

# Gender Equality Policy

November 2023

Originally developed	Last update	Approved (and by whom)
2023	N/A	November 2023 (Executive Committee)

## 1. Introduction

Child Rights Connect (CRCnct) recognises that discrimination, inequalities and injustice (based on ability, age, ethnicity, gender, race, sexual orientation and gender identity, and other identities) fuel poverty, exclusion and inequality; undermine the realization of the rights of *all* children, including girls, gender diverse children, children with disabilities, children from indigenous groups, and other children deprived of their rights; and fail to recognise the status, rights and priorities of child human rights defenders in all their diversity, by making assumptions about their status in society and roles and responsibilities. Recognising that these features undermine children’s full enjoyment of their rights, as well as their ability to act as human rights defenders, and that they frustrate sustainable development, CRCnct is strongly committed to incorporating a gender equality perspective in its organisation and work, while also considering intersectional aspects of other identities. CRCnct recognises that exclusion is often based on multiple, intersecting factors (as listed), which trigger additional burdens in enjoying rights. Addressing inequality, discrimination and exclusion requires examining how these identities intersect and reinforce each other, and using this learning to inform the Strategic Plan, operations, programmes and wider organisational development.

CRCnct requires **staff, consultants, interns, volunteers,<sup>1</sup> and members of its Executive Committee (ExCo) to uphold the right to and principles of gender equality, with an intersectional lens, in the conduct of their duties and responsibilities.** This includes taking progressive steps to achieve gender equality, promote gender justice, and realise the rights of all children both within and outside the organisation, in line with all applicable laws and regulations, human rights standards, CRCnct’s Code of Conduct<sup>2</sup> and other organisational policies.

The purpose of this policy is to **institutionalize CRCnct’s commitment to, and provide the organisational framework for, advancing gender equality both within and outside the organisation, having regard also to intersectional aspects of other identities.** This policy aims to provide a clear vision, direction and common language to implement and communicate the organisational commitment to the promotion of gender equality, the rights and empowerment of girls, boys, gender diverse children, and other children deprived of their rights.

In implementation of this policy, **gender equality mainstreaming guidelines (Annex 1)** have been developed for use by the CRCnct Secretariat, including a roadmap of actions and specific tools.

This policy supplements the CRCnct’s Code of Conduct,<sup>3</sup> other relevant CRCnct’s policies, particularly its *Child Safeguarding Policy and Procedure*<sup>4</sup> and *Whistleblower Policy*,<sup>5</sup> as well as applicable laws and human rights standards.

<sup>1</sup> These are individuals who are engaged by CRCnct on any type of contract.

<sup>2</sup> <https://childrightsconnect.org/policies/#code-of-conduct>

<sup>3</sup> <https://childrightsconnect.org/policies/#code-of-conduct>

<sup>4</sup> <https://childrightsconnect.org/policies/#child-safeguarding>

<sup>5</sup> <https://childrightsconnect.org/policies/#whistleblower>

## 2. Scope

This policy applies to: CRCnct staff, consultants, interns and volunteers; CRCnct child advisors; members of the CRCnct Executive Committee when acting in the course of their duties; Network members and other partners when engaging in activities with CRCnct.

This policy has been adopted by the CRCnct Executive Committee (ExCo) and operationalised by the Executive Director. It should be reviewed every year by the ExCo with a view to ensuring that CRCnct continues to institutionalise and advance gender equality practices.

In line with principles of accountability and transparency, this policy<sup>6</sup> has been published on CRCnct's website, to ensure that its content and underlying principles are known, available and actionable by all.

