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CREATE THAT CHANGE DEVELOPMENT INITIATIVE

GENDER EQUALITY PLAN.

Vision Statement

CCDI's vision is a Nigeria where every child and young person is empowered to reach their full potential.

Mission Statement

To provide targeted development initiatives for children and adolescents that will create lasting change, pivoting their lives towards a successful future.

Watch Word

Changing Today for a Brighter Tomorrow

Process-Related Building Blocks

1. Sex/Gender Disaggregated Data on Personnel and Beneficiaries and Annual Reporting

Data Collection: CCDI implements a system to collect and maintain sex/gender disaggregated data on all our personnel and the beneficiaries that we work with.

Annual Reporting: As part of annual report process, we include this data, highlighting trends, progress, and areas needing improvement.

Transparency: We ensure data is accessible and transparent to all stakeholders.

2. Training and Awareness on Gender Equality and Unconscious Gender Biases for Staff and Decision Makers

Regular Training: CCDI conducts mandatory training sessions on gender equality and unconscious gender biases for all staff and decision makers.

Workshops and Seminars: We organize periodic workshops and seminars featuring experts on gender issues.

Continuous Learning: CCDI Provides resources and opportunities for continuous learning on gender equality topics.

3. Work-Life Balance and Organisational Culture

Flexible Work Arrangements: We implement flexible work arrangements to support work-life balance.

Parental Leave: We offer equitable parental leave policies for all employees.

Inclusive Culture: We foster an organizational culture that promotes inclusivity and respect for all genders.

4. Gender Balance in Leadership and Decision Making

Equitable Representation: CCDI strives for gender balance in leadership roles and decision-making bodies.

Mentorship Programs: We establish mentorship programs to support and encourage women and underrepresented genders in leadership.

Leadership Development: We provide leadership development opportunities focused on gender balance.

5. Gender Equality in Recruitment and Career Progression

Bias-Free Recruitment: CCDI implements an unbiased recruitment process to ensure equal opportunities for all genders.

Career Development: We offer career development programs that support the advancement of women and underrepresented genders.

Promotion Policies: CCDI Develops transparent promotion policies that ensure gender equality.

6. Integration of the Gender Dimension into Research Content

Gender-Sensitive Research: Ensure all research content considers gender dimensions and impacts.

Inclusive Research Teams: We promote diverse and gender-inclusive research teams.

Research Funding: We allocate funding for research that specifically addresses gender issues.

7. Measures Against Gender-Based Violence Including Sexual Harassment

Zero Tolerance Policy: We implement a zero-tolerance policy for gender-based violence and sexual harassment.

Reporting Mechanisms: CCDI has a clear and confidential reporting mechanisms for incidents of gender-based violence.

Support Systems: CCDI provides support systems and resources for victims of gender-based violence and signpost victims to organisations where they can get help and support.

Implementation and Monitoring

Gender Equality Committee: Form a committee to oversee the implementation and monitoring of the Gender Equality Plan.

Regular Reviews: Conduct a six-monthly reviews and assessments of the plan's effectiveness and make necessary adjustments.

Stakeholder Engagement: Engage with stakeholders, including staff, students, and the community, to gather feedback and ensure the plan meets their needs.

Conclusion

CCDI is strongly committed to creating an inclusive environment to creating an inclusive environment where every child and young person can thrive this Gender Equality Plan is a commitment to address these building blocks. Create That Change Development in Child and Adolescent Lifestyle Initiative (CCDI) will promote gender equality and drive lasting positive change in all its initiatives and programs.

