

IYF GENDER EQUITY AND SOCIAL INCLUSION POLICY



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INTRODUCTION

For almost 30 years, IYF has been focused on preparing young people to be productive and engaged economic actors and citizens. As we know from experience, varied forms of marginalization have a direct impact on their agency, voice, economic opportunity and other life outcomes. Equipping young people to transform their lives necessarily involves addressing the barriers to inclusion that make it challenging for them to thrive.

IYF considers all types of exclusion based on sex, gender identity and expression, sexual orientation, race, religion, ethnicity, income status, educational status, disability, family structure, living situation, marital status, geography and many other factors at play in young people's contexts. We recognize the intersectionality that exists for many marginalized communities and the impact such social categorizations have to their livelihoods. IYF is committed to taking a systems approach to address the institutionalized oppression that promotes discrimination and disadvantage.

GENDER EQUITY AND SOCIAL INCLUSION

Our Gender Equity and Social Inclusion (GESI) policy reflects IYF's strong commitment to improving gender equality and social equity through its interventions. Moreover, it links to and reinforces IYF's existing policies on child protection, anti-harassment, and anti-discrimination.

This policy is accompanied by implementation guidelines, processes, tools, and trainings that address how, when, where, and by whom the policy will be implemented. For example, it provides tools to use for social inclusion analyses, minimum requirements for these analyses, and guidance for those who are accountable for ensuring that these analyses are conducted and that findings are integrated into designs and implementation.

Definitions

Equal Access: All participants, regardless of demographic backgrounds, have the same **opportunities** to benefit from an intervention. For example, a life skills program takes steps to ensure that young people with and without disabilities have equal access to training sessions.

Equitable Outcomes: To the maximum extent possible, all participants have similar **outcomes** from an intervention. Programs will carefully examine the particular needs of young people and will make the appropriate accommodations to ensure that the intervention supports positive outcomes for all youth in the intervention. For example, a life skills program could measure learning gains for participants through the training cycle. If women from a majority ethnic group seem to have significantly higher learning gains than others in the program, the project team examines and addresses the barriers that are preventing participants with other backgrounds from achieving similar learning outcomes.

DIVERSITY AND INCLUSION COUNCIL

IYF has established a Diversity and Inclusion (D&I) Council to promote gender equity and social inclusion in all its internal and external work. The structure of the council is divided by 5 areas of focus. The five pillars are:

1. *Programs*—supports the design and implementation of projects and product development
2. *Internal Practice and Policy*—focuses on assisting the human resource function in developing and implementing policies and practices that promote diversity and inclusion among staff
3. *Professional Development*—supports the development of trainings and learning opportunities to increase cultural competency
4. *Organizational Culture*—gives staff a platform to share their diverse experiences through celebrations and other inclusive activities
5. *Communications*—oversees the diversity and inclusion aspects of all internal and external communication efforts.

PRINCIPLES

As part of its 2022 strategy, IYF identified 6 grounding principles, each of which have relevance for supporting gender equity and social inclusion.



1. *Positive youth development*—IYF engages young people as partners along with their families, communities, and/or governments so youth are empowered to reach their full potential. PYD approaches build skills, assets, and competencies; foster healthy

relationships; strengthen the environment around youth; and transform systems. IYF sees addressing GESI in all four domains as critical to achieving long-lasting outcomes.

2. *Evidence-Based Learning*—IYF is committed to using evidence and knowledge to inform programs and achieve results that improve the lives of all youth. High quality data captured through IYF's measurement, evaluation, research, and learning systems advance learning and promote effective solutions across the sector. Institutional data collection and disaggregation requirements allow IYF to monitor and evaluate program effectiveness for distinct populations.
3. *Social Inclusion*—IYF is committed to addressing the specific needs of distinct populations, including young women and men, ethnic or racial minorities, youth that identify as LGBTQI, opportunity and disabled youth, among others. Projects should seek to benefit all youth equally.
4. *Local Ownership*—IYF's programs are grounded in the local context, led by local partners around the globe and supported by IYF's locally led staff in the regions and countries where it works. This policy prioritizes the expertise of local partners and staff in appropriately contextualizing GESI measures to make sure IYF's programs “do no harm” in the pursuit of more equitable outcomes.
5. *Partnership*—Partnership is at the core of IYF's model. Serving as a connector and convener, IYF forges alliances with corporations, employers, local organizations, governments, communities, youth and other stakeholders to create the best solutions to specific challenges. The implementation of this policy will happen with and through global and local partners, who are best equipped to identify and address barriers to GESI in their contexts.
6. *Ecosystems*— Recognizing that changes in GESI require addressing knowledge, attitudes, and behaviors at individual and systemic levels, IYF creates systemic change, impacting youth at scale by enabling them to influence the systems that affect them the most.

GESI IN PROGRAM DESIGN AND BUSINESS DEVELOPMENT

IYF project design and proposal preparation must conduct inclusion analyses in the early stages of development. The analysis will inform the design of interventions, including all activities, staffing, budget, and indicators.

The goal during the design phase is to ensure, at a minimum, that young people—regardless of sex, gender identity or expression, sexual orientation, disability, race, ethnicity, religious

affiliation or other factor of marginalization—**have equal access to IYF interventions**. Moreover, this must be so whether interventions are carried out through direct delivery, young people, local partners, consultants, grantees or sub-grantees.

Projects should pursue **equity in outcomes** for all beneficiary groups to the maximum extent that funding, time, context and other factors allow. This means that all participating young people from various demographic groups, broken down at a minimum by age, sex/gender, identity, disability status, and race/ethnicity, derive roughly equal outcomes and benefits from the intervention.

