



GENDER POLICY

Approved November 2004

The Primate's World Relief and Development Fund
80 Hayden Street Toronto, Ontario M4Y 3G2
Phone: 416-924-9192 Toll Free: 1-866-308-7973
Fax: 416-924-3483
General E-mail: pwrdf@pwrdf.org
Web site: <http://www.pwrdf.org>
Charitable Number: 8664 34640 RR0001

PWRDF GENDER POLICY

1. INTRODUCTION

Men and women share similar dignity and rights in the eyes of God, however, they have different experiences, needs and expectations. Both men and women are subjected to gender-defined roles in the family, community and wider society. Frequently, the roles assigned to women are undervalued in comparison to men's roles. It is through these assigned roles that we encounter discrimination against, and the oppression of women, including, but not limited to, the tolerance of violence against women.

We recognize the historical imbalance that has existed in favour of men which has resulted in the oppression and discrimination of women, and we must seek to redress this imbalance while at the same time recognizing the implications that gender-based programming will have on both men and women.

Though there are regional differences in social, cultural, economic and political contexts (including issues of race, sexual orientation and class differences) that affect a gender analysis, it is helpful to distinguish between two types of needs that directly pertain to both women and men.

Practical Gender Needs: These relate to immediate needs that can be met in the short term, and can be identified as skills, facilities, services or resources needed in order to fulfill a function upon which the survival of family and community depends. Practical gender needs are often concerned with the inadequacies in general living conditions, and can include basic human needs in addition to gender needs as a reflection of assigned gender roles. Such needs might include: access to education and health care, overall health status, valuing traditional working roles such as care-giving and small farming, access to fair and equitable employment outside the home and access to social and economic development programs. Meeting such needs does not necessarily challenge the gender division of labour, or women's subordinate position in society. In addition to identifying these needs, there must also be an accompanying gender analysis that works within the cultural context of a community or group, and assists in the transformation of gender inequalities, while at the same time addressing practical gender needs.

Strategic Gender Needs: These needs vary, and are defined by particular contexts; their fulfillment will challenge the inequalities that exist in society that are not addressed by practical gender needs. Strategic gender needs relate to:

- gender division of labour;
- political, social and cultural factors;
- sexuality and sexual orientation;
- issues such as land tenure, ownership and control of resources;
- violence (domestic, societal, political, institutional and stemming from militarization);
- self-determination, reproductive and sexual choice;
- law and customary law;
- access to the political decision-making processes;
- religious/faith institutions;
- social structures; and
- technology, its innovation and use.

Addressing strategic needs is a long-term goal which seeks to improve the position and status of women in both general society and the Church, while at the same time contributing to the establishment of equal gender relations.

2. RATIONALE

Intrinsic to the Christian faith is the belief that human beings, male and female, are created in the image of God. In our differences and in our relationships we are called to reflect God in the world. As Christians, we believe that God wills the human community to live in love and mutual respect.

The unequal relationship between men and women however, is a fundamental way in which humankind has fallen short of God's plan. As Christians, we must acknowledge that the Church, through its patriarchal structures and interpretation of the Bible, has shared in this sin of oppression. As a result, the human community has been denied the full gifts of both women and men and has therefore limited its potential for development.

An integral part of the PWRDF mission is to address inequitable gender roles and social justice. The Primate's Fund remains committed to working towards seeing communities fully restored to harmonious relations based on God's call for peace, justice and dignity of every human being. From this vision, we are all invited to proclaim God's redeeming love through Christ, deliverance from sin and all that mars human life. Our guiding principles clearly state that our goals are to work for justice, to increase opportunities for growth in human dignity and potential, and to support the right of people to change societal institutions.

The unequal relationship of power and privilege between the genders is an injustice that calls for transformation. With the grace of God, PWRDF will join with others in the healing of wounds, the creation of just relationships between men and women and the development of a caring and nurturing society. In this way, we will participate in the new creation that God intends; a creation whose birth will bring pain as well as joy.

