



European Alliance Against Depression (EAAD) – Gender Equality Action Plan 2025-2027

Commitment: EAAD is committed to promoting equality across all genders and combatting discrimination against women

Goal: EAAD committed via its [Gender Equality Plan 2021-2024](#) to the following action in 2024:

Check and monitor progress, identifying success and barriers in preparation for the next plan

Our People

Our Board and Members

Our Products

Our Research

Output Status report to General Assembly Meeting (to be held on 17 November 2025).

Where next? **2025:** Provide Gender Equality training for all employees (**Output:** All staff including volunteers trained in Gender Equality)

2026: Development of an EAAD recruitment policy that integrates gender equality principles (**Output:** EAAD recruitment policy introduced and enforced)

2027: Check and monitor progress, identifying success and barriers in preparation for the next plan (**Output:** Review report and next Plan)

The table on the subsequent page provides an overview of actions against each of the four pillars aligned to the audit findings of 2024.

Action in 2025		Action in 2026	Action in 2027	
EAAD Gender Equality Action Plan 2025-2027				
Pillar	Item	Measure(s)	Audit finding/Action	Year
Our People	Current Employees	Workplace culture	<p>Audit finding: An effective onboarding process to help new employees integrate into the culture is in place. Communication is generally effective, enabled by regular team meetings that drive alignment and effective collaboration. Communication practices should be regularly reviewed to ensure continuous improvement. A formal gender equality training program for employees needs to be arranged.</p> <p>Action: identify and implement gender equality training for staff</p>	2025
	Future Employees	Recruitment practice	<p>Audit finding: Practice aligns to German General Equal Treatment Act (2006), no discrimination in recruitment based on sex, including male/female/diverse. Reflected in job specifications, advertisements, gender balance on recruitment/interview panels.</p> <p>Although positive, EAAD would benefit from a recruitment policy, to embed this practice.</p> <p>Action: Develop EAAD recruitment policy</p>	2026
Our Board & Members	EAAD Members	Equality in the opportunity to engage	<p>Audit finding: The EAAD Charter presents no gender bias in terms of decision making; namely all members of the General Assembly receive an equal vote. It is noted that the Charter refers in places to 'he' or 'he or she' when it could be gender neutral. It is accepted this is a translation issue and not intended to promote inequality. Changing the EAAD Charter is an extensive process, however at a point in time when it is required for further reasons, the gender language will be amended.</p> <p>Action: Review EAAD Charter, include updates for gender</p>	2027
Our Products	iFightDepression Tool and Website	Inclusive language and guidance	<p>Audit finding: The language and guidance on the website and tool were developed as part of a research project and first publicly available in 2014.</p> <p>For the updated version of the iFD Tool (completed) and the Awareness Website (planned for 2025), a full review of the text of both will be undertaken as best practice, provided that relevant feedback on inclusive language is received from iFD partners.</p> <p>Action: Review of both website and iFD tool</p>	2025

Action in 2025		Action in 2026	Action in 2027	
EAAD Gender Equality Action Plan 2025-2027				
Pillar	Item	Measure(s)	Audit finding/Action	Year
Our Research	Future Research	Strengthening gender dimensions in research design	Audit finding: EAAD meets the requirements of gender dimensions in research as required, however further training in this area to ensure currency could increase innovative practice in this area.	2027
			Action: Identify and complete training for all staff	