

Gender Norms : Equality and Inclusion



WHY Inclusiveness Matters?

Gender norms

Gender norms are **social principles that govern the behavior of girls, boys, women, and men in society and restrict their gender identity into what is considered to be appropriate.**

Gender norms are neither static nor universal and change over time, place & person.

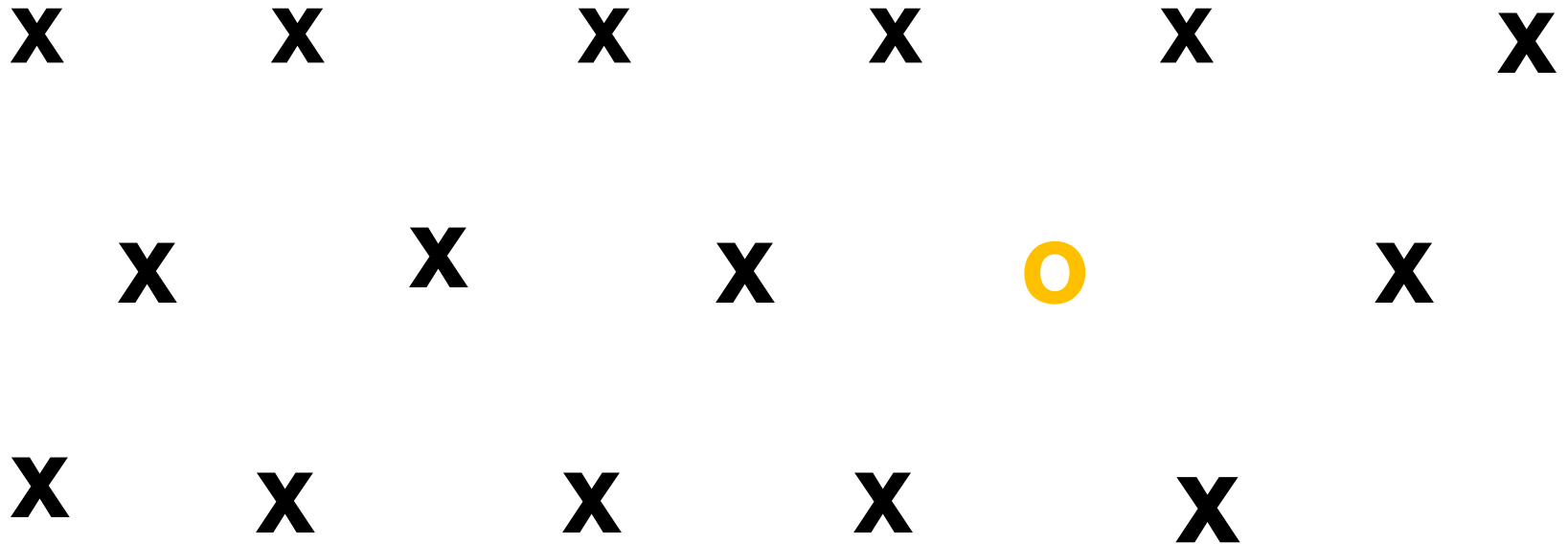
Social and Individual Norms

Gender equality is a state in which people have equal access to rights, opportunities, assets and resources, the results, regardless of sex.

- **Sameness & Equal?**

- **Equity** is the process to achieve fairness to attain the goal of gender equality

'O' in a group : Do I Belong!!!



How do you feel as an 0?



**YOU BELONG
HERE**



Most precious thing is

**BE
YOU
LONG**



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Understanding Diversity and Inclusiveness

Diversity is “otherness,” or those human qualities that are different from our own and outside the groups to which we belong, yet are present in other individuals and groups.

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- ✓ It is important to **acknowledge diversity** in order to become inclusive, both in thinking and in practice.
- ✓ It is also important to **create dignified & equal space and accessibility** of diverse groups of people and value their contribution.

