

SURF WORLDWIDE Gender Equality Policy

Policy No.	SURF-GEN-2014-01-001
Policy Subject	<u>SURF WORLDWIDE</u> Gender Equality
Author:	DIRECTOR, BUSINESS DEVELOPMENT
Responsible	Chief Executive Officer
Endorsing Body	Chairman of Board of Directors
Assurance Committee	Business, Sustainability & HSE Group
Implementation Date	Jan 2014
Responsible Person	Director, Human Capital

1. INTRODUCTION

SURF WORLDWIDE's vision is becoming the most Elected, most Reliable, and most Viable WORLDWIDE.

Our Vision is also including to seek a world of hope, tolerance and social justice; where poverty has been overcome and people live in dignity and security. Therefore, SURF WORLDWIDE puts gender equality in the center because we know that we cannot overcome poverty and social injustice until all people have equal rights and opportunities. We recognize that power relations between genders and ages are unequal, and that we must challenge patriarchy and promote gender equality to achieve social justice.

Through this policy, SURF WORLDWIDE commits to ensuring that gender equality is fully incorporated in all our work both as a universal human right and an end in itself, as well as a means to overcome poverty and social injustice more effectively. Working with others, SURF WORLDWIDE seeks to promote equal realization of dignity and human rights for all genders and ages, and the elimination of poverty and injustice. This policy will be implemented in the context of local legal environments.

SURF WORLDWIDE recognizes that gender is not binary, and that terms and definitions related to gender and sexuality are diverse and continue to evolve. To facilitate ease of reading within this policy we refer to 'all genders and ages' throughout. This demonstrates our recognition of and ability to work with adults and children and individuals of all sexual orientations, gender identities and/or gender expressions. We recognize that rigid gender norms limit people of all genders and sexual orientations by creating and reinforcing assumptions and systems of privilege (sometimes codified in laws and policies), about their recognition in society and the range of roles and opportunities open to them. These not only limit individuals who identify as girls, boys, women and men as well as identities beyond the binary, but also individuals whose sexual orientations do not conform with dominant norms and expectations of heterosexuality. While rigid gender norms can limit all of us, SURF WORLDWIDE also recognizes that gender norms and hierarchies are constructed by people and systemically privilege some groups over others. Throughout this policy when reference is made to all genders and ages this includes (cisgender and transgender) women and girls, men and boys as well as people who identify beyond the binary, and people of all sexual orientations.

2. PURPOSE

This policy represents SURF WORLDWIDE's commitment to take a cohesive and coordinated approach to gender equality. The policy defines SURF WORLDWIDE's explicit intention to support gender equality and the principles expressed in agreements. The policy includes three core principles and commitments against which all parts of SURF WORLDWIDE will be held accountable³. These are consistent with other organizational and programmatic standards.

The purpose of the Policy is to:

- Define and communicate clear commitments and consistent messages within SURF WORLDWIDE and with others
- Continue to strengthen efforts to promote gender equality in our organization, increasing SURF WORLDWIDE's integrity and credibility amongst donors, partners and allies as a leader in the gender equality space, in both programming and advocacy
- Establish commitments for our development and humanitarian programming and our organization
- Enable us to work as a confederation and with others building on each other strengths, experience and lessons learned

3. **CORE PRINCIPLES**

SURF WORLDWIDE is a rights-based organization. Gender equality is an explicit internationally recognized human right and SURF WORLDWIDE seeks to promote equal realization of dignity and human rights and the elimination of poverty and injustice for all genders and ages. SURF WORLDWIDE commitments are founded on the Human Rights Framework and globally agreed principles, such as equality and non-discrimination. They based on international law and regional standards, in particular the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), as well as relevant soft laws and the global ambitions set out in the Sustainable Development Goals (SDGs).

SURF WORLDWIDE recognizes that issues of gender inequality intersect with other forms of oppression based on unequal power relations, such as ableism, racism, caste and ethnic discrimination, ageism, sexual orientation and homophobia, religious discrimination, classism, colonial history, among others. SURF WORLDWIDE works with marginalized women and their allies to address structural barriers to the realization of women's rights and gender equality; social justice, peace, wellbeing and a life free from violence.

4. **WHAT WE NEED TO DO TO IMPLEMENT THE GENDER EQUALITY POLICY – COMMITMENTS**

In order to enact these principles, SURF WORLDWIDE will fulfil the following 12 commitments and ensure that they are monitored, evaluated and reported on as part of SURF WORLDWIDE's responsibility of transparency and accountability.

