



SISTERS OF THE GOOD SAMARITAN FOUNDATION LTD
GENDER EQUALITY AND DIVERSITY POLICY
APPROVED BY THE BOARD ON

Introduction

Sisters of the Good Samaritans Foundation Ltd (**GSF**) continue to be inspired by the simple yet powerful parable of the Good Samaritan. It is an invitation to travel that same road with eyes of compassion. Through the inspiration of Archbishop John Bede Polding, Sisters, Oblates and all those involved in GSF ministry commit themselves to live in right relationship with all people and all creation.

All people have the right to equality and to live a life free from discrimination on the basis of their gender. Gender often intersects with and exacerbates marginalisation based on age, religion, ethnicity, economic status, citizenship, sexual identity, ability and location. Gender inequality is structural and individual, meaning it is the result of both individual attitudes and actions, and also biases in structures, systems, policies and processes throughout communities and societies. GSF recognises that gender equality, as a human right and precondition for sustainable, people-centred development; is essential for overcoming trafficking, forced marriage, slavery, domestic and sexual violence, and other forms of abuse; as well as poverty and marginalisation, all being issues that impact women and girls the most.

GSF is committed to the practice and promotion of gender equality in all we do, including in our workplace, partnerships, projects, individual behaviours and in our day-to-day interactions and communications with the broader community. We work to empower women and girls to claim their own rights, and promote a shared responsibility between men, women, girls and boys to address gender inequality and inequity.

GSF supports organisational diversity with regard to sex, gender, age, language, ethnicity, cultural background, ability, sexual orientation, intersex status, religious or political beliefs, educational level, professional skills, work experience, socio-economic background and career obligations. We aim to embed this support of diversity in our recruitment and human resource policies, partnerships, strategies, agreements, organisational reporting, and programs.

Purpose

This policy establishes GSF's commitment to promoting gender equality, diversity, inclusion, and non-discrimination. It defines the core standards of performance expected of the organisation, implementing partners and personnel; and outlines mechanisms to support results that reflect these standards.

Scope

This policy applies to:

- GSF personnel (as defined);
- Contractors engaged by GSF;
- GSF funded and other partners (as defined).

GSF management will take steps to ensure that all GSF personnel, contractors and partners are made aware of their obligations under this policy.

Policy

It is the policy of GSF and a responsibility of its Board and management to takes steps to ensure:

1. A safe, secure and inclusive environment for all personnel, primary and other stakeholders, in relation to GSF works;
2. Equal conditions, professional development opportunities and remuneration for employees, based on their role and experience, regardless of their identity;
3. Employee's reasonable needs to effectively perform their roles. For instance, flexible working hours to accommodate parental duties (for people of any gender).

4. Safe and accessible mechanisms to address harassment and discrimination; and
5. Systemic and structural practices, including gender and social norms, that hinder the realisation of equal rights and access to these rights and opportunities by all are addressed through GSF works.

GSF understands that identifying barriers to inclusion, as well as opportunities for participation, for those marginalised as a result of their gender is vital in promoting gender equality. GSF will proactively assess the impact of its projects on women, men, boys, girls and people of diverse genders, through consultation; as well as supporting its partners and the communities in which it works to address gender barriers and identify opportunities.

Internal Operations

GSF commits to:

1. Working towards having equitable numbers of women and men, and include people of diverse backgrounds and identities, at all levels of the organisation, including on the GSF Board.
2. Clearly stating GSF's commitment to gender equality, diversity and inclusion in recruitment materials, human resource policies, and all personnel and partnership agreements.
3. Providing GSF's Gender Equality and Diversity Policy to all GSF personnel and contractors, and take steps to ensure they understand the Policy.
4. Annually reviewing existing gender and diversity ratios within GSF, reporting results to the Board.
5. Undertaking a periodic assessment (every 3 years) of Good Samaritans gender equality and diversity practices.

Good Samaritans Funded Projects/Programs

All GSF funded partners are expected to act in accordance with the principles outlined in this policy.

