



Gender and Diversity

TOPICS

- Gender equality
- Gender policy
- Women's section/wing
- Diversity

DIVERSITY

Diversity means recognizing, accepting, celebrating, and finding strength in individual differences such as gender, age, nationality, race, ethnicity, ability, sexual orientation, socio-economic status, religious beliefs, political beliefs, or other ideologies.



INCLUSION

Inclusion is the process of improving the terms for individuals and groups to take part in society and to fully enjoy their rights. Inclusion involves improving the opportunities available to girls, boys, youth, particularly those who are vulnerable and excluded, including children with disabilities, who are excluded on the basis of the social groups they identify with or are associated with, as well as respecting their dignity.



EXCLUSION

Exclusion is the process that prevents certain individuals or groups from fulfilling their rights. Exclusion is caused by inequality in the distribution of resources and power, by inequality in the value assigned to different groups, and by the social norms that perpetuate these differences.



GENDER EQUALITY

Gender equality = right of women and men and boys and girls to have the same rights, responsibilities, and opportunities in society such as education, employment and income and to participate politically, socially, and culturally in society. Gender equality is about equal opportunities and rights for all. Gender equality does not mean that women and men, or girls and boys are the same.



GENDER INEQUALITY



DISCRIMINATION
BASED ON SEX



WOMEN AND GIRLS
ARE DENIED THEIR
RIGHTS



BARRIERS IN
SOCIETY, EDUCATION,
EMPLOYMENT,
DECISION-MAKING

EMPOWERMENT

Empowerment = people having power and control over their own lives. People get the support they need that is right for them.

Empowerment is a strategy to increase girls' agency over their own lives, and their capacity to influence the relationships and social and political conditions that affect them. Lack of power is one of the main barriers that prevent particularly girls and young women from realizing their rights.

Empowerment is a process by which women can overcome many of the obstacles that they face such as education, work status, employment opportunities, health care, social security, or decision making.



DISCRIMINATION BASED ON GENDER

- Women and girls are denied basic rights in their daily lives because of their gender
- In many countries, women can't participate equally in society
- Women and girls have barriers in education, employment and political decision making
- Girls have less education than boys: 60 % of countries have fewer girls than boys in primary and secondary education