## 3. Definitions

Terms	Definitions
<b>Disability</b>	As defined under the UN Convention on the Rights of Persons with Disabilities (UNCRPD), the term 'persons with disabilities' "is used to apply to all persons with disabilities including those who have long-term physical, mental, intellectual or sensory impairments that, in interaction with various attitudinal, environmental and institutional barriers, hinder the full realisation of their rights as well as their full and effective participation in society on an equal basis with others." <sup>7</sup>
<b>Discrimination</b>	Unequal or unfair treatment which can be based on a range of grounds, such as age, ethnic background, disability, sexual orientation or gender identity, which can lead to victimization and harassment. <sup>8</sup>
<b>Discrimination on the basis of disability</b>	As defined under the UNCRPD, 'discrimination on the basis of disability means "any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation". <sup>9</sup>
<b>Diversity</b>	Diversity means "Differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people." <sup>10</sup> "Diversity acknowledges that each person is unique. It means recognizing, accepting, celebrating and finding strength in individual differences [...]" <sup>11</sup>
<b>Empowerment</b>	<i>Note: This term is considered inadequate by some organisations, as it is seen as insinuating that some people inherently lack capacity and agency and that it does not give a sense of the need for justice. They instead use terms such as "shifting power" or "restoring power".</i> Empowerment is "the process of enabling people to increase control over their lives, to gain control over the factors and decisions that shape their lives, to increase their resources and qualities and to build capacities to gain access, partners, networks, a

<sup>6</sup> <https://childrightsconnect.org/policies/#gender-equality>

<sup>7</sup> <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>

<sup>8</sup> Adapted from ILGA Europe online glossary: <https://ilga-europe.org/about-us/who-we-are/glossary/>

<sup>9</sup> <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities>

<sup>10</sup> European Institute for Gender Equality, [https://eige.europa.eu/publications-resources/thesaurus/terms/1085?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/thesaurus/terms/1085?language_content_entity=en)

<sup>11</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

	<p>voice, in order to gain control.”<sup>12</sup> This includes fostering an enabling environment that encourages participation in decision-making that affects one’s life.</p> <p>Empowerment is a strategy to increase the agency of all children and their capacity to influence the relationships and social and political conditions that affect them. It is grounded in the fact that lack of power, access to decision-making and space of influence prevent children from realising their rights.</p> <p>While empowering girls and other children deprived of their rights is key in promoting their rights, it is also essential to engage boys and others as partners and co-beneficiaries in the realisation of gender equality.<sup>13</sup></p>
<b>Exclusion</b>	<p>“Exclusion is the process that prevents certain individuals or groups from fulfilling their rights. Exclusion is caused by inequality in the distribution of resources and power, by inequality in the value assigned to different groups, and by the social norms that perpetuate these differences. These causes are interlinked and compound each other.”<sup>14</sup></p>
<b>Gender</b>	<p>“This term refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time and have wide variations both within and between cultures.”<sup>15</sup></p> <p>“Gender determines the roles, power and resources for females and males in any culture.”<sup>16</sup></p>
<b>Gender equality</b>	<p>Gender equality means that “all persons, regardless of their gender, enjoy the same status in society; have the same entitlements to all human rights; enjoy the same level of respect in the community; can take advantage of the same opportunities to make choices about their lives; and have the same amount of power to shape the outcomes of these choices. [...] Gender equality does not mean that women and men, or girls and boys, are the same. Women and men, girls and boys, and [gender diverse individuals] have different but related needs and priorities, face different constraints, and enjoy different opportunities. Ultimately, promoting gender equality means transforming the power relations between girls/women and boys/men, and [gender diverse individuals] in order to create a more just society for all.”<sup>17</sup></p>
<b>Gender identity</b>	<p>This term refers to how each person feels about their gender, which may or may not correspond with their sex assigned at birth. It is key to recognise that there are many diverse gender identities that do not fit into the binary genders of girls/women and boys/men and that are experienced by children and adults around the world.<sup>18</sup></p>
<b>Gender justice</b>	<p>The concept of gender justice underlines the role of duty bearers for the rights of girls/women, boys/men, and gender diverse individuals. Gender justice is the ending of inequalities between girls/women, boys/men, and gender diverse individuals, which often result in the subordination of girls/women and gender diverse individuals to boys/men. It implies that everyone, regardless of their gender, has equal access to and control over resources, the ability to make choices in their lives, as well as access to mechanisms to redress inequalities, as needed.</p>

<sup>12</sup> United Nations Social Development Network: <https://www.un.org/esa/socdev/ngo/outreachmaterials/empowerment-booklet.pdf>

<sup>13</sup> Adapted from the definition provided in [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>14</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>15</sup> [EU Gender-Age Marker Toolkit](#)

<sup>16</sup> IASC (2006), *Women, Girls, Boys and Men – Different Needs, Equal Opportunities: The Gender Handbook in Humanitarian Action*.

