

The Asia Foundation is committed to advancing gender equality through both its programs and its institutional practices. Gender equality is both an important end in itself, as well as a means to enhance the overall success of our programs, including effective and accountable governance, rule of law and access to justice, inclusive economic growth, environmental sustainability, and regional cooperation. In addition, recognizing the fundamental importance of women's rights to ensuring a more just and dynamic Asia region, we pursue programs that enhance women's legal, political, and economic empowerment. We also ensure that current staff and new employees are made aware of this commitment and are encouraged to advance gender equality institutionally and programmatically.

Institutional Practices

- Integrate gendered strategies and benchmarks into office and programmatic priorities.
- Promote gender and other diversity in senior leadership and decision making forums of The Asia Foundation, including among senior management and the Board of Trustees.
- Strictly enforce The Asia Foundation's sexual harassment policy across the organization and provide staff with gender sensitivity training.
- Ensure that The Asia Foundation communications and outreach materials reflect our commitment to gender equality and women's empowerment.
- Recognize the importance of gender-responsive international treaties and agreements, including the Beijing Platform for Action, the Millennium Development Goals, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and Security Council Resolution 1325.

Programmatic Strategies

- Support work that enhances women's legal, political, and economic rights and opportunities and promotes gender equality.
- Consider women's and men's needs and opportunities as a dimension of our country program plans and regional initiatives.
- Strive to incorporate gender analyses into project and program design, implementation, and evaluation.
- Participate in formal and informal technical working groups of development partners and government agencies that specifically work towards gender equality and women's empowerment.
- Encourage grantees and implementing partners to integrate gender equality as a dimension of their work.
- Support implementing partners to improve their gender analysis and mainstreaming capacity, and encourage involvement of all stakeholders, regardless of gender and other social identities, in project design, implementation, and evaluation.