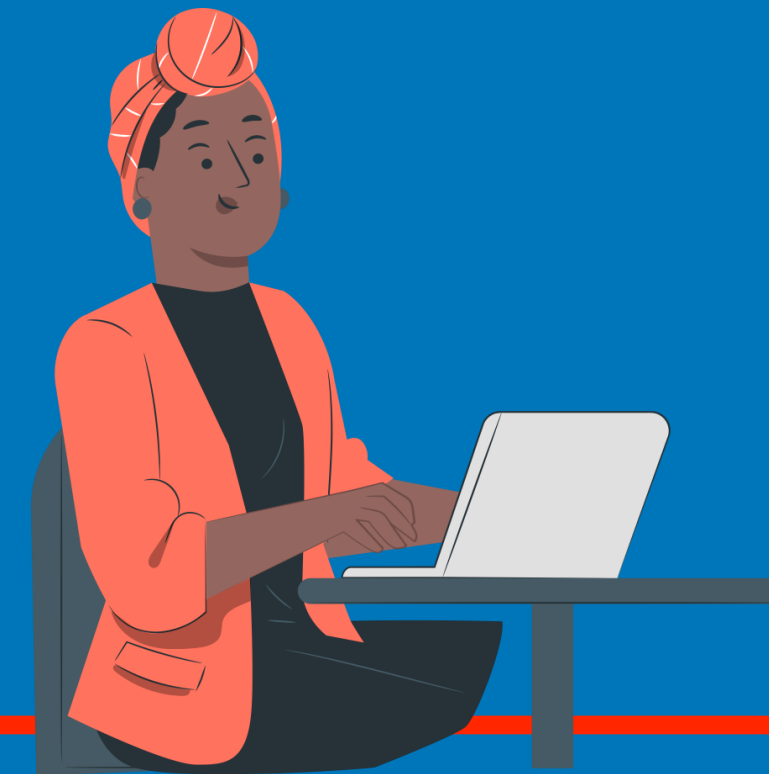
DISCRIMINATION BASED ON GENDER



WOMEN ARE
DISCRIMINATED
ABOUT WHERE THEY
CAN WORK



WOMEN ARE PAID
LESS THAN MEN FOR
SAME WORK



IT IS DIFFICULT FOR
WOMEN TO GET A
LEADERSHIP ROLE



WOMEN ARE
UNDERREPRESENTED
IN POLITICS



SOME WOMEN DO NOT GET A
PROMOTION OR ARE NOT
RECRUITED BECAUSE OF
PREGNANCY



HALF OF WORLD'S
POPULATION ARE WOMEN

18,4 %

OF NATIONAL
PARLIAMANTARIANS
ARE WOMEN

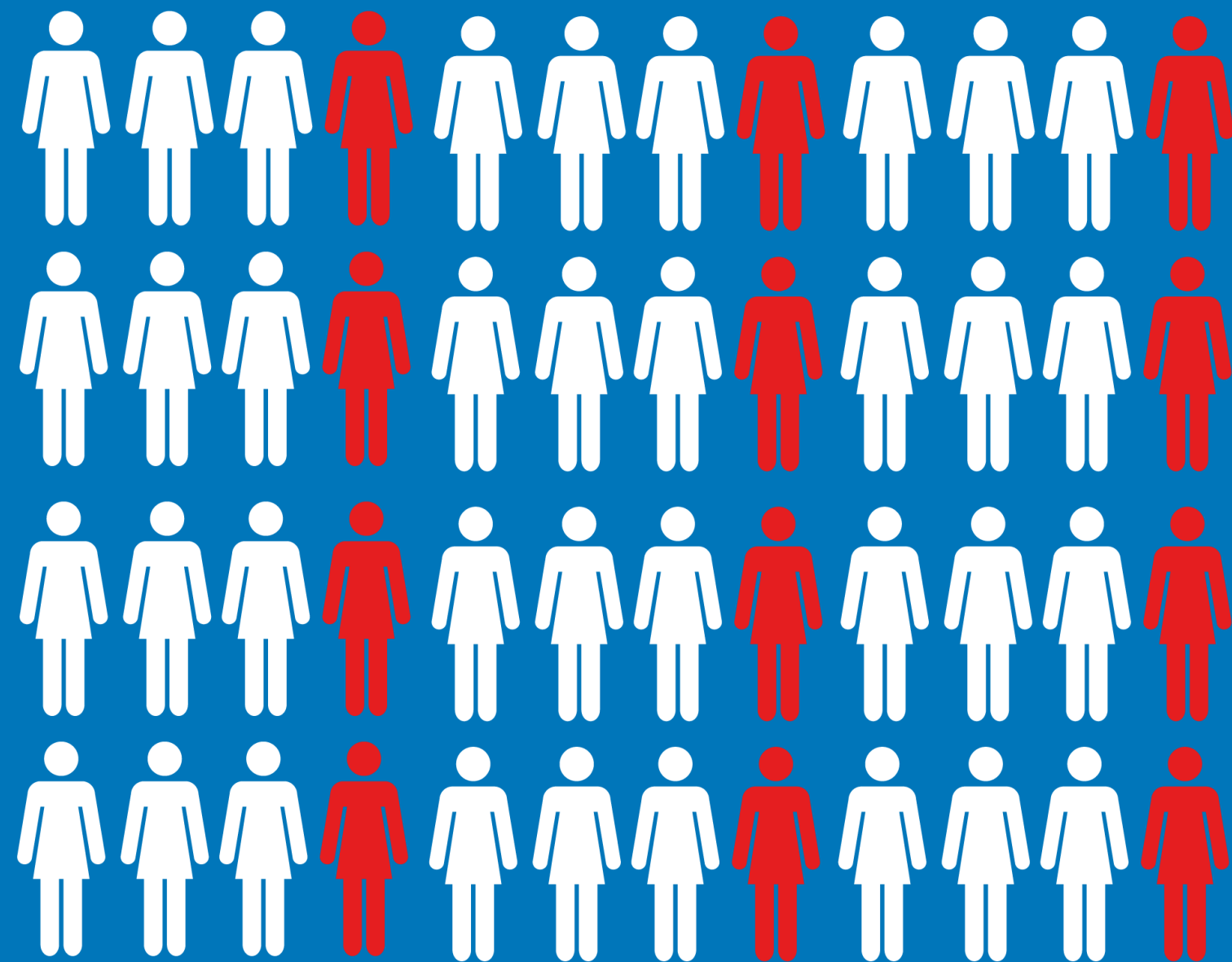
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HEADS OF STATE OR
GOVERNMENT
WORLDWIDE ARE WOMEN

Worldwide, nearly **1 in 4** girls between the ages of 15 and 19 are neither employed nor in education or training – compared to **1 in 10** boys.