Also refer to the definition of “Gender identity” as individuals may not identify themselves in binary terms.

<sup>17</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>18</sup> Adapted from [Save the Children Gender Equality Policy](#)

	A commitment to gender justice means taking a position against gender discrimination, exclusion and gender-based violence. It focuses on the responsibility to hold duty bearers accountable to respect, protect and fulfil human rights, including of girls/women and gender diverse individuals. <sup>19</sup>
<b>Gender mainstreaming</b>	Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of law, policies, strategies, programmes and budgets, with a view to promoting equality between girls/women, boys/men and gender diverse individuals and combating discrimination. <sup>20</sup>
<b>Gender- neutral language</b>	<i>Note: Gender-neutral language should be used with nuance. The use of gender language may be preferred when: (1) it reflects how people talk about themselves; and (2) speaking about distinct gender related impacts (such as gender-based discrimination or violence) to genuinely reflect girls’ or boys’ experiences.</i> “This is not gender-specific and considers people in general, with no reference to women or men. Example: People do not fully appreciate the impact they have on the environment.” <sup>21</sup> This is conceived as more inclusive of people in all their diversity, including those who do not identify themselves in binary terms.
<b>Gender roles</b>	“Gender roles are behaviours, attitudes and actions that society feels are appropriate or inappropriate for a girl/woman, boy/man and gender diverse individual, according to cultural norms and traditions. These are neither static nor universal but vary between cultures, over time, between generations, and in relation to other social identities such as social class, socio-economic status, ethnicity, sexual orientation, religion, ability, and health status.” <sup>22</sup>
<b>Gender responsive approach</b>	A gender responsive approach means “when the different needs, abilities, and opportunities of boys and girls, men and women, [and gender diverse individuals] are identified, considered and accounted for” <sup>23</sup> , including specific action to reduce inequalities. <sup>24</sup> Like World Vision International, <sup>25</sup> <b>this policy considers that a gender responsive approach encompasses both gender sensitive and gender transformative approaches</b> (see the below definitions).
<b>Gender sensitive approach</b>	“When the different needs, abilities, and opportunities of boys and girls, men and women, [and gender diverse individuals] are identified, considered and accounted for.” <sup>26</sup> This should be a minimum standard for CRCnct.
<b>Gender transformative approach</b>	A gender transformative approach means “explicitly tackling the root causes of gender inequality, particularly unequal gender power relations, discriminatory social norms and legislation.” <sup>27</sup> It seeks “to challenge gender inequality by transforming harmful gender norms, roles and relations, while working towards redistributing power, resources, and services more equally and advancing the position and value in

<sup>19</sup> Adapted from [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>20</sup> Adapted from a definition provided by the European Institute for Gender Equality: [https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming?language_content_entity=en)

<sup>21</sup> European Institute for Gender Equality, [https://eige.europa.eu/publications-resources/toolkits-guides/gender-sensitive-communication/first-steps-towards-more-inclusive-language/key-principles-inclusive-language-use?language\\_content\\_entity=en](https://eige.europa.eu/publications-resources/toolkits-guides/gender-sensitive-communication/first-steps-towards-more-inclusive-language/key-principles-inclusive-language-use?language_content_entity=en)

<sup>22</sup> [Save the Children Gender Equality Policy](#)

<sup>23</sup> [Save the Children Gender Equality Policy](#)

<sup>24</sup> <https://wvusstatic.com/2023/pdf/GESI-docs/docs/WV-GESI-Approach-Theory-of-Change-2nd-Edition-2023.pdf>

