



## OUR EQUITY PRINCIPLES

At AIDE, we focus on economic development, but our greatest strength is ensuring development is done in an equitable way—where no one is left behind.

\* At AIDE, we strengthen disenfranchised groups, but we ensure there is symbiotic equity for all groups.

At AIDE, we strive to implement in different areas so there is economic equity in distribution of grants and grant resources. ✨

At AIDE, we strive to recruit the most skilled employees and contractors, but we also train and develop interns and small firms—so there is greater equity for recent graduates and small firms—when it comes to employment and vendor opportunities.

At AIDE, we ensure no female (graduate/vendor) is left behind. All opportunities are diligently analyzed with a focus of ensuring gender equity and women's empowerment.

At AIDE, we strive to increase peace and security\*—but we ensure the youth and gender roles are strengthened—to ensure greater equity in livelihoods and households.

At AIDE, we utilize systems strengthening tools like Performance Based Financing to highlight and improve systems strengths—but we also use counter verification measure using demand side surveys. This ensure equity in voice so systems cannot be successful if the consumers and users do not utilize it.

## WHY EQUITY



Equity is fair treatment; equality is equal treatment. If you start from a place of disadvantage and are then treated equally as a person with advantage, you perpetuate and ultimately grow the gap between the two of you. You need equitable measures first to close that gap and get everyone to a level playing field. --Ellevatenetwork



## EQUITY IN ALL WE DO



AT AIDE—OUR FOCUS IS DEVELOPMENT—BUT OUR APPROACH IS GROUNDED IN ENSURING EQUITY IN ALL WE DO.