and external experts.

The Plan is publicly available on the websites of the Contemporary Art Centre and Sapieha Palace.

2. Legal and Policy Framework

This Plan is based on:

- Directive 2006/54/EC on equal treatment of women and men;
- European Commission Gender Equality Strategy;
- European Research Area (ERA) priorities;
- Horizon Europe Gender Equality Plan requirements;
- Constitution of the Republic of Lithuania;
- Law on Equal Opportunities;
- Law on Equal Opportunities for Women and Men;
- Labour Code of the Republic of Lithuania.

According to the Labour Code, employers with more than 50 employees must ensure the implementation of equal opportunities policies.

3. Monitoring and Data Collection

Data is collected and analysed annually, including:

- staff distribution by gender and position level;
- gender balance in leadership positions;
- average salary by gender;
- recruitment outcomes;
- work–life balance practices;
- complaints or incidents;
- gender distribution of artists, curators and speakers in the artistic programme.

Results are reviewed by the management and used to improve the implementation of the Plan.

4. Objectives and Measures

Objective 1. Strengthening governance and gender equality management

Measures	Indicators	Responsible	Timeline
Appoint a Gender Equality Coordinator	Coordinator appointed	Director	2026
Collect and analyse gender data	Annual report prepared	Administration	Annually
Prepare and publish progress review	Information publicly available	Administration, Communication	Annually
Publish the Plan on the website	Plan publicly accessible	Communication Unit	Continuous

Objective 2. Ensuring equal opportunities in employment

Measures	Indicators	Responsible	Timeline
Transparent recruitment procedures	Gender balance monitored	Administration	Continuous
Equal pay for work of equal value	No unjustified gender pay gap	Administration	Annually

Equal access to professional development	Training participation statistics	Department heads	Continuous
Flexible work arrangements	Flexible working options applied	Department heads	Continuous

Objective 3. Safe and inclusive working environment

Measures	Indicators	Responsible	Timeline
Adopt anti-discrimination and anti-harassment policy	Policy approved	Director	2026
Ensure confidential reporting mechanism	Reporting channel operational	Administration	Continuous
Organise staff training	Training held every 2–3 years	Administration	Periodic
Support return after parental leave	Individual work arrangements applied	Department heads	Continuous

Objective 4. Integrating gender equality into artistic programming and public activities

Measures	Indicators	Responsible	Timeline
Monitor gender distribution of artists and curators	Annual programme analysis	Programme team	Annually
Promote diversity in open calls and selections	Gender balance statistics	Programme team	Continuous
Ensure diversity among event participants	Participant analysis	Programme team	Annually
Encourage projects addressing gender equality themes	Projects implemented	Curators	Periodic

Objective 5. Gender-sensitive communication

Measures	Indicators	Responsible	Timeline
Use inclusive and gender-sensitive language	Communication content reviewed	Communication Unit	Continuous
Ensure diverse representation in visuals	Periodic communication reviews	Communication Unit	Periodic

5. Resources

Organisational and administrative resources are allocated for the implementation of the Plan, including:

- staff time for data collection and analysis;
- organisation of training activities;
- development and updating of internal procedures;
- integration of gender equality principles into projects and institutional activities.

The role of Gender Equality Coordinator is assigned as an additional responsibility to an existing staff member.

6. Review and Validity

The Plan is valid for the period 2026–2029.

Progress is reviewed annually.

The Plan may be updated in response to changes in legislation or institutional needs.

7. Final Provisions

The Contemporary Art Centre and Sapiuha Palace aim to maintain a safe, inclusive and socially responsible cultural institution where gender equality is an integral part of organisational culture, governance and artistic practice.