



**CASA
PUEBLITO**

CASA CANADIENSE – PUEBLITO CANADA GENDER EQUALITY POLICY

Achieving gender equality requires the recognition that every project and program may affect women and men differently. Women and men have distinctive perspectives, needs, interests, roles and resources. Class, race, ethnicity or age reinforces those differences. Policies, programs and projects must be sensitive to the differences in experience and circumstance between and among women and men.

Principles:

- a) **Gender equality is an integral part of all Casa Canadiense – Pueblito Canada programs and projects.** The views, interests and needs of women and girls should be equal to men in shaping the development agenda. The community development process should progress toward more equal relations between genders.

- b) **Achieving gender equality does not mean that women become the same as men.** Equality means that one's rights and opportunities do not depend on being male or female.

- c) **The empowerment of mothers is central to achieving gender equality.** Empowerment increases women's awareness of unequal power relations, and enables them to gain control over their lives as well as to develop a stronger voice to overcome inequality in the home, workplace and community.

- d) **Fathers need to be active in the daily life of children to ensure their optimal development.** Pueblito will work with men and women in different positions of power to expand their understanding of the values of early childhood development and the importance of parenting.

- e) **Promoting the equal participation of women as agents of change in community development is essential to achieving gender equality.** Equal participation goes beyond numbers. It involves women's equal right to articulate their needs, interests and vision of society. Women must be able to shape the decisions that affect their lives at all levels of society – at home, at work, in the community and nationally.

CASA PUEBLITO

🌐 casapueblito.org 📧 info@casapueblito.org ☎ 416.642.5781 🏛 Charitable Tax #: 119106193 RR0001
107A - 2238 Dundas St. W. Toronto, ON M6R 3A9

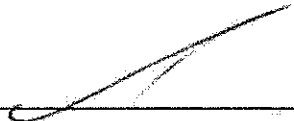


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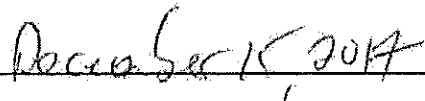
f) **Gender equality can only be achieved through partnerships that include men.** Gender equality is an issue that concerns everyone. When choices for both women and men are increased, all society benefits. Achieving it involves working with men to bring about changes in attitudes, behaviour, roles and responsibilities at home, in the workplace, and in the community.

g) **Casa Canadiense - Pueblito Canada partnerships and projects should contribute to gender equality.** Our projects should be sensitive to gender issues and seek ways to promote equality. At the same time, Pueblito should work with its partners to develop specific approaches to address social, legal and political barriers to equal opportunity and participation for men and women.

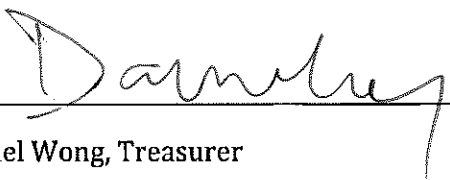
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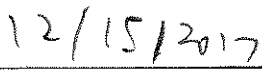
Carl Melvin, President



Date



Daniel Wong, Treasurer



Date

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107A - 2238 Dundas St. W. Toronto, ON M6R 3A9