

GENDER AND DIVERSITY

SPECIFIC POLICY

CODE: ETI – PP Gender
and Diversity

DRAFTED BY:

REVIEWED BY:

APPROVED BY:

EFFECTIVE AS OF:

Our Mission

"Rooted in the global South, Fundación Avina works to drive collaborative processes that bring about systemic changes in favor of human dignity and care for the planet."

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1. DOCUMENT TYPE

SPECIFIC POLICY: Derived from ETI – PG Code of Ethics

2. CONTEXT

Gender equality and respect for all minoritized groups is a matter of **human rights**, yet there is still significant inequality and inequity in the world, deepening injustices and making it more and more difficult for young girls, women, and all minoritized groups to exercise greater rights and reduce violence and discrimination against them. At Fundación Avina, we are committed to promoting gender equity and the inclusion of all groups that have been minoritized on the basis of gender, identity, race, class, or culture. Within the framework of our Code of Ethics, the full and free participation of women, men, and nonbinary individuals is a priority if we are to strengthen democracy and participatory, collaborative governance.

3. GOAL

The goal of this policy is to express the concrete actions we take at Fundación Avina to promote gender equality and inclusion of minoritized groups. We also aim to express how our behaviors prevent, mitigate, and address situations that arise from inequality, discrimination, and abuse of power.

This specific policy springs from the Code of Ethics, which is the foundation of our organization's core values. These values are manifested at every level and in every setting where we work.

4. SCOPE

This policy is relevant for all individual staff, consultants, interns, volunteers, and those who partner with us and are directly involved in our collaborative processes. The gender and diversity policy is **holistic and intersectional** and is incorporated at every level of the organization and throughout all of our internal and external procedures.

5. DEFINITIONS AND ABBREVIATIONS

Human Rights: Rights inherent to all human beings, regardless of nationality, place of residence, sex, ethnicity, skin color, religion, language or any other status. Everyone is entitled to human rights, without discrimination. Fundación Avina adheres to the basic premise that these rights are universal, interrelated, interdependent, and indivisible.

Gender Identity: A person's internal, deeply felt sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may or may not correspond to their sex assigned at birth. A person publicly expresses or presents their gender through how they live in their body (which could include modification of their appearance or bodily functions through medical, surgical, or other means) and other expressions of gender, including dress, voice, and body language.

Gender Equality: According to the United Nations, gender equality refers to "the equal rights, responsibilities and opportunities of women and men and girls and boys." Therefore, the sex assigned to us at birth will never determine the rights, opportunities, and responsibilities that we may have throughout our lives. Gender equality, therefore, is a universal legal principle. Gender equality should translate into real, effective, and equal opportunities. Gender equality is the result of the absence sex- and gender-based discrimination, equal opportunities, and the equitable distribution of resources, benefits, and access to services. The principles of equality and non-discrimination are intersectional human rights.

Gender Equity: This concept adds to gender equality by considering all marginalized groups, giving each person the opportunity to exercise their rights according to their specific characteristics, context, and needs in the different settings where they interact with others. This ensures real and substantive equality. Gender equity means that the different behaviors, aspirations, and needs of women, men, and nonbinary individuals are valued and receive equal consideration and support. It does not mean that they should assimilate their ways of being and behaving, but rather that their rights, responsibilities, and opportunities do not depend on their gender.

Empowerment: The acquisition of power or independence by a marginalized social group in order to improve their situation. The **empowerment of women** as a strategy for equality and equity is the process by which women acquire or reinforce their capacities, strategies, and leadership skills, both on the individual and collective level, to be able to live autonomously. To live autonomously is to access resources,

make decisions, and be recognized on equal terms in every sphere of one's personal and outward-facing life.

6. POLICY DETAIL

Fundación Avina is committed to creating effective policies and practices so that all of its staff members, women, men, and nonbinary individuals, enjoy the same opportunities, treatment, and rights. Whenever necessary, Fundación Avina will implement collectively constructed strategies and interventions to address gender imbalances and promote diversity within the organization, with an intersectional lens including gender, class, race, and other categories.

Our practices and procedures are holistic and intersectional, built on the following basic pillars:

- **Promotion of human rights.**
- **Gender equality and equity.**
- **Sexual and cultural diversity.**
- **Empowerment of women and marginalized groups.**

At Fundación Avina, we believe it is possible to positively impact sustainable development by supporting social change. We are convinced that the recognition and increased participation of women and minoritized groups in society is a significant sign of progress toward a more just world.

The fight for gender equality has been driven by historical feminist movements that challenge the status quo, spurring on a positive systemic change. Today it is impossible to imagine a global system that leaves women, LGBTIQ+, and culturally diverse groups behind. Despite new opportunities, there are still many difficult realities that impede gender equality. For this reason, we must prepare ourselves for the hard work ahead as we create the conditions for cultural, symbolic, and structural transformation necessary for social change within and without our organization.