3. PRINCIPLES

PWRDF is committed to:

- i. Implementing a Gender Policy in a manner that respects its partnership principles of dialogue and mutual support;
- ii. Working with women and men as both are affected by traditional/patriarchal histories;
- iii. Working within the cross-cultural contexts that exist among partners when implementing a Gender Policy;
- iv. Searching out the voices of women articulating their practical and strategic needs;
- v. An ongoing review of its Gender Policy;
- vi. A positive observable and incremental change from present partners, where needed;
- vii. Recognizing the integral role of leadership that is sensitive to current issues of gender and the accompanying needs of both women and men;

- viii. A minimal gender positive criterion for projects, programs and institutional practices.

4. PWRDF's LONG-TERM GOAL

To realize a social change, where there is gender power balance that meets different gender needs, while allowing equal participation in society's development.

To achieve a gender-equitable and equal society that nurtures self-empowerment of individuals and groups, especially women and girls.

5. PWRDF's VISION

To promote a transformation of gender roles and relationships.

6. OBJECTIVES OF THE POLICY IMPLEMENTATION

6.1 PWRDF Board of Directors

- 6.1.1 To affirm gender parity for the Board of Directors, its committees and working groups as well as within the staff;
- 6.1.2 To apply a gender analysis to the work of the staff and the Board of Directors;
- 6.1.3 To apply a gender analysis to the governing tenets of the Board of Directors;
- 6.1.4 To ensure that all policies are designed and reviewed using a gender analysis;
- 6.1.5 To ensure that the implementation of policies by staff is done using a gender lens.

6.2 Overseas and Canadian Programming

6.2.1 To seek out partners/allies/organizations who can help us in the comprehension of gender, development and social justice issues and the incorporation of these in our policy;

2.2.2 To give priority and active support to programs which:

- a. Help women and men to address gender relations through gender awareness, education and training;
- b. Include and promote women in leadership and decision making positions;
- c. Address the strategic gender needs of women and girls;
- d. Enhance management and leadership training of women;
- e. Enhance focused women's networking around their strategic needs;

2.2.2 To share our Gender Policy and tools with new and with existing partners;

2.2.3 To monitor the implementation of the Gender Policy as it pertains to PWRDF's relationship with its partners;

2.2.4 To address concerns of gender equality from partners and assist them in the development of tools that will enable them to address these concerns;

- 2.2.5 To educate the wider PWRDF constituency about issues of gender and apply a gender analysis to the work that is undertaken;
- 2.2.6 To ensure that there is a balance between men and women in the creation and implementation of advocacy policies and strategies;
- 2.2.7 To affirm gender parity in the selection of overseas visitors to Canada and delegations sent overseas from Canada.

6.3 Financial Development

- 6.3.1 To ensure that there is gender parity among members of working groups in developing any financial development strategy;
- 6.3.2 To include gender training for those working in the area of financial development;

7. GUIDELINES

7.1 General

- 1.1.1 PWRDF staff and Board members are expected to undergo gender training and to remain aware of the evolving issues of gender both in Canada and abroad;
- 1.1.2 PWRDF staff and Board members will apply a gender analysis to institutional processes from its day-to-day operations to its long-term organizational planning;
- 1.1.3 PWRDF staff and Board members are to adhere to the sexual harassment policy of the Anglican Church of Canada;
- 1.1.4 PWRDF will encourage partners to put in place appropriate policies to deal with issues of sexual harassment;
- 1.1.5 PWRDF policies, principles and practices are to include gender analysis;
- 1.1.6 PWRDF staff will share best practices with regard to gender issues with partners and encourage them to apply the learning to their work;
- 1.1.7 PWRDF will give positive support to the implementation of its Gender Policy by allocating resources, such as:
 - a. Staff, Board and volunteer time;
 - b. Gender resource materials (including theological/biblical reflections) to partners, Board and volunteers.