1. Incorporate participatory gender and power analysis data disaggregated by sex, age, and other relevant diversity factors to inform actions across the program/project cycle.
2. Articulate how programming works across all three domains of the Gender Equality Framework and apply and learn from the Gender Marker at every stage of the project or program cycle to improve our gender transformative potential.
3. Engage men and boys in support of gender equality and women's empowerment when in line with programming and/or organizational objectives.
4. Identify potential programming risks throughout the program/project cycle and take steps to do no harm and mitigate unintended consequences of backlash and gender-based violence, regardless of sectoral focus, especially in fragile and conflict contexts¹⁴.
5. Form partnerships with women's rights and/or LGBTIQ organizations and movements to collaborate in the achievement of shared goals and elevate the voice of marginalized people; and engage key stakeholders in the struggle for gender equality including other civil society, government, private sector, public and private donors.
6. Ensure evaluations and reviews do no harm, are participatory and assess progress towards gender equality outcomes. Ensure that they document best practices and challenges, and create mechanisms for cross-learning within communities, within SURF WORLDWIDE and with partners.
7. Ensure all our human resources policies and practices are developed with a gender lens. Report on gender and diversity balance in staffing and governance structures along with average pay levels. Implement targeted strategies to redress any evidence of gender inequality in gender and diversity balance and pay levels.
8. Recruit and retain staff with a commitment to gender equality; build staff and partner capacity and skills in gender equality and diversity, and ensure all annual operating plans, job descriptions and performance plans reflect SURF WORLDWIDE's commitment to gender equality.
9. Regularly report to program participants, donors and the public on progress on gender equality in SURF WORLDWIDE's work.
10. Take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring.
11. Ensure external marketing, fundraising, advocacy and communications respect and uphold our commitment to social justice and gender equality including being respectful, using inclusive and positive language and images and avoiding stereotypes with particular attention to those based on gender and ethnicity.

12. Systematically negotiate with donors for adequate funding to meet the [SURF WORLDWIDE](#) gender commitments (specifically addressing measures for “do no harm”/gender-based violence prevention measures, prevention of sexual exploitation and abuse (PSEA), and organizational gender equity and diversity (GED)).

5. **SCOPE OF APPLICATION**

This policy applies across [SURF WORLDWIDE](#)'s development and humanitarian programming; to our organization and to all [SURF WORLDWIDE](#) Employees and Related-Personnel.

6. **RESPONSIBILITIES**

a. **All SURF WORLDWIDE Employees and Related Personnel**

It is the responsibility of all [SURF WORLDWIDE](#) Employees and Related Personnel to uphold the Core Principles and Commitments of this policy.

b. **Directors, Senior Managers, Supervisors and Human Capital Managers**

Senior Managers, Supervisors and Human Resource Managers must ensure that all [SURF WORLDWIDE](#) Employees and Related Personnel understand and comply with this policy. Human Resource Managers are also responsible for robust recruitment, induction and training as per Commitments 7 and 8 above, whilst Senior Managers and Supervisors are responsible for performance management to ensure the implementation of the policy.

c. **SURF WORLDWIDE Members, Affiliates and Candidates**

[SURF WORLDWIDE](#) Members, Affiliates and Candidates will ensure this policy is implemented, monitored and reported against every two years to the National Directors Committee.

[SURF WORLDWIDE](#) Members, Affiliates and Candidates are responsible for defining work plans and procedures to uphold and operationalize this policy. [SURF WORLDWIDE](#) Lead Members will provide the necessary support to all forms of [SURF WORLDWIDE](#) engagement including regional offices; country offices and others.

[SURF WORLDWIDE](#) Lead Members will ensure Country Offices have in place the resources to implement this policy.

d. **SURF WORLDWIDE's Policy Management**

[SURF WORLDWIDE](#) Executive Secretariat will coordinate oversight of this policy and review and update as required. [SURF WORLDWIDE](#) Executive Secretariat will provide support to the Directors on the collection and analysis of reporting against the policy.

7. **ASSOCIATED POLICIES**

This policy is complementary to the set of standards of behavior that all [SURF WORLDWIDE](#)'s employees are required to adhere to in the [SURF WORLDWIDE](#) Code of Conduct and Code of Ethics and any further codes or related policies defined by [SURF WORLDWIDE](#) Members, Affiliates, Candidates and Country Offices.

This Policy is also a response to [SURF WORLDWIDE](#)'s accountability to the communities it works with and is therefore to be operationalized as part of the Overseas [SURF WORLDWIDE](#) Accountability Framework.