We bring this perspective to the following institutional settings:

- Representation and governance
- Work-life balance
- Compensation and benefits
- Distribution of duties and responsibilities

- Participation and professional development
- Hiring
- Cultural change

Within the organization



- We design institutional policies and internal and external labor practices that put our gender perspective into action: the substantive equality of women, men, and nonbinary individuals in the workplace.
- We communicate and spread awareness of gender equality and equity at every level of the organization and in our relationships with partner organizations, allies, and donors.
- We start conversations with every organizational division to maintain our gender policy as a living concept that inspires our work and strengthens our institutional identity.
- We incorporate an intersectional gender perspective into all our conversations and decisions.
- We promote the use of inclusive and nonsexist language in every setting and channel for communication.
- The treatment of people is equitable, respectful, and nondiscriminatory.
- We promote the empowerment of our women colleagues, taking care to offer them equitable conditions and in some cases take affirmative actions so that they enjoy the same opportunities as any other person.
- We contemplate broad, democratic expressions of masculinity and reflect on the privileges and demands of the patriarchy that hinder personal and collective deconstruction.
- We look out for the health, safety, and wellbeing of every person that is part of the Avina ecosystem.
- We promote education, training, and professional development, helping those who face the most difficulties to access these opportunities.
- We ensure equality of opportunities and treatment of women, men, and nonbinary individuals, recognizing the power of the diverse knowledge that people can bring to their work, regardless of sex, gender, or other social and cultural characteristics.
- We are an equal opportunity employer, strive to form multicultural teams, equitably assign positions, duties, and responsibilities, and offer equal opportunities for professional growth.
- We guarantee an equal pay scale for women, men, and nonbinary individuals.
- We aim for a harmonious work-life balance as part of our commitment to substantive equality.

- We offer flexible work modalities and case-by-case arrangements to ensure that the organization's interests do not suffer while still accommodating activities outside the workplace, granting special permissions to flex time where appropriate.
- We guarantee that a staff member's position, or one of equal or higher level, will be held for them when they return from extended leave (for maternity/paternity, health reasons, etc.).
- We support working from home and encourage teams to self-regulate to ensure results.
- We offer the chance to access loans for personal and professional development and improved quality of life.
- We have differentiated policies in place for pregnant women, offering additional breaks and personal time for pregnancy-related errands and appointments.
- We promote the participation of women from the organization in public and outward-facing spaces, such as panels and interviews.
- We balance the positioning of leaders in our external communications and on panels organized by Fundación Avina and those to which we are invited to participate.

In our collaborative processes



- We promote gender equality in programs, projects, and community-based initiatives.
- We include a intersectional focus on gender equity in program agendas and strategies, which translate into actions, concrete goals, and indicators.
- We promote spaces for learning and knowledge management to reflect on gender roles and foster a culture of equality, equity, and diversity.
- We bring the women's rights agenda to how we approach innovation, digital citizenship, ICT, climate change, etc.
- We scale up advances made toward gender equality and the inclusion of minoritized groups.

Through all of our programs and institutional actions, we take part in the worldwide effort to achieve the Sustainable Development Goals. We actively work to identify how we can support SDG 5 (Achieve gender equality and empower all women and girls) across all of our strategic agendas. We are interested in particular in the following targets of SDG 5:

- End all forms of discrimination against all women and girls everywhere.
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

In our
relationships
with
social capital
and
allies in the
field



- We share our gender policies with the institutions and companies that make up the Avina ecosystem.
- We seek out partnerships with organizations that value the principles of equality, gender equity, and diversity.
- We engage in dialogue with our social capital, partners, and allies in order to learn from one another and work together to promote organizational policies and practices focused on gender equality.
- We promote joint knowledge management concerning best practices and structural changes in favor of gender equality and equity.

7. HOW SHOULD WE CONDUCT OURSELVES?

At Fundación Avina, we have a **zero tolerance policy for sexual violence and harassment in the workplace**. If any person on staff observes behaviors exhibited by any person connected to the Avina ecosystem that are not in line with our Gender and Diversity Policy, the organization expects us to address and evaluate the situation using established internal procedures.

At the same time, if we are unsure about a potential situation that may give rise to unequal treatment on the basis of gender, we are encouraged to communicate about it to assess, manage, repair, or address the situation as appropriate.

Fundación Avina has a process for submitting complaints (see ETI - PR Prevention and Addressing of Complaints) through our website www.avina.net.

As part of our commitment to early detection of discriminatory situations, monitoring, and ongoing improvement, Fundación Avina has created a **Gender and Diversity Committee**, tasked with proposing actions to: promote gender equality and equity across the Avina ecosystem; prevent and address situations reported through the complaint process; and support institutional progress and challenges in this area.

Information about discrimination or potentially discriminatory or unequal situations can also be communicated to the Gender and Diversity Committee via email.

8. ROLES AND RESPONSIBILITIES

Executives and managers:

- Ensure that everyone on our team understands the Gender and Diversity Policy.
- Model the principles of this policy through our behavior.
- Guide our team should they have doubts about a situation.

Staff, interns, volunteers, and consultants:

- Show our commitment to the principles of gender equality and equity in every setting where we work.
- Identify and report any behavior that is counter to this perspective or that raises concern.