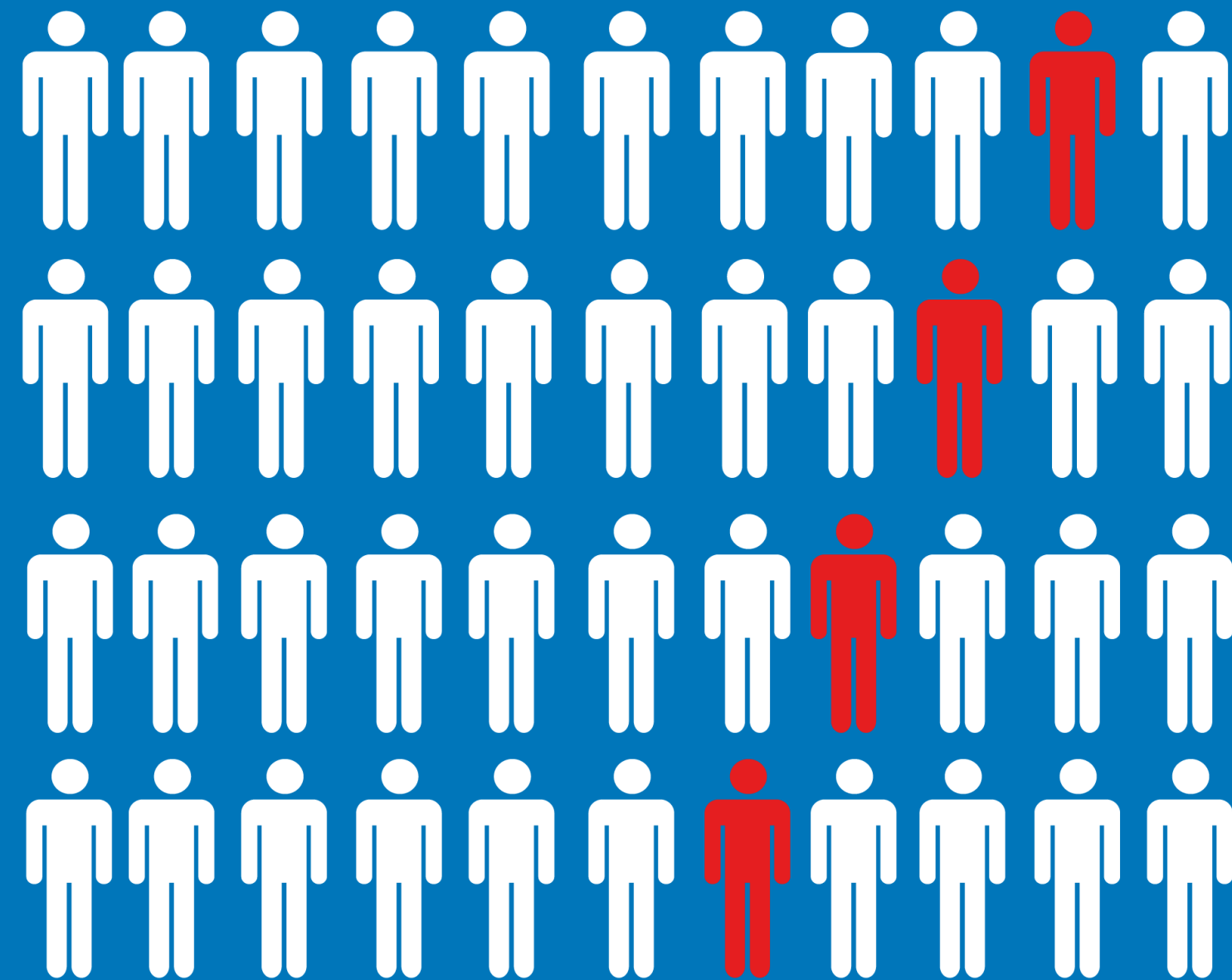
1 IN 4

GIRLS BETWEEN 15-19 YEARS
OLD ARE NOT EMPLOYED OR
IN EDUCATION OR TRAINING



1 IN 10

BOYS BETWEEN 15-19 YEARS
OLD ARE NOT EMPLOYED OR
IN EDUCATION OR TRAINING



GENDER INEQUALITY EXAMPLES

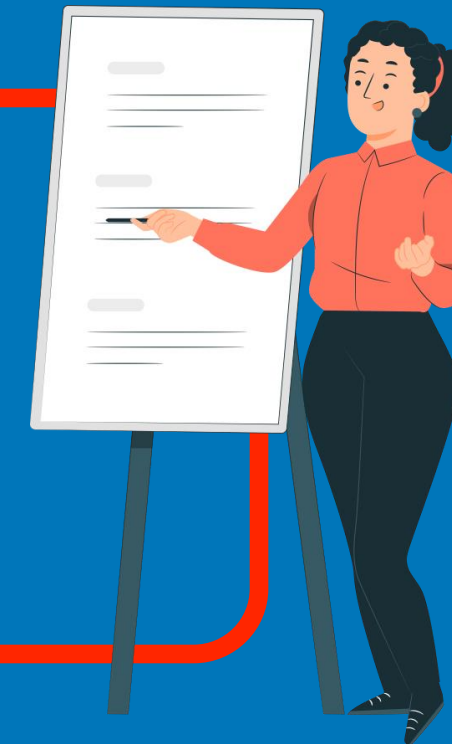


WORK

FEMALE APPLICANTS ASKED ABOUT THEIR FAMILY OR PREGNANCY PLANS

EDUCATION

GIRLS ARE KEPT OUT OF SCHOOL BECAUSE EDUCATING THEM IS SEEN AS UNNECESSARY EXPENSE



LIVELIHOOD

WOMEN OWN ONLY 1 % OF WORLD'S PROPERTY AND EARN 10 % OF INCOME

