



VILNIUS CITY MUSEUM

GENDER EQUALITY PLAN

2026-2027

Vilnius City Museum strives to create and maintain an open, safe, welcoming, community-oriented environment. No one should experience discrimination based on gender, ethnicity, nationality, social or family status, language, religion and beliefs, disability, sexual orientation, or age.

Goal	Measure	Timeframe	Expected results	Responsible persons (departments)
1. Ensuring equal opportunities and fostering diversity	Develop the institution's violence and harassment policy provisions	Q2 2026	Institutional Violence and Harassment Prevention Policy prepared	Administration
	Appoint a confidential representative within the institution, whose main function is to receive	Q3 2026	Responsible person appointed	Director

Goal	Measure	Timeframe	Expected results	Responsible persons (departments)
and inclusion in the organization	reports of violence, harassment, and discrimination, ensuring full confidentiality and prompt transmission of information to the Director			
	Increase staff competence in equal opportunities, diversity, and inclusion	2027	At least two training sessions organized on ensuring equal opportunities and building an inclusive organization	Administration
2. Ensuring equal opportunities in pay and career development	Review job advertisements and position descriptions to eliminate possible gender bias	Q4 2026	Position descriptions updated; selection criteria based on equal opportunities and non-discrimination principles	Administration, department heads
3. Ensuring work-life balance	Inform employees about maternity/paternity leave options and rights, assess the museum's capacity to offer additional parenthood-friendly solutions.	Q4 2026	Informational materials gathered and shared with employees.	Administration
	Enable remote work and flexible work schedules, with working hours arranged in advance according to individual needs.	Q1 2026	Flexible and remote work arrangements approved and presented to employees	Director, department heads
4. Integration of diversity and gender equality principles into museum activities	Develop at least one educational or cultural content program emphasizing the theme of gender equality	Q4 2027	At least one public program/event implemented	Educators
	Develop internal tools for museum staff and collaborators to help practically apply inclusion and diversity principles in content and day-to-day activities	Q2 2027	An inclusive exhibition, education activity, and communications guide and checklist of self-assessment questions prepared	Administration

Goal	Measure	Timeframe	Expected results	Responsible persons (departments)
5. Communication and internal processes free of discrimination	Review internal documents (procedures, message templates) and introduce gender-sensitive language	Q2 2027	Internal documents updated; guidelines on inclusive language use provided to employees	Administration
	Ensure that all public museum texts and social media content use inclusive, non-discriminatory language	Q3 2027	Communications guide adopted including gender-sensitive language guidelines.	PR & Comms
	Ensure that internal and external communications are grounded in inclusion principles	From Q3 2026, quarterly.	Regular monitoring of communications to assess whether they reflect inclusive, non-discriminatory language principles.	PR & Comms
	Procedure for reporting discrimination or harassment accessible and known to all employees	Q3 2026	Procedure published via internal communication channel; at least one informational meeting held	Confidential representative, Director

Director of Vilnius City Museum

Rasa Antanavičiūtė