



Theory of Change Gender Equality Policy

Final

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1.0 Vision

Cameras for Girls envisions a world where poverty is alleviated, and women endeavouring to be journalists across Africa can overcome gender inequality. Women are empowered to achieve their goals through photography, mentorship, and skills training. They are equipped with the skills and resources they need to access equal opportunities for paid employment to better their lives.

The theory of change logic for Cameras For Girls' gender policy is a roadmap that connects the organization's activities to the desired outcome of alleviating poverty and overcoming gender inequality among aspiring female journalists in Africa.

We support **gender equality** for its transformative potential in promoting equal opportunities for all people, particularly women.

We **mainstream gender equality** at the organizational and programmatic levels to better consider how we can achieve positive outcomes for gender equality. This includes integrating gender equality into all our work.

We **commit to engage** in meaningful responses to those considerations to the extent we can, including understanding the root causes of inequality and addressing unequal power relations and structures to achieve a more inclusive, equitable world.

1. **Strategic Approach:** The organization employs a strategic approach that utilizes photography, mentorship, and skills training as critical tools for empowerment. These elements are carefully chosen to address specific challenges faced by women aspiring to be journalists across Africa, providing a targeted and effective strategy.
2. **Empowering Women:** The heart of our Change Theory lies in empowering women. By offering mentorship and skills training, Cameras For Girls is not just addressing immediate needs but investing in the long-term capabilities of these aspiring journalists. This empowerment is crucial for breaking down barriers and challenging gender norms.
3. **Access to Equal Opportunities:** The theory recognizes that empowerment alone is not enough. Equipping women with skills and resources ensures they have the means to access equal opportunities for paid employment. This is a practical step towards economic independence and a key component in the fight against poverty.
4. **Building a Sustainable Future:** Focusing on skills training and mentorship implies a commitment to sustainability. Rather than offering temporary solutions, Cameras For Girls is contributing to a sustainable change by building the capacity of women to navigate and thrive in the male-dominated media spaces across Africa.
5. **Measuring Impact:** A good Theory of Change includes mechanisms for monitoring and evaluating the impact of the organization's activities. This allows Cameras For Girls to assess the effectiveness of their interventions and make informed adjustments as needed.

In essence, the **Theory of Change** for Cameras For Girls' gender policy is a strategic plan that outlines how the organization's activities lead to the desired social change. It's a thoughtful and comprehensive approach that not only addresses the symptoms but also tackles the root causes of poverty and gender inequality.

1.1 Gender Equality Policy Statement and Commitment

Cameras for Girls is committed to taking an intersectional approach to gender equality for all individuals. This policy represents Cameras for Girls' commitment to achieving gender equality and sets out the strategies for Cameras for Girls to be held accountable.

1.2 Objectives

The objectives of this Policy are to:

1. Communicate Cameras for Girls' commitments to advancing gender equality to ensure a common understanding for action within all of Cameras for Girls.
2. Establish a common understanding of Cameras for Girls' rationale and approach to gender equality.
3. Share strategies for mainstreaming gender equality in our organizational and programmatic approaches to which Cameras for Girls will hold itself accountable.
4. Provide implementation guidelines for staff and volunteers to operationalize the policy.

1.3 Scope

The policy applies to Cameras for Girls staff, volunteers, partners, and students working at national or international levels, regular and temporary employees and interns, full-time or part-time, consultants, independent contractors and temporary agency staff providing services to Cameras for Girls, whether on or off duty.

2.0 Rational and Approach

Cameras for Girls believes that gender equality is an intrinsically worthwhile goal. One's ability to live a life free where they can make choices that affect their lives is a fundamental human right that should be equal to everyone, regardless of class, race, poverty level, ethnic group, sexual orientation, and age. This stance aligns with the international development community's acceptance of gender equality as a core development objective. The United Nations Sustainable Development Agenda for 2031^[1] embodies this through Sustainable Development Goal (SDG) 5, which is dedicated entirely to achieving gender equality and empowering all women and girls.