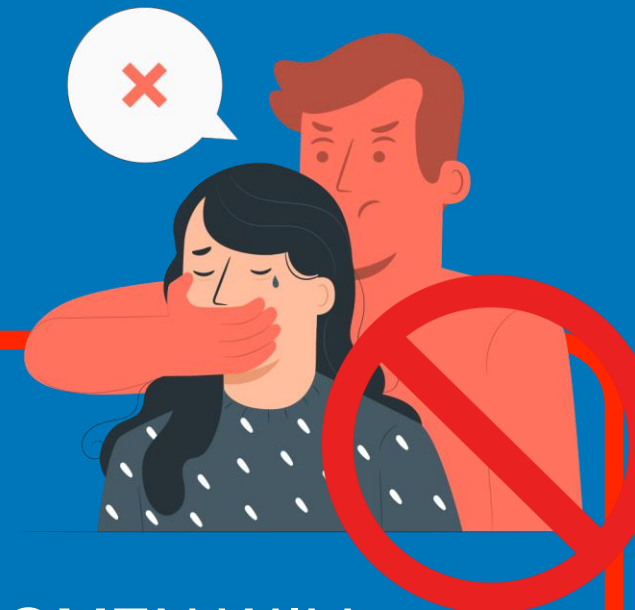
HEALTH

MANY WOMEN DO NOT HAVE ACCESS TO MENTAL, PHYSICAL, AND SOCIAL HEALTH



VIOLENCE

ONE IN THREE WOMEN WILL EXPERIENCE PHYSICAL OR SEXUAL VIOLENCE



WATER, SANIATION AND HYGIENE

1.3 BILLION WOMEN AND GIRLS LACK ACCESS TO PROPER TOILET



ACHIEVING GENDER EQUALITY



GENDER EQUALITY MEANS A SOCIETY WHERE MEN AND WOMEN ENJOY SAME OPPORTUNITIES, RIGHTS AND OBLIGATIONS



ACHIEVING GENDER EQUALITY MEANS BOTH HAVE EQUAL ACCESS TO EMPLOYMENT, EDUCATION, SHARE RESPONSIBILITY FOR HOME AND CHILDREN