<sup>25</sup> <https://wvusstatic.com/2023/pdf/GESI-docs/docs/WV-GESI-Approach-Theory-of-Change-2nd-Edition-2023.pdf>

<sup>26</sup> [Save the Children Gender Equality Policy](#)

<sup>27</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

	society of girls/women and gender diverse individuals.” <sup>28</sup> This is the highest standard which CRCnct will strive to gradually attain as capacity develops.
<b>Gender-based violence</b>	Gender-based violence (GBV) is an umbrella term for “any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences between females and males.” <sup>29</sup>
<b>Inclusion</b>	<i>Note: Inclusion implies that some people are already left out, and that systems were created without considering them. The focus should be on creating and using universal approaches (systems, practices, values, etc.) where everyone, irrespective of their identities, feels considered, valued and listened to, and where everyone’s rights are upheld.</i> “Inclusion means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our unconscious biases and have learned how to manage them.” <sup>30</sup>
<b>Intersectionality</b>	The term 'intersectionality' has its roots in Black feminist activism and was originally coined by American civil rights advocate and leading scholar of critical race theory Kimberlé Williams Crenshaw in 1989. Crenshaw defined intersectionality “as a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood among conventional ways of thinking.” <sup>31</sup> This way of thinking about power, privilege and gender means that we need to focus on the cumulative forms of inequality (e.g., age, sex, gender, gender identity, sex characteristics, sexual orientation, nationality, ethnic origin, race, etc.) and how, combined, these create additional burdens for a person experiencing inequality. “The experience [of inequality] is not just the sum of its parts”, says Kimberlé Williams Crenshaw <sup>32</sup> .
<b>LGBTIQ+</b>	This includes those who identify as Lesbian, Gay, Bisexual, Trans, Intersex, and Queer/Questioning (the “+” is used to signify an inclusive approach to all people with diverse sexual orientation and/or gender identity). [...] While the term LGBTIQ+ is increasingly understood and used in different regions on the world, in many countries other terms may be preferred by LGBTIQ+ persons to self-identify.” <sup>33</sup>
<b>Non-binary</b>	Refers to gender identities other than female or male.
<b>OPDs</b>	Organisations of persons with disabilities: “any organisations or associations led, directed and governed by persons with disabilities that are committed to the Convention on the Rights of Persons with Disabilities (CRPD) and fully respect the principles and rights affirmed therein.” <sup>34</sup>
<b>Sex</b>	While "gender" refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for girls/women and boys/men, "sex" refers to the biological and physiological characteristics that define girls/women and boys/men. <sup>35</sup>

<sup>28</sup> [UNFPA Gender Transformative Approaches to Achieve Gender Equality and Sexual and Reproductive Health and Rights](#)

<sup>29</sup> [EU Gender-Age Marker Toolkit](#)

<sup>30</sup> <https://www.ph.ed.ac.uk/equality-diversity-and-inclusion/about-edi/what-does-equality-diversity-and-inclusion-mean>

<sup>31</sup> Crenshaw, Kimberlé Williams (1989) "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics." University of Chicago Legal Forum 1989

<sup>32</sup> <https://time.com/5786710/kimberle-crenshaw-intersectionality/>

<sup>33</sup> Adapted from [Plan International Global Policy on Gender Equality and Inclusion](#)

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<https://www.unicef.org/media/124216/file/Engaging%20with%20organizations%20of%20persons%20with%20disabilities%20in%20humanitarian%20action.pdf>

<sup>35</sup> [EU Gender-Age Marker Toolkit](#)

