GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION POLICY

2019

GALLI GALLI

Lalitpur, Nepal

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INTRODUCTION

GALLI GALLI is a non-profit organization initiated with a vision to bridge citizens with public service providers through research, assessments, evidence-based information and civic-technology.

GALLI GALLI strongly believes in practicing equity to bridge the gaps between the socially excluded groups and the privileged ones. GALLI GALLI is dedicated and has a strong commitment to advancing gender equality and social inclusion in our organization and programs. Hence, the Board has passed this policy on 2 January 2019.

PRELIMINARY

1. Short name and commencement:
   The name of this policy shall be understood as "**Gender Equality Disability and Social Inclusion Policy 2019**". In short the policy shall be referred to as **GEDSI** Policy 2019. This policy will be implemented from the date as approved by the GALLI GALLI Board of 2 January 2019.
2. If subject and the situation do not create other meaning, here;
   (i) Socially Excluded/ less privileged groups means,
   1. Someone who is a **dalit**, **madhesi**, or belong to **indegenous group**.
   2. Someone who resided and did their schooling in **remote areas**.
   3. Someone who attended **public/community** school, high school or college.
   4. Someone who has a **low family income** [We will decide a range here.]
   5. Someone with **physical disabilities.**

   (ii) "Policy" means the **GEDSI Policy 2019 of** GALLI GALLI.
   (iii) "Constitution" means **Constitution of Nepal 2015**.
   (iv) "Organization" means GALLI GALLI.
   (v) "Board" means GALLI GALLI **board members** and core team means **core team members of** GALLI GALLI.
   (vi) M&E means **Monitoring and Evaluation.**

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OBJECTIVES

1. Provide a standard gender equality, disability and social inclusion policy for GALLI GALLI.
2. Provide base for decision making both at **policy level, programme implementation level** and GALLI GALLI **sensitive culture** in the organization.

APPROACH

The following approaches require taking into account for the policy-decisions making;

1. Assess periodically, gender equality, disability and social inclusion situation in the organization.
2. Develop and update the existing policy as per the need of the organization.
3. Follow up regularly the developed/updated gender equality and social inclusion policy.

IMPLEMENTATION

GEDSI policy is implemented on different levels of the organization.

ORGANIZATION STRUCTURE AND GOVERNANCE

1. **Participation:**
   Encourage representation and participation of minorities and economically and socially excluded communities in the Board as well as the Core team.
2. **Decision making:**
   a. Align any decision taken by the board with GALLI GALLI's GEDSI policy 2019.
   b. Motivate and encourage members from minorities and economically and socially excluded communities to apply for decision making positions.
3. **Knowledge of GEDSI policies:**
   Compulsorily train all board members and core team about the concept of GEDSI tools and policy.
4. **Accountability:**
   The organization follows a **zero tolerance strategy**. If any kind of biasness or unfortunate incident occurs that is against the policy within the organization,

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board members and core team are responsible to hear the minority's concerns and take immediate actions to resolve them.

5. **Policy review:**
    a. Include at least one **GESI expert** and at least **one member from the socially excluded group** in the policy reviewing team.
    b. Revisit the policy **every year or sooner** and update as per need.

ORGANIZATION PROGRAMS AND MANAGEMENT

1. **Inclusive Environment:**
    a. Create an inclusive environment within GALLI GALLI to increase minority groups and economically and socially excluded member's participation.
    b. Ensure equal access to human, material and financial resources.
2. **Budget Allocation:**
    a. Define GEDSI budget allocation as an integral part of program budgeting, where specific budget is allocated to minorities and underprivileged.
    b. Promote equity by keeping **scholarship options** for underprivileged groups.
3. **Recruitment:**
    a. In organization staff/fellows recruitment, set targets to ensure applications are received from minorities and socially excluded communities.
    b. Add mandatory questions for the thorough background check of how privileged the interviewee is.
    c. Add a category in the marking scheme to give positive points to socially excluded groups while recruiting fellows.
    d. Set **positive discrimination policy** in staff/fellows recruitment to prioritize socially excluded/less privileged groups.

4. **Fellowship Selection and Programs:**
    a. Reach out to public/community schools, socially excluded groups.
    b. Encourage a certain number of participants from minority, economically and socially excluded groups and participants from outside Kathmandu valley, in all the programs conducted by the organization.
5. **GEDSI sensitive language:**

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Communication used in recruitments, programs, publication and promotion materials, contents, pictures, videos is GEDSI friendly and does not discriminate against people based on gender, disability or social groups.

6. **Capacity Development Training:**
   Encourage staff and fellows from socially excluded/ less privileged groups to participate in training.
7. **Promotion of GEDSI:**
   While working with partner organizations, promote concepts of GEDSI in the deals and works to be carried out.

MONITORING AND EVALUATION

1. **Indicators (qualitative and quantitative)**

   i) Qualitative

   Qualitative analysis includes **non-numerical data**, which will be based on observations and experience of fellows and team members. It will be collected via a **10 point rating scale**, where the following indicators will be considered.

   - How accessible is our fellowship recruitment call to socially excluded groups?
   - How inclusive is our work environment (in terms of language, behaviour, culture, caste, religion) within the organization?
   - How accessible are the resources to the fellows, alumni and board members?
   - How interactive were the socially excluded participants in the programs?

   ii) Quantitative

   Quantitative analysis is done with the help of **numeral records** that the organization keeps. Following are the indicators to be considered.

   - Number of public/community institutions approached during fellowship recruitment call.
   - Number of applications we received from socially excluded groups.
   - Number of fellows who belong to marginalized communities.
   - Number of people from socially excluded groups as board members, staff and facilitators.

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- Number of participants from socially excluded groups in any external program conducted or supported by the organization.
- Percentage of budget allocated to the socially excluded/ less privileged groups.
- Number of members from the socially excluded/ less privileged groups in the policy review team.

2. **Including GEDSI in M&E of programs**
   - Conduct M&E after completion of every program. Program evaluation includes the following **GEDSI specific questions** in the reporting form:
     - Did the program include participants from vulnerable groups? Were they **interactive**?
     - Did the program use the **right activities** for the vulnerable groups? Were the activities done right?

   - Address any GEDSI specific feedback from the participants and make efforts to resolve them. Also use these feedbacks to revise the current GEDSI policy.

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