



EngenderHealth
for a better life

Gender, Equity, Diversity, and Inclusion Policy Statement

Background

EngenderHealth is committed to working towards a world where sexual and reproductive rights are respected as human rights. In addition to our work toward gender equality in our programs, we are committed to promoting gender, equity, diversity, and inclusion in the workplace, which includes making sure everyone feels comfortable bringing their true selves to work. Our aim is to provide equality and fairness to all in our employment and not provide more or less favorable facilities or treatment on the grounds of age, disability, gender, gender identity, gender expression, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, color, nationality, national origin, religion or belief, sex and sexual orientation, or any other class or category.

Policy summary

EngenderHealth commits to creating an inclusive and equitable workplace that respects intersecting identities, fosters a sense of belonging without fear of judgement or retaliation, and encourages diverse views that enable employees to bring their true selves to work and to reach their full potentials. Our Gender, Equity, Diversity, and Inclusion (GEDI) policy rests on the pillars of equity, diversity, and inclusion with gender as a key area of focus.

Principles and commitments

EngenderHealth's GEDI policy is anchored in three (3) principles and commitments.

Build an inclusive workplace

- Enhance a culture of inclusion in which individual differences across intersecting identities such as age, gender identity, people with disabilities, gender, class, race, ethnicity, marital status, single parent, etc. are valued and heard;
- Strengthen a culture of no discrimination and establish control mechanisms through behavioral change, systems, and processes;
- Promote participation of youth, ethnic and racial minorities, LGBT+, and people with disabilities;
- Uphold dignity and respect, and provide support to every employee across life stages from diverse backgrounds¹;
- Create a 'safe space' to encourage reflection, discuss issues, voice concerns, seek help, suggest ideas, and provide constructive feedback to tackle power dynamics and hierarchy;
- Represent our commitment to social justice and gender equality through our external marketing, fundraising, advocacy, and communications activities including being respectful, using inclusive and positive language and images, and avoiding stereotypes;
- Attract and hire a diverse workforce committed to gender equality, and review the recruitment policy annually with a gender, diversity, and social inclusion lens;
- Recognize and embrace the nuances of intersecting identities such as, but not limited to, disability, gender identity, class, race, ethnicity, and marital status;
- Encourage new ideas and diverse perspectives to continually improve both our internal processes and the services that we deliver in the communities where we work;
- Sustain and engage a diverse workforce;

¹ Marriage/civil partnership/separation/divorce, childbirth/adoption, child/elderly-care responsibilities

- Equip staff to access training, development, and progression opportunities.

Advance women and underrepresented employees in the workforce

- Promote gender equality as a universal human right and ensure women leaders and underrepresented groups are recognized, supported, and promoted at EngenderHealth;
- Strengthen processes to ensure bias-free recruitment, remuneration, on-boarding, promotion, and succession planning policies through well-defined, communicated, and transparent processes and systems;
- Promote diversity among our staff by removing structural barriers to the success of women and underrepresented groups;
- Facilitate an enabling environment and adequate support for pregnant or parenting staff, irrespective of age, gender, or marital status;
- Strengthen gender balance and diversity by reviewing policies, processes, and systems through a GEDI lens to develop an equitable workplace.

Strengthen a safe and secure workplace

- Sustain and maintain a workplace where all feel safe and secure;
- Assure zero tolerance to any form of intimidation, bullying, or harassment, and discipline those that breach this policy;
- Establish a rigorous process for staff to raise concerns and report discrimination or retaliation in a timely, confidential manner;
- Select office space that promotes staff safety and accessibility;
- Commit adequate funding to meet EngenderHealth's gender commitments (specifically addressing measures for "do no harm"/gender-based violence prevention measures, prevention of sexual exploitation and abuse (PSEA), and the GEDI policy).

