

# Gender Equity Action Plan 2025-2027



Cohere Learning Ltd: Inst.Academy

TeachableMoments.net

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## Our commitment

Gender equality is at the heart of Cohere’s creation, not only because of the Founders but also due to Cohere’s main goals: providing quality and equitable education for all. Cohere’s Founders represent women’s leadership.

Cohere promotes workplace flexibility and the personal work-life balance in all ways possible, having the creation of a flourishing world at the heart of its mission.

## Our focus and vision

Team and collaborators	Education	Communication and Engagement
Be a gender-friendly company, promoter of happier workers, family balance and inclusiveness of the less favoured and work with those whose values align	Foster learning citizenship so that greater understanding can enable inclusion, balance and a sustainable environment	Keep in mind that what we do can promote a better world and remind everyone of their individual agency to make change

## Our priorities

Team and collaborators	Promote work-life balance and a gender equality organisational culture.
Education	Enabling content, design, tools and interactions that promote gender balance.
Communication and Engagement	Ensure integration of the gender dimension into marketing and communications content and process

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Year 1	Year 2	Year 3	Success Measures (Performance - how to know actions are successfully achieved)	Responsible Person/Department /Area
<b>Team and collaborators</b>				
Key Action 1: Promote work-life balance and a gender equality organisational culture				
Aim for gender balance in leadership and decision-making, committing human resources and gender expertise to achieve this	Ensure gender equality in recruitment and career progression in the company	Develop awareness raising /training on gender equality and unconscious gender biases for staff as and when recruited	Monitoring of gender distribution in the decision-making bodies and any new staff recruited or partnerships formed	Amanda Banks Gatenby Sara Jackson
<b>Education</b>				
Key Action 2: Enabling content, design, tools and interactions that promote gender balance.				
Include gender equity guidance in community guidelines and content development tutorial	Embed reward mechanisms or other recognition for user content that aligns with gender balance	Develop content templates that incorporate gender dimension	Number of actions developed	Amanda Banks Gatenby Sara Jackson
<b>Communication and Engagement</b>				
Key Action 3: Ensure integration of the gender dimension into marketing and communications content and process				
Develop activities in the area of gender balance and inclusiveness in company's projects	Include gender balance as metric in all design briefs and procurement policies and documentation	Disseminate measures against gender-based violence including sexual harassment.	Number of actions developed	Amanda Banks Gatenby Sara Jackson

