

Both ENDS Gender Equality and Social Inclusion (GESI) Policy

Last updated: March 2025

Scope

Both ENDS strives towards an environmentally just world. A world where people and ecosystems everywhere can thrive, human rights are respected, gender justice is realised, and the environment is cared for and protected by current and future generations.

Both ENDS acknowledges the interconnectedness of social and environmental justice and recognises that tackling the root causes of environmental degradation necessitates addressing systemic inequalities and promoting the full and meaningful participation of all people.

The Gender Equality, and Social Inclusion (GESI) policy of Both ENDS demonstrates Both ENDS' commitment and strategies to incorporate and promote gender equality¹, and social inclusion² in all its programmes, projects, and external engagement, with the goal of upholding human rights and creating a just and equitable world.

The Both ENDS GESI policy provides a framework that aligns with Both ENDS' overall vision and strategy, and is consistent and coherent with other relevant policies - including the Both ENDS' Justice, Equity, Diversity and Inclusion (JEDI) policy; the Code of Conduct; the Sexual Exploitation, Abuse and Harassment (SEAH) policy; Corporate Social Responsibility (CSR) policy; the Complaints procedure; and the Mismanagement, fraud and corruption procedure.

This GESI policy will be periodically reviewed and revised in line with the Both ENDS strategy cycle, to ensure it remains relevant and effective in advancing Both ENDS' commitment to gender equality and social inclusion.

Guiding Principles

- **Intersectionality:** Both ENDS acknowledges and addresses the multiple and intersecting forms of oppression and privilege experienced by individuals and groups. The organisation will apply an intersectional lens to analyse and address the complex interplay of power dynamics within our field of work and ensure our work benefits those most structurally excluded and affected by environmental injustice.
- **Self-determination:** Both ENDS supports the right of all people and communities to determine their own ambitions and paths to well-being and dignity. We support civil society organisations and social movements in leading and advocating for their agendas, and ensure their voices are heard and respected in decision-making spaces.

¹ Gender equality means equal rights, responsibilities and opportunities of individuals regardless of the individual's gender identity or role.

² While gender equality uses gender as an entry point to understand how individuals are marginalised, social inclusion recognises that there are particular groups regardless of gender which experience exclusion and vulnerability as a result of their intersecting identities.

- **Equity:** Both ENDS actively addresses historical and ongoing systemic exclusion and promotes equitable access to resources, opportunities, and benefits for everyone.
- **Diversity:** Both ENDS values and celebrates the diversity of perspectives, experiences, and knowledge that enrich its work. Embracing diversity and inclusion means valuing and incorporating different knowledge and perspectives, notably those from structurally excluded groups.
- **Accountability:** Both ENDS is committed to being accountable to the partners and stakeholders it works with, and to continuously learn and improve its GESI practices. The organisation will regularly monitor and evaluate progress, seek feedback from staff and experts, and make adjustments as needed to ensure that its actions align with its GESI commitment.

Commitment

Both ENDS is committed to promoting Gender Equality and Social Inclusion in all its external engagements, programmes, projects, and partnerships - as we believe this to be an essential prerequisite for achieving environmental justice and respecting and fulfilling human rights.

Implementation Strategies

Both ENDS will employ the following strategies to implement its commitment to GESI:

1. Programme and Project Design: Both ENDS incorporates GESI considerations into the design of all programmes and projects, such as setting specific objectives and targets related to GESI, and allocating resources to achieve these targets. Collaboration partners of Both ENDS works are involved in the project and programme design and target-setting.
2. Direct support: Both ENDS sets out to notably support those groups and organisations who are at the forefront fighting and advocating for environmental justice, but do not have easy access to funding, networks or decision-making spaces. This includes but is not limited to women, youth, Indigenous Peoples, local communities, Afro-descendant and traditional communities, small-scale food producers, fisherfolk, and pastoralists. We are committed to increasingly collaborating with these communities to amplify their voices and support their efforts.
3. Inclusive Approaches: Partners are at the heart of all that we do. Both ENDS uses inclusive approaches that ensure partners' agendas and needs, and the voices and perspectives of diverse, notably often excluded, groups, are included in our strategy development and decision-making processes. We co-create strategies and projects, we ensure meetings and sessions we organise are inclusive and accessible (considering language, time zones, and format), and make sure our PMEL systems are tailored to the needs and capacities of the partners we work with. We will promote diverse representation in panels we facilitate or participate in.
4. Advocating for GESI: In our advocacy efforts Both ENDS advocates for the inclusion of GESI principles in policies and practices in relevant decision-making spaces at all levels, including at international conferences, policy dialogues and funding mechanisms. This is fully in line with our overall vision and strategy.

5. Inclusive communication: Both ENDS ensures that our external communication is inclusive and representative of the diversity of women, youth, Indigenous Peoples, local communities, Afro-descendant and traditional communities, small-scale food producers, fisherfolk, pastoralists, and the civil society organisations and social movements that support them.
6. Continuous joint learning and reflection: Both ENDS will regularly reflect on our GESI commitment, and address power relations in all of our relationships, including with partners and donors. We recognise that the examination of power and achieving gender equality and social inclusion, requires a continuous learning process. Joint learning and reflection, internally and with partners, will enhance and deepen our understanding of GESI principles and practices and develop our and partners' capacities to incorporate and promote GESI into our work effectively.

Accountability and Monitoring

A. Roles and Responsibilities

- The Both ENDS Director is accountable for ensuring that the GESI Policy is implemented effectively.
- Project leaders, fundraisers and communication staff are mandated with championing GESI principles and practices within the organisation and ensuring they are implemented in the projects and programmes they coordinate
- All Both ENDS personnel is responsible for integrating GESI considerations into their strategies and daily work.

B. Resources and Support

- Both ENDS ensures that all project and programmes include resources to support the implementation of the GESI policy, and allocates needed resources and support for internal learning, capacity-building, and monitoring and evaluation.

C. Monitoring and Evaluation

- Both ENDS establishes clear indicators and mechanisms, aligned with its five year strategy, to track its progress on the GESI policy commitment and strategies.
- The organisation regularly reviews and evaluates its GESI policy and practices, seeking feedback from partners and stakeholders to support learning and inform continuous improvement.