

H4H Promotes Gender Equity to End Global Poverty

H4H is committed to working for a world free of poverty and injustice. We know that gender is the most persistent predictor of poverty and powerlessness in our world today. This is why we believe that *ending global poverty begins with women's rights*.

Our gender policy sets out an agenda for change and builds on our commitment to put women's rights and gender equity at the centre of all the work we do—with our partners and allies, in our programs, and in our own organization.

This is why it matters

The research is clear: when women have rights there is a positive impact on everything from food security and the environment to peace-building and good governance. Furthermore, because women and men experience poverty in different ways, successful strategies to end poverty must reflect and respond to these differences. Underlying all these reasons, we know that discrimination against women – from heinous forms of violence to unequal access to land or public services – constitute the most widespread and systemic forms of human rights violations around the world.

This is what equity looks like

- ◆ Women and men sharing power and wealth equally
- ◆ Education, health care and decent livelihoods for all
- ◆ Women making decisions jointly with men
- ◆ Women controlling their own bodies
- ◆ Women as active citizens and leaders
- ◆ Men and boys saying "No" to restrictive gender roles and gender-based violence
- ◆ Relationships based on respect and inclusion
- ◆ Women and girls living free from violence
- ◆ A green world for the well-being of women and men, girls and boys

We are therefore, committed to challenging and changing the attitudes and behaviour that lie at the heart of inequity, and the laws, policies and government programs that sustain it.

All of us—women and girls, men and boys—have a stake in gender equity. Changing women's position in the world means changing the world for the better, a goal we all share. Men have a critical role to play in this struggle, challenging masculine stereotypes, and speaking out for equity and an end to violence against women. We need everyone—women and men—to work together to find lasting solutions to inequity and poverty in Canada and around the world.

This is what we'll do

Our goal is ensure more women have the capacity, tools, legislation and enabling environment to promote and defend their rights. We want H4H to be known as a leader in building capacity to promote gender equity in Canada and around the world.

Our gender equity policy is built upon three key pillars:

1. All H4H programs will help build gender equity.
 - ◆ We will apply a gender analysis to all of our programs and activities so that our medical/surgical work and public health projects including our work on sexually transmitted infections and HIV/AIDS contributes to building gender equality.
 - ◆ We will increase our support to women's organizations and movements.
 - ◆ We will support men to become change agents for equity, including transforming community and organizational attitudes and practices.
 - ◆ This work will complement all of our work to transform power relations that reinforce inequities based on class, race, age, ethnicity, sexual orientation and expression, ability, citizen status, education and other identities.
2. We will create a climate for action on gender equity.
 - ◆ Gender equity will be front and centre in our advocacy, education, fundraising, outreach, campaigns and communications.
 - ◆ We will keep learning, and use what we learn to develop and share good practice for promoting gender equity from the local to the global level.
 - ◆ We will monitor and evaluate the impact of our programs on progress towards gender equity.
3. Our own organization will practice the principles of gender equity.
 - ◆ We will continue to build an organization that is inclusive and walks the talk of gender equity and women's empowerment—from our hiring and staff development, to our decision-making, internal policies, systems, and budgets.
 - ◆ We will build in structures, plans and incentives to ensure that this policy is implemented.

This is how we work

Through a range of strategies we are renewing and boosting our commitment to gender equity by:

- ◆ Supporting our partners to develop stronger programs and practices, and build capacity for gender equity
- ◆ Promoting women's leadership and involvement in humanitarian action
- ◆ Learning and sharing lessons with our counterparts and allies
- ◆ Participating in policy dialogue in Canada and globally
- ◆ Advocating for gender equity with allies

This document was adapted from Oxfam Canada's gender policy, Promoting Gender Justice to End Global Poverty.