

GENDER AND POWER RELATIONS POLICY BE-CAUSE HEALTH (BCH)

Background

Under initiative of the federations of Non-State Actors (ANGS) of the Belgian Development Cooperation, on the 29th of Nov. 2018 an event ‘Stand up for Gender’ was organized, and a [Gender Charter](#) signed by its member organisations. As BCH we have decided (General Assembly BCH March 2019) to form a taskforce to draft and follow-up on the implementation of an action plan based on the recommendations of the Charter:

- include the fight for gender equality in our overall mission to tackle poverty and inequality
- strive for a balanced representation of women, men, transgenders and intersex people in its decision-making and administrative bodies (board of directors and other bodies) with a maximum of 2/3 of the same sex in these bodies
- work on a dual approach to gender: a transversal (gender mainstreaming) and a specific approach (eg. actions for women's rights and for respect for diverse gender identities)
- develop a general action plan on gender, together with verifiable follow-up and evaluation measures and an allocated budget
- explicitly integrate gender equality into HR policy
- explicitly integrate gender equality in a code of conduct for employees
- ensure a non-stereotyped and balanced representation of men, women and transgender people in all activities and communication, and pay specific attention to sexual diversity
- contribute to the empowerment of women and socially discriminated groups

The platform should act as a good example.

See: <https://www.be-causehealth.be/en/bch-news/gender-action-plan-engage-your-working-group/>.

In the [SC management response](#) to the [2020 Hera evaluation of BCH](#) the SC reaffirmed its commitment

Hera report Recommendation 7	SC Management Response
<p align="center"><i>Promote diversity, inclusion and learning of the BCH platform by promoting inclusion of young professionals and experts from the global south.</i></p> <p align="center">PRIORITY ACTION</p>	<p>Partially accepted</p> <p>We suggest to broaden the recommendation. We want to pro-actively engage (young and female) professionals and experts from partnerorganisations, LGBTI+, youngsters and diaspora in Belgium to the BCH network. We implement a gender policy in BCH.</p>

The [gender and diversity policy and action plan](#) of the Institute of Tropical Medicine (ITM) sets out the ITM’s approach to gender equality, equity, diversity and inclusion over an initial three-year period (2022-2024). The BCH platform is hosted by the ITM and the gender policy of BCH contributes to this action plan and its guiding principles and objectives.

Action Plan

- A BCH taskforce on gender and power relations is set up and has (min.) 1 meeting every 2 years
- A BCH [Reflection tool on gender and power relations](#) is filled out 1 time every 2 years to assess gender practices and analyse power relations within the meetings of the platform (WG/SC) and to propose actions to improve the functioning of the WGs/SC from an inclusive perspective
 - o the (self)-reflection tool is filled out by the WG coordinator / meeting chair
 - o the tool is filled out on the base of detailed (internal) minutes (who says what, when, for how long, etc.) or recording of one or several (online) meetings (after the meetings took place)
 - o the tool can be used as a tool for self-reflection and/or discussed afterwards with the whole WG / SC
- Every 2 years an action plan is drafted by the BCH taskforce on gender and power relations with clear indicators and recommendations (detecting needs and possible mitigating measures) based on the results of the reflections of the WGs. The action plan is presented to the BCH Steering Committee (SC) for follow-up.
- The BCH SC decides upon the action plan, and is responsible for its follow-up.