Gender Equity | Vision & Principles

iDE Ethiopia is committed to increasing economic and social empowerment of women through equitable gender relations and gender responsive working environments, communities, and market systems; AND, ensuring women and men have equal access to, and benefit from, information, assets, services and opportunities.

ORGANIZATIONAL PRINCIPLES

Start With Us
- We are willing to confront beliefs and values as they relate to gender and social norms
- We foster a working environment in which all staff feel comfortable, safe, respected, and valued, regardless of sex, gender, or position
- We understand the importance and value of the work we do around gender equity and women's empowerment

Level the Field
- Uncover gender norms, beliefs, and practices that perpetuate exclusion and inequity, within our offices and the communities with whom we work
- Use social and behavioral change communication and role modeling to promote inclusion and gender equity

Design to Context
- Understand the social, economic, and cultural contexts of each community, regarding gender roles, responsibilities, norms, and power dynamics
- Ask and listen to women's and men's needs, challenges, and aspirations; understand their perspective
- Develop systems, projects, and activities that are appropriate for both men and women and that address gender relations, not just individuals

Be Accountable
- Staff hold each other accountable for gender sensitive behaviour and language in all interactions and working environments
- Develop and share a theory of change with community members and leaders
- Monitor short and long term outcomes, with sensitivity towards both men and women and their relations