



CHANGE FOR CHILDREN ASSOCIATION (CFCA) GENDER POLICY

Rationale

CFCA recognizes that gender inequalities are fundamental causes of poverty and injustice, and thus advancing gender equality is central to CFCA's vision of **"human dignity, healthy communities, and global justice."**

CFCA's gender policy closely aligns with the Government of Canada's [Feminist International Assistance Policy \(FIAP 2017\)](#) that *"seeks to reduce extreme poverty and build a more peaceful, inclusive and prosperous world. The policy recognizes that promoting gender equality and empowering women and girls is the most effective approach to achieving this goal."*

Within a human rights based approach to development, CFCA's gender policy supports and promotes gender equality as an explicit internationally-recognized human right articulated in international human rights law and agreements.

With the adoption of the [Sustainable Development Goals](#) in November 2017, Change for Children recognizes that achieving equality and empowering women and girls is essential for development. The organization is committed to, where possible, include the indicators listed here: <https://sustainabledevelopment.un.org/sdg5> in its project application and implementations as applicable.

Principles

The achievement of gender equality requires that:

- Advancing gender equality and the empowerment of women and girls is recognized as fundamental to our mission;
- Gender equality is promoted and practiced both internally in organization, and externally in its interactions and programs with partner organizations and the general public;
- Every individual working (volunteer or paid) with CFCA understands and demonstrates attitudes and behaviours that promote gender equality,
- All work is continuously monitored and evaluated for its capacity to advance gender equality, and new learning is captured and integrated going forward.
- Women, men, girls, boys, non-binary and transgender individuals are actively engaged in building more equitable gender relations.
- This work complements all of our work to transform power relations that reinforce inequalities based on class, race, age, ethnicity, sexual orientation and expression, ability, citizen status, education and other identities.

Objectives and Strategies

The gender policy aims to ensure gender equality and women's empowerment are central to CFCA's: 1) governance and organizational culture, 2) programs at all levels, and 3) public image and communications.

1. Governance and Organizational Culture

CFCA will:

- Facilitate the participation of women and men reflecting partner and Canadian diversity in the CFCA Board, staff, and volunteers;
- Remove or reduce barriers to participation of men and women as Board, staff, and volunteers. Barriers include scheduling of meetings, transportation, and costs associated with participation, including childcare.
- Ensure that decision-making processes reflect a range of styles that are suited to the issue at hand and to the diversity of perspectives and styles of women as well as men Board members, staff and volunteers;
- Strive for gender balance in all aspects of organizational governance and staffing including the choice of Board Chairperson;
- Ensure that the Board is aware of the gender dimensions of Board discussions and decisions;
- Ensure the use of gender neutral language in all CFCA meetings and communications.
- Employ staff hiring processes, policies, development and management that promote gender equality.
- Ensure that key organizational policies, systems and practices including but not limited to budgeting, human resource recruitment, training and management, and decision making support women's rights and gender equality.
- Provide mechanisms for processing and resolving grievances and complaints of gender-based discrimination or harassment.

2. Programs

CFCA will:

- Implement 1) targeted projects that specifically build gender equality and women's empowerment, as well as 2) non-gender specific projects in our thematic areas (i.e. water, education, community development) that integrate gender equality in a cross-cutting manner.
- Support men to become change agents for equality, including transforming community and organizational attitudes and practices.
- Undertake careful gender analysis to ensure that projects address both practical needs of women and girls, as well as promote deeper transformation of unequal gender relations.
- Strive to build capacity for gender equality within our partner organizations, including areas such as governance, human resources, and programming
- Analyze and implement strategies to manage potential risks and harms to women, girls, boys, men and non-binary individuals.
- Monitor, evaluate and institutionalize organizational learning regarding specific gender equality strategies results.
- Share lessons-learned regarding promising practice for gender equality with our counterparts and allies

- Utilize integrated planning approaches and recognized gender sensitive tools and techniques such as gender analysis frameworks, collection of age/sex disaggregated data, and results-focused design and evaluation.

3. Public Image and Communications

CFCA will:

- Represent women, men, girls, boys, non-binary and transgender individuals in all our communications with dignity and respect, and in ways that create increased awareness of gender issues and promote gender equality.
- Highlight gender justice front and centre in our communications, advocacy, education, fundraising, outreach, and campaigns.
- Endeavour to have gender balance when selecting speakers/presenters for the Board of Directors and CFCA events;
- Keep learning, and use what we learn to develop and share good practice for promoting gender justice with our partners and peers.

Accountability

Each year, the CFCA Annual Plan, approved by the Board of Directors, will include specific plans on how this policy will be implemented and evaluated in the current year. The CFCA Executive Director is responsible to lead the implementation of this policy, and to report progress annually to the Board.

Approved by CFCA Board, April 21st 2018

Date for Review: April, 2021