

Equity, Diversity and Inclusion Policy

NOVEMBER 2020

1. INSTITUTIONAL VISION

As an organization committed to the strengthening of democracies in **Latin America and the Caribbean** and the expansion of civic space, we believe decision-making, participation and representation strongly benefits from the existence and input of diverse views, knowledge and experiences.

Dialogue as an essential practice for democratic coexistence supposes that all parties are recognized as equal in dignity and rights, and that the exercise of violence and discrimination, as well as the silencing of minority expressions, are not to be tolerated.

People's experiences and trajectories are traversed by multiple structures of power and identities. For this reason, we understand that our work can be strengthened if we comprehensively consider how these structures and identities intertwine and overlap when thinking about the conformation of our work teams, designing programs and advocacy actions.

A comprehensive look means taking into account the social, political, economic, cultural framework that determines and in which the relationship between people, civil society organizations and public institutions unfolds.

This policy seeks to serve as a conceptual framework that integrally guides our actions internally and in work with other actors, so that they contribute to the promotion of equity, inclusion and respect for opinions, people's diverse identities and belongings.

Our commitment is based on what is stipulated in the instruments that make up the international human rights framework, the Conventions and Recommendations of the International Labor Organization and the Sustainable Development Goals, in particular SDG 5: "Achieve equality between genders and empower all women and girls "; and 16: "Promote just, peaceful and inclusive societies."

2. PRINCIPLES

The commitments set forth in this policy are inspired by the principles of equity, diversity, non-discrimination, participation and inclusion.

Equity: it involves pursuing fair treatment and people's access to the same opportunities, based on the recognition that the starting points are not the same and neither are the roles that they develop throughout life, based on their gender, age, socioeconomic situation, educational level and cultural, geographical and physical contexts. These differences reveal forms of structural inequality that require the definition of different strategies to achieve the same objectives.

Diversity: each person in a given organization or environment brings with them a set of perspectives, life and work experiences, cultural and religious references that must be respected and valued. Diversity as an institutional approach and policy implies exploring these differences in safe and positive environments, and fostering understandings, beyond simple tolerance.

Non-discrimination: all people have the right not to suffer discrimination, exclusion, restriction or preference that affects the full enjoyment of their rights and freedoms, based on gender, age, religion, ethnicity, nationality, health condition, disability or sexual identity, among others.

Participation: all people must have the possibility to participate actively, freely and meaningfully in shaping the decisions that affect their rights and environments.

Inclusion: it is the result of efforts and institutional practices aimed at generating areas where people with different identities, experiences and life trajectories feel valued and empowered. A diverse environment in its composition may not be equitable or inclusive. Achieving the goal of inclusion is a multi-stakeholder process that cannot be done only from the top down.

3. INSTITUTIONAL CULTURE, GOVERNANCE AND RESOURCE MANAGEMENT

The coexistence of people with different views, experiences and resources favors innovation, adaptation and understanding of the changing circumstances in which we develop our work.

From that perspective, we commit to:

3.1. In the governance of the Organization:

- To work so that the decision-making and responsibility positions, as well as the collegiate governing and advisory bodies of the Organization, are occupied by people who

contribute different perspectives of gender, identities and experiences to our decision-making.

- Ensure that the composition of the institution's governance structures respect the principle of diversity and gender equity.

3.2. In the management of human resources:

- Ensure that the recruitment and selection processes, both for permanent staff and volunteers, are designed to prevent any prejudice, conscious or unconscious, from influencing our hiring decisions.
- Encourage the incorporation, both to permanent staff and to the body of volunteers, of people from different cultures, areas and contexts of life.
- Offer training and advancement opportunities to all staff, thus encouraging the development of their potential, talents and resources to carry out more comprehensive and effective actions.
- Prevent and oppose all forms of discrimination in working conditions based on gender, age, religion, ethnicity, nationality, health condition, disability or sexual identity. This includes equal treatment in terms of pay and benefits, management of telecommuting or flexible work applications, selection for employment, promotion, training, development opportunities, and processing of applications and complaints.
- Foster a work environment free from intimidation, harassment or victimization, that promotes respect and in which individual differences and the contributions of all staff are valued.
- Offer alternatives that favor a healthy balance between professional and family life, and promote the right to care (of oneself and of others) with a gender perspective.
- Develop protocols for the prevention, detection and action in situations of discrimination, unequal treatment or violence based on gender, age, sexual, ethnic or religious identity.

3.3. In the evaluation and accountability:

- Annually evaluate the implementation of this policy through monitoring and review mechanisms that involve the different members of the Organization and that incorporate external perspectives to learn from the experience of other organizations.
- Develop guides and guidelines that favor the effective application of this policy in the different areas of the institution and in working with other actors and actors.
- Develop training and promote internal spaces for dialogue on the application of this policy, challenges, difficulties and innovative strategies for its implementation.

