



GENDER AND DIVERSITY POLICY

1. Institutional rationale

The goal of this Gender and Diversity Policy is to move Indela toward a place where gender equality and diversity are valued, defended, and centrally positioned in the initiative's culture, management, operations, and institutional capacities.

2. Scope

This policy applies to any person in direct relationship with Indela. It also applies to those who participate in the spaces created and organized by Indela - such as events and training workshops - including contractors, volunteers, and participants.

Communications materials, reports, technical documents, and institutional management documents are also subject to this policy.

3. Values and principles that intersect with the Gender and Diversity Policy

Indela works on an institutional level to wholly carry out these principles through the protection, application, and fulfillment of rights, as established in current regulatory and legal frameworks, as well as through the initiative's processes, practices, and administrative procedures.

Cross-cutting issues: Indela brings a focus on gender and diversity into the design of all the alliance's interventions, ensuring that the needs, interests, and experiences of women, men, and those with non-binary gender identities are meaningfully considered.

Equality: Indela believes that the rights of women, men, and those with non-binary gender identities should be recognized, regardless of sex, gender, age, sexual orientation, degree of disability, migratory status, level of education obtained, and other social classifications.

Diversity: Indela recognizes, understands, and values differences (values, attitudes, cultural perspectives, beliefs, ethnic origin, nationality, sexual orientation, gender identity, ability, health, social status, skills, and other specific personal characteristics) in each specific context and intervention, with the purpose of guaranteeing that the rights of all people are protected.

Integrity: Indela seeks to ensure that all people involved with the alliance feel safe, in terms of their emotional, physical, and mental integrity. The initiative maintains the confidentiality of the identity of victims of violence or discrimination and is committed to avoiding re-victimization.

Inclusion: Indela will seek to maximize the representation and participation of people of diverse ages, genders, sexual orientations, gender identities, ethnic origins, and backgrounds in the initiative's decision-making bodies, working groups, operating structure, and the participatory spaces that it promotes.

Non-discrimination: Indela considers all people, regardless of sexual orientation, gender identity or expression, sex, degree of disability, ethnicity, or other characteristic, on an equal footing in decision-making processes related to hiring, assignment of tasks, granting of permissions, benefits, and rights.

Equity: Indela gives all people equal, fair, or differential treatment in an effort to cancel out or nullify the disadvantages resulting from socially created inequalities.

Co-responsibility: Indela hopes that all personnel involved directly or indirectly with the alliance understand and integrate these gender and diversity principles into their work practices. Furthermore, Indela is committed to promoting the implementation of these principles among the other entities that work on digital rights in Latin America, in order to ensure the effectiveness of equality practices.

4. Human and financial resources

Indela is committed to allocating adequate human and financial resources to the progressive implementation of the Gender and Diversity Policy in order to achieve the desired results. This requires a better use of existing resources, the allocation of additional resources when necessary, and the alignment of resources with expected results.