GENDER EQUALITY MEANS THAT WOMEN AND MEN CAN MAKE DECISIONS ABOUT THEMSELVES AND THEIR SEXUAL AND REPRODUCTIVE HEALTH

PROMOTING DECISION-MAKING ABOUT THEIR LIVES SUCH AS WHEN TO MARRY, WHEN TO GIVE BIRTH, USE OF CONTRACEPTION AND RESSOURCE TO HARMFUL PRACTICES ARE EXAMPLES OF GENDER EQUALITY

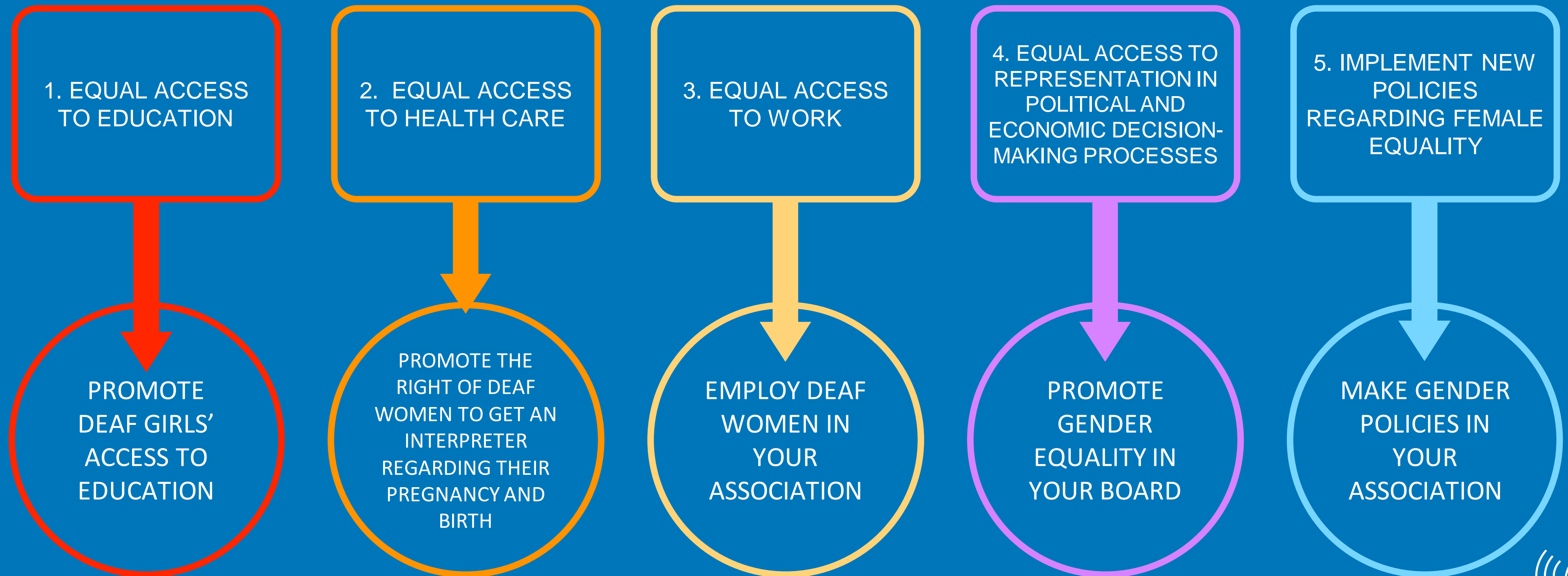
HOW TO ACHIEVE GENDER EQUALITY