3.4. In the search and management of financing:

- Guarantee that the origin or amount of financing in no case allows the contributing entity to influence the strategic decisions of the Legislative Board or in the application of this policy.
- Guarantee that the acceptance of public subsidies or donations from the private sector in no case commit the Organization to support a policy, vision, position or product.

3.5. In project management: introduce the gender perspective in the design and evaluation of our programs, projects and advocacy actions in the area of open government, civic space, strengthening of democracies, transparency of public institutions and improvement of processes law formation.

4. MODES OF ACTION AND RELATIONSHIP WITH OTHER ACTORS AND ACTORS

From the Legislative Board, we want to consolidate our commitment to the principles outlined by integrating the perspective of equity, diversity and inclusion in all the advocacy actions that we develop to achieve positive changes in a democratic way. and peaceful.

4.1. Dialogue tables: The Legislative Board works on the development of thematic tables for multi-stakeholder dialogue to promote agreements and influence the regulation and formulation of public policies. In these areas, we are committed to:

- convene actors from the public, private, academic and civil society sectors, ensuring that the different views that exist on the subject are represented;
- Incorporate the gender perspective in the formation of the working groups;
- Promote whenever possible the identification of problems that affect populations in vulnerable situations, and more specifically women, girls and young people;
- Generate reports and public policy documents that take into account the agreements reached and reflect the diversity of positions raised in the dialogue tables.

4.2. Campaigns: The Legislative Board develops advocacy campaigns in order to expose problems that affect civic space, citizen participation in public affairs or the accountability of State institutions. In the design and development of these actions, our vocation is to serve as a platform to connect and amplify diverse voices -especially those of locally-based organizations-, as well as to build varied and intersectoral responses and proposals for action.

4.3. Strengthening of social capacities: The Legislative Board collaborates with the strengthening of social capacities to influence the processes regulatory and the formulation of public policies through the creation of training tools and proposals. In designing our actions, we are committed to:

- ensuring that the tools, resources and courses address the specific needs raised by civil society organizations, especially those that work with populations in conditions of greater vulnerability.
- Create and share accessible and useful resources, and make them available to those interested and interested in different learning platforms, formats and languages, in order to promote diversity of access.

4.4. Control of transparency of the public powers: Legislative Board carries out different types of actions in order to promote good practices of access to information in the powers of the State, strengthen the channels of access to information and communication with the population. In this regard, we intend to:

- promote the development and contribute to the visibility of mechanisms for public consultation, participatory development of norms and participatory management of public policies;
- encourage the use of different formats in making public information available in order to favor diversity of access;
- promote the generation and making available of public data disaggregated by gender, age, educational level and other indicators.

4.5. Formation of networks and alliances: Directorio Legislativo generates links and articulates alliances, networks and collaborative mechanisms with organizations of civil society and other sectors in order to expand the openness of public powers, channels of citizen participation, civic space and the fight against corruption. In this regard, we propose:

- to work on the development of collective and collaborative platforms to influence the construction of the public agenda;
- Actively seek dialogue with grassroots social organizations in the different countries of the region and specialized in topics of interest to Directorio Legislativo;
- Promote the incorporation of the perspective gender in the formation of the councils and mechanisms of which the Legislative Board forms part.

4.6. Research and analysis: Directorio Legislativo searches, produces, analyzes and disseminates legislative information of public interest. In the development of these actions we intend to:

- monitor regulatory processes with an impact on civic space and, particularly, on the rights of women and populations in vulnerable situations, their access to public institutions and spaces of representation and influence;
- Build and make visible indicators of diversity in political participation in the legislative and executive branches of the region, as well as in other relevant areas in public decision-making.
- Incorporate in the development of our projects indicators to measure and diagnose gender disparities and other inequality gaps in the political sphere and in regulatory frameworks.
- develop research on the progress at the regional level of regulations to reduce gender disparities and other inequality gaps in the political and civic sphere.

4.7. Events: in the events and forums that Directorio Legislativo organizes or of which it is a part, we undertake to:

- ensure balance gender and non-discrimination in the panels organized by Directorio Legislativo and promote it in those in which we participate as guests or guests;

- not participate or moderate panels made up only of men;
- To ensure that the relevant actors for our work and the subject matter are represented in the events organized by the Directorio Legislativo;
- Summon actors with diverse positions and coming from different fields to discuss complex problems;
- Promote spaces free of violence and encourage exchange between the participants.

4.8. Communication: in our external and internal communication - written and verbal - as well as in the dissemination of the reports, campaigns and projects of the Legislative Board, we commit to:

- include different voices and, in particular, make visible female leaders;
- use different communication channels, including the internet, audiovisual media, graphics and social networks;
- experiment with different approaches and formats in different languages in order to favor diversity of access;
- Developing tools that favor the use of language that is respectful of diversity and inclusive, thus contributing to the elimination of stereotypes, biases and other forms of discrimination based on particular attributes of people or their belonging to a certain group.