

## **Guidelines for gender equality policy within the SOFIA Association**

Promoting gender equality and counteracting all forms of discrimination is an important part of SOFIA's activities. We strive for all people to have the same opportunities to develop and assert themselves as individuals - regardless of gender, socio-economy, ability/disability, class or ethnic origin.

### **Considerations in international project collaboration**

All our international project collaborations strive to have equality perspective on gender, socio-economic class, and ethnicity.

### **Leadership**

We strive for an even distribution of gender in our board and urge our partners to do the same. In areas where ethnically mixed groups cooperate, the governing bodies should also be ethnically mixed. The aim is that the composition of the leadership should reflect the composition of the project members.

### **Senior positions**

We encourage women to hold senior positions within our partner organizations if the gender distribution is skewed towards men and the opposite if these positions are dominated by women.

### **Income**

In our projects, we register and monitor that wages are equal for equal work and not based on gender, ethnicity, or any other irrelevant factor.

### **Ownership**

In our projects registering and monitoring of how ownership affects power structures are essential. We work to ensure that women and other vulnerable groups have equal right to ownership of or access to for example land, housing, equipment, etc., to ascertain all persons' rights.

### **Initiatives of vulnerable groups**

We prioritize initiatives taken by women, vulnerable groups, poor and marginalized people in our project work, as these are usually given less opportunity to develop their own initiatives.

### **The voice of weak groups**

We work actively to ensure that gendered-, politically-, socio-economically-, and ethnically marginalized or weak groups have equal say in all parts of project work.

### **The right to equal physical education**

In our educational projects girls and boys are receiving the same education. In Waldorf pedagogy boys and girls study the same subjects, also in traditionally gendered subjects as

crafts and physical exercise. Every child has a right to education and any special educational support needed must be based on the individual pupil's need without consideration of gender, class, disability or ethnicity.

### **Changing gender roles**

We encourage equal gender balance in our own and our partner organization's work. To achieve this, we inspire men and women to share all intra-household work as well as work external to the household in our projects.

### **Equality in the family and relationships**

We work actively for equal sexual relationships between persons in our projects especially in HIV-AIDS issues, general health issues as well as in youth-oriented projects. We work for equality between family members and their shared responsibilities for home and children.

Adopted by the Board April 20, 2021