

P S I
GENDER
EQUALITY
POLICY



POSITION ON GENDER EQUALITY

All people regardless of gender, age, disability, sex, sexual orientation, race, ethnicity, socioeconomic status, religion, nationality or other differences, are equal and have equal rights.¹ ² Yet due to systemic and structural discrimination, only some can fully realize and enjoy the rights entitled to them. Gender discrimination is a pervasive human rights violation. Individuals who do not assume socially acceptable gender roles and behaviors often experience discrimination, stereotyping and violence.

PSI recognizes that the promotion of gender equality includes promoting the rights of all people of all gender identities (i.e., cisgender, transgender, intersex, third gender, and all non-binary people).²

Gender inequality intersects other forms of discrimination and disparity that limit rights and opportunities. PSI's commitment to gender equality is part of a broader comprehensive commitment to diversity and inclusion.

Gender disparities and other forms of inequality are barriers to health and healthcare access that undermine achievement of our impact goals.³

PSI affirms gender equality is a universal human right, essential to PSI's mission of making it easier for people in the developing world to lead healthier lives and plan the families they desire.



PSI affirms gender equality is a universal human right, essential to PSI's mission of making it easier for people in the developing world to lead healthier lives and plan the families they desire.



GENDER EQUALITY POLICY

In recognition of PSI's position on gender equality, PSI has adopted a Gender Equality Policy comprising the following elements.

This policy will undergo an abbreviated review annually, and a comprehensive review and update process every five years. The next comprehensive review will take place in 2023.

The PSI Gender Equality Policy applies organization-wide to PSI and to all PSI staff and contracted consultants.

PSI Gender Equality Policy Version 1
Policy Owner: Bethany Corrigan, bcorrigan@psi.org
C-Suite Sponsor: Karl Hofmann
Date Approved: August 3, 2018

¹ International Bill of Human Rights, comprising the Universal Declaration of Human Rights, (UDHR), 1948

² UN Resolutions: A/HRC/RES/17/19, 2011; A/HRC/RES/17/32, 2014; A/HRC/RES/32/2, 2016

³ UN General Assembly, Transforming our world : the 2030 Agenda for Sustainable Development, 2015, A/RES/70/1

POLICY ELEMENTS⁴

01

Gender Equality is a Human Right

PSI commits to promote gender equality as an explicit, universal human right, in the workplace, in programs and operations, and externally as representatives of PSI.

02

Equity toward Equality

PSI commits to understand and where possible, address systemic and structural biases, and cultural and social norms and practices that lead to inequalities in opportunities, resources, representation, power and participation across the gender spectrum and other individual or sociocultural characteristics, in the workplace, in programs and operations, and externally as representatives of PSI.

03

Gender-based Violence

PSI will not tolerate any form of violence, exploitation, harassment, or bullying based on gender, sex, or individual or cultural difference in the workplace, in programs and operations, and externally as representatives of PSI. PSI commits to investigate and respond to violence, exploitation, or harassment both reported, and incidents suspected or observed. PSI commits to integrate GBV prevention and response in programs in all five key health areas.

04

Gender Analysis

PSI commits to include gender analyses in all programs across the five health areas to inform programmatic design, decision making, and outcome monitoring.

05

Gender Equality Monitoring, Evaluation, and Collaborative Learning

PSI commits to integrate monitoring, evaluation and formal organizational learnings specific to gender equality, in programs and to track progress towards gender equality and compliance of this policy in the workplace.

06

Discrimination

PSI will not tolerate any form of discrimination, stereotyping or prejudice based on gender, sex, sexual orientation, age, disability, race, ethnicity, nationality, religion, caste, or other differences in the workplace, in programs and operations, and externally as representatives of PSI. PSI commits to investigate and respond to discrimination, stereotyping or prejudice both reported, and incidents suspected or observed.

07

Cultural Sensivity

PSI commits to awareness of cultural diversity of its staff, partners, and beneficiaries and will promote respect and sensitivity for cultural differences while maintaining a position of zero-tolerance for discrimination, stereotyping and prejudice.

08

Do No Harm

PSI commits to integrate risk assessment and strategies for minimizing or eliminating risk related to gender equality, or GBV, in the workplace, operations, and programs.

09

Sex and Age Disaggregated Data

PSI commits to collect and utilize sex and age-disaggregated data across programs in all five key health areas, operations and in the workplace.

10

Gender Equality Resource Mobilization

PSI commits to mobilize and allocate the financial, technical, and human resources necessary to meet these commitments to gender equality.

