

Gender Equity Policy

We are committed to gender equality to ensure that our programs and services benefit women and men, girls and boys equally and that women and men, girls and boys have the same opportunity to participate and contribute at all levels of our organisation as staff, volunteers and members.

Gender refers to the social attributes and differences associated with being female, male or transgendered and does not replace the term “sex” which refers exclusively to biological differences. In most societies there are differences and inequalities between women and men. Foresight acknowledges and accepts the inherently different experiences of women and men. Recognising this diversity and inequality, Foresight believes women and men should have equal access to enjoyment of their rights, opportunities and life choices, and that these opportunities should not be limited by whether they are female or male. Foresight does not make the assumption that gender is fixed and acknowledges that some people express or experience gender in different ways and that gender may change altogether.

Foresight makes the following undertakings in respect of gender:

To Achieve Gender Equality for all Foresight People through Gender Mainstreaming

Foresight will ensure that all staff, volunteers and members have equal rights and equal access to resources and opportunities to participate regardless of their gender. Through gender mainstreaming Foresight will ensure that considerations of gender are integrated into every aspect of the organisation.

To Ensure Access and Equity for Foresight Beneficiaries

Foresight is committed to access and equity for all clients and beneficiaries whether female, male or transgendered by ensuring that gender issues and needs are addressed in all aspects of our operations including needs analysis, program and service planning and design, service development and delivery, management, partnership agreements, program monitoring and evaluation.

To Recognise and Acknowledge the Gender Dimension

Foresight recognises that the nature of gender relations varies from one society to another and from one cultural group to another. Gender functions as an organising principle for society (as does race, ethnicity, and religion among many others) as a result of the cultural, social, economic and political meanings and roles assigned to being female, male or transgendered. Foresight works in a range of cultural, social and religious contexts and acknowledges these ascribed differences in gender roles.

To Focus on Empowering Women

Foresight recognises that a range of factors cause inequalities between women and men and that these inequalities can result in women and girls having less access to resources, assistance and opportunities within society. Foresight seeks to empower women and girls by addressing the issues and structures that result in women being disadvantaged and disempowered.

All Foresight people commit to achieving gender equality within our organisation through gender mainstreaming.