

Policy Summary

Gender Equality and Social Inclusion (GESI) Policy

August 2024

GESI POLICY STATEMENT

As a women-led organization, FAITH places gender equality and social inclusion at the core of all its work, committing to identify and dismantle systemic barriers, prejudices, and discrimination that sustain inequality and exclusion, and to create an inclusive and just environment for all.

8 Guiding principles and values	2 Objectives to operationalize GESI	9 Policy sections, plus glossary annex	Aug 2024 Policy adopted
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About this Policy

This GESI policy affirms FAITH's commitment to equality and inclusion across all aspects of its work and fosters an organizational culture of respect and diversity. As a women-led organization working at the intersection of health, human rights, economic empowerment, and climate change, FAITH recognizes that structural inequalities and discrimination continue to hinder equitable access to opportunities, services, and decision-making power for many marginalized groups.

The policy prioritizes the needs and rights of socially excluded and underserved populations — particularly adolescent girls and women who experience compounded marginalization, including women living with HIV, female sex workers, females who use drugs, survivors of gender-based violence, and women and girls from indigenous, Dalit, and geographically disadvantaged communities. It is grounded in global frameworks including CEDAW and the UN Sustainable Development Goals, particularly SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities).

Guiding Principles and Values

- **Respect for Human Rights** — uphold universal human rights, including non-discrimination, privacy, safety, health, and self-determination.
- **Gender Equality** — eliminate gender-based discrimination, stereotypes, and biases; promote equal rights and access for people of all genders.
- **Inclusivity and Non-Discrimination** — ensure all individuals, regardless of caste, ethnicity, occupation, health status, or other identity, can participate equally and safely.
- **Empowerment and Agency** — support the leadership, participation, and decision-making of marginalized communities through skill-building and engagement.
- **Intersectionality** — respond to overlapping forms of discrimination based on gender, health, occupation, caste, or geography with targeted, equitable support.
- **Ethical and Rights-Based Approach** — safeguard informed consent, confidentiality, privacy, and the protection of rights in all interactions and services.
- **Collaboration and Solidarity** — build partnerships with beneficiary-led organizations, civil society, and government to strengthen collective advocacy.
- **Learning and Accountability** — monitor impact, seek feedback, and hold the organization accountable to its constituencies and partners.

Operationalizing Our Principles

Objective	Strategies and Activities
Objective 1: Institutionalize GESI across FAITH's operations	Align policies and procedures with GESI commitments; integrate GESI into planning, budgeting, and M&E; allocate dedicated resources; build staff and partner capacity; promote diversity and pay equity in recruitment and leadership; establish safeguards against exploitation, abuse, and harassment; embed GESI in all research and publications.
Objective 2: Strengthen GESI through partnerships	Engage beneficiary-led organizations in participatory assessments and co-designed programs; build GESI capacity among partners and policymakers through training and advocacy; join knowledge-sharing networks; document and share case studies and success stories; use FAITH's platforms and evidence-based advocacy to influence GESI policy and practice.

Accountability

Each member is responsible for adhering to the GESI policy as specified in their Terms of Reference:

Role	Responsibility
Executive Board	Approve and monitor adherence to GESI commitments through review of policies, annual plans, budgets, and progress reports.
Executive Director	Provides overall leadership on GESI, ensures resource allocation and organization-wide alignment, and fosters an inclusive, safe working environment.
Administrative & Finance Head	Integrates GESI into financial, administrative, and HR processes; manages safeguarding risks and coordinates staff capacity-building.
Program Managers, Team Leaders & Project Officers	Integrate GESI into program planning, implementation, monitoring, and reporting; document lessons learned and share best practices.
Communications & Advocacy Team	Raises awareness of GESI principles and ensures all messaging promotes gender equality, inclusion, and non-discrimination.

Accountability mechanisms include clearly defined GESI objectives, targets, and timelines; GESI-related competencies built into staff performance evaluations; regular staff reporting on GESI activities and progress; structured feedback from beneficiaries and partners; periodic reviews; and, where possible, independent external assessments.

FAITH maintains a safe, confidential, and accessible grievance mechanism for staff, partners, and community members to report violations of the GESI policy, including discrimination, harassment, or exclusion. Complaints are investigated by designated safeguarding personnel, with corrective action taken in line with FAITH's Code of Ethics and Conduct, Risk Management Policy, and Vulnerable Adult Safeguarding Policy.

Monitoring and Evaluation

FAITH monitors and evaluates the implementation and impact of this policy through regular assessments and stakeholder feedback, ensuring efforts remain evidence-based and adaptive:

- Developing measurable GESI-specific indicators aligned with the organization's overall M&E framework.
- Collecting sex-disaggregated data to track progress and identify gaps, while safeguarding beneficiaries.
- Monitoring policy integration across programs through reports, site visits, and stakeholder engagement.
- Conducting periodic evaluations and soliciting regular feedback from beneficiaries, staff, and partners.
- Reviewing and updating the policy regularly to reflect changing contexts and lessons learned.

Reporting and Communication

- Developing a two-page visual summary or infographic of the GESI policy in English and Nepali.
- Preparing an annual GESI report highlighting key initiatives, outcomes, and progress, including success stories and case studies.
- Disseminating communication materials — videos, infographics, and fact sheets — via FAITH's website, social media, and outreach channels.

Review and Revision

This GESI policy will be reviewed regularly to ensure its continued relevance, effectiveness, and alignment with evolving best practices and FAITH's strategic priorities. Revisions will be made as needed to remain responsive to emerging priorities and community feedback, while strengthening FAITH's commitment to gender equality, social inclusion, and diversity.

This summary is published by FAITH for transparency and accountability. It is a condensed presentation of the internal Gender Equality and Social Inclusion (GESI) Policy (August 2024); in case of any discrepancy, the full internal policy document prevails and is available on request.