8. POLICY IMPLEMENTATION

8.1 Board of Directors

- 8.1.1 Continue to confirm gender parity among members of the Board of Directors;

8.1.2 Include gender sensitivity training for new board members

8.2 PWRDF Staff

8.2.1 Adhere to the employment policy and guidelines as it pertains to issues of gender equality in the work place.

8.3 Partners

8.3.1 When PWRDF is considering new partners, one of the deciding criteria will be whether the organization or program is gender-sensitive; this will be determined by using the PPAC, as well as any other applicable tools for gender analysis;

2.2.2 PWRDF will fund programs that reduce unequal power relations and foster gender equality;

2.2.3 When dealing with community projects/programs as well as with youth or children's projects, PWRDF will apply a gender analysis to highlight girls and boys practical and strategic gender needs;

2.2.4 PWRDF will follow the guidelines of the PPAC and 'Appendix A: Gender and Development Assessment Sheet', when determining whether to engage in a new partnership;

2.2.5 PWRDF will carry out gender analysis and implement any new results or factors affecting gender equality into projects and program planning.

8.4 Overseas and Canadian programming

8.4.1 In the case of Refugees and Emergencies, though priorities are dictated by the gravity of crises, PWRDF will ensure that gender parity is upheld as far as it does not limit the efficacy of an emergency response;

2.2.2 Ensure that the staff in their work uses the Gender Policy and the PPAC with partners and that partners are encouraged, if it is lacking, to address the need for gender equality throughout their work and as it pertains to the context in which they work;

2.2.3 Highlight any issues that arise from partners in the area of gender equality for use in the evaluation process of the Gender Policy and its applicability;

2.2.4 During the briefing of overseas visitors and of Canadians going overseas, PWRDF's Gender Policy will be shared and discussed as to how this could be best-used during the visit;

2.2.5 PWRDF will include an intentional listening process with overseas visitors on their own experiences with gender issues;

2.2.6 PWRDF will undertake intentional gender analysis in our information packages (campaign materials, development education and refugee coordinator packages);

- 2.2.7 PWRDF will provide gender sensitivity training for PWRDF volunteers in order to ensure gender consciousness and gender analysis capacity for both interpreting PWRDF work and for analyzing local situations;
- 2.2.8 PWRDF will apply a gender lens in development education committees and events;
- 2.2.9 In contracting out PWRDF materials production, PWRDF will share the gender policy and ask that attention be paid to a list of guidelines (e.g. Are there particular practical/strategic needs of women and are they included in the story?);
- 8.4.10 Gender sensitivity training should be included in all advocacy training;
- 8.4.11 When contracting services for financial development materials, PWRDF will share its Gender Policy with the contractor and ask that attention be paid to issues of gender in the use of imagery and language;
- 12.12.12 Financial Development projects and strategies should be done in tandem with other PWRDF areas of work to ensure that accompanying materials undergo a gender analysis.

Appendix

Definitions

Gender: *A social, cultural and psychological construct that refers to the differentiated constructed roles of women, men, girls and boys, assigned because of their gender. Everywhere in the world, the roles of women and men are different from each other. These roles are also different depending on various factors, including where you are, to what generation you belong, and the era in which you live, in addition to class and ethnicity. Gender constructs must be understood within the context of inclusion and respect for human rights that are to be enjoyed equally by all.*

Sex: *The biological difference that exists between men and women. Some activities are the same all over the world and throughout history and are biologically prescriptive (e.g. child birth).*

Gender Analysis: *The action of examining the impacts of development on both women and men. It is used as a basic tool to develop policy and action that work towards gender equality. Used as a tool, it is an approach that takes a comprehensive look at the realities of women, men, girls and boys whose lives will be impacted by a development initiative and can be used to inform decision-making. Gender Analysis only becomes a tool for participatory development when it is used in a manner in which the people whose information is being studied have control over the process.*

Gender lens: *Concepts and frameworks applied when analyzing the roles and responsibilities of women, men, girls and boys within a given group.*

Gender Parity: *Achieving the equal participation of both males and females in terms of numbers, with an emphasis on access to and control over resources, as well as equal opportunities for both males and females within a given group or situation.*