

Gender Equality Action Plan

Sciencious

Our Commitment

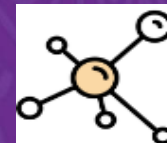
The missions of Sciencious commit to drive the cultural drift, providing both female and male children the same exposure and opportunities in STEM education. This is accomplished by extending our educational programs to groups of underprivileged children across the world and promoting our leadership positions to global passionate students of all genders.

Our focus

Workforce Participation	Policy, Programs and Services	Communication and Engagement
Passionate high school students of any gender are welcome to embark to Sciencious' volunteer and leadership positions	Sciencious' STEM programs are targeted towards passionate and underprivileged children of all genders, allowing them to have equal opportunities and get inspired in learning STEM	Engagements in Sciencious' STEM events and board positions are open for capable, passionate students of all gender. Announcements of new events are delivered to every interested individual.

Our Priorities

Workforce Participation	<ul style="list-style-type: none">- Prevention of inequality in the recruitment process of board members- Prevention of gender stereotypes in board positions and duties- Equal credits received by all board members based on their contributions
Policy, Programs and Services	<ul style="list-style-type: none">- Equal promotion of programs and events to passionate and underprivileged children of all genders- All policies, rules and regulations of the organisation are applicable to board members of any gender.
Communication and Engagement	<ul style="list-style-type: none">- Inclusion of all executive members' opinions and proposals in the board meetings- Equal distribution and engagement of opportunities to members and audience- An open-minded atmosphere in the working platform



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Criteria for the Fairness of Membership

The effectiveness of the gender equality practices will be measured regularly to allow for the actions to be reviewed and updated as they are completed.

Action Item	Sub actions
Selection of executive members and volunteers in the recruitment process	All applicants are anonymously assessed through their responses and work samples in the application form to ensure the fairness of the process
	Selected applicants are invited to introductory interviews. Applicants are chosen for executive positions based on their dedications towards achieving the missions outlined by the organisation. All other applicants are welcome to become volunteers
Promotion and recognition of committed members	All members who successfully implement a project with Sciencious receive a certificate of achievement at the end of the activity. All volunteers also receive a certificate of contribution at the end of their volunteering period.
	If dedicated volunteers or members are performing well in their current role and are willing to take on more responsibilities, they will be promoted to positions of greater responsibility.
	A high-achieving, dedicated member/volunteer will be recognised as the member of the month, who will be featured on Sciencious' social media platforms and receiving a certificate of achievement
Contribution and Engagement of executive members and volunteers to projects of the organisation	Aside from serving their roles, executive members/volunteers of a particular segment of the organization have the rights to contribute and have opinions to projects implemented in other segments. The contributions of the organizers in a particular project will all be equally acknowledged despite their roles in the organization.
	Board meetings will be organised monthly to ensure the operation of all segments are on track and open discussions between all members for improvements of the activities and plans for the upcoming month.
	A newsletter reporting the operation and updates of the organisation will be created and uploaded on the main website, social media platforms, and emailed to subscribers to obtain more engagement from and promote opportunities to the audience

The Action Plan is recognized by the Chief Executive Officer (CEO) of Sciencious

Nathan

Nathan Nguyen

06/11/2022