



GENDER POLICY

The purpose of the gender policy is to provide a framework for how the Jane Goodall Institute of Canada (“JGI Canada”) will engage in our work in Africa and in Canada, where all people will have the same opportunities to participate in and benefit from community-centred conservation and sustainability education programs.

Specifically, the gender policy aims to:

- Communicate a clear message about JGI Canada’s position on gender equality;
- ensure gender equality in programs supported by JGI Canada;
- provide a platform to engage with other partners and stakeholders to promote gender equality working within Africa Programs and Roots & Shoots; and
- support an organizational culture that values gender equality principles.

The Jane Goodall Institute of Canada is committed to:

1. **Integrating gender equality** in the identification, design, implementation, monitoring and evaluation of community-centred conservation, environmental education and Roots & Shoots initiatives that we fund and support. This includes conducting gender analysis, collecting sex and age disaggregated data, empowering marginalized genders in decision making around program development, and engaging communities to address the root causes of gender gaps in our work.
2. **Supporting knowledge sharing and capacity building** on gender issues, honoring indigenous perspectives where applicable, by taking into account the interconnected pedagogies of story sharing and visual tools. This is done both internally within the organization, and externally with our partners and stakeholders, to promote greater understanding of how gender affects the work that we do together. JGI Canada will apply a culturally appropriate approach based on the local context when discussing gender dynamics, especially at the community level.
3. **Supporting an organizational culture** where our workplace environment actively promotes gender equality, through inclusive policies and practices related to recruitment, staff development, discrimination, sexual harassment, gender-sensitive leadership, and respect for work-life



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balance that enables every person to fully participate in both spheres of their lives.

4. **Communicating the importance of gender equality** in conservation and wildlife protection. Using mediums such as social media, websites, campaigns, and printed materials, JGI Canada will engage and inform the public on the interconnection of gender and environmental issues.