1. EMPOWERMENT
OF WOMEN

2. IDENTIFY AND
ADDRESS POWER
IMBALANCES

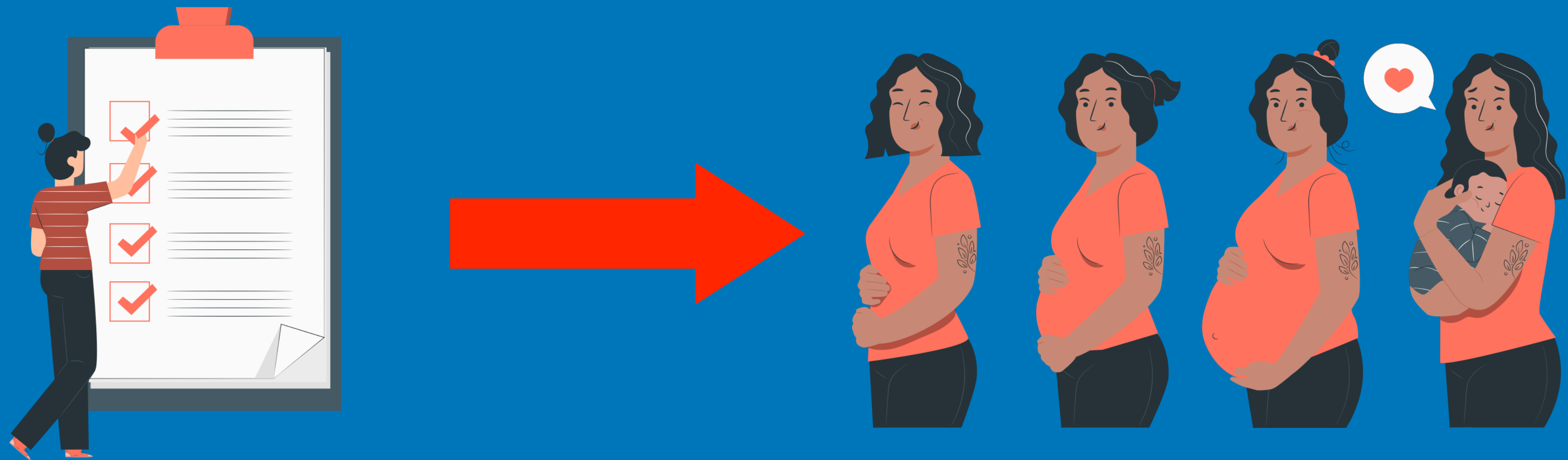
3. GIVE WOMEN
AUTONOMY TO
MANAGE THEIR
OWN LIVES

ACHIEVING GENDER EQUALITY

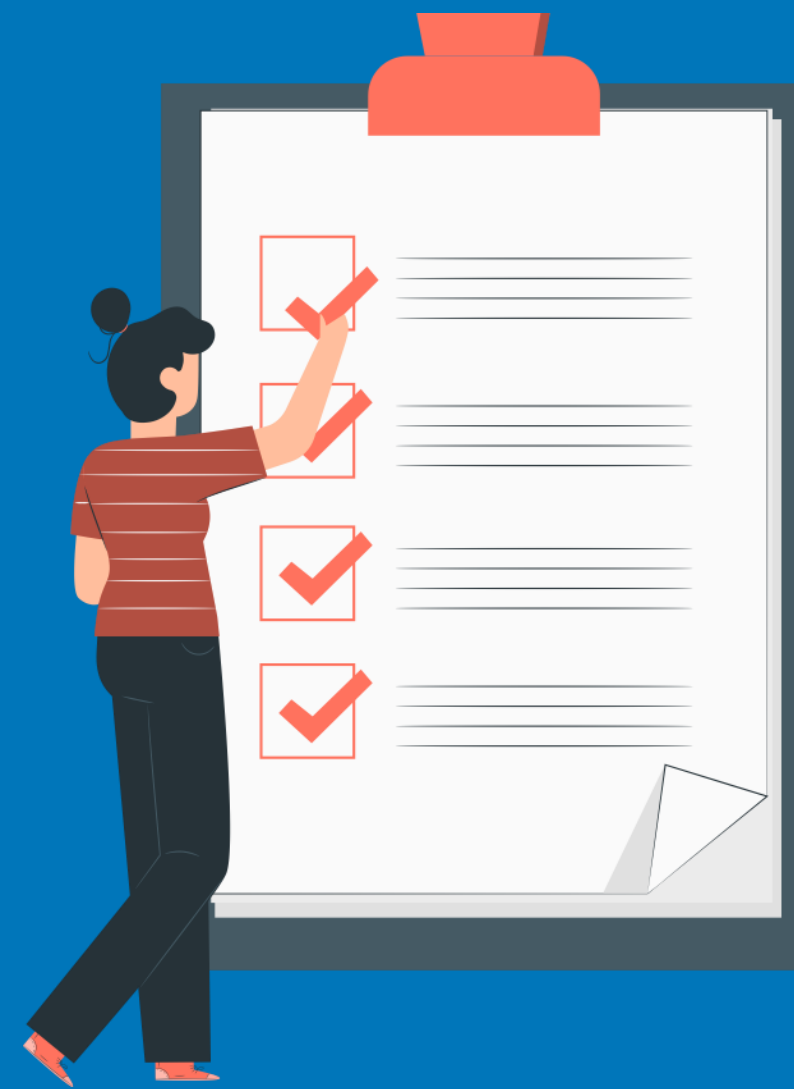


GENDER-SENSITIVE ORGANISATIONAL DEVELOPMENT

Adapt your statutes and rules of procedure to become gender sensitive in your organisation



