



*THE KESHO TRUST*

## **Gender Equality Policy**

This policy is based on our vision for a world free from discrimination based on gender and where every human being can fulfill their potential without discrimination and can participate on their own terms in all fields of society: socially, economically, politically, and culturally.

### **Purpose**

The purpose of this policy is to clearly articulate our commitments to alleviate gender-based disparities, discrimination and biases both within our organization and our programming.

To this end we seek to create a social, physical and psychological environment in our organization that will enable employees to work productively and where our partners and stakeholders can participate equitably. We recognize that gender equality and women's empowerment are essential basic human rights and that the advancement of women's rights is critical to achieving effective and sustainable conservation and community development outcomes.

### **Scope**

This policy applies to all of our work, including place-based projects, partnerships, policy advocacy, communications, institutional and internal operations and project initiatives. This policy applies to all those within our organization including employees, interns volunteers and representatives as well as those with whom we work including grantees, contractors, suppliers, and consultants.

### **Principles**

We recognize that specific actions are required to address the systemic marginalization of women in conservation and community development efforts. We also appreciate that societal and gender norms vary and are changing, and that understanding the context in which we operate is critical to achieving our goals.

This policy is guided by the following principles:

- equality as a right – gender equality is an essential component of our rights-based approach and critical to achieving our commitments. Internally this means that gender equality is reflected in all our human resources policies, practices and processes. In our work with other, it means proactive identification and response to gender disparities including closing gender gaps.

- Inclusivity – we recognize that terms and definitions related to gender and sexuality continue to evolve. Our gender approach is inclusive of people of all genders.
- Intersectionality – gender inequality is not a standalone characteristic: it intersects with other forms of discrimination and oppression (such as age, citizenship, disability, economic or educational background) that result in a diversity of experiences, knowledge, priorities, needs and interests.
- active engagement – successfully addressing gender inequality involves everyone. Everyone, within our organization and among those with whom we work, are encouraged to be fully engaged in supporting and promoting gender equality. This includes speaking out when discriminatory behaviours occur and through the setting and execution of goals that include a gender perspective.
- transparency and accountability – our policy is publicly available and we recognize that the success of this policy will require the involvement of everyone to report inconsistencies. Our staff are committed to monitoring our policy's application and addressing such inconsistencies in a collaborative manner within and beyond our organization.

All staff and those with whom we work are required to report any discrimination and sexual exploitation, sexual abuse, sexual harassment or violations of this policy to the Kesho Trust.

## **Actions**

Our gender approach is integrated across all our work.

Within our internal operations, this includes the following actions:

- establish a gender committee to guide our programs and organizational process related to this policy
- provide regular opportunities to improve staff understanding of gender concepts, gender equality issues and current debates on gender and development with a view to promoting gender equality on all our initiatives and activities
- track of gender metrics in all internal human resource processes as well as in our projects and programs
- enhance women in management positions and promote gender balance
- promote a working culture of respect free from sexual harassment and the impacts of power and entitlement
- integrate gender equality considerations into external communication strategies and ensure that all publications and information materials use gender inclusive language
- ensure pay equity and gender-equal benefits apply to all staff
- conduct periodic training on workplace ethics, anti-discrimination, prevention of sexual exploitation, abuse and harassment, and gender equality
- encourage and support efforts in our projects that address social barriers and disadvantages that hinder women from having equal access

Within programs and projects, all our programming will include the following actions:

- ensure a gender equality perspective shapes all stages of the program cycle (planning, implementation, monitoring and evaluation) to ensure that the initiatives offer equal opportunities, benefits and participation to girls, boys, women and men.
- conduct an intersectional gender analysis/assessment that describes the gender related gaps, risks, and opportunities within the context of the project or program

- articulate gender sensitive actions that identify specific approaches and activities to avoid risks, advance gender equality, monitor implementation, and assign responsibility and resources for implementation
- prepare screening and response measures for gender-related programmatic risks including gender-based violence, sexual exploitation, abuse and harassment, and gender-specific livelihood impacts
- document key gender result areas: a) generating equitable and meaningful socio-economic benefits for women; b) enhancing women's influence and leadership in conservation and community development governance and decision-making; and, c) increasing equitable access to, and control over, natural resources
- base programs on strong gender sensitive contextual analysis, including a power analysis. The analysis should seek to understand gender roles and relations in each specific context relevant to the program
- identify gendered barriers to participation, decision-making and control of resources and identify measures to address these
- evaluate program work with a view to assess gender differences in participation as well as gender differences in the impacts of the program