

Association of Darağaç Collective

Gender Equality and Inclusion Plan (2024–2028)

1. Collective Commitment and Governance

The *Association of Darağaç Collective* commits to embedding **gender equality, queer inclusivity, and collective care across** all dimensions of its work, from artistic production to community dialogue.

Founded as a **queer-friendly, neighbourhood-rooted collective**, Darağaç acts through horizontal governance and shared decision-making. Equality is not an institutional protocol but a lived practice, collectively negotiated and constantly evolving.

The Association’s leadership reflects this commitment:

- The **General Secretary and Assistant** are non-binary.
- **Half of the Board of Directors (4 of 8 members)** are women.
- LGBTQIA+ and women+ members are represented across all working groups and curatorial teams.

To maintain transparency and accountability, Darağaç appoints a **Gender Equality and Inclusion Committee** (rotating every two years), responsible for:

- Monitoring gender and queer representation in all programmes;
- Updating the GEP annually;
- Coordinating training, data collection, and reporting.

2. Key Principles

1. Queer-Feminist Perspective:

Recognising gender as a spectrum and care as a shared value.

2. Collective Responsibility:

Gender equality belongs to everyone, not only to a single coordinator.

3. Intersectionality:

Addressing the interconnected inequalities of gender, sexuality, class, ethnicity, and ability.

4. Transparency:

Publishing annual gender and inclusion reports with open-access data.

3. Priority Areas and Objectives

3.1. Work–Life Balance and Care

- Provide flexible scheduling for artists and volunteers with caregiving responsibilities.
- Dedicate **at least 5% of residency budgets** to accessibility and care needs (childcare, mobility support, etc.).
- Adopt a “**Care and Accessibility Charter**” by 2025, co-written with local feminist and disability rights groups.

3.2. Gender and Queer Representation in Leadership

- Sustain **minimum 50% women+ and queer members** in all decision-making bodies.
- Ensure **gender- and sexuality-balanced rotation** of coordination roles annually.
- Include **gender sensitivity and inclusive language workshops** once per year for all members.

3.3. Equal Opportunities in Artistic Programmes

- Guarantee **50% representation of women+ and LGBTQIA+ artists** in exhibitions, residencies, and commissions.
- Offer **micro-grants (up to €1,000)** annually for emerging women+ and queer artists from underrepresented backgrounds.
- Develop mentorship programmes pairing early-career artists with experienced queer/feminist practitioners.

3.4. Safe and Inclusive Working Environment

- Enforce a **Zero Tolerance Policy** against harassment, bullying, or discrimination.
- Provide a **confidential reporting channel** handled by trained peer mediators.
- Conduct at least one **anti-discrimination and consent workshop** per year, facilitated by external experts.

3.5. Integrating Gender and Queer Perspectives in Artistic Practice

- Include gender, care, and identity themes in **at least 40% of annual curatorial programmes**.
- Archive and publicly share works exploring intersectional issues via the **Darağaç Open Archive**.
- Encourage collaborations with queer, feminist, and migrant-led collectives locally and internationally.

4. Monitoring, Evaluation, and Indicators

Darağaç commits to evidence-based monitoring through annual data collection and public reporting.

Below are key indicators and measurable targets:

Indicator	2024 Baseline	2028 Target
Women+ in leadership positions	50%	≥60%
Queer-identifying members in committees	30%	≥40%
Women+ & LGBTQIA+ artists in exhibitions/residencies	45%	≥55%
Public programmes addressing gender/queer issues	35%	≥50%
Participants reached through inclusive programmes (cumulative)	1,500	≥4,000
% of total budget allocated to equality/care measures	2%	≥5%

Data collection:

- Sex, gender identity, and pronoun data are gathered on a voluntary, anonymous basis.
- Annual “Equality Dashboard” published on the website and open archive.
- Findings discussed collectively during the *Annual General Assembly* and made available in English and Turkish.

5. Implementation Timeline

Year	Core Actions	Responsible Body
2024	Approve GEP; form Inclusion Committee; publish Code of Conduct	General Assembly
2025	Launch Care Charter; implement inclusive recruitment; gender workshop	Inclusion Committee
2026	Publish 1st Gender & Inclusion Report; revise targets	GEP Coordinator

12/02/2024

2027	Introduce mentorship and micro-grant scheme; partner with feminist NGOs	Board + Programme Teams
2028	Conduct evaluation and renew plan for 2029–2033	General Assembly

Resources are drawn from project budgets (e.g., Horizon Europe, local grants), in-kind support, and collaborations with NGOs and feminist research centres.

6. Communication and Accessibility

The GEP will be made public via:

- Darağaç's website, open archive, and printed materials.
- Public presentation in the neighbourhood during annual *Fermantasyon* event.
- An infographic version (EN/TR) distributed both online and on-site.

7. Review and Renewal

This GEP is valid from **January 2024 to December 2028**.

Mid-term evaluation will take place in **2026**, followed by participatory revisions.

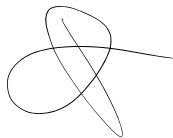
The updated plan (2029–2033) will integrate feedback from community members, artists, and partners.

Daragac Collective:

"For Darağaç, equality is not a target but a method, a way of building community, creating art, and shaping the future."

Secretary General

Polen Biçer



President

Cenkhan Aksoy