In addition to being a worthwhile pursuit of its own, Cameras for Girls believes that efforts toward achieving gender equality are essential in that they impact other development outcomes, too. Notably, we believe that gender inequality is a leading cause of poverty.

We acknowledge that where gender inequality exists, it is generally women who have unequal access to resources and economic opportunities, encounter barriers in exercising strategic forms of choice, voice and influence, and face issues of gender-based violence^[2]. Therefore, Cameras for Girls believes an essential part of promoting gender equality is the empowerment of women. This includes addressing power imbalances, providing a safe environment free of violence, and increasing the autonomy of women to manage their lives.

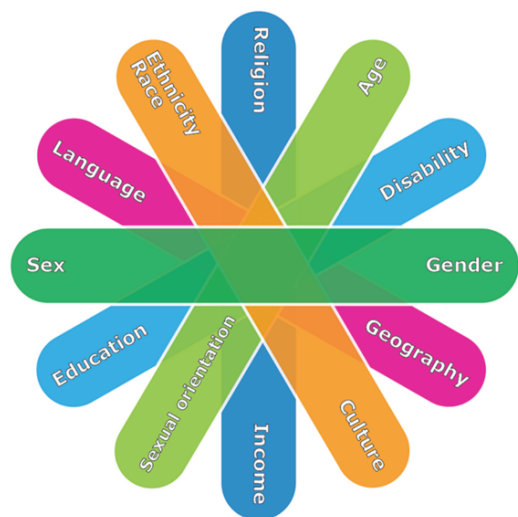
To fulfil our commitment to engage in meaningful responses to gender equality considerations, Cameras for Girls favours an INTERSECTIONAL approach that considers the totality of women's lives and needs and requires change across three key domains. These domains and their relationship to elevating gender

equality and women’s voices are articulated in CARE International’s Gender Equality Framework (Figure 1)[3]. This approach involves building women’s AGENCY, addressing unequal power RELATIONS, and transforming limiting STRUCTURES to achieve lasting change.

[1] United Nations – reference the SDGs

[2] UN Women?

[3] Add the CARE reference text



Our approach is intersectional because we understand that gender intersects with other forms of oppression based on unequal power relations, influencing the needs and experiences of different groups. This makes it essential to comprehend intersecting parts of a person’s identity, the context they are in (including structural, systemic, political, social and geographic factors), and their lived experience to ensure initiatives are responsive and inclusive [1] (See Figure 2).