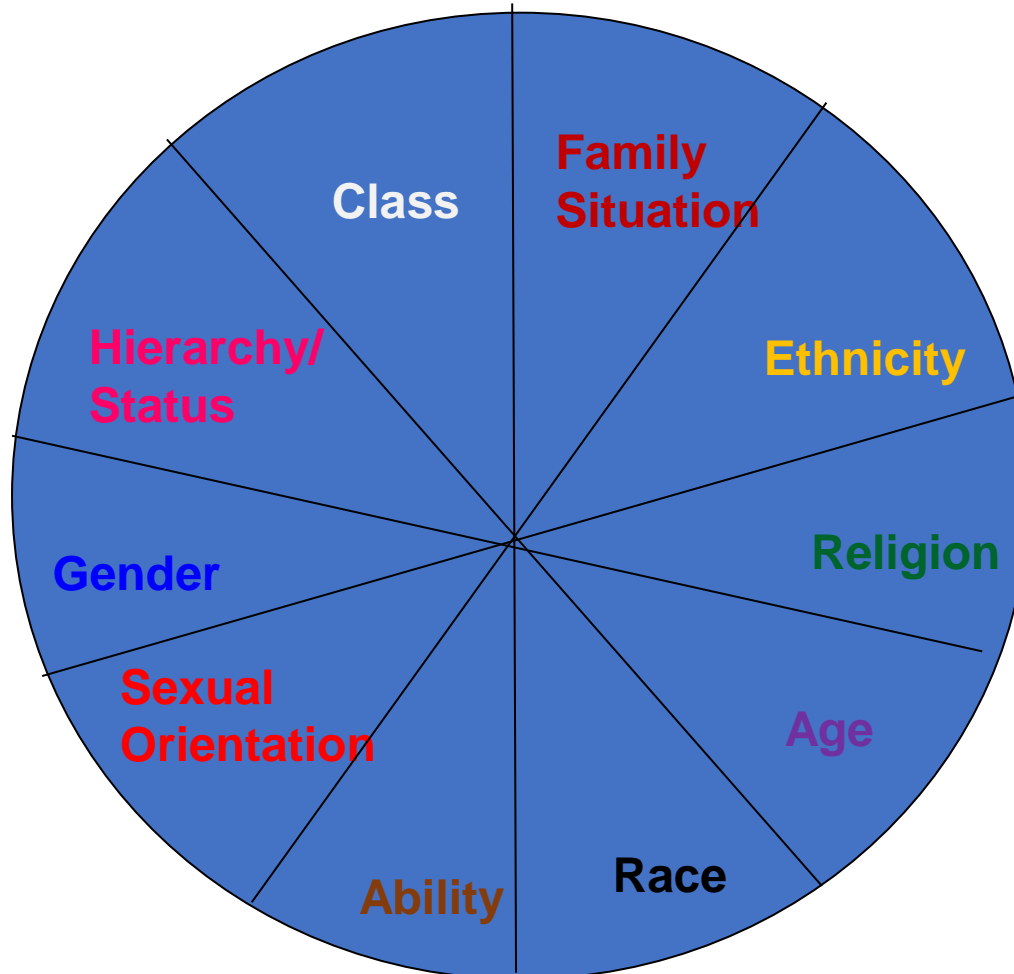
Understanding Inclusiveness

Inclusion is **the process of improving the terms on which individuals and groups take part in society**—improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity, Context, Strategy etc.

An inclusive workplace is **one where people with all kinds of differences -- Mental, Physical, Sexual, Socio Economic & Cultural -- are welcome and valued for their contributions**. It's a place where people with diverse abilities — both visible and invisible — have the same opportunities for advancement as their co-workers /partners.

Workplace Inclusiveness: Key Components

To become Inclusive - Accept & Acknowledge intersectionality



Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc

Gender - the most deeply rooted component of Diversity

Why Gender Equality & Inclusion

- ▶ **Goal 5: Achieve gender equality and empower all women and girls.** Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on **track** to achieve gender equality by 2030.
- ▶ Gender equality & inclusion is achieved when women, men, girls and boys of diverse identities have **equal rights, positions and opportunities**, and the **power to shape own lives** and **contribute** to the development of society. It is a matter of **equitable distribution of power, influence and resources** in a society
- ▶ Gender equality is the view that everyone should receive equal treatment and that there should not be any discrimination based on gender.
- ▶ The main difference between feminism and gender equality is that **feminism is a collection of social and political movements** whereas **gender equality is the main goal of feminism**.

Sticky issues

Isolated investment (tokenism)- small numbers but attractive data for advocacy/propaganda oriented

Simplistic view - project mentality – even from GoB, therefore, changes are not transformed – non sustainable

There are none/few effective regional collaboration to redress

Rapid and unplanned urbanization, industrialization & digitization poses newer forms & challenges leads to hate, discrimination, domination

Dominance of culture of impunity (action, speech, etc.) enhance Increase Discrimination and ignorance

Inadequate interconnection coordination among Government, NGOs, Academics, Private sector, Peoples' Representatives and the Community.

Inclusiveness :

A competitive Advantage as a manager

- i. Better morale, dignity and justice uphold
- ii. Belonging, proud of own diverse identities and hold hands as equal
- iii. Heightened creativity to Increase productivity /results
- iv. Retention of business
- v. Increasing marketing capabilities
- vi. Create the largest possible talent pool for recruitment.
- vii. Improve decision making
- viii. Becoming an employer of choice

To Support GEI – Communicate

- ❑ Political will to uphold fairness and justice in formulating vision and keep endorsing publicly
- ❑ A top-down process - The CEO lead the Process of needs assessment and GEI analysis to develop GEI strategy, policy, procedure, budget
- ❑ Competency (f of knowledge + skill + Attitudes) building with action learnings
- ❑ Focus on building trusted and dignified relationship among all colleague and staff
- ❑ Continue with Counselling and regular discourses at different levels and groups
- ❑ Challenge stereotypes and effectively address surfaced resistance
- ❑ Develop redressal systems against Sexual harassment and other abuses
- ❑ Alliance building and networking with GO, NGO, DP and communities

- ❑ Transparency, Accountability and Justice is the principle

- GEI in Programming
and
- Organizational Development



THANK YOU



Comments and Feedback
please