

# Gender Equality Plan (GEP) for the GAP Ecosystem

**Version:** 1.0 (2026 Edition) **Status:** Active **Owner:** Corax CoLAB AB

## 1. Introduction & Commitment

Corax CoLAB AB, the creator and maintainer of the Green Automated Platform (GAP) ecosystem, is fundamentally committed to fostering an inclusive, diverse, and equitable environment. We recognize that true innovation in deep tech—spanning Swarm Robotics, Edge AI, and Zero Trust Architecture—demands a multiplicity of perspectives.

This Gender Equality Plan (GEP) outlines our strategic framework to promote gender equality across all facets of our organization and open-source community. This plan aligns with the requirements set forth by Horizon Europe and other international frameworks promoting diversity in research and innovation.

## 2. Core Objectives

Our GEP is structured around four primary objectives:

- 1. Equal Opportunities in Recruitment and Career Progression:** Ensure our hiring processes, promotion criteria, and project leadership roles are entirely free from gender bias.
- 2. Work-Life Balance and Organizational Culture:** Foster a culture that actively supports work-life integration for all genders, recognizing diverse family and personal responsibilities.
- 3. Gender Dimension in Research and Innovation Content:** Actively integrate gender and diversity analysis into the design, development, and deployment of GAP hardware and software (e.g., ergonomic hardware design, unbiased AI models).
- 4. Prevention of Gender-Based Violence and Harassment:** Maintain a zero-tolerance policy towards any form of harassment, ensuring safe reporting channels and decisive action.

## 3. Strategic Action Areas

### 3.1. Data Collection and Monitoring

- **Action:** Collect and maintain intersectional, sex-disaggregated data across all organizational levels and community contributor tiers, ensuring GDPR compliance. This data will monitor not just gender, but its intersection with age, ethnicity, and professional background to accurately track our demographic parity.
- **Action:** Track gender parity in leadership roles (e.g., Lead Maintainers, Module Owners) and aim for progressive representation targets.
- **Action:** Publish an aggregated summary of these metrics annually to ensure transparency.

### 3.2. Recruitment and Retention

- **Action:** Utilize gender-neutral language in all job descriptions, project calls, and community documentation (including this repository).
- **Action:** Implement structured, skill-based assessment criteria for all technical roles to mitigate unconscious bias during candidate evaluation or PR review.
- **Action:** Provide mentorship and sponsorship programs specifically aimed at supporting underrepresented genders in robotics and AI.

### 3.3. Integrating Gender into R&I (GAP-Specific)

The GAP ecosystem interacts physically with humans and the environment. We must ensure our technology serves everyone equally.

- **Action (Ergonomics):** GAPbot hardware (e.g., maintenance interfaces, battery swapping mechanisms) must be designed to accommodate diverse body types and strength capacities, adhering to our [Inclusive Design Guidelines](#).
- **Action (AI Bias Mitigation):** All AI models integrated into GAP (e.g., via the Hailo-8L NPU) must undergo rigorous bias testing as mandated by our `AIActCompliance` module. We explicitly monitor for demographic disparities in models that involve human detection or interaction. Datasets used for training vision models (e.g., Hailo-8L NPU deployments) must be explicitly audited for intersectional representation. We mandate the use of algorithmic fairness metrics that evaluate parity across combined demographic intersections (e.g., gender AND ethnicity) to prevent compounded biases in human-robot interaction and anomaly detection.

### 3.4. Addressing Harassment

- **Action:** Enforce our [Code of Conduct](#) rigorously across all physical and digital workspaces (GitHub/GitLab, Discord, physical labs).
- **Action:** Provide a clear, confidential reporting mechanism for any incidents of gender-based harassment or discrimination.
- **Action:** Ensure all community leaders and core maintainers undergo mandatory training on recognizing and mitigating unconscious bias and harassment.

### 3.5. Dedicated Resources and Leadership Commitment

**Action:** Corax CoLAB allocates dedicated budgetary resources and specific personnel hours (minimum 0.5 FTE equivalent) to implement, monitor, and evaluate this GEP. A designated Gender Equality Officer, reporting directly to the executive board, oversees the execution of these actions and coordinates the annual Horizon Europe compliance audits.

## 4. Implementation and Review

This GEP is a living document. It will be reviewed and updated annually by the Corax CoLAB leadership team, in consultation with the broader GAP contributor community, to assess progress against our objectives and adapt to new challenges.

## 5. Contact

For inquiries, suggestions, or reporting related to this Gender Equality Plan, please contact: [diversity-compliance@coraxcolab.com](mailto:diversity-compliance@coraxcolab.com).

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*This Gender Equality Plan is formally adopted and signed by management.*