GSF commits to:

1. Forging partnerships that promote gender equality, diversity and inclusion; supported by partnership agreements that reflect the principles and requirements in this policy, and are discussed with partners.
2. Taking steps to ensure GSF has a deep understanding of the gendered issues within each context the organisation operates, recognising that different countries will have different gender norms.
3. Recommending that GSF funded partners develop and implement their own GSF compliant gender equality and diversity policy or strategy, or formally adopt GSF's Gender Equality and Diversity Policy. The policy/ strategy should be discussed with stakeholders and communities within 6 months of signing a partnership agreement with GSF.
4. Ensuring gender equality and diversity are included in project planning, monitoring and evaluation. Partner (annual) and project (bi-annual) gender equality and diversity considerations will be reported throughout the project cycle. These will include taking a rights-based approach, gender analysis (including identifying barriers to inclusion and participation, and appropriate mitigation strategies); offering equal and meaningful participation to different genders; using gender-sensitive language, disaggregating data by gender, and reflecting on the gendered impacts of GSF works and progress towards gender equality.
5. Supporting partners in their gender equality and diversity work, including regularly assessing capacity, addressing training needs, explaining partnership obligations, as well as regular monitoring and review by GSF.

6. Undertaking a periodic assessment (every 3 years) of the gender equality and diversity practices of GSF partners.

A gender analysis and a ‘do no harm’ approach is necessary for all GSF activities to ensure at minimum that the project/programme does not perpetuate or exacerbate gender inequalities.

Definitions

Term	Definition
GSF Personnel	GSF Board of Directors, employees (full time, part-time and casual) and volunteers.
GSF Funded Partners	This includes entities engaged to perform any part of GSF funded activity. These entities have agreed roles and responsibilities monitored by GSF.
Other GSF Partners	Individuals, groups of people or organisations that collaborate with GSF to achieve mutually agreed objectives in development initiatives.
Diversity	Understanding that each individual is unique and recognising individual differences. These can be along dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, disability, religious beliefs, political beliefs, or other ideologies.
Gender	Socially constructed roles and relationships between men and women which affect their ability and incentive to participate in development activities and lead to different project impacts for women and men.
Gender Analysis	The process of considering the impact that an initiative may have on women and men, boys and girls, and the economic and social relationships between them.
Gender Equality	Equal opportunities and outcomes for women and men, girls and boys.
Gender Equity	Fairness in access to resources and in the distribution of benefits from development, according to the different needs of women, men, girls and boys.
GEDSI	Gender Equality, Disability and Social Inclusion
GEDSI Analysis	A combination of Gender Analysis combined with disability inclusion and mainstreaming aspects ensuring that a planned action, policy, or procedure promotes disability inclusion and empowerment, and harm and exclusion is minimised.
Non-discrimination	Not impeding the recognition, enjoyment or exercise of a person’s human rights and fundamental freedoms, based on personal attributes, such as sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, socio-economic background, career obligations and other attributes.

Legislation

GSF personnel, contractors and GSF funded partners must adhere to local and international laws that relate to gender equality, anti-discrimination and equal opportunity. These include Australian Commonwealth, state and territory laws, and international conventions and local laws in the countries where Good Samaritans works:	
Australian Legislation	<i>Workplace Gender Equality Act 2012</i> <i>Sex Discrimination Act 1984</i> <i>Fair Work Act 2009</i>
State and Territory Legislation	Victoria: <i>Equal Opportunity Act 2010</i> New South Wales: <i>Anti-Discrimination Act 1977</i> Queensland: <i>Anti-Discrimination Act 1991</i> Western Australia: <i>Equal Opportunity Act 1984</i> South Australia: <i>Equal Opportunity Act 1984</i> Tasmania: <i>Anti-Discrimination Act 1998</i> Australian Capital Territory: <i>Discrimination Act 1991</i> Northern Territory: <i>Anti-Discrimination Act 1992</i>
International Conventions	<i>The United Nations Convention on the Elimination of All Forms of Discrimination Against Women</i> <i>Optional Protocol to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women</i> <i>Declaration on the Elimination of Violence Against Women</i>

Related Policies and Procedures

Related GSF Policies	Preventing Sexual Exploitation, Abuse & Harassment Policy Child Safeguarding Policy Human Resources Policy Bullying, Harassment & Discrimination Policy Incident Reporting & Complaints Handling Policy Approach to Development Policy Disability Inclusion Policy
----------------------	--

Policy Review

This policy will be reviewed at least every three years, or as necessitated by legislative changes, incorporating lessons learned.

POLICY ADOPTED BY THE BOARD:

FOR REVIEW ON OR BEFORE:
