



# GENDER CHEAT SHEET

## HOW NOT TO LOSE GENDER PERSPECTIVE

Keeping the gender perspective across what an organisation does is a must, especially in these difficult times. Beyond being the right thing to do, mainstreaming gender equity will put your organisation's work at an advantage, particularly in the current pandemic and post-pandemic contexts.

We are not saying that this is easy! In talking to folks around the world, we have seen that organisations do face some common challenges when it comes to gender.

These include structural challenges on Justice and Power that can be seen in decision-making, diversification of leadership positions, the struggle to see women as leaders, fighting against bias and the lens of gender to be able to see people for who they are, undefined by their gender. But also, how to address the aforementioned, including how to put in practice policies on safeguarding or gender equality, and what organisations can do beyond policies to change the social norms that oftentimes dictate our subconscious behaviour.

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### 01 Co-create policies

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

### 02 Reinforce the right systems

This will ensure that people who speak out on these issues will not get discouraged, demoralised, or lose hope. Set clear processes that people are comfortable 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 issue: make sure there are spaces in your organisation 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).

