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**GENDER POLICY STATEMENT**

**(the “Policy”)**

**March 2022 Approved Version**

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## 1. DEFINITIONS

- 1.1 **Gender:** Refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviors and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time. (World Health Organization).
- 1.2 **Gender Equality:** Refers to the equal rights, responsibilities and opportunities of women, men, girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. (UN Women).
- 1.3 **Gender Mainstreaming:** The process of assessing the implications for women and men of any planned action in all areas and at all levels. It is an approach for making women's and men's concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies and programs. (United Nations).
- 1.4 **Gender-Responsive:** Gender responsiveness refers to outcomes that reflect an understanding of gender roles and inequalities and which make an effort to encourage equal participation and equal and fair distribution of benefits (UNDP). A gender-responsive approach also requires empowering women and ensuring that they know their rights, so that they can avail themselves of the services and recourse they are entitled to. (UN Women).
- 1.5 **Intersectionality:** A prism for seeing the way in which various forms of inequality often operate together and exacerbate each other (Kimberly Crenshaw). An intersectional approach shows the way that people's social identities can overlap, creating compounding experiences of discrimination. (UN Women).
- 1.6 **Marginalized Populations:** Groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions. (National Collaborating Center for Determinants of Health).

## 2. INTRODUCTION

- 2.1 The mission of the Caribbean Biodiversity Fund (the “**CBF**”) is to ensure continuous funding for conservation and sustainable development in the Caribbean. To realize the bold vision of creating a Caribbean region where both its natural environment and people thrive, we need to ensure that the CBF's work benefits both men and women equally.
- 2.2 The CBF aims to ensure Gender Equality throughout its work and the projects that it supports. The importance of integrating the needs of both women and men, as well human rights principles, have been recognized in a number of international agreements and conventions such as: (i) Goal 5 (*achieve gender equality and empower all women and girls*) [and Goal 13 (*take urgent action to*

*combat climate change and its impacts*)]<sup>1</sup> of the United Nations' Sustainable Development Goals; (ii) the Paris Climate Accords on Climate Change (2016); (iii) the Convention on the Elimination of All Forms of Discrimination against Women (1979); and (iv) the Beijing Platform for Action (1995).

- 2.3 Several international development agencies, donors and partners of the CBF such as : (i) Agence française de développement; (ii) Global Affairs Canada; (iii) the Global Environment Facility; (iv) KfW Development Bank; and (v) the German Corporation for International Development see the essential roles that women play in safeguarding the global environment and the importance of reducing barriers and empowering them to participate in initiatives and in decision making to ensure sustainable development and sound environmental management.

### **3. POLICY STATEMENT**

- 3.1 Discriminatory attitudes, beliefs and behaviors based on Gender impede true equality between women and men and prevent sustainable development. Rigid Gender norms also affect and limit men and boys in their personal development and participation in society. While a Gender lens is essential, it is also necessary to look beyond Gender to include other factors of identity that may also marginalize certain communities, such as age, race, ethnicity, cultural background, disability, religion, sexual orientation, and Gender identity and expression to effectively ensure equality, full participation and the realization of human rights for all people.
- 3.2 As such, the CBF understands the need to integrate a Gender lens to its work to ensure the sustainable impact of its efforts. The CBF is committed to ensuring that Gender issues and considerations are at the forefront at all levels of its work so that it can promote equally the needs, interests and participation of women and men at all levels of projects.
- 3.3 The CBF is committed to working with its stakeholders, partners and beneficiaries to reduce barriers to participation and decision making in its projects and thereby ensure that the projects benefit women and men equally.

### **4. IMPLEMENTATION**

- 4.1 To ensure Gender-Responsive projects, the CBF will aim to achieve a range of objectives through its programs and with its partners, including but not limited to the following:
- 4.1.1 provide equal opportunities for the staff of the CBF stakeholders, partners and beneficiaries and an environment free of discrimination;
  - 4.1.2 better understand how projects impact women, girls, men, boys and relevant Marginalized Populations, as well as the barriers they face and specific needs that ought to be addressed;
  - 4.1.3 conduct consultations with women, girls, men, boys, as well as relevant Marginalized Populations;

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<sup>1</sup> RG Note: CBF to confirm reference to this goal is relevant to the gender policy.

- 4.1.4 support women's equal participation, decision making and roles as agents of change at all levels;
- 4.1.5 promote learning among its staff and beneficiaries on Gender Equality and Intersectionality;
- 4.1.6 ensure proper monitoring and evaluation of Gender-related outcomes; and
- 4.1.7 develop of an action plan to accompany this Policy.

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