

## POLICY

# Gender Equity and Equality

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|---------------------|-----------|--------------------------|-------------------|
| <b>Established:</b> | May 2018  | <b>Review frequency:</b> | Every three years |
| <b>Prepared by:</b> | P Simmons | <b>Approved by:</b>      | Board             |

## Purpose

***To promote gender equity and equality in and through all behaviours, activities, programs/projects and broader contributions to society***

## Introduction

GraceWorks Myanmar (GWM) recognises that women and men, girls and boys, have different socially defined roles within each culture, and there are complex and deeply embedded gender issues in societies around the world. We seek to promote equity, equality and justice in all our operations through gender-inclusive policies and programs/projects, and in the governing structures and behaviours of our organisation.

## Definitions

### Gender equity

Gender equity is the process of being fair to women and men and, ultimately, to achieving gender equality. Due to historical and social disadvantages toward women, the path to equality requires solutions and actions that compensate for those disadvantages and encourage equal opportunity and access by women and men.

### Gender equality

Gender equality relates to equal enjoyment by women and men of opportunities, resources and benefits valued by society. In instances of gender inequality, women are generally those who are disadvantaged or excluded, particularly in decision-making and access. As a result, the promotion of gender equality generally requires focused effort on the empowerment of women.

## Objectives

Through the daily activities and operations of GWM, we work to:

- ◆ Promote equitable participation and distribution of power between women and men in our organisation
- ◆ Foster an environment that values women and men's unique ideas, experience and skills
- ◆ Promote awareness of gender construction and its implications for structures and practices in Australian and Burmese cultures
- ◆ Encourage understanding of the diversity within gender construction for women and men
- ◆ Promote gender equity and equality among all primary stakeholders in all aspects of operations and management, with a specific focus on promoting the rights and participation of women
- ◆ Ensure GWM programs/projects and other initiatives work toward balanced representation of women and men, including community facilitators, workshop/training participants and community committees.

## Importance of equity and equality

We recognise the need for equity and equality in all of our operations by:

- ◆ Promoting the unique dignity, capacity and intrinsic value of all people
- ◆ Promoting gender equity in workplace culture and organisational structures
- ◆ Embedding solutions to empower women and support greater gender equity in the design and delivery of our work



- ◆ Encouraging and, where appropriate, requiring the active involvement of women in decision-making in all areas of GWM's operations and activities
- ◆ Providing equal access to assistance and support to all people, including children, without discrimination of any kind, irrespective of a person's gender; sex; race; colour; language; religion; political or other opinion; national, ethnic or social origin; property; disability or other status.

## References and related documents

### References

- ◆ United Nations Sustainable Development Goal 5: Gender Equality – <https://www.un.org/sustainabledevelopment/gender-equality/>

### Related documents

- ◆ Prevention of Sexual Exploitation Abuse and Harassment Policy

## Review

Previous reviews: June 2021

Next review: June 2024