When possible, projects should strive to **transform environments** to improve equity and inclusion in the context in which the project takes place. The degree of change will be based upon available budget, timeline, context, and many other factors. This may involve addressing social norms, beliefs, attitudes, practices, policies, procedures, or other elements within institutions or groups with which young people come into contact. See the definitions and implementation guidance for additional details on the levels of inclusion: equal access, equitable outcomes and awareness, sensitive and transformative programs.

All new project designs must consider and mitigate possible unintentional harmful effects of interventions on young people that participate in, or interact with, the project. This risk analysis is part of the inclusion analyses tools and methods provided to IYF staff and should take place at the same time as the initial inclusion analyses. In addition, it is important to consider the potential risks and harms of GESI-related activities. See the section below on contextualization of the GESI policy.

IYF's program and business development teams are encouraged to educate partners and donors about the importance of gender equity and social inclusion, including best practices for design, staffing and budgeting. If a funder or

Definitions

Social inclusion analysis is a process that uses a variety of possible characteristics to examine differences between how an individual or group participates in society. These characteristics may include age, disability status, sexual orientation, income, educational background, urban/rural location, race, or others. Part of the analysis is understanding the major barriers to inclusion present in a particular context. For example, an intervention targeting only urban youth may find that the major axes of exclusion are not geographic but related to income or educational status. An intervention may not be able to address every factor of marginalization but should seek to understand and address factors in its manageable interest.

Gender analysis is one type of social inclusion analysis that focuses on the differences and social relations between men, women and those with non-conforming gender identifies in order to identify, understand, and incorporate measures to ensure gender equality and/or equity in an intervention or policy.

partner requests or requires IYF to take an action that is discriminatory in nature, the situation must be discussed and resolved with the regional director and EMT.

PARTNERS AND GRANTEES

Partners and sub-grantees are an important part of IYF achieving the objectives of Strategy 2022 and implementing the GESI policy in future IYF projects. The design requirements of the GESI policy apply to the entire project team, including sub-awards (contractors and/or partners of IYF). Please see the section below on training and capacity building pertaining to partners and grantees. All implementing partners, sub-grantees and/or sub-contractors must maintain and enforce, at a minimum, Safety, Child Protection, Anti-Harassment and Anti-Discrimination, Human Trafficking and Code of Ethics policies. If no such policies exist, contractors and/or partners shall cooperate with IYF to develop, train and implement required policies and procedures as a special condition of the sub-award. Organizations that fail to comply may be ineligible for sub-award or terminated for failure to meet special conditions of the sub-award.

Additional restrictions and greater control may be imposed under the terms of certain agreements with donors. Specifically, disbursements of U.S. government funds must adhere to the applicable cost and administrative provisions noted in the Code of Federal Regulations and OMB circulars, as well as U.S. government laws, rules and regulations. Disbursements of foreign government funds must adhere to the applicable cost, administrative provisions, laws, rules and regulations noted by the government funding agency.

DATA COLLECTION, MONITORING AND EVALUATION

Demographic factors important for inclusion must be integrated into project-specific indicators, including the minimum collection of disaggregated data by age, sex/gender identity, race/ethnicity, disability status and geography at the individual beneficiary level.

In cases where collecting data based on any demographic characteristic is extremely sensitive, unallowable or may put young people at risk, projects will consult with their regional director to create a plan for collecting as much demographic data on participants as is appropriate and safe. Participants should always self-report and have the right to refuse to participate or respond to certain questions.

TRAINING AND CAPACITY BUILDING

All staff are required to complete basic training on gender equity and social inclusion within their first 90 days of employment. Current employees will have 90 days from the launch of training for completion. A notification of completion will be sent to Human Resources.

Selected staff within business development, regional teams, country offices and projects will receive additional training to conduct inclusion analyses and incorporate inclusion in project design, monitoring, management, adaptation and evaluation. Trainees will be selected based on their function, and their participation will be approved by their supervisor and regional director.

CONTEXTUALIZING THE POLICY

The ability to push equity and inclusion forward varies dramatically between countries and contexts. IYF's Strategy 2022 and principles are committed to creating a more just and equitable world. The degree to which projects can challenge existing laws, rules, regulations, norms, customs, beliefs and local practices must be determined by local team members and partners, working closely with IYF's Baltimore team. First and foremost, IYF is committed to the first principle of development—"do no harm."

It is IYF's intention that positive movement towards equity occurs. The scope and approach may be scaled to the context. On any occasion in which a staff member or implementing partner feels that addressing a particular form of marginalization (e.g. discrimination against transgender people, violence against women, etc.) will cause harm to young people and/or significantly impact the ability of a project to deliver results, they should **immediately** bring it to the attention of their project director, regional director, and the EVP for Programs and Business Development. Given these challenges impact IYF's reputation and credibility globally, these matters should come to the attention of IYF's Executive Management Team (EMT) as soon as possible. The EMT will work with the project team to understand the context and decide an appropriate course of action. Decisions on the path forward should be documented and filed with project documents and donors should be informed as appropriate.

MEASURING PROGRESS

IYF measures its commitment to addressing gender equity and social inclusion through the full implementation of this policy by:

- A. Sharing implementation guidance, tools and training on an ongoing basis with all staff.
Each quarter the number and percentage of new staff that have completed required training is reported as part of IYF's Balanced Scorecard.
- B. Monitoring the differences and gaps between demographic groups listed above across the project life cycle and regularly reporting these results during quarterly performance reviews.

- C. Presenting a breakdown of the 2022 strategic plan indicators by age, gender identity, disability status and race/ethnicity. All institutional level indicators will report changes that improve or erode equity and inclusion. This level of reporting will be included in all presentations on Strategy 2022's performance indicators, including the Balanced Scorecard.
- D. Reporting to all staff on the levels of inclusion integration in proposals, new awards and implementation of new projects (both number and percentage).