



WECF

## Our policy on Gender Equality, Diversity, Equity and Inclusion

WECF's [Code of Conduct](#) lays out the guiding principles for our organisation and our work with partners, starting with our respect for universal rights, respecting the equal rights and dignity of all human beings, and based on non-discrimination as well as prevention and addressing sexual and gender based exploitation and violence.

WECF is a global network of ecofeminist civil society organisations, advancing intersectional ecofeminist leadership. Our mission is to be a catalyst for change to bring the priorities and leadership of women, youth and gender-diverse persons, in all their diversity, into policies and actions that will shape a just and sustainable world; **our Common Future**.

We **envision** a world in which gender equality and non-discrimination has been achieved and all live in dignity, in a just, sustainable world.

At WECF, we believe that environmental and social justice are deeply connected. Gender equality and justice are fundamental to achieving a sustainable future for all. And we all have a role to play - WECF staff and partners - in advancing gender equality and justice in our own organisations and in programs and policy processes in which we are engaged. We are aware of privileges and power imbalances and will not accept any form of discrimination, exploitation or exclusion.

**Through our work we seek to tackle structural and historical barriers to gender equality**, addressing and challenging the root causes of gender inequalities, and understanding the multiple and intersecting factors of exploitation and exclusion from discrimination by gender, sexual identity, social class, persons discriminated by work and decent, class, ethnic minority, age, disability, racialized groups and others.

**By adopting intersectional, ecofeminist and gender-transformative approaches** in our organisations and our work with partners we take collective action to build more inclusive, sustainable, and just societies.

### Our policy

Our policy addresses two levels:

- 1) our internal organisational processes to advance diversity, equity and inclusion, see annex 1
- 2) our cooperation agreements with partners based on equality and reciprocity, see annex 2

## Annex 1.

# **Our internal organisational processes to advance diversity, equity and inclusion**

## **Equality and inclusion in our human resources**

WECF aims to attract and retain diverse human resources talent, to embrace different perspectives and enhance cross-team collaboration. According to our principles as set out in our Code of Conduct ([Code of Conduct](#)) we respect the equal rights and dignity of all human beings. We do not discriminate on grounds of gender, sexual orientation, racialised identity, age, disability, beliefs or other. We believe in putting people first by creating an inspiring and inclusive work environment. We put the principle of fairness at the core of our organisation. As a feminist organisation we believe in the power of women, youth and gender-diverse persons as agents of change. We continue to lead by example by striving for inclusive staffing, Board of Trustees and Board of Directors. We believe in an equitable, healthy and stimulating work environment, which is reflected in the human resource policy of the organization. Our human resource policy is guided by four main goals **intersectional gender-equality, Diversity, Equity and Inclusion**.

## **Intersectional Gender-Equality**

Gender-equality is a cross-cutting theme in our organization, which we apply from an intersectional perspective. We believe in the power of inclusion and equal participation no matter gender, age, disability, beliefs, sexual orientation, racialised identity or other. We want to practice what we preach. We ensure that throughout WECF's work, gender equality is enhanced and active participation of women in all their diversity is ensured. We are aware that gender equality needs an enabling environment and support from across all of society, and therefore our programmes often include an additional focus on engagement of men, transgender, non-binary and gender nonconforming people. As a feminist organization we attach great importance to facilitating a good work-life balance and are well aware that unpaid care work is mostly shouldered by women. We therefore enable staff to undertake care work by offering flexible working hours. We offer the possibility to work from home, or to take any other action to find a balance between private life and work life. We grant unpaid sabbaticals if the workload allows.

## **Diversity, Equity and Inclusion**

In our office we promote a culture of listening to each other. Our diverse backgrounds bring different perspectives and experiences to the table, which can enrich us individually but also are of great value for increasing our effectiveness and innovativeness in fulfilling our mission to all live in dignity while collectively sharing the responsibility for a healthy, just and sustainable environment.

Equity means ensuring fairness and justice by addressing systemic disadvantages through providing differentiated opportunities to individuals or groups. We also need to understand how various identity markers intersects. To advance equity and diversity, we aim to remove

barriers, promote access, and rectify historical and systemic inequalities due to factors such as socioeconomic status, race, gender, and disability. We therefore aim to promote a diverse international team, to create fair opportunities, to ensure representation without tokenism and to create safe and non-discriminatory spaces for all. In practice, this means amongst others that when we have a job-vacancy we are promoting, we are actively seeking individuals from a wide range of backgrounds and experiences to form a robust, inclusive team and a truly dynamic working environment. We welcome applications of people with diverse backgrounds by reaching out to our diverse networks and target groups (for example BIPOC, LGBTQIA+, young feminists etc.).

