



Canadian Association  
for Global Health  
Association canadienne  
pour la santé mondiale

## Policy on Gender Equity and Equality

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Through this Policy, the Organization affirms its commitment to gender equality through the practice of gender equity in health. The policy is anchored in the principle of justice which refers to the obligation to treat people fairly and equitably<sup>1</sup>. As such, the purpose of this policy is to assert the Organization's duty to treat all individuals with equal concern and respect in all its programs and to support equity of rights, opportunities and participation, with particular attention to groups, populations and communities experiencing historical and structural disadvantage and/or at risk of being excluded or marginalized. The Organization's Equity, Inclusion and Diversity policies seek to address multiple intersecting identities and dimensions of equity; these policies will evolve over time because "*achieving equality varies by place and must be situated within the socio-cultural, political, and economic contexts...; similarly, inequalities are not static and can vary and change over time.*" <https://www.idrc.ca/en/idrcs-equality-statement>. This policy specifically focuses on gender equity and equality.

*Gender* "refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time. There is considerable diversity in how individuals and groups understand, experience and express gender through the roles they take on, the expectations placed on them, relations with others and the complex ways that gender is institutionalized in society." <https://cihr-irsc.gc.ca/e/48642.html>

*Gender equality* in health means that all people have equal conditions for realizing their full rights and potential to be healthy, contribute to health development, and benefit from the results, regardless of biological sex and gender and other intersecting identities. Achieving gender equality will require specific measures designed to eliminate gender inequities.

*Gender equity* means fairness and justice in the distribution of benefits, power, resources, and responsibilities between people, regardless of sex and gender and other intersecting identities. The concept recognizes that people's needs, access to, and control over resources are gendered and unequal, and that these differences should be

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<sup>1</sup> In *Tri-Council Policy Statement – Ethical Conduct for Research Involving Humans* (TCPS 2, 2014)

addressed in a manner that rectifies imbalances. Equity is the means, equality is the result.<sup>2</sup>

With this in mind, the Organization aims to ensure that its operations and programs – including technical assistance – benefit all people, according to their different intersecting realities, needs and priorities and with their equal participation. The Organization is committed to the following principles and practices:

- All people, regardless of gender identity, have the right to live free from violence, oppression, and exploitation
- All people have the right to self-determination, including making choices concerning their own health
- The Organization works with partners to integrate gender equality in programming, monitoring and evaluation
- In its projects and programs, the Organization addresses systemic biases such as sexism, racism, heteronormativity, heterosexism, patriarchy and structural practices that create barriers to the realization of equal rights and gender equality in the field of health care including facilitating participation in decision-making roles.
- The Organization will put in place strategies to ensure the needs of people are met equitably regardless of gender identity in the provision of health and other services
- The Organization offers equal opportunities regardless of sex and gender identity in its organizational practices -- head office staff, interns, consultants, service providers and volunteers are addressed equitably in terms of recruitment, advancement, benefits and working conditions.

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<sup>2</sup> [Pan American Health Organization](#)