

PART 3: GENDER EQUALITY, DISABILITY, SOCIAL INCLUSION & SAFEGUARDS

CCRD is committed to promoting Gender Equality, Disability and Social Inclusion (GEDSI) in all aspects of our operations. The central of the efforts is a focus on empowering women, people with disabilities, ethnic minorities and other disadvantaged groups, by promoting the importance of gender equality and social inclusion as a driver of growth in both countries. Our goal is to bring GEDSI considerations to the forefront of all decisions and project development in its partnership. GEDSI must be pursued internally within CCDR organizational culture and team and in our external activities in which CCDR will participate in all GEDSI efforts of its partners. This guidelines aim to provide a framework for our organization to create an inclusive and equitable environment, as well as to ensure that our projects as well as our sub-partners prioritize the principle of GEDSI.

1. THE VALUE:

- CCDR is dedicated to advancing the principles of GEDSI within our organization and in the community we serve.
- Our leadership, staff, sub-partners, and volunteers are expected to embrace and demonstrate a strong commitment to GEDSI principles in all activities.
- Collaborative and complementary: CCDR works with partners to add value and multiply impact by generating goodwill and sharing knowledge and success.
- Diverse and inclusive: We embrace diverse groups and interests, and value the voice of all.
- Creative and contemporary: We challenge conventional thinking and bring fresh ideas to old problems.
- Optimistic and results-focused: We are focused on tangible outcomes, brokering solutions, and making a difference.
- Resourceful and efficient: We use resources efficiently, effectively, and equitably to build on past and current efforts.
- Partnership: We are committed to improving the partnership, develop connection between both local and international partners. We also commit to join any networks.

2. GENDER EQUALITY AND SOCIAL INCLUSION PRINCIPLES:

CCRD ensure that the following principles are reenforced:

- Non-discrimination: Non-discrimination means ensuring that all women and men, persons with disabilities (including men and women; girls and boys; and persons with physical, sensory, intellectual, mental and/or psychosocial disabilities) and disadvantage groups (such as ethnic minorities) have equal opportunities to access and benefit from CCDR services and programs and that no action by CCDR contributes to creating or reinforcing barriers.
- Equal opportunity employment practices.
- Accessibility and accommodation measures:
- Inclusive language documents in the appropriate areas.
- Aid investment has to benefit all.
- Adverse environmental and social impacts have to be well identified and mitigated.

- The interests of children, vulnerable and disadvantaged groups need to be protected.
- The two underpinning principles are, at a minimum, do no harm and, to the extent it is possible, do good. New projects/program development, particularly those requiring physical establishments such as construction need to bring as little as possible negative externalities (do no harm) and as many as possible benefits (do good) to people and environment.

3. LEADERSHIP AND ACCOUNTABILITY:

CCRD's BOD will provide the oversight and guidance on GEDSI implementation and integrated into all the programs and projects. A designated GEDSI focal point will be responsible for the development, monitoring, and reporting on GEDSI initiatives.

4. TRAINING AND CAPACITY BUILDING:

Before starting any projects/programs and regular GEDSI training will be provided to all staff, volunteers, and partners to raise awareness and build capacity. Specialized training and resources will be available to staff responsible for GEDSI-related programs and initiatives.

5. REPRESENTATION AND INCLUSION:

CCRD will strive for diverse representation in leadership positions, committees, and decision-making processes. In program design and implementation, we will ensure the participation and inclusion of marginalized and underrepresented groups.

- Raising awareness of and ensuring the adoption by CCRD staff and partners of a social model understanding of gender equality, disability, and disadvantage groups. This can help to make clear that it is the barriers created by society that exclude persons with disabilities and hinders their access to services and that identifying strategies to remove these barriers is a crucial element of non-discriminatory service provision.
- Facilitating increased awareness on gender equality and disability rights among CCRD staff, as well as beneficiaries their families, the wider community and partner organizations. This can be done through both formal (e.g., trainings, workshops) and informal (e.g., home visits, project steering committees, staff meetings) opportunities.
- Facilitating the meaningful and active involvement of persons with disabilities and disadvantage groups in the needs assessment, design, implementation, coordination, monitoring, and evaluation of programs and services. Ensure that the persons with disabilities and disadvantage groups included represent diversity of age, gender, and range of impairments as far as possible.

6. COMMUNITY AND ADVOCACY:

CCRD will actively engage in advocacy efforts to promote GEDSI principles at local, national, and international levels. We will raise awareness about GEDSI through public campaigns, workshops, and educational initiatives. GEDSI messaging will be mainstreamed into all CCRD communications. Seeing women, people with disabilities and other marginalized groups in active, leadership roles set a powerful example of what GEDSI looks like in equitable workplaces and helps create new social norms. Story collection and image selection for CCRD information materials will seek out and priorities GEDSI to highlight voice, demonstrate inclusion and challenge traditional stereotypes.

7. REPORTING AND TRANSPARENCY:

We will be transparent about our GEDSI initiatives, sharing information with stakeholders and the public. MEL plan of each project has to ensure GEDSI is embedded inextricably. MEL manager has to ensure the indicators of GEDSI should be well measured and reported.

The GEDSI assessment will be conducted separately for each project or integrated with the baseline survey. The approach to MEL for GEDSI will go well beyond monitoring participation levels and quantitative statistics. The assessment will include policy influence, attitudes, partnership behaviours, media monitoring and communication, any other elements drive to achieve systematic change. All monitoring data will be disaggregated by disability, sex, gender identity (where appropriate) and marginalised groupings.

Given some research shows monitoring and evaluation into GEDSI can raise sensitivities, all work will be carried out with the highest ethical standards to protect the beliefs, culture, dignity, privacy, interests and rights of those involved. This will involve:

- Protecting those who participate in the study from any harm, including the use of any deception, and awakening any trauma.
- Gaining informed consent from all persons who may be part of the assessment.
- Alerting participants of the nature of research, monitoring and evaluation and encouraging people to volunteer to participate.
- Protecting the privacy of and confidentiality of participants in surveys so that they will not unwittingly be put in any compromising position. Taking special care to protect vulnerable groups and children.

8. BUDGETING:

CCRD project team works with finance team to allocate a separate budget (or line-item budget) for GEDSI in each project.