

Gender Policy

PURPOSE

Alongside Hope seeks gender equality and strives for gender justice in all that it does, and does not tolerate gender-based discrimination.

APPLICATION

This policy applies to all directors, members, employees, and agents of Alongside Hope

DEFINITIONS

Gender equality refers to the equal rights, responsibilities, and opportunities for all genders.

Gender equity is the process of allocating resources, programs, and decision-making fairly to all genders without any discrimination on the basis of sex, and addressing any imbalances in the benefits available to all genders.

Gender parity refers to achieving a balanced gender composition.

Gender justice is when everybody in a society, regardless of gender, is able to share in the equitable distribution of power, knowledge, and resources. It encompasses freedom from cultural and interpersonal systems of privilege and oppression, and from violence and repression based on gender.

POLICY

Directors, members, employees, and agents will:

- strive for and affirm gender parity for the directors and staff, their committees, working groups, and delegations.
- undergo gender justice training and promote awareness of current gender-related issues in Canada and abroad
- ensure gender equity is considered in all decisions
- provide a framework through which Alongside Hope may address gender inequity.
- promote both short-term practical gender needs and longer-term strategic gender needs
- increase opportunities for growth in human dignity and potential.

AMENDMENT

This policy may be amended by the Alongside Hope Board.

Adoption Date: November 2014

Review Date: February 2021

Amendment Date: July 2025