

## OGC Gender Equality Policy

At Open Geospatial Consortium (OGC) we believe that gender equality is essential for improving the wellbeing of all women, men, and gender non-conforming people and achieving inclusive sustainable development. We believe that all people should live a life free from oppression, discrimination, and constraints. Through our programs, we will work to remedy specific gender-related disadvantages. We will aim to improve systems and structures that act as obstacles for anyone's socioeconomic and political participation. OGC's organizational culture will demonstrate our commitment to gender equality and we will support staff to adopt processes and practices that promote gender equality.

Gender equality is a human right and fundamental for sustainable development. OGC recognizes that there remain significant challenges to achieving this goal, in particular with regard to women and gender non-conforming people. In many parts of the world women and gender non-conforming have limited access to essential services, continue to experience the ongoing threat of sexual and gender-based violence, have limited control over their own bodies and reproductive health choices, have limited access to decision-making and leadership roles, earn less income, and participate in labor markets on an unequal basis compared to men.

Our commitment to gender equality is founded on the Human Rights Framework and globally agreed principles including equality, non-discrimination, participation, and inclusion. OGC recognizes that the identities and backgrounds of people are diverse and multiple with regard to gender, race, ethnicity, ability, sexuality, age, and socioeconomic status, among others, and these factors intersect to further disadvantage. Through our work we are committed to addressing the multiple barriers that people experience as a result of their diverse identities and backgrounds.

We are committed to ensuring:

- **An open and inclusive organizational culture that provides a positive work-life balance**  
A key component for advancing gender equality is work-life balance. Work-life balance is relevant for all genders and identities and involves ensuring that all staff are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace, including caring responsibilities. Details are governed in the OGC Employee Handbook and related policies.
- **Gender is balanced in operations, as well as leadership and decision-making**  
Wherever the gender balance can be improved in departments or committees, OGC strives to do so through gender balance-sensitive assessment of applications, appropriate attention to implicit bias or gendered language, and gender neutral and constructive interview settings.
- **Gender equality in recruitment and career progression**  
Positions are strictly filled following the right-person-right-seat approach, regardless of gender. Job positions are openly published and announced internally, as well as externally. Job descriptions are formulated in gender neutral language and open to any applicants. Reviews are carried out by mixed gender teams to avoid any gender bias in recruitment or career progression decisions.
- **Clear policies exist surrounding harassment and violence in the workplace**  
Policies and reporting procedures are distinctly outlined in the OGC Employee Handbook and related policies. The OGC implemented the Office of the Ombudsmen as a neutral body to raise any issues or systemic concerns outside the organizational hierarchy.

The Director of HR reviews and reports gender equality data on an annual basis to the OGC Leadership Team to make certain we are aware of any gender imbalances or issues and can implement actions for achieving the goals outlined above.