11

Partnerships

PSI commits to collaborate with local and international organizations, donors, governments, and beneficiaries to address the systemic and structural barriers to gender equality in the communities where we work.

⁴ Informed and adapted in part, by publicly available USG, UN, and INGO policies, standards and guidelines including USAID, UN Women, WHO, the IGWG, CARE, Plan International, IPPF, Jhpiego and Mercy Corps, and the Minimum Standards for Mainstreaming Gender Equality, by the Gender Practitioner's Coalition.

ALIGNMENT WITH PSI VALUES

Measurement

Evidence, research, metrics and evaluation inform our choices.

Gender analyses, gender indicators, and sex and age disaggregated data will inform our decisions and document our progress to mainstream gender towards equality.

Pragmatism

We strive for excellence, but useful and timely are better than perfect.

Rather than address gender discrimination as a standalone issue, PSI will integrate an approach to gender equality into our existing programs and operational systems to improve the effectiveness and sustainability of our existing work in the five key health areas. We will leverage our existing reach with healthcare systems, national governments, and local partners, and our expertise in building empathy with beneficiaries to understand considerations of gender and our role in addressing gender equality.

Honesty

We act with integrity, share what we achieve, and admit when we fail.

PSI recognizes that we have not yet achieved our full potential for promoting gender equality, sensitivity, intentionality and justice. Starting from this policy, we move forward with the ambition of becoming a thought leader in gender mainstreaming towards equality.

Collaboration

Active partnering drives impact.

PSI recognizes the value in collaborating with local and international partners, donors and stakeholders towards a shared goal of gender equality. By mobilizing partners to leverage resources, we can complement PSI's unique strengths with the needed expertise of others to provide comprehensive and robust programming.

Trust

We have confidence in our people to make good decisions.

Accountability and transparency are necessary to earn trust. This policy facilitates accountability of PSI staff to promote gender equality and sensitivity to one another, as well as the communities where we work. Likewise, PSI leadership is accountable for facilitating systems that facilitate, and a culture of, sensitivity, intentionality and justice.

Commitment

We build local capacity and programs that last.

By integrating gender equality into our work, we will support gender sensitive attitudes, norms, behaviors, and systems thus contributing to transformational and sustainable change in the communities we serve.

⁵ Adapted from definitions across organizations including UN Women, UNFPA, WHO, IPPF, FHI 360, and the IGWG.

DEFINITIONS

Gender

Refers to the social, economic, political and cultural roles, behaviors, opportunities, and expectations that a given society at a given time considers appropriate for women, men and in some cultures a third gender. Gender also refers to the relationships between women and men, as well as those between women and those between men, that a given society considers appropriate.

The concept of gender is socially constructed, varies and changes over time and across culture, and these expectations, behaviors and roles are learned throughout the lifecycle from families, friends, communities, schools, governments, the media, or others in a given society.

In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities and power. Gender is part of the broader socio-cultural context, as are other important characteristics for socio-cultural analysis including age, race, disability, socioeconomic status, caste, ethnicity, sexual orientation, and others.

Sex

Refers to the physical, physiological and biological characteristics that generally define individuals as female or male. These characteristics are not mutually exclusive, as there are individuals who possess both male and female characteristics.

Gender Identity

Refers to a person's innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.

Gender Equality

Is the state or condition that affords women, men, transgender people, third-gender, intersex or any other gender, equal enjoyment of human rights, decision making power, representation, opportunities and resources. Gender equality does not mean that all individuals of all genders are the same, but that, regardless of gender, or sex at birth, all individuals are valued and treated equally.

Gender Equity

Is the process of justice and fairness towards women, men, transgender people, third-gender, intersex or any other gender. This process considers the different needs and historical and social disadvantages that inhibit individuals of all genders from operating from a level playing field. The process of equity leads to the state of equality.

Gender Mainstreaming

Is the strategy of incorporating a gender perspective or a "gender lens" into the policies, strategies, programs, activities, operational/administrative functions, and institutional culture of an organization. It is the approach by which an organization commits to, and promotes, gender equality in all aspects of the organization's structures, operations and work.

Gender Analysis

Is a critical examination of how differences in gender roles, behaviors, activities, needs, opportunities, access to resources, representation, inclusion and power affect women, men, girls, boys and other genders in a regional or cultural context. This analysis is used to identify, understand, and explain gaps between women, men and other genders that exist in households, communities, and countries, and the influence of normative gender-related expectations norms. A gender analysis, while useful at any stage of a programmatic implementation, should be completed and used to inform program design as well as ongoing measurement and evaluation.