

GENDER EQUALITY POLICY

SAR - Society for Artistic Research

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1. Commitment and Context

1.1 SAR's Commitment

The Society for Artistic Research (SAR) is founded on the conviction that diversity and equality are essential conditions for excellent research, creative collaboration, and the responsible shaping of our shared future. SAR believes that equitable participation across gender, background, and perspective strengthens the quality, relevance, and impact of artistic research.

This Gender Equality Policy (GEP) establishes SAR's framework for promoting equal opportunities, monitoring representation, and fostering an inclusive environment across its governance, operations, and community-serving activities. The document serves as both SAR's Gender Equality Policy and its Gender Equality Plan in the sense of the Horizon Europe eligibility framework.

1.2 Organisational Context

SAR is a facilitating organisation. It does not conduct research itself but serves the international artistic research community through three core activities:

- **Research Catalogue (RC):** an open-access documentation and publishing platform for artistic research, managed and operated by a technical team
- **Journal for Artistic Research (JAR):** a peer-reviewed journal publishing artistic research in non-traditional exposition formats, managed and published by an editorial team supported by an Editorial Board
- **Community Engagement:** conferences, advocacy, and member-led Special Interest Groups (SIGs) that connect the artistic research community

SAR operates with a volunteer Executive Board (8 members), a small distributed operational team, and a JAR Editorial Board. This GEP addresses areas where SAR has direct organisational responsibility and influence.

1.3 Legal and Policy Framework

This GEP aligns with the following legal and policy frameworks:

- **European Union:** Horizon Europe GEP eligibility framework (Regulation EU 2021/695); European Research Area Policy Agenda 2022-2024 Action 5 ("Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration") and its successor ERA Policy Agenda 2025-2027 ("Strengthening gender equality and inclusiveness in the ERA, notably with an intersectional approach")
- **Switzerland:** Federal Constitution Art. 8 para. 3 (equality of women and men in law and in practice); Federal Act on Gender Equality (GIG, 1996), applicable to all employment relationships
- **Data Protection:** EU General Data Protection Regulation (GDPR); Swiss Federal Act on Data Protection (nDSG, 2023)
- **International:** UN Sustainable Development Goal 5 (Gender Equality)
- **SAR Community:** Vienna Declaration on Artistic Research (2020), to which SAR is a signatory; SAR's mission of promoting plurality and diversity in artistic research

1.4 Publication

This GEP is published on the SAR website (societyforartisticresearch.org) under the Governance section, accessible to all visitors. It is available in English, SAR's working language.

2. Building Blocks

2.1 Dedicated Resources

GEP implementation is coordinated by the Second Vice President supported by the Communication Officer as part of their operational responsibilities. Estimated annual effort: approximately 15 hours for data collection, reporting, updates, and awareness coordination (Second Vice President supported by the Communication Officer), and 4 hours for annual review and policy decisions (Executive Board). Resource allocation is reviewed annually as part of SAR's regular budgeting process and will be adjusted if SAR's organisational structure expands.

2.2 Data Collection and Monitoring

SAR collects sex-disaggregated data on its governance bodies and operational team annually. Data collection focuses on areas where SAR has direct organisational responsibility.

What SAR Monitors

Body	Data Points	Source
Executive Board (8 members)	Gender composition	Election records
Operational Team	Gender composition, role distribution	Contract records
JAR Editorial Board	Gender composition	Appointment records
Election Committee (when active)	Gender composition	EB appointment records

Data Collection Method

All data points above are derived from existing records. No additional data collection instruments are required at current scale. Gender categories used: Female / Male / Non-binary / Prefer not to say. Participation is voluntary.

Privacy and Ethics

Aggregated reporting only; no individual identification in published reports. Where any reporting group contains fewer than five persons, data is reported in narrative form rather than percentages to protect individual privacy. Data is stored in SAR's secure systems, accessible to the Executive Board for review purposes. SAR complies with applicable data protection regulations (GDPR).

Reporting

Report	Frequency	Audience	Format
Internal review	Annual (January)	Executive Board	Summary with year-on-year comparison
GA summary	Annual (with GA materials)	All members	1-page overview in Annual Report
Website	Annual (post-GA)	Public	Key indicators

2.3 Awareness Raising

SAR promotes gender equality awareness through practical measures integrated into existing processes:

- **Executive Board onboarding:** New EB members receive an orientation that includes awareness of gender-balanced decision-making, with reference to freely available resources (EIGE Gender Mainstreaming Toolkit, Harvard Implicit Association Test) for self-directed learning.
- **Election Committee briefing:** Before each election cycle, the Election Committee receives a one-page briefing on gender-balanced candidate recruitment, including guidance on active outreach if the candidate pool falls below 30% of any gender.
- **JAR editorial practice:** The Editorial Team ensures that awareness of gender balance in peer reviewer selection and editorial decisions is part of standard editorial practice.
- **Communications:** SAR uses gender-neutral language in its official communications, publications, and website content.

3. Thematic Focus Areas

3.1 Gender Balance in Leadership and Decision-Making

SAR's election procedures are transparent and open to all members. For the Executive Board, the Election Committee is structurally diverse, comprising one Executive Board member, one individual member representative, and one institutional member representative.

SAR will monitor gender composition of all governance and editorial bodies annually. If a persistent imbalance emerges — defined as below 30% of any gender over two consecutive reporting periods — the Executive Board will review whether structural barriers exist and take reasonable action, such as targeted outreach during nomination periods or reviewing role descriptions for unintentional bias.

SAR does not impose quotas. As a volunteer-led organisation in a specialised field, rigid targets would be counterproductive. Transparency, awareness, and willingness to remove barriers are SAR's primary tools.

3.2 Organisational Culture and Work-Life Balance

SAR already operates in ways that support inclusive participation: hybrid meeting formats (in-person and remote), flexible scheduling across time zones, asynchronous decision-making via email votes, and meeting recordings for those unable to attend live. Conference organisation includes accessibility considerations.

This GEP documents SAR's existing inclusive practices. They may be referenced in membership materials and on the SAR website to ensure visibility to partners and funders.

3.3 Gender Dimension in Research Content

SAR respects the autonomy of artistic researchers. Whether and how gender is relevant to a given research project is a matter of scholarly judgement. SAR does not prescribe gender analysis as a requirement for publication or platform use.

SAR will make relevant resources available on its website (e.g., EU Gendered Innovations toolkit, EIGE resources) for members who wish to engage with these frameworks. SAR's peer review practices will include an invitation — not a requirement — for reviewers to consider whether gender is a relevant dimension in the work under review.

4. Implementation and Review

4.1 Annual Cycle

Period	Activity	Responsible
January	Collect previous year's data	Second Vice President supported by the Communication Officer
February	EB reviews data and GEP progress	Executive Board
April–May	Prepare GA summary	Second Vice President supported by the Communication Officer
June	GA presentation and discussion	President
Ongoing	Implement any agreed actions	As assigned

4.2 Revision Triggers

This GEP is reviewed every two years, or earlier if:

- Data reveals a persistent imbalance requiring action
- EU requirements change
- A specific Horizon Europe call requires enhanced compliance

As SAR's operational capacity and organisational structure evolve, the scope of this GEP will expand accordingly. Future reviews may extend monitoring to additional areas such as conference participation, membership demographics, or project-level reporting under EU-funded consortia.

5. Approval

This Gender Equality Plan is:

Approved by	Executive Board on 22 April 2026
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