Figure 1: CARE International’s Gender Equality Framework

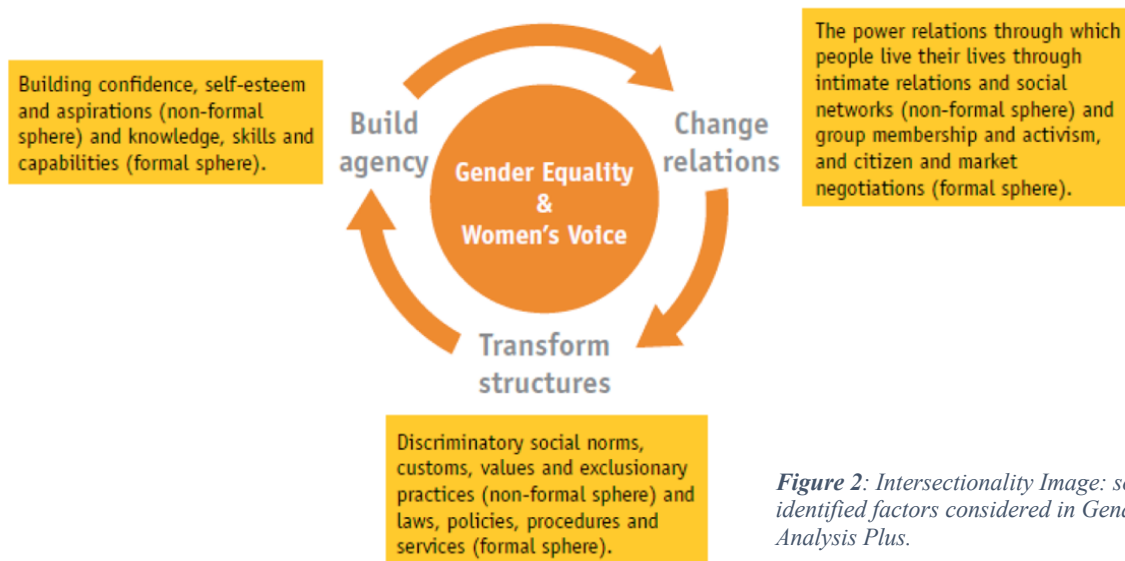


Figure 2: Intersectionality Image: some of the identified factors considered in Gender-Based Analysis Plus.

Specifically, our approach is based on the fact that quality employment has a transformative impact on women’s lives and is associated with women’s empowerment[1]. Employment allows women to exercise greater agency over their own lives and within their communities[2]. Cameras for Girls programming works to remove barriers to paid employment for women in the male-dominated media industries across Africa.

[1] Source -UN Women

[2] Source -UN Women

3.0 Strategies

Cameras for Girls is committed to creating an inclusive, respectful, and safe environment for our employees, volunteers, students and other stakeholders that is gender responsive and recognizes the role of men and women as equal players, agents and leaders of change in their families, communities and society.

This section outlines the strategies that will be used by Cameras for Girls to achieve the policy's commitments and objectives. Strategies are used intersectionally at the organizational and programmatic levels.

GENDER IN THE ORGANIZATION

- **Cameras for Girls will provide capacity building** for staff, volunteers, and partners as relevant to ensure a shared understanding of gender equality and women's empowerment concepts and practices.
- **Cameras for Girls will mainstream gender into the operations** of the organization. We will ensure appropriate measures are taken to create a safe, supportive, enabling work environment with equal opportunities for professional advancement. Cameras for Girls will identify strategies to promote gender balance in leadership roles.
- **Cameras for Girls will develop accountability measures** for gender equality results including data collection, analysis, monitoring and reporting for internal operations and program activities. The outcomes of gender equality monitoring will be applied as learnings back into planning and implementation at the organizational levels.
- **Cameras for Girls will identify gender equality focal point(s)** to work with the organization to develop trainings, strategic changes and tools needed to strengthen gender equality.
- **Cameras for Girls will develop policies** or update existing ones to ensure all policies are gender-responsive and intersectional. They will recognize and respond to the different needs of individuals.
- **Cameras for Girls will take measures to prevent and respond to all forms of** sexual abuse, sexual exploitation, and sexual harassment. This will be done through training and awareness raising for staff, volunteers, and partners as relevant. We will develop effective systems to create a safe and respectful workplace free from gender-based violence. We will include mitigation and response mechanisms at the organization level as well as in our interactions with partners, communities, and the people we work with.
- **Cameras for Girls will develop a human resources policy** that supports gender equality. The policy will address the recruitment of staff and management positions, provisions that ensure a conducive environment for work, including spaces that make women feel safe as is relevant now or in the future, parental leave, and a clear policy relating to sexual and gender-based violence.

GENDER IN PROGRAMS

- **Cameras for Girls** will conduct a gender analysis to address gender inequalities and ensure progress is measured and effective. This will include an analysis rooted in the context where programs are taking place to inform current and future programming.
- **Cameras for Girls will consider how to address gender-specific needs** in programs. Program design and implementation will recognize and address the specific needs and challenges that woman face, such as gender-based violence, unequal access to education, and limited opportunities for economic empowerment, and how programming may be able to better address these barriers.

- [Cameras for Girls programs will mainstream gender equality](#) in all stages of program planning, design, selection, implementation and evaluation to ensure an intersectional approach is taken.
- [Cameras for Girls programs will be inclusive and accessible to all participants](#). This will require consideration of gender-based differences in the training curriculum, including addressing any gender-specific challenges or barriers, as well as ensuring inclusivity in recruitment.
- [Cameras for Girls will engage men and boys](#) in its gender programming to promote gender equality and reduce gender-based violence. This can include developing specific training modules or activities that address male gender roles and stereotypes.

