

## Gender Equality

The relationships between men and women are powerful forces in every society and organization. The way these relationships are defined creates differences in the roles and responsibilities of men and women. It can also lead to inequalities in their access to, and control over, resources and decision-making powers. The combined effect of these differences and inequalities means that all genders – female, male, transgendered – struggle with accessing different types and levels of job opportunities; and face different levels of exposure and vulnerability to discrimination and violence, and other impacts of gender-based behaviours and stereotypes.

When gender equality is advanced, it can positively transform and enhance individual lives as well as organizations and societies as a whole. By advancing gender equality and embracing diversity within the new Defence Policy for Canada, the Canadian government has an opportunity to not only model a response to this global challenge of inequality but to lead in a critical area of peace and security

## What is Needed Within DND and CAF

1. **Clear Definitions** – The following words need to be defined, explained and socialized: gender, gender analysis, gender balance, gender equality, gender equity, gender mainstreaming, gender-based violence, gender sensitivity
2. **Leadership** – DND and CAF must be committed to organizational gender equality where all genders are able to share equally the distribution of power and influence; have equal opportunities, rights and obligations; have equal access to education, capacity building opportunities, resources and services; have equal possibility to develop their full potential; and are treated equally in policies and laws. The importance leaders place on this issue will be evident in their Strategic Priorities and funding.
3. **Funding** – Leadership on gender equality is shown through the funding that is provided to assess, analyse, operationalize, set up supportive systems, socialize and train, monitor and develop ongoing strategic and operational plans.
4. **Men**, along with women, must be actively consulted and involved to ensure the success of efforts to improve gender equality. This includes enlisting the support of men for actions to improve women's equality, as well as targeted actions to address male health, disaster and other social vulnerabilities.
5. **An internal gender analysis and risk assessment** – DND and CAF need to examine policies, roles, access to and control of resources and decision making, gender constraints, risks of not doing a gender analysis, gaps in programs and services
6. **A DND and CAF organizational strategy and plan that includes:**
  - a. Policies and Processes including Code of Conduct which take into account gender analysis and equality
  - b. Promotional structure that allows for gender balance at all levels
  - c. Systems and Framework that address root causes of inequality
  - d. Recruitment, Screening and Selection of all Personnel that is based on a long term goal of increasing gender equality
  - e. Training of Personnel – combination of stand-alone and integrated training with certification; and the development of appropriate gender equality and prevention of gender-based violence

resources that engage various learning styles and increase gender sensitivity and safe working environments for all personnel. All types of violence need to be addressed – not just sexual violence

- f. Training of Youth – cadets and Junior Canadian Rangers on equality and gender-based violence
- g. Programming integration – all DND and CAF programs should integrate policies and behaviours that provide dignity and ensure safe spaces for all
- h. Reporting/Complaint System – to include 3 optional complaint processes, sanctions, counselling, psychosocial support, mediation, and legal support for gender-based violence and other discriminatory behaviours. This system needs to be available and have the adaptability to work with victims, perpetrators and witnesses
- i. Risk Management system – an operationalized system that regularly assesses, responds to gaps and develops prevention plans and actions
- j. Accountability – monitoring and support of all programs and services to ensure that the goals of gender equality and safe spaces are being met. The outcomes of this regular review are shared at the highest level and made transparent to the public
- k. Contractual relationships – the same policies, procedures, training, accountability that is applied to DND and CAF, needs to be applied to all organizations and personnel who are under contractual relationships with DND and CAF. There needs to be a regular assessment and monitoring of these contracts under the lens of gender equality and safe working environments.

### What is Needed for External Responses and Programming

1. **Application and implementation of Minimum Standards on Gender and Diversity** – there are Minimum Standards from UN and IFRC on gender and diversity; these should be adopted for all DND and CAF operations and programming both domestically and internationally. These standards include: Dignity, Access, Participation, Safety, and Internal Protective Systems.
2. **A gender analysis integrated into needs assessments, sector assessments and situational analyses** – this needs to be done for both emergency operations and longer term initiatives. Doing so facilitates a better understanding of who in the population is vulnerable; who and how people are affected by a particular or evolving set of circumstances; what they need and what they can do for themselves. There is a need to analyse the power relationships that influence gender-based roles, responsibilities and programming outcomes.
3. **Understand and address root causes** – real change happens if root causes of power imbalances and violence are addressed
4. **Risk Management** - for all external responses and programming there needs to be a risk management plan that addresses gender equality and the prevention gender-based violence
5. **Disaster Response** - Research indicates that disasters followed by gender-blind responses can reinforce, perpetuate and increase existing gender inequalities, thereby making bad situations worse for women and other vulnerable groups - it also reduces the benefits of disaster risk management interventions

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