<b>Sexual orientation</b>	“Sexual orientation is a continuum that refers to each person’s capacity for profound emotional, affectional and sexual attraction to, and/or intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender.” <sup>36</sup>
<b>Social inclusion</b>	It seeks to address inequality and/or exclusion of groups of individuals in vulnerable situations by improving terms of participation in society and enhancing opportunities, access to resources, voice and the promotion, protection and fulfillment of human rights. It seeks to promote empowerment and advance peaceful and inclusive societies and institutions. <sup>37</sup>
<b>Social norms</b>	“Social norms are shared beliefs about what is typical and appropriate behaviour in a group of people. These are like informal rules, which influence and are influenced by formal rules such as laws and regulations. Norms shape expectations and attitudes and can sustain and prescribe gender inequality. Around the world, social norms on gender shape the unequal status of women and girls in all their diversity and the expectations of their role in society.” <sup>38</sup>
<b>SOGIESC</b>	This term refers to “sexual orientation, gender identity and expression, and sex characteristics”. It corresponds to “a spectrum of identities, characteristics, expressions and behaviours.” <sup>39</sup> Please refer to the above definition under “LGBTIQ+”.

## 4. Policy statement

Child Rights Connect is committed to **advancing gender equality, with an intersectional approach, both within and outside the organisation, and across all areas of its work and organisation**. This is grounded in a vision for a world where **all children** equally enjoy their rights, and can equally participate in matters affecting their lives in a safe, empowering, inclusive and sustained way. Because ensuring children’s full enjoyment of their rights requires examining intersectional aspects of other identities in addition to gender, this policy specifically considers children who are deprived of their rights, **including but not limited to**, girls, boys, gender diverse children, children with disabilities, children from indigenous groups, and children from minorities.

While aiming to ultimately achieve a gender transformative approach, **at a minimum, CRCnct commits to achieving a gender sensitive approach** across all areas of its work and organisation, with also considering intersectional aspects of other identities.

CRCnct’s commitment is **guided by all relevant international human rights law and standards**, as well as principles of accessibility, non-discrimination, equity, participation and safeguarding (as defined in its Code of Conduct).<sup>40</sup> In line with its Whistleblower policy,<sup>41</sup> CRCnct has **zero tolerance** for, and will act appropriately in response to, any conduct or behaviour contrary to these laws, standards and principles or contrary to this organisational policy.

## 5. Guiding principles

In the pursuit of its institutional commitment, CRCnct undertakes to apply the following guiding principles:

<sup>36</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>37</sup> Definition adapted from [World Vision Gender and Social Inclusion Approach and Theory of Change](#), itself adapted from [United Nations Sustainable Development Goals \(SDGs\)](#), particularly SDG 5, 8, 10, 11 and 16 which emphasize equality and inclusion

<sup>38</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>39</sup> [Plan International Global Policy on Gender Equality and Inclusion](#)

<sup>40</sup> <https://childrightsconnect.org/policies/#code-of-conduct>

<sup>41</sup> <https://childrightsconnect.org/policies/#whistleblower>

- (1) **A non-binary approach:** Implement a non-binary gender mainstreaming approach (beyond the consideration of girls/women and boys/men), to incorporate the perspectives of all of those who hold or recognise identities outside of a gender binary and consider intersectional aspects of other identities.
- (2) **An intersectional approach:** Because human rights violations, discrimination and exclusion are often based on multiple, intersecting factors, to examine and work to address how these various identities interact and reinforce one another in perpetuating greater experiences of discrimination.
- (3) **Recognition, protection and empowerment:** Recognise, protect the rights of, and empower all children, with a special focus on those disproportionately or more severely deprived of their rights.
- (4) **Safe, empowering, inclusive, and sustained child participation**<sup>42</sup>: Promote the safe, empowering, inclusive, and sustained participation of all children, with a special focus on those who are most deprived of their rights, to ensure they have equitable opportunities to participate in decisions affecting their lives. Treat all children as potential or actual child human rights defenders and provide specific support for children who are most deprived of their rights to act as and exercise their rights as child human rights defenders.
- (5) **Addressing root causes:** Work to identify, assess and transform the root causes of gender inequality, discrimination and exclusion, such as discriminatory social norms, systems and practices, including through advocating for law, policies and practices that address gender equality and consider intersectional aspects of other identities.
- (6) **Enabling environment:** Collaborate with duty-bearers, institutions and supporting organisations/adults to ensure that they become more responsive to the needs, aspirations and rights of girls and other children deprived of their rights, and push for a more enabling environment for the full and equal realisation of their rights.
- (7) **Accountability:** Challenge and work to respond to human rights violations, discrimination, and exclusion faced by girls other children deprived of their rights. Call on duty-bearers to meet their international human rights obligations.
- (8) **Organisational culture of belonging:** Foster an organisational culture of belonging where everyone feels welcome, valued and listened to, including through supporting staff, consultants, interns, volunteers and ExCo members to implement good practices on achieving a gender sensitive approach and considering the intersectional aspects of other identities.
- (9) **Sensitive communication:** Avoid using language that refers explicitly or implicitly to only one gender or binary genders and/or that reinforce binaries. For instance, in English, any individuals could be referred to as “they” to account for various genders. External guidance should be sought on sensitive communication in the other CRCnct official languages (French and Spanish), as no gender-neutral terms exist or are officially recognised. That said, **the use of gender language should not be ruled out when:** (1) it represents and reflects how people talk about themselves; and (2) it allows CRCnct to specifically talk about gender-specific impacts of rights violations. Following the same approach, the term “children’s rights” should be preferred to “the rights of the child”. The expression “children (most) deprived of their rights” should be preferred to “vulnerable/marginalised children”, “children in vulnerable situations”, and “children from marginalised groups”.