4.0 Implementation

Cameras for Girls will work to implement the commitments and strategies in this policy by:

- Dedicating sufficient support through time, staff, and resources to follow up on the continued implementation of this policy.
- Incorporating into annual strategic planning and programming.
- Identifying needs, training staff, and developing tools as needed.

This document will be updated and revised based on learnings, experience, and changes to our context.

Key Concepts and Terms

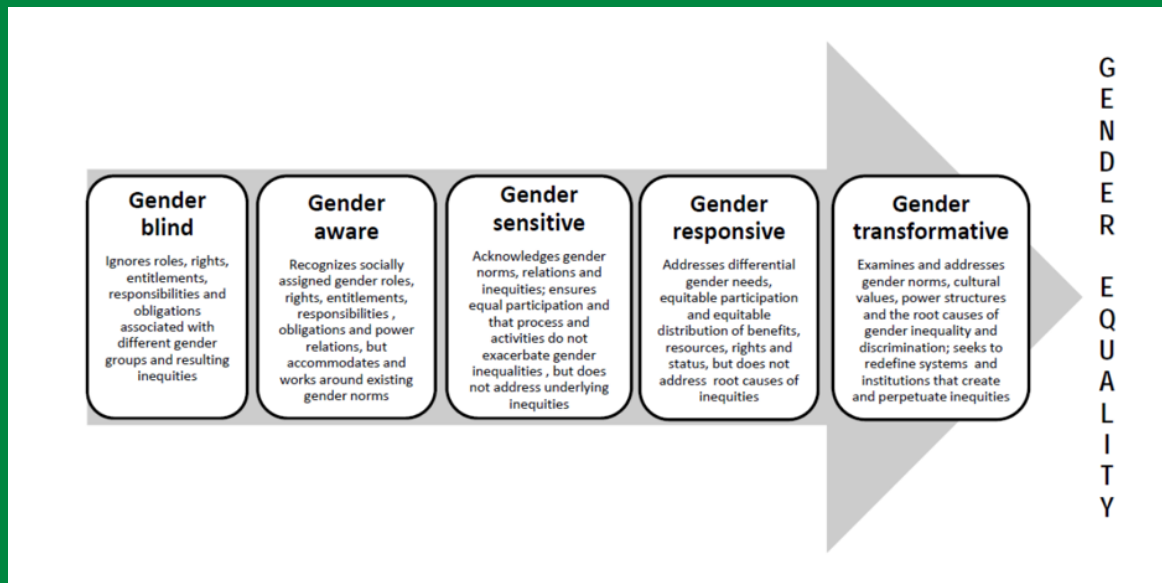
Unless otherwise indicated, definitions are drawn from the UN Women Training Centre Gender Equality Glossary;
<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey&sortorder=asc&fullsearch=0&page=0>.

<p>GENDER</p>	<p>Gender refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These are socially constructed and learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.</p> <p><i>Source:</i> UN Women, OSAGI Gender Mainstreaming - Concepts and definitions</p>
<p>GENDER EQUALITY</p>	<p>Gender equality is achieved when the rights, responsibilities and opportunities of women and girls and men and boys are equal, regardless of whether they are born male or female. Gender equality does not mean that women and men should become the same, but rather that opportunities are not dependent on, or constrained by, their sex. (cite <i>Source:</i> UN Women, OSAGI Gender Mainstreaming - Concepts and definitions)</p>
<p>GENDER RELATIONS</p>	<p>Gender relations are the specific sub-set of social relations uniting men and women as social groups in a particular community, including how power and access to and control over resources are distributed between the sexes. Gender relations intersect with all other influences on social relations – age, ethnicity, race, religion – to determine the position and identity of people in a social group. Since gender relations are a social construct, they can be transformed over time to become more equitable. (UN – training glossary – online one)</p>
<p>INTERSECTIONALITY</p>	<p>The term was coined by Kimberle Crenshaw in 1989. Intersectionality accounts for intersectional forms of discrimination, whereby gender inequality cannot be looked at alone without incorporating other factors. Gender-based oppression overlaps with discrimination based on different identity features like race, class, religion, disability, and sexual orientation. This overlapping oppression creates a system of discrimination or disadvantage at different levels for different people</p> <p><i>May, Vivian M. "Intersectionality: Vivian M. May." In Rethinking Women's and Gender Studies, pp. 167-184. Routledge, 2012.</i></p>
<p>GENDER ANALYSIS</p>	<p>Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situation or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.</p> <p><i>Source:</i> UNICEF, UNFPA, UNDP, UN Women. "Gender Equality, UN Coherence and You".</p> <p><i>Recommend: Applying gender based analysis plus methodology, conduct a gender analysis. This includes mostly looking at various identity factors and going beyond just gender/sex. This also includes accounting for exclusion, and ensuring the participation of diverse and often excluded groups. (this is from the GBA+ stuff)</i></p>

