

13. Gender and Diversity

Diversity, equity, and inclusion are the principles that guide how Fundación Avina operates. In 2021, we updated our Institutional Assessment of Gender and Diversity. We identified outcomes and lessons learned, and we developed guidelines to expand our organization's diversity and inclusion agenda.

Incorporating a gender perspective into our initiatives has led to greater inclusion of minoritized groups and expanded our work to uphold their human rights. Our indicators and results reflect a differentiated approach

to working with multiple groups, with affirmative policies to care for and listen to the most vulnerable communities.

In addition, we strengthened staff training on intercultural relationships, Indigenous issues, and creating a gender-diverse and trans-inclusive workplace. We are proud of how far we have come and are motivated to fulfill our ongoing commitment to this agenda.

