

## **FLAX Foundation Plan 2020–2025**

### **Supporting new knowledge on feminist and inequality issues in Europe**

#### **Preamble**

In the 21<sup>st</sup> century, the financial space for independent research has significantly shrunk. Particularly suffering serious cuts, social sciences and the humanities are among the disciplines whose future is most under threat – gender studies being a specifically targeted field of study. Moreover, changes in the financing and management of universities and research institutions have led to a decrease of funding for independent research and to increased competition over research resources. Even though researchers spend months of their (often unpaid) time on their research proposals, it is very common now for these to have only a 5% chance of success.

Simultaneously, inequality in Europe and beyond is rising substantially, leading to serious negative consequences at the macro, micro, and meso level. But while there is an urgent need to increase our knowledge about these inequalities, there are currently scant opportunities to generate much-needed research and knowledge that could help us address these injustices.

Aiming to contribute to better knowledge about inequalities and injustice in our societies, the FLAX Foundation is starting from the adage that “good research is what good researchers do.” The Foundation will carefully select excellent researchers, and fund and support their work on inequalities and injustice. The Foundation will also generate and support networks of such excellent researchers, including through mentorships, and promote the funded research through highly visible public events or through special professorships.

#### **General aim**

The FLAX Foundation will generate and support innovative research and knowledge on feminist and inequality issues in Europe in order to contribute to a society with greater social justice, equality, and solidarity. By providing researchers with the space and time for their work, and by helping to showcase that work, the FLAX Foundation seeks to especially stimulate the development of social sciences and the humanities when it comes to inequalities and social justice.

#### **Resources and finances**

The FLAX Foundation has received donations, and legal promises for donations, and can spend up to 900.000 euro a year for at least six consecutive years. In later years, new donations may need to be found. The Foundation does not actively seek new donations. The FLAX Foundation keeps its financial assets at ABNAMro Bank and chooses to use the services of this bank (Sustainable Funds Mandate) to manage its assets.

## **Organization**

The Foundation is based in the Netherlands. Its Executive Board is composed of three people in its first years, and will expand to five people later on. In the first years, the board consists of prof. dr. Mieke Verloo (Chair of the Board), Prof. dr. Petra Meier, and Jacqueline van de Pol. At the end of this plan period, two more board members will be selected to join the Board. Then the Board will also set up additional organizational structures, as they are seen to be needed, such as a Board of Trustees, a nomination and selection committee, accountability measures, and memoranda of understanding with collaborators. The Board prepares a specific plan for each next year at the end of the previous year, based upon an evaluation of that year's activities.

## **Decision making**

Decisions are taken by the Executive Board through a majority-rule system, while aiming for unanimity. Non-unanimous votes need to be recorded as such along with the reasons for disagreement. The Executive Board is in charge of executing the Foundation's workplan and assures that a new five-year plan is made at the latest in 2025.

## **Measures taken to reach the aim of the Foundation:**

### **Awards, selection, and accountability**

The Foundation will generate and support innovative research about inequalities and injustice in Europe by installing a new series of awards for excellence in research: the Emma Goldman Awards and the Emma Goldman Snowball Awards. Additionally, the foundation will also develop specific measures to support networking and transfer of new knowledge on inequalities and social injustice. The Foundation is also willing to endow a professorship on Inequalities and Injustice at a leading Dutch university.

The selection of Emma Goldman awardees is made by the Board upon nomination by the Board and others. The Emma Goldman Snowball Awards are selected upon nomination by the same year's Emma Goldman awardees. The Board is responsible for coaching the awardees and vetting their plans, so that the awards are spent in accordance with the FLAX Foundation's aims. In later years, a nomination and selection committee can be installed. The Board remains responsible for how the awards are spent, and for assuring they are spent in accordance with the goals of the Foundation.

## **Collaborations**

The FLAX Foundation seeks out close collaborations with other relevant non-profit organisations such as universities or institutes for advanced studies when it comes to its awards, the related public events, and disseminating information about its awards and the resulting new research. The Foundation funds the public events taking place at these institutions.