GENDER-SENSITIVE ORGANISATIONAL DEVELOPMENT



- STATUTES
- RULES OF PROCEDURE
- POLICIES (EG. GENDER POLICY)
- STRATEGIC PLANS

GENDER-SENSITIVE ORGANISATIONAL DEVELOPMENT GUIDES YOUR ORGANISATION IN INCLUDING GENDER AS PART OF YOUR GOVERNANCE AND DECISION-MAKING PROCESS

GENDER POLICY

INCLUDE GENDER PERSPECTIVES IN YOUR ORGANISATION



MANY ORGANISATIONS HAVE A GENDER POLICY



GENDER POLICY



Gender Equality Policy



EQUALITY BETWEEN MEN
AND WOMEN

PAYING ATTENTION TO
GENDER INEQUALITY

REALISE RIGHTS FOR ALL OF
YOUR MEMBERS



BUILD A DEAF
ORGANISATION

GENDER POLICY: RESPONSIBILITY OF NATIONAL DEAF ASSOCIATION

- Address gender policies in your member organisations
- Create network for deaf women
- Create a work agenda for deaf women
- Support your member organisations to nominate deaf women as representatives to your general assembly

BENEFITS OF GENDER POLICY

- To draw attention to the promotion of equality between men and women
- To recognise the need to redress a current imbalance between men and women within the organisation and its programmes
- To clarify the organisation's comparative advantages regarding the gender dimension
- To define appropriate approaches to working with gender
- To ensure that gender considerations are an integral part of the organisation's work
- To signal ethics and values regarding gender to members, donors, and partners

DISCUSS IN GROUPS

- What are the beliefs and values of your organisation on which the policy will be based?
- Does your national association support equal opportunities in all its programmes? (e.g. to participate in meetings, assemblies, activities, workshops, and fieldwork)
- How you will achieve your gender policy goals in practice?
- How will you be able to see that you have reached each policy goal? What are the indicators?
- Who will be involved in monitoring and reviewing the policy? Both genders?
- Who will be responsible for pursuing the various goals and taking the practical steps set out in the application manual?

DISCUSSION QUESTIONS

Before you discuss gender policy, consider how it feels to be discriminated against and consider how others will feel if they implement policies that do the same to them

- What do you think about discrimination and harassment?
- What does discrimination mean to you?
- What does harassment mean to you?
- What kinds of discrimination and harassment are you aware of?
- Do any of your group have any personal experiences of being treated less well or excluded because of who they are?
- Which particular groups of people are more likely to face discrimination and harassment? How could this affect your group?

CASE STUDY EXAMPLE: GENDER POLICY

“The national association of the deaf will ensure that men and women participate equally in its internal decision-making. The gender policy 2022-2025 will be revised and evaluated in 2025, when the findings of the evaluation will feed into the formulation of the gender policy 2025-2028. The review of the gender policy will be conducted by a team comprising both men and women. The review team will conduct consultations with different groups of people within the organisation, including young volunteers and professional. Reviewing the policy after 1-2 years gives the organisation an opportunity to adjust both its gender goals and methods in response to practical experience”

WOMEN'S WING

- Alternative way is to establish a women's wing at your organisation
- It can be called as women's branch or women's club or women's section as long as it is meant for deaf women to discuss and find solutions for their specific problems.
- This is important because in many societies deaf women experience double discrimination: Both as deaf people and as women
- The objective is to improve the status of deaf women and to strengthen their role in organisational work
- It is important to note that the idea behind the women's section is not that deaf women should only concentrate on women's issues and leave all other work to men
- On the contrary, women should be encouraged to participate in all fields of activities of the deaf association. Deaf women should participate in training programmes to learn about deaf awareness, leadership and management skills