Gender and Diversity Committee:

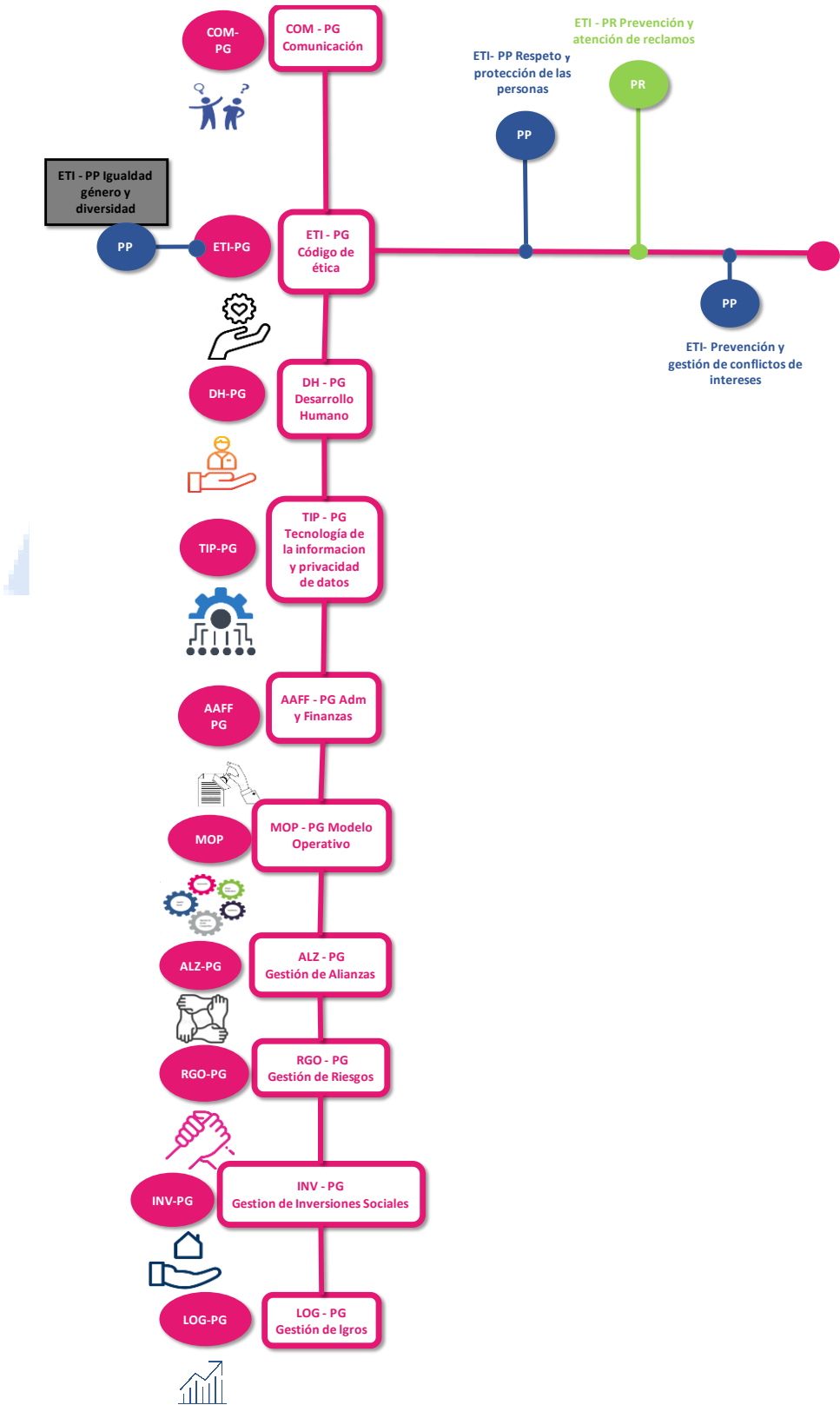
- Assess and monitor the internal climate and that of the Avina ecosystem in terms of equality, gender equity, and diversity.
- Define and implement actions with the goal of raising awareness about issues and practices related to equality, equity, and inclusion.

- Define actions and programs with the goal of raising awareness about issues and practices concerning gender equity within the organization to help staff understand their labor rights and responsibilities.
- Engage in ongoing dialogue with every division of the organization in order to maintain our gender policy as a living concept that inspires our work and strengthens our institutional identity.
- Support institutional progress and challenges in this area.
- Biannually, provide the results of a gender equality perception survey to capture the perspective of staff on this issue and identify possible gaps in action and suggestions for improvement.
- Implement control measures to comply with legislation concerning rights and gender equality in the countries where Fundación Avina operates.
- Encourage the prevention and addressing of unethical, discriminatory, and abusive behavior through specific policies and practices.
- Assess situations determined to be counter to this policy and determine actions to be taken to prevent or repair harm.
- Advise and support staff involved in such situations.

Human Development:

- Put the concepts of equal opportunity, equity, and diversity into action throughout onboarding processes, assignment of positions/duties, training, and professional development.
- Propose increasingly ambitious goals to ensure greater representation of women in executive and decision-making roles, with the end goal of achieving equality at every level of the organization.

9. RELATED DOCUMENTS



10. VISUAL SUMMARY

