

1. Purpose

This policy expresses Tearfund's organisational position on gender equality in terms of gender justice. Through its gender justice framework Tearfund ensures integration of gender equity and equality into all of the organisation's internal processes, and expresses its commitment to promoting these values in the wider community.

2. Scope

The policy provides the gender framework for all of Tearfund domestic and international operations, and applies to all involved in its work: employees, volunteers, interns, contractors, and supporters.

3. Policy

3.1. Policy principles

3.1.1. Acknowledgement of injustice

Although injustice can occur to all people, we acknowledge that we live in a world where some groups of people (usually women, girls, trans and gender-diverse people and other marginalised groups) continue to experience the injustice of sexism to a greater degree than men and boys.

3.1.2. Christian Foundation

As Christians, we believe that the Bible models systems of economic and social justice which illustrate God's plan for renewal of all. It is our belief that Christ calls us to partner with God in this renewal and that the restoration of gender justice is key to seeing God's promise of newness unfold in the world. We celebrate the differentiation of gender as part of God's creation, while recognising that people's experience of gender varies and may not align with traditional cultural understandings of what it is to be female or male. No one expression of gender is superior and we believe that people can lead and serve as equals, whatever their gender identification. Tearfund aspires to reflect these principles of gender justice throughout all of its operations and activities.

3.1.3. The people with whom we partner

Tearfund Australia seeks to have its organisational policy and practice as closely aligned as possible with the gender justice standards it is asking of its International and Aboriginal and Torres Strait Islander development partners. Development research and practice consistently links gender equity and equality to the effectiveness of social and development outcomes. Tearfund therefore considers the pursuit and implementation of *gender justice* to be essential to its mission. Tearfund respects the journey of faith and justice for our partners as they serve the poor in cultures where their beliefs are different to ours and will work with them to challenge discrimination where it occurs.

In respect of Tearfund mission amongst Australian Christians and in the broader community, Tearfund will apply a gender lens to the planning and management of its Australian program. In all circumstances, we will endeavour to ensure that staff members represent Tearfund position on gender justice with grace, humility and a learning spirit.

3.2. Policy commitments

Tearfund Australia is committed to ensuring gender justice in all areas of the organisation, including staffing, governance, management and decision-making, thereby giving all people equal opportunity to shape the organisation and its work.

- 3.2.1. Tearfund is committed to achieving and maintaining gender balance throughout all levels of the organisation so that all functions, levels of responsibility and influence display gender justice. All recruitment and professional development processes will give consideration to both merit and gender balance.
- 3.2.2. Tearfund governance and leadership will be committed to the integration of gender justice throughout the organisation.
- 3.2.3. Tearfund will not permit within the organisation any discrimination on the basis of sex or gender. However, in certain circumstances, at the discretion of the CEO, decisions may be made to provide gender balance (such as appointment of Leadership Group members).
- 3.2.4. During the recruitment process, employment decisions will be made with gender justice in mind (considering both merit and gender balance) which may result in one candidate being selected based on gender over another with equal credentials.
- 3.2.5. Tearfund is committed to ensuring that its employees receive gender training (within the first year of their employment) to enable them to work in alignment with Tearfund's commitment to gender justice. In addition, Tearfund will facilitate conversations and ongoing training about Gender Justice through its employee events (e.g SOUL Food, Staff Gathering).
- 3.2.6. All people will be treated equally in the application of Tearfund's remuneration policy and professional development resources and opportunities.
- 3.2.7. Tearfund will endeavour to ensure that all decision-making processes take into account the different personalities, styles and strengths of individuals, regardless of their gender, so that all voices may be authentically heard.
- 3.2.8. Tearfund is committed to ensuring that Tearfund's workplace is characterised by gender sensitivity and grace. Language and behaviour which perpetuate stereotyping and negative norms along gender lines will be challenged and addressed when it occurs. Tearfund understands that such practices contribute to social conditions in which gender inequality exists in many forms, including violence against women, children, trans, and gender diverse people. Where insensitive conduct in regard to gender justice occurs, it will be addressed by supervisors with a view to improving understanding and conduct.
- 3.2.9. Tearfund's leave policies reflect its commitment to the role of parents of all genders in caring for children.
- 3.2.10. Tearfund will use gender-inclusive/neutral language in its media and when quoting from the Bible.

4. Compliance Obligations

- 4.1. Tearfund will undertake an organisational gender audit on a 5-yearly basis.
- 4.2. Through its performance appraisal processes, Tearfund staff will work to affirm and nurture a culture of gender justice.

5. Related References

Tearfund policies and documents	External policies and documents
Code of Conduct Bullying and Harassment Policy Equal Employment Opportunity Policy, Disciplinary Policy	DFAT, 2014, Australian aid: promoting prosperity, reducing poverty, enhancing stability - Section 5, page 25. Gender equality and empowering women and girls)

Flexibility Policy Gender Action Plan Leave Policy Parental Leave Policy Recruitment Policy Remuneration Policy Reproductive Rights Policy Guidelines for Relief and Development Assistance	ACFID, Code of Conduct Commitment 2.3 Micah Network Statement on Gender Equality Christians for Biblical Equality (CBE), 'The Bible and Gender Equality' Universal Declaration of Human Rights and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
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6. Definitions/Terminology Clarification

Gender: the social relationships and distribution of power and roles between women and men, girls and boys, and trans and gender-diverse people as codified in patriarchal systems and institutions (can simultaneously be relations of cooperation, support, connection and conflict, separation and competition). These roles and relations are influenced by, and intersect with, other social relationships such as social class, ethnicity, sexuality and ability/disability etc. These roles and relationships are dynamic, changing over time and across cultures.

Gender balance: theoretically, the degree to which people of different gender identities hold a full range of positions in a society or organisation. However, most add that it should also include the element of *quality* alongside numbers, so as to avoid the token adding of members of any gender to make up numbers.

Gender equality: equal rights, opportunities and outcomes for people of all gender identities.

Gender equity: the process of being fair to people of all gender identities.

Gender integration: involves the integration of gender equality concerns into the analysis and formulation of all of the organisation’s policies, programs and projects, including those implemented through its domestic and international partnerships. It includes initiatives to enable women, men, trans and gender-diverse people equally to formulate and express their views and genuinely to participate in decision-making.

Gender justice: the ending of, and provision of redress for, inequalities between people of different gender identities causing subordination, stigma, stereotyping, exclusion, and violence against women, children, trans, and gender-diverse people. As *process* it refers to accountability of organisations like Tearfund that are set up to dispense justice; as *outcome* it implies access to and control over resources, combined with the ability to make choices.

Gender lens: refers to adopting a perspective that firstly brings into focus the participation, needs and realities of people of all gender identities, then accommodating these in planning and decision-making processes.

Tearfund: In this document ‘Tearfund’, ‘the organisation’, ‘we’, ‘us’ or ‘our’ means Tearfund Australia.