WOMEN'S WING

- Through the activities of the women's section, deaf women can develop themselves and they can be seen as a valuable resource for the organisation
- Women's participation in organisational activities will increase equal opportunities for deaf people in society
- One of the tasks of women's wing can be to develop self-employment or cooperative

NIGERIAN DEAF WOMEN (NNAD WOMEN GROUP)

“The NDW is the National Organisation of all Nigerian Deaf girls and women. It seeks the advancement of its members in various aspects of their social, economic, political etc and wellbeing. The NDW is to the deaf girls and women community what NNAD is to the generality of Nigerian deaf, a National and public umbrella and Affiliate of NNAD affording us the privilege to speak with one voice in all matters that concerns our members – mostly the Nigerian deaf girls and women, before the Nigerian Government and other NGOs we related with.”

Link: <http://nnadeafhq.org/nigeria-deaf-women/>

GAMBIA ASSOCIATION OF THE DEAF WOMEN'S WING

- *“The Female Wing work for Deaf Women’s rights as part of the Gambia Association of the Deaf and Hard of Hearing. The work of the Female Wing is concerned with GADHOOH’s objectives which include:*
- *We are able to participate fully in family life and are not discriminated against in regards to sexual relationships, marriage and parenthood.*
- *We are working for the empowerment of Deaf women.*
- *We are working for the education of pre-school Deaf children.*
- *Health and hygiene education.*
- *Nursery education for pre-school Deaf children from 4 – 7 years of age.”*

DIVERSITY



RELIGION



DISABILITY



RACE



SEXUAL
ORIENTATION



LANGUAGES



TRIBE



AGE

DIVERSITY

- Diversity means participating people from different backgrounds and being equal to everyone, regardless their religion, disability, race, sexual orientation, language, tribe, or age



INCLUDE DIVERSITY IN YOUR DEAF ASSOCIATION

- It is beneficial for a deaf association to include diversity in board member or staff recruitment. Individuals from diverse backgrounds can offer a selection of different talents, skills and experiences that are of benefit to the organization and work performance
- Consider if you are lacking diversity at the employee, management, board, or member level? For example, in some organizations, executive leadership is exactly alike in terms of race, age, gender, geographic or education background. If you have people from the same sources, you will always get the same people
- Talk to other associations that have successfully recruited a diverse board and staff. Find out how they get their candidates and what they have done to create a more inclusive national association of the deaf
- It is necessary to provide appropriate training, as people need to be trained to understand each other and the deaf community you serve. It is not enough to have people who are different from each other. Be aware of what your organization can do specifically to do more inclusive. Educate and train people to be more aware of their conscious and unconscious biases and assumptions

INCLUDE DIVERSITY IN YOUR DEAF ASSOCIATION

- You should specifically recognize and prioritize the needs of LGBT+ (lesbian, gay, bisexual, and transgender) community and other minorities in your organization
- Ensure that your organization and its policies, statutes and so on do not discriminate against people based on sexual orientation or gender identity
- Consider whether does your group ever treat people differently, or not include people as much, because of any characteristic, such as gender or race?

DISCUSSION IN GROUPS

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ACTIVITY 1: DIFFERENT WAGES: EQUAL PAY FOR EQUAL WORK

Objectives:

- To confront participants with the realities of discrimination in the workplace
- To develop skills to respond to injustice and defend rights
- To promote solidarity, equality, and justice

ACTIVITY 2: PATH TO EQUALITY-LAND

Objectives:

- To envisage a future world where equality is the norm
- To develop communication, imagination, creativity, and skills to co-operate
- To promote justice and respect

<https://www.coe.int/en/web/compass/path-to-equality-land>

ACTIVITY 3: WORK AND BABIES

Objectives:

- To develop knowledge about women's reproductive rights
- To develop skills of critical thinking and discussion
- To foster open mindedness and a sense of justice and social responsibility

<https://www.coe.int/en/web/compass/path-to-equality-land>

DISCUSSION QUESTIONS

Objectives:

- In what ways are girls/boys or women/men treated differently in your community?
- Why is gender equality important?

WELCOME TO EQUITERRA, WHERE GENDER EQUALITY IS REAL

<https://un-women.medium.com/welcome-to-equiterra-where-gender-equality-is-real-6fc832c383fe>