### **Putting policies into practice**

The directors of WECF have a final responsibility for safeguarding that the guiding principles and goals of gender-equality, equity, diversity and inclusion are leading in human resource management.

However, everyone at WECF - staff, directors, board members - have rights and responsibilities towards their peers and partners in ensuring a safe and inclusive workplace free from discrimination.

Based on the WECF DEI internal survey (2023) we know we still have progress to make, however we are proud to have much advanced these last year's regarding the international backgrounds of our colleagues.

Each of the WECF offices develops its implementation plan to integrate the above-mentioned principles on Gender Equality and DEI into their Human Resource Management processes, for example conducting trainings for all employees on practising DEI and anti-racism awareness, on a regular basis. Each of the WECF offices will review lessons from its DEI process annually and lessons learned will be shared between offices through the directors (Joint Advisory Committee).

This Gender Equality, Diversity, Equity & Inclusion policy is also evaluated and reviewed by Directors and the Board of Trustees at least once every five years and more often when deemed necessary. Any updates to this policy should be adopted by the Board of Trustees. After each change, the new text will be made available to all employees.

## Annex 2

### Applying our principles to working with network partners

Our cooperation with partners is based on eco-feminist principles of equality and reciprocity, including on the principles as outlined in the [African Feminist Charter](#). When entering into formal agreements with partners all partners agree to a partnership agreement that respect the equal rights and dignity of all human beings and is based amongst others on following principles of cooperation:

- A cooperation **based on our common aim** to advance human rights and **gender-equality** and end injustice, discrimination, sexual and gender-based violence and other structural and post-colonial inequalities through feminist policies and actions.
- A cooperation where **we are aware of respective power imbalances and privileges** and will not accept any form of discrimination or exclusion of persons based on their gender, sexual identity, work and decent, class, ethnic minority, age, disability, racialized groups or any other.
- A cooperation where **we work together in solidarity, respect and trust** with deep listening and learning as key prerequisite for all decision making.
- A cooperation where **we apply Free and Prior Informed Consent** is our key principle underlying all cooperation with partners, with the realization that the knowledge lies with the grassroots community members, recognizing and valuing this knowledge and their control over how their knowledge is used in our program.
- **Adhering to the highest standards of integrity and gender-equality**, and aligning our internal policies to ensure effective measures regarding anti-fraud and anti-corruption, prevention of sexual exploitation and abuse, and ensuring that our integrity and gender-equality policies are lived by all our staff and colleagues and are regularly monitored and updated and transparently communicated to our partners and contractors.
- **Working with an intersectional perspective**, ensuring we shift power to those who have less power in our societies and are often discriminated or marginalized, such as young people, women with disabilities, LGBTQIA+ persons, rural and older women and women from indigenous communities, as well as ensuring their protection and safe spaces of cooperation.
- **Aim is to strengthen feminist and women's rights organisations, with priority for their actions at local and national level.** We will support their development with resources and facilitating spaces for advocacy and sharing
- **Aiming at leadership of feminists from the Majority World/Global South and joint decision making**, in decision making at all levels, and in our own partnership, in particular grassroots and local community-based groups.

- **Full engagement of all partners in learning and sharing**, ensured through feminist participatory methodologies and with engagement of our wider networks of feminist members, partners and allies, including through methodologies such as Organisational Gender Action Plans (OGAPs).

We also propose tools as part of our work with partners to advance gender equality, diversity, equity and inclusion, these include:

## **Training tools for work with partners, grassroots, women's and community organisations**

**1) Towards a Gender-Transformative Organisation:** Toolkit for an assessment of organisational gender policies and practices ([link](#))

**2) Gender impact assessment and monitoring tool** ([link](#))

## **Training tools for specific target groups and thematic sectors**

**3) Young feminists want system change, Global advocacy toolkit** ([link](#))

**4) Feminist organizing toolkit – planning virtual meetings** ([link](#))

**5) Climate justice toolkit for youth** ([link](#))

**6) Activity Kit for the CSW: Climate Justice Needs Young Feminists** ([link](#))

**7) Feminist Moderation** ([link](#))