<p>GENDER MAINSTREAMING</p>	<p>Gender mainstreaming is a process that systematically integrates gender perspectives into legislation, public policies, programs, and projects. This process enables making women’s and men’s concerns and experiences to be made an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic and societal spheres with the goal of achieving gender equality (UN 2002). – <i>this was from Cordaid. Consider adding now the continuum</i></p> <p>Gender mainstreaming is a strategy for implementing greater equality for women and girls in relation to men and boys. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated (from the UN Glossary)</p> <p>Sources: UNICEF, UNFPA, UNDP, UN Women. “Gender Equality, UN Coherence and You”, ECOSOC agreed conclusions 1997/2</p>
<p>WOMEN’S EMPOWERMENT</p>	<p>Refers to a process of social transformation by which women and girls who have been denied power gain power, in particular the ability to make strategic life choices. It “touches on many different aspects of change in women’s lives, each important in themselves, but also in their interrelationships with other aspects. It touches on women’s sense of self-worth and social identity; their willingness and ability to question their subordinate status and identity; their capacity to exercise strategic control over their own lives and to renegotiate their relationships with others who matter to them; and their ability to participate on equal terms with men in reshaping the societies in which they live in ways that contribute to a more just and democratic distribution of power and possibilities.”⁸</p> <p>For this power to come about, three interrelated dimensions are needed: access to and control of resources; agency (the ability to use these resources to bring about new opportunities); and achievements (the attainment of new social outcomes). Empowerment, therefore, is both a process and an end result. (8 Kabeer, N. (2008) Paid Work, Women’s Empowerment and Gender Justice: Critical Pathways of Social Change, Pathways Working Paper 3, accessed at http://www.pathwaysofempowerment.org/Wp375.pdf</p> <p>9 Adapted from Kabeer, N. (1999). “Resources, Agency, Achievements: Reflections on the Measurement of Women’s Empowerment,” Development and Change, Volume 30, Number 3, July 1999. Blackwell Publishing, accessed at http://www.ingentaconnect.com/content/bpl/dech/1999/00000030/00000003/art00125)</p>
<p>WOMEN’S ECONOMIC EMPOWERMENT</p>	<p>Gender equality in the economy refers to the full and equal enjoyment by women and men of their economic rights and entitlements facilitated by enabling policy and institutional environments and economic empowerment. Economic empowerment is a cornerstone of gender equality that refers both to the ability to succeed and advance economically and to the power to make and act on economic decisions. Empowering women economically is a right that is essential for both realizing gender equality and achieving broader development goals such as economic growth, poverty reduction, and improvements in health, education and social well-being.</p> <p>Sources: UN Women; ICRW (2011) Understanding and measuring women’s economic empowerment.</p>

HOW CAN WE INTEGRATE GENDER EQUALITY INTO WHAT WE DO?

The degree gender is integrated into a project can be understood as a continuum (See Figure X).



28 Adapted from Interagency Gender Working Group, IGWG/USAID (2017) Gender Integration Continuum; https://www.igwg.org/wp-content/uploads/2017/05/FG_GendrIntegrContinuum.pdf.