

The Democratic Progress Institute Gender Policy

This Gender Policy defines the Democratic Progress Institute's commitments to supporting gender equality and the principles expressed in international agreements and the Sustainable Development Goals.

Through this policy, the Democratic Progress Institute reaffirms that it is working to promoting gender equality as an explicit internationally recognised human right, and that it seeks to ensure that the work of the DPI contributes towards the equal realisation of human rights for girls, women, boys and men.

This policy signifies the Democratic Progress Institute's commitment to supporting the empowerment of women and girls as a key strategy toward democratic progress, peaceful solutions, and conflict resolution and bringing visibility to women's issues and concerns on peace and security.

Throughout all of its work related to research, the Democratic Progress Institute commits to:

- Ensuring that its research activities include the aim of promoting increased understanding of the different roles, responsibilities, and experiences of women and men in relation to conflict resolution and peace building
- Aiming to apply a gender-lens to its overall research activities
- Ensuring that a number of research pieces are aimed at addressing gender-related themes specifically
- Ensuring a gender-sensitive use of language and terminology in all publications
- Highlighting how the experiences and behaviours of women and men diverge in complex ways in the context of violence and post-conflict reconstruction
- Contributing through research activities to the monitoring of the implementation of UNSCR 1325 and following resolutions
- Aiming to collate and use gender-disaggregated data wherever possible and available

Throughout all of its work related to activities and events, the Democratic Progress Institute commits to:

- Seeking out opportunities to actively involve women as well as men in the planning, implementation and follow-up phases of activities
- Ensuring a gender-balanced participation in activities
- Ensuring a gender-balanced representation among speakers and panellists
- Aiming to apply a gender-sensitive lens to our overall activities programme by incorporating gender topics across activities
- Ensuring the implementation of activities specifically addressing gender-related themes
- Encouraging the participation of men and women in activities focusing on gender-related themes, as partners for gender equality

To ensure that all staff's educational and holistic needs are met in matters pertaining to gender, the Democratic Progress Institute commits to:

- Providing all staff opportunities to understand the different roles, responsibilities, and experiences of women and men in relation to conflict resolution and peace building
- Providing staff with opportunities to be informed about gender issues and gender mainstreaming, including through external events and strategic partnerships
- Seeking ways to promote a commitment amongst colleagues, the Council of Experts and the Board of Directors
- Monitoring international policy developments relating to gender in general, and gender, peace & security in particular

In matters pertaining to internal governance and management, the Democratic Progress Institute commits to:

- Ensuring that DPI's governance structures reflect a commitment to gender-balance
- Seeking a gender-balanced composition of the Council of Experts and staff
- Ensuring that the concerns of all staff are acted on regardless of gender
- Seeking out opportunities to actively involve women in consultation and decision-making processes
- Ensuring that staff and interns are recruited and managed without any discrimination based on gender identity
- Monitoring and evaluating organisational development regarding gender mainstreaming efforts
- Seeking to ensure that key organisational systems and practices, including but not limited to human resources, recruitment, training, management, and decision-making, support gender-equality
- Ensuring that there is an opportunity at set intervals for staff to discuss gender and diversity issues as they pertain to the workplace as well as to the substance of our work