## 6. Operationalization of the policy

This policy is to be operationalised through implementation of **gender equality mainstreaming guidelines (Annex 1)**.

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<sup>42</sup> Also refer to the Nine basic requirements for meaningful and ethical children’s participation): <https://resourcecentre.savethechildren.net/document/nine-basic-requirements-meaningful-and-ethical-childrens-participation/>

## 6.1 Roadmap

The guidelines contain a roadmap, as a list of priority actions, by organisational areas, and their corresponding broad timeline, to be undertaken between the adoption of this policy and the end of the forthcoming strategic cycle for 2025-2029. As a non-exhaustive and indicative action plan, the roadmap is meant to be refined in time, depending on evolving capacity and resources.

Adapted from the “Eight minimum standards for mainstreaming gender equality”,<sup>43</sup> the roadmap covers the following organisational areas:

- Policy framework
- Strategic management
- Culture and capacity
- Children’s Advisory Team
- Network and partners
- Analysis
- Indicators and data
- Budget and funding
- Do not harm
- Accountability

## 6.2 Practical tools

The guidelines also provide a series of practical tools to guide CRCnct staff/interns in implementing a gender sensitive approach in the development, implementation and review of the (new) organisational strategy, operations and programmes/activities. This includes:

- A **gender equality integration continuum**:<sup>44</sup> This is an analytical tool which characterises the various approaches to gender equality from “blind” to “transformative” approaches. It is meant to guide CRCnct staff/interns in situating where the organisation, strategy and programmes/activities stand when it comes to promoting gender equality; help them understand what sensitive and transformative approaches require; and assist them on how to get there (planning, ongoing prioritisation, implementation of the organisational strategy, programmes and activities, and tracking and evaluation of progress).
- A **checklist for mainstreaming gender equality in the organisation’s strategy and programmes**, including by types of activity (advocacy, capacity-building and events, and publications). The checklist outlines, by phases of the development of Strategic Plans or programmes/projects, the key questions to consider to ensure a gender sensitive approach.

## 7. Roles and responsibilities

Each CRCnct staff member, intern, consultant, volunteer and ExCo member plays an important role in upholding this policy.

To translate this policy into action, and ensure gender equality, with consideration for intersectionality, is integrated across CRCnct’s work and organisation, CRCnct recognises that leadership, resources and technical capacity are necessary, and it will gradually work to collectively ensure that these requirements are met.

