



Gender Mainstreaming Strategy

1. Introduction

Gender mainstreaming, as defined by the United Nations Economic and Social Council in 1997, is a strategy aimed at integrating the concerns and experiences of all genders into policies and programmes across all political, economic, and societal spheres to ensure that everyone benefits equally, without perpetuating inequality. It is a process that directly addresses gender inequality, with the ultimate goal of achieving gender equality.

At GSF, we recognize that gender is a complex social construct shaped by a wide range of cultural, political, and psychological factors. It influences the roles and behaviors deemed appropriate for individuals, often reinforcing a binary understanding of gender—man/woman, masculine/feminine. However, we believe that gender identities are diverse, and this diversity must be acknowledged and respected in all our work.

We also understand that gender inequality is deeply rooted in structural factors within society, which disproportionately affect women and people of marginalized genders. These inequalities are often invisible and institutionalized, favoring men, particularly in leadership roles and political power structures. GSF is committed to addressing these inequities by fostering an inclusive and equitable environment where all individuals, regardless of their gender identity, can participate fully and without discrimination.

2. Goals

The overarching goal of GSF's Gender Mainstreaming Strategy is to integrate gender equality principles into all areas of the organization's work. This will help reduce gender-based discrimination, create an environment of equal opportunity and access, and ensure that the GSF remains a space where people of all genders feel safe, respected, and empowered.

In the short term, GSF will focus on raising awareness about existing gender inequalities and discrimination within the organization. This includes identifying and dismantling harmful stereotypes and ensuring that all members have an equal voice and opportunities to contribute to the organization's work. In the long run, GSF will provide training and educational resources to promote a more inclusive working environment, free from discrimination, where everyone can thrive regardless of gender.

3. Actions for Gender Equality

Raising Awareness and Overcoming Gender Stereotypes

To address existing gender inequality, GSF will begin by raising awareness across the organization about the detrimental effects of gender discrimination and inequality. This involves challenging deeply ingrained gender stereotypes that categorize individuals based on their gender, and ensuring that every member, regardless of gender identity, is treated with respect and given an equal opportunity to participate. We will ensure that GSF's events and activities are inclusive, fostering an environment free from gender-based discrimination and harassment.

We will actively promote equal participation of all genders in every aspect of the organization, encouraging diverse representation in leadership roles and decision-making processes. We will also implement clear and transparent processes for addressing discriminatory or offensive behavior, providing supportive structures to deal with cases of harassment or sexism.

Empowering Members and Leaders

One of the core elements of GSF's Gender Mainstreaming Strategy is to empower marginalized genders, particularly women, to take on active leadership roles. This involves educating all of GSF's people—regardless of gender—on recognizing and

addressing discriminatory behaviors and providing training on how to create safe and inclusive spaces for everyone.

GSF will foster a culture where all people feel encouraged to speak out against discriminatory or oppressive behaviors, and we will actively support in filing complaints when necessary. This includes creating spaces for discussion where different perspectives on gender equality can be shared and discussed, fostering a deeper understanding of how societal structures like patriarchy impact all individuals.

Long-Term Strategy for Sustainability

In the long term, GSF aims to create a sustainable and inclusive culture that transcends individual people. This will be achieved by embedding gender equality into the organization's core values and ensuring that gender mainstreaming is part of GSF's ongoing policies and strategies.

GSF will prioritize intersectionality in its initiatives, recognizing that gender inequality is often compounded by other factors, such as race, class, disability, and sexual orientation. To monitor progress and improve practices, we will conduct gender-focused surveys that explore perceptions of gender equality and identify areas for improvement. The findings from these surveys will inform new campaigns, training, and policy changes aimed at fostering a more inclusive environment for all genders.

GSF will ensure sustainability by appointing a responsible individual to monitor the impact of strategic actions and support the achievement of its goals.

4. Why Gender Equality Matters

Justice and Equality

Gender equality is a fundamental human right, and the global community, through various international frameworks, has committed to upholding this right. Ensuring gender equality in all GSF's activities is not only a matter of fairness but also of justice.

Credibility and Accountability

For GSF to maintain credibility and accountability, it must ensure equal representation and participation of all genders, irrespective of how individuals identify. This commitment is essential for an inclusive organization that genuinely wish to represent the diversity of its members.

Efficiency and Sustainability

Ensuring gender equality benefits the organization and society at large. When all genders can contribute equally, it leads to a more efficient, effective, and sustainable community. By breaking down gender barriers and encouraging equal participation, GSF fosters a healthier, more productive environment for everyone.

Quality of Life

Gender equality improves the overall quality of life for everyone. By addressing gender discrimination within the organization, GSF can create an environment where individuals, particularly women and marginalized genders, are free to reach their full potential. This is not just beneficial to GSF but also to the communities our members represent.

Representation

Gender equality is essential for accurate and fair representation. A more gender-balanced organization ensures that the issues and needs of all genders are given the attention they deserve. This representation leads to policies and actions that more accurately reflect the interests of GSF's diverse membership.

Role Models and Empowerment

Having diverse role models in leadership positions is crucial for inspiring others to participate and aim for leadership roles themselves. GSF will work actively to ensure that individuals of marginalized genders are represented in leadership positions and are seen as role models by others in the organization.

5. Target Groups for Implementation

GSF Member Representatives

Member representatives play a key role in implementing the Gender Mainstreaming Strategy. They must understand the objectives of this strategy and how it will be incorporated into GSF's work. GSF will provide training and resources to ensure that all member representatives are equipped to support and promote gender equality initiatives.

GSF's People

The success of the Gender Mainstreaming Strategy relies heavily on the involvement of GSF's elected officials, staff and volunteers. They must fully understand the strategic goals and specific actions needed to achieve gender equality within the organization.

Furthermore, they must be able to advocate for this strategy and actively contribute to its implementation.

External Organizations

While GSF is responsible for implementing the strategy internally, other organizations must also be aware of GSF's commitment to gender equality. By demonstrating leadership on this issue, GSF can serve as a role model for other organizations and build stronger coalitions based on shared values of gender justice.

6. Organizational Practices for Gender Equality

At GSF, every decision-making process will incorporate a gender perspective. We will ensure that everyone has equal opportunities to provide input, and we will prioritize gender-neutral language in all communications.

GSF will work actively to identify and empower underrepresented gender groups, encouraging them to engage in leadership and decision-making roles. The organization will also provide platforms for members to organize events or trainings that focus on gender equality, ensuring that all voices are heard and respected.

Furthermore, GSF will strive for gender parity in its leadership. We will work to ensure at least 40% of leadership positions are filled by people of marginalized genders, with a focus on creating opportunities for those who are traditionally underrepresented in political spheres.

7. Good Practices for Event Organizing

In organizing events, GSF will take practical measures to ensure inclusivity for all genders. This includes creating spaces where individuals can share their preferred pronouns, organizing gender-focused meetings for marginalized groups, and ensuring that gender equality sessions are scheduled at times that maximize attendance.

Gender balance will be a priority when selecting speakers and panelists for GSF events, and all moderators will be trained to use inclusive, non-sexist language. The aim is to create an environment where all attendees feel comfortable, respected, and able to participate equally.

The GSF Code of Conduct is carefully considered before, during, and after events to ensure awareness of potential challenges to gender equality.