

OCI Foundation International

Sponsors of the: (i) Cyfed Undergraduate Scholarships (ii) CBH Scholarships (iii) IFOMSSA Junior Awards (iv) IFOMSSA Senior Awards and (v) Annual JAMB Awards (vi) ArOF Health Campaign (vii) LAMS Initiative (viii) The Gynocular Project



POLICY ON GENDER EQUALITY AND EQUITY (March 2025)

Introduction

The OCI Foundation recognises that Gender Equality and Equity are not just fundamental human rights but also form key components of a peaceful, sustainable, and equitable global coexistence.

We acknowledge the rights of girls and women and strongly condemn all forms of inequality or injustice against them. We also understand that the right attitudes and behaviours in women are crucial to achieving progress in gender equality and equity. As such, our activities constantly seek to support and engage on these.

Purpose

This policy document captures the OCI Foundation's commitment to a cohesive and coordinated approach that promotes gender equality and equity. We, therefore, aim to clearly and consistently define and communicate our commitments in a manner that is both transparent and consistent. We also seek to continually strengthen efforts to promote gender equality and equity among our members and associates.

Priorities

The OCI Foundation prioritises projects that:

- Endorse and promote the rights of all genders and ages.
- Actively and equitably involve all genders in determining development objectives, planning activities and assessing results.
- Expand our health, education and public/social welfare opportunities for all genders equally.
- Address violence and abuse towards all genders.
- Promote culturally appropriate and community-driven responses that challenge cultural values and practices that oppress people of all genders.
- Ensure the appropriate participation of all genders in projects aimed at addressing inequality or injustice.
- Pay attention to the provisions of the Sustainable Development Goals (SDGs), particularly items 5 (which calls on the world to achieve gender equality and empower all women and girls) and 10 (which seeks to reduce inequality within and among countries).

Commitments

To actualise all the above, the OCI Foundation commits to the following:

- 1) Incorporate participatory, gender-inclusive data disaggregated by sex, age, and

- other relevant diversity factors to inform actions across our programs.
- 2) Engage all relevant actors in support of gender equality and gender empowerment in ways that meet our organisational objectives.
 - 3) Identify potential programming risks throughout the project cycles and take steps to mitigate unintended consequences and gender-based violence.
 - 4) Ensure that our evaluations identify potential harms towards gender equality and equity and promptly address them.
 - 5) Appoint a gender focal person. That oversees this commitment.
 - 6) Support initiatives that primarily and explicitly focus on promoting women's rights and/or gender equality and equity.
 - 7) Implement gender training for the governing body, staff, volunteers, and partners to address issues such as gender analysis, gender programming, gender equality and equity, gender identity, and gender rights.
 - 8) Adopt initiatives that seek to build the capacities of those marginalised due to gender identity, in particular women and girls, to determine their own priorities and advocate for their own equality and equity.
 - 9) Women's rights, gender equality, and equity, as well as other relevant gender issues, are promoted through public communications and engagement with external stakeholders.
 - 10) Members work with partners and communities to challenge attitudes that permit or excuse sexual misconduct, both internally and within organisational program activities.
 - 11) Ensure documentation of best practices and challenges, and create mechanisms for cross-learning within communities, within Plus Education and with partners.
 - 12) Ensure that all our policies and practices are developed with a gender lens, paying attention to gender balance in our staffing and within our governance structures.
 - 13) Implement targeted strategies to address any evidence of gender inequality in terms of gender and diversity balance, as well as pay levels.
 - 14) Recruit and retain staff and volunteers who are committed to gender equality and equity.
 - 15) Take all measures to prevent and respond to all forms of sexual harassment, violence, abuse and exploitation.
 - 16) Promote staff awareness and training, as well as effective systems for reporting and monitoring.

Gender Appraisal and Assessment Form

This offers a checklist for ensuring that gender quality and equity are maintained. Please follow the link [HERE](#) to download and complete the form (Courtesy: Nutrition International).

Review of Policy

This policy is subject to review in March 2028, three years after its implementation. This can be sooner if legislation or other events warrant so.

Complaints/Feedback

If you feel violated in any way by anyone associated with the OCI Foundation, please contact us immediately via the link [HERE](#).