The Global Center for Child Neurodevelopment

2 February 2026 ver. 1.3

Gender Equality Plan

1. Introduction and Commitment

The Global Center for Child Neurodevelopment (GCCN) is a multisectoral research and implementation network committed to improving early childhood development outcomes through caregiver-focused interventions across diverse contexts.
GCCN recognises that gender equality is essential to achieving equitable outcomes and strengthening systems across health, education, and social sectors. This Gender Equality Plan formalises GCCN's commitment to integrating gender equality across its organisational structures, research, and programme implementation.

2. Public Document and Institutional Commitment

This Gender Equality Plan is a formal public document and reflects GCCN's commitment to gender equality. It will be made available through organisational communication channels and shared with partners and stakeholders.
GCCN leadership commits to promoting gender equality, ensuring inclusive participation in decision-making, and addressing gender-based disparities within programmes and systems.

3. Dedicated Resources and Responsibility

GCCN will allocate dedicated human and operational resources to implement this plan.

a. A Gender Focal Point will be appointed within the coordination team.
b. A Gender Advisory Group will support integration across countries.
c. Gender considerations will be embedded across all Work Packages.

4. Data Collection and Monitoring

GCCN will ensure the systematic collection and use of sex-disaggregated data to inform programme design and evaluation. Gender indicators will be integrated into the monitoring and evaluation framework.

5. Training and Capacity Building

GCCN will implement gender sensitivity training for staff and partners, integrate gender-responsive approaches into caregiver coaching, and include safeguarding and gender-based violence prevention measures.

6. Priority Areas

Work-life balance, gender balance in leadership, equitable recruitment, integration of gender in research, and prevention of gender-based violence will be key priority areas.

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IRC Section 501(c)3 Public Charity 170(b)(1)(A)(vi)
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7. Implementation and Reporting

The plan will be implemented across the project lifecycle with regular monitoring, annual reviews, and integration into reporting structures.

8. Sustainability

GCCN is committed to sustaining gender equality beyond project timelines through continued integration into programmes and policy engagement.

Randall Waechter

_____ 2 February 2026

Randall Waechter, BBA, PhD, FRSPH — Date

Co-Founder and Co-Director, GCCN

Barbara Landon Psy. D.

_____ 2 February 2026

Barbara Landon, PsyD — Date

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