

VIDEA Gender Policy

1. INTRODUCTION

VIDEA is a Canadian NGO committed to ending global poverty and creating a more just and equitable world. We live in a world where extreme poverty and a lack of access to education, health care, a clean environment, gender equality, human rights and economic opportunities are a reality for many. *VIDEA* believes that gender inequality is a fundamental cause of poverty. Women and girls are denied access to the same educational and leadership opportunities - power or access to, and control over, the same resources - as men and boys. Principles of equity and social justice require us to work to ensure that everyone has equal opportunity for expressing and using their potential, irrespective of sex, age, race, colour, class, caste, religion, ethnic background, sexual orientation, HIV status or disability. *VIDEA* is committed to channelling energy, effort and resources, forging and supporting partnerships, and developing programming to contribute to a world where men and women are equal partners in development.

This policy affirms the following organisational gender-related values:

- *VIDEA* believes that men and women are equal partners in development
- *VIDEA* believes that women's rights are human rights
- *VIDEA* believes that a rights-based approach to development is essential in creating a world based on equity and justice
- *VIDEA* believes that gender equality is essential to the achievement of poverty reduction
- *VIDEA* believes that in order to achieve gender equality, in our own country and abroad, affirmative action must be employed to support women's equal participation in leadership positions.

The gender policy entails a twofold focus: internally within the organisation and in the programming undertaken by *VIDEA*.

2. *VIDEA*'s GENDER POLICY OBJECTIVES

- Gender equality is a fundamental and integral part of sustainable development, poverty reduction and democracy and will therefore be mainstreamed and promoted in all *VIDEA* programmes.
- *VIDEA* will be an organisation where women and men are given equal opportunities, other than when affirmative action supports the participation of women in the organisation.
- *VIDEA* will support and continually update procedures that support the participation at all levels of the organisation of men and women with parental responsibilities.
- *VIDEA* will strive to develop and maintain a high level of knowledge on gender and gender analysis within the organisation.
- *VIDEA* will be an organisation that undertakes affirmative action to ensure that women are equally represented at all levels of the organisation.

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- VIDEA will be an organisation free from any form of discrimination on the basis of gender.

3. VIDEA's OPERATIONAL POLICIES:

Programming:

- All project proposals will include an analysis of the potential gender impacts of project activities.
- All VIDEA programmes and projects will actively promote gender equality, will reflect the values set out in this policy, and will have no negative impacts on gender equality.
- VIDEA written, and web-based communications and images will support the commitment to gender equality
- All VIDEA programming and communications will utilise gender-neutral language.
- VIDEA will be responsible for ensuring that all formal organisational partners in Canada and abroad respect and promote gender equality.

Employment and organisational participation:

- Women will be equally represented in all areas of VIDEA.
- Women and men will have equal opportunities when applying for employment, other than when affirmative action supports the employment opportunities of women.
- VIDEA will, where possible, encourage flexible working conditions, including working from home and working flexible hours, in order to support staff with parental responsibilities to fully participate in family and work life.
- VIDEA will actively seek to ensure that Board meetings support the participation of women and men equally.

Leadership:

- VIDEA will maintain a minimum of 50% women on the Board of Directors
- At all times two of the four Board Executive positions will be held by Women
- At all times, one of the Board Chair and Executive Director will be a woman