



Gender Equity Policy

Purpose:

This policy affirms the commitment of the African Journalism Education Network (Ajen) to fostering a culture of inclusivity, respect, and equity in all activities, operations, and decision-making processes within our organization. We recognize that gender equity is essential for promoting diverse perspectives in journalism education and advancing the principles of fairness and justice.

We understand gender equity as fairness in the distribution of benefits and responsibilities between all AJEN members – men, women and minorities. AJEN recognises that different genders have different needs and these differences should be identified and addressed.

Scope:

This policy applies to all members, staff, volunteers, and participants in the organization's programs, events, and governance.

Policy Statement:

1. **Commitment to Equity:**

We are committed to ensuring that individuals of all genders have equitable access to opportunities, representation, and resources within the organization.

2. **Inclusive Practices:**

We will actively work to eliminate barriers to participation and representation by addressing biases, stereotypes, and systemic inequities that impact individuals based on gender.

3. **Leadership Representation:**

Our governance structures and decision-making bodies will strive for gender balance to reflect the diversity of our membership.

4. **Safe and Respectful Environment:**

We maintain a zero-tolerance policy toward harassment, discrimination, and any behaviour that undermines gender equity. Complaints will be addressed promptly and confidentially through a transparent process.

5. **Capacity Building and Awareness:**

We will provide resources, training, and professional development opportunities to educate members about gender equity and promote best practices in journalism education.

6. **Monitoring and Accountability:**

Progress toward gender equity will be monitored regularly, with findings shared openly with members. Adjustments to the policy or practices will be made as needed to ensure meaningful change.

Implementation:

This policy will be implemented through specific initiatives, including but not limited to:

- Regular reviews of organizational practices and representation;
- Designating a board member to act as equity officer to oversee implementation and address concerns.

Review:

This policy will be reviewed regularly to ensure its relevance and effectiveness.

Adopted by the Ajen board on 14 February 2025

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