### 7.1 Staff, consultants, interns and volunteers

All **staff, consultants, interns and volunteers** are responsible for:

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<sup>43</sup> <https://genderstandards.org/standards/>

<sup>44</sup> Adapted from the Gender Integration Continuum of the Interagency Gender Working Group (2019) and World Vision Approach and Theory of Change on Gender Equality and Social Inclusion (2020)



1. Complying with this policy in the conduct of their duties and responsibilities, conducting themselves in accordance with the principles set out in this policy, and reporting any suspected violation of the policy in line with CRCnct's *Whistleblower Policy*; <sup>45</sup>
2. Actively seeking opportunities, in all organisational areas including advocacy, other programmes/activities, and management, to implement the policy statement, its guiding principles and the related guidelines across all areas of the organisation and work;
3. Seizing opportunities to raise the awareness of internal and external stakeholders (children, Network members/observers, partners, other civil society organisations, donors, State representatives, etc.) on how discrimination, inequalities and exclusion based on ability, age, ethnicity, gender, race, sexual orientation and gender identity, and other identities undermine the realisation of the rights of *all* children, and suggesting how to address these, as possible;
4. *Only for staff and interns engaging with CRCnct's Children's Advisory Team*: Providing support to the child advisors in upholding this policy insofar as they are concerned (see section 7.4 below), including through incorporating a briefing on this policy as part of the CAT induction programme; and
5. Contributing to tracking lessons learned from implementing this policy and the related guidelines and informing their continuous improvement.

## 7.2 Executive Director

In addition to the responsibilities under 7.1 above, and with the support of the Management Team where relevant, the **Executive Director** is responsible for:

1. Ensuring the overall implementation of this policy in line with complementary policies, as well as reviewing this policy and the related guidelines as necessary in consultation with the ExCo;
2. Ensuring that all those to whom this policy applies are made aware of the policy and their responsibilities hereunder;
3. Seek opportunities, as possible, to provide external training, guidance and support to staff, consultants, interns and volunteers on implementing gender equality, with consideration for intersectional aspects of other identities, to augment internal capacity and expertise on these issues;
4. Ensuring the incorporation of gender-specific risks (do no harm) into the organisational risk management process (in line with the *Risk Management Policy and Procedure*), developing and maintaining effective controls; and ensuring that controls are implemented and reviewed as necessary;
5. Not tolerating inequality, discrimination and exclusion based on ability, age, ethnicity, gender, race, sexual orientation and gender identity, and any other identities by those to whom this policy applies;
6. Providing an appropriate investigative response to cases of confirmed violation of this policy (in line with the *Whistleblower Policy*)<sup>46</sup>;
7. Reporting at least annually to the ExCo on the implementation of this policy.

## 7.3 Executive Committee

Members of the ExCo bear the same responsibilities of staff, consultants, interns and volunteers (see 7.1 above). They are also responsible for:

1. Adopting, reviewing and approving changes to this policy; and
2. Making recommendations to the Executive Director for improving the organisational framework for achieving a gender, diversity and inclusion sensitive approach across all areas of the organisation and work.

## 7.4 Children's Advisory Team

With the continuous support of staff and interns engaging with CRCnct's Children's Advisory Team:

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<sup>45</sup> <https://childrightsconnect.org/policies/#whistleblower>

<sup>46</sup> <https://childrightsconnect.org/policies/#whistleblower>

1. Becoming aware of this policy in the conduct of their CRCnct mandate, conducting themselves in accordance with the principles set out in this policy, and reporting any suspected violation of the policy in line with CRCnct's *Whistleblower Policy*;
2. In the conduct of their CRCnct mandate, seeking opportunities to promote the policy statement, its guiding principles and the related guidelines.

## **8. Monitoring, reporting and review**

On an annual basis, the Executive Director will review this policy, suggest necessary modifications to the ExCo, and provide the ExCo with an update on implementation of the policy. The ExCo is responsible for approval of any modification(s) to the policy. Any substantial changes to the policy will be communicated to Network members during or around the yearly General Assembly, as relevant. Any updates to the policy will be published on Child Rights Connect's website.

Staff, consultants, interns and volunteers as well as ExCo members will be required to sign that they understand and will comply with this policy – including as part of an induction programme, where applicable – and will be briefed on revisions to the policy, additional to annual staff training on the policy.

## **Annex**

### **Gender equality mainstreaming guidelines**