

GENDER CHEAT SHEET

HOW NOT TO LOSE THE GENDER PERSPECTIVE

Gender diversity is essential in any organisation, especially in Civil Society Organisations! Guaranteeing fair representation for a diverse group of people in the workplace has positive outcomes across the entire organisation. Excellence does not discriminate. By mainstreaming gender, we help to redistribute power and correct the daily observable gender imbalances - becoming more inclusive. You don't have to be a gender specialist to challenge oppression and unbalanced power - keep reading for some practical steps and start acting now!

01 Co-create policies

An inclusive way of developing policies will create ownership and include points of view that are often excluded.

02 Reinforce the right systems

This will ensure that people who speak out will not get discouraged, demoralised, or lose hope. Set clear processes are easy to use. Institutionalise mechanisms that can transform your organisations.

03 Complain!

Complaints will help you identify the problems within your system, but it is only the first step for a solution! As Sara Ahmed says "complaint is the work of creating room for those still to come to have somewhere to go."

04 Listening is important

Listening without prejudice can support you to counter the predominant bias that you may have. Listen to women, recognise their leadership and see them as decision-makers.

05 Question the default

Are there actions leading for people to doubt themselves or is it an enabling environment where people can speak their mind?

06 Speak out!

Raise awareness because inaction is an action that reinforces the status quo. Act to address gender and be proactive in the day to day.

07 Combine forces

This is not only a HR matter or a one time webinar: make sure there are spaces for staff to coordinate and combine forces to address gender, diversity and inclusion. Too often people encounter similar problems and make similar complaints - but in silo.

08 Generate positive change

Don't assume - identify the source of the problem and how the problem manifests in your organisation. Act in solidarity and be mindful of the collective needs, not assuming that you know. Ally with those who are already carrying out gender work in your context.

09 Showcase your solution

This will set a precedent. If changes are made loudly and put in official records, promoting them will serve to inspire others.

10 Language matters

Use non-sexist language and use terms appropriately, so as to not undermine their meanings (buzz words).

