

A World of Neighbours Gender Equality Plan

July 3, 2022

A World of Neighbours' (established 7/10/2022) mission is to empower practitioners through maintaining an interreligious and cross sectoral peer-to-peer support network of practitioners. A World of Neighbours fosters a 'community of practice' among those working across Europe on the front lines of accompaniment of people on the move, and social cohesion.

We strive to be an inclusive network where practitioners are represented from different faiths, cultural backgrounds and gender. We work towards equal representation of genders in our selection of practitioners, in our Board, Advisory Board, in the Home Groups (temporary random mix of practitioners meeting up in smaller groups) and in the Learning & Exchange program.

Dedicated resources

Almost all of our limited resources are dedicated to staff. We are always aware when it comes to paid staff, that we have fair gender equality ensured. The Board, being responsible for dedicated resources, makes sure that new staff members, Board members (unpaid) and Advisory Board (unpaid) reflects gender equality.

Data collection and monitoring

The practitioner member list is monitored by the Board to be representative and checked on gender equality twice a year. New practitioners are selected, taking gender balance in the full list of practitioners into account. Home Group reports always monitor gender equality in the Home Groups that are created.

The Editorial Team and the Learning & Exchange group reports on Gender equality in the projects and practitioners that are showcased and the lecturers that are invited to teach. The Board is monitoring gender equality in the Advisory Board as well and makes necessary steps if necessary in all teams to work towards gender equality in all organisational aspects.

Training and capacity building

We promote a culture of gender equality to all our practitioners and the organisations and projects they work with. In the Learning & Exchange programs, workshops and lectures will be included (as this program evolves) about gender equality, cultural diversity and inclusion in projects and in the Network itself. During the Annual Meeting, time is dedicated to review the Network together on gender equality and social safety Review topics range from an ethical culture where people can hold others accountable, to transparent and accessible complaints procedures and the establishment of clear boundaries for conduct that should be developed in the years to come.

Goals

- The AWoN Program aims to have a ratio of at 50% female Network practitioners.
- AWoN Network practitioners are focussed on gender-just participatory and context-specific approaches to gain community trust and promote the equitable participation of women and men through culturally sensitive programs, in ways appropriate to the 3 faiths, and in line with the organisational commitments of their partners, for example HIAS, Church of Sweden).
- The researchers of A World of Neighbours and the Learning & Exchange program will offer space for discussion around gender justice, recognizing and responding to gender inequities and advocating for positive change from a faith-literate and culture-sensitive perspective.
- Women in a leadership role in the partner organisations and the faith-based networks and communities associated with them may offer a positive example and role model for activists, leaders, and community members from groups where women have restricted opportunities.
- Monitoring activities will use gender assessment and gender-specific indicators. Project data will be collected and analysed on a sex/gender disaggregated basis.
- Communication activities will use gender-sensitive language and a non-stereotypical representation of genders - in line with EIGE guidelines on gender-sensitive communication. The same will be applied to diversity mainstreaming and with respect to narratives on or about migrants/migration.
- Staff and work teams comprise at present 50% women. The recruitment, selection and hiring of the remaining AWoN staff members will be guided by gender equality principles.
- At least 50% of AWoN members will be women. Budget allocations in the coalition activities will equally benefit the different needs and priorities of men and women, boys and girls.
- AWoN Foundation fully embraces the equality and non-discrimination principles expressed in Article 2 of the Treaty on the European Union and Article 21 of the EU Charter of Fundamental Rights.