



# Diversity, Equity and Inclusion Framework

Diversity, Equity and Inclusion Framework

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First edition

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# Introduction

Educo's mission is to work with children, adolescents and their communities to promote more just and equitable societies which guarantee their rights and wellbeing. Undoubtedly, this challenge involves including diversity, equity and inclusion in our institutional strategic approach.

In 2020, Educo set out a roadmap to achieve our goals with the Global Impact Framework 2020-2030, which proposes to work towards more just and equitable societies ( Section 2.1.5). It also reiterated its commitment to the Sustainable Development Goals (SDGs).

Externally, the Human Rights framework and especially the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Convention on the Rights of Persons with Disabilities (CRPD)<sup>1</sup> provide a solid basis for our priority focus on equity and inclusion.

In 2021, our organisation adopted a Code of Conduct (CoC) and a Policy against Sexual Abuse, Harassment and Exploitation (PSEAH). We also have a Gender Equality Policy which will be updated in 2023.

However, there are a number of groups that suffer inequalities due to discrimination and sometimes as a result of misuse of power and privilege. **Inequality requires specific treatment or positive action that takes into account the different factors of discrimination, such as gender, people with disabilities<sup>2</sup>, social class, ethnic minorities and other population groups** we work with and their intersectionalities.

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<sup>1</sup> Convention on the Rights of Persons with Disabilities: a United Nations international human rights treaty that protects the rights and dignity of persons with disabilities. The Convention was adopted in 2006 and has been ratified by more than 140 countries. The Convention guarantees the rights of people with disabilities to education, health, employment, voting, family life and social participation. The Convention is the most advanced international instrument on the rights of people with disabilities.

<sup>2</sup> Person with a disability is the term used in the United Nations International Convention on the Rights of People with Disabilities. It is used to define persons who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal, environmental and institutional barriers, prevent the full realisation of their rights and their full and effective participation in society on an equal basis with others.

## Objective

This framework is intended to outline Educo's overall approach to diversity, equity and inclusion and the promotion of a safe and inclusive work environment for all staff.

Educo expects staff and local partner organisations to treat others with dignity and respect. This purpose reinforces our Educo Code of Conduct, approved in 2021, and our safeguarding policies of zero tolerance for discriminatory, harassing or bullying behaviour, including sexual harassment and abuse.

We also aim to move towards a more child-centred, diverse and inclusive organisation, ensuring equity in all areas of the organisation.

## Coverage

The organisation wants the regulatory documents to be global in scope in order to fulfil the objective of having a simple and standardised regulatory system.

## Principles and definitions

### Diversity

This is the value we place on the innate and acquired differences that make each individual unique, including age, race, ethnicity, sex, gender identity and expression, sexual orientation, different abilities, socio-economic status, education, language, marital status, religion and beliefs.

At Educo we understand that diversity recognises difference as something positive and enriching.

### Equity

Equity is about making sure that all people are treated fairly and given fair opportunities to live their lives according to their respective needs and believing that no one should be discriminated against because of where they were born or what they look like, or because of other characteristics.

### Inclusion

Empowering all people to contribute their views to our mission and fostering a positive environment in which everyone is welcomed, respected, supported, valued, and encouraged to be themselves all the time, removing implicit and explicit barriers.

To achieve inclusion, we must include and value excluded, under-represented or marginalised people or groups from the population we work with in our processes, activities and decision-making and create a sense of belonging.

## Discrimination

Discrimination is understood as any act, behaviour or practice, intentional or unintentional, that negatively affects or may negatively affect the environment of a person or group.

## Intersectionality

Intersectionality is when **two or more factors of discrimination concur simultaneously in the same experience and interact to generate greater vulnerability and a more discriminatory effect**, which is why it is necessary to analyse the factors as a whole, not in isolation. For example, to understand the experience of a girl from an ethnic minority group, we must try to understand how these two identities (woman+ethnicity) interact, in many cases reinforcing each other to create greater obstacles to their rights and perpetuating experiences of even greater discrimination.

## Exceptions

No exemptions apply to this regulation.



# Our Commitment

We are committed to moving towards an organisation free from discrimination<sup>3</sup> on the basis of race, ethnicity, origin, nationality, language, age, gender, sexual orientation, religion and belief, disability, health or any other form of discrimination. We will take intersectionalities<sup>4</sup> into account when addressing possible discriminations and addressing them.

In the framework of our work in international cooperation, advocacy and social action, we share the analysis of the persistence of top-down imposition, individual or collective exclusion in decision-making, devaluation of points of view due to a lack of influence or alignment, and the avoidance of recognising the relevance of the local context in operations and strategy.

This is why we are committed to advancing an **anti-racist and decolonising<sup>4</sup> framework that draws on practices of care, contextualisation, constructive relationship building and actions to repair the harm caused.**

We will foster diverse and inclusive teams, making continuous improvements in our recruitment and hiring practices, paying special attention to groups that are discriminated against or under-represented, such as women in senior positions, and actively promoting inclusive actions.

We will ensure fairness in managing people at Educo, accompanying them in their professional development and encouraging their participation.

We will move towards a child-centred, inclusive and safeguarding organisational culture that exemplifies our commitment to gender equality, girls' rights and inclusion.

<sup>3</sup> Every individual may have several identities that impact on the way they interact with and are perceived by society. Identity issues such as gender, ethnicity, race, geographic location, or even age do not affect a person separately. On the contrary: they combine in different ways, generating different inequalities (or advantages).

<sup>4</sup> [Start Network Anti-Racist & Decolonial Framework English Low res.pdf](#) | [Con la tecnología de Box](#)

## Related documents

1. Educo Code of Conduct

2. Educo Gender Policy

3. Educo Policy on Protection against Sexual Exploitation, Abuse and Harassment (PPSEAH)

4. Educo Child Safeguarding Policy





# Responsibilities

## Educo Team

The Educo team must:

- Adhere to, commit to and behave in accordance with Educo's Code of Conduct, safeguarding policies, including Educo's principles of diversity, equity and inclusion.
- Be aware of breaches of the code of conduct, of any type of discrimination included in this framework, of the forms they can take and the damage they can cause.
- Not engage in any behaviour that constitutes harassment, bullying or discrimination on any of the grounds mentioned in this framework.
- Report any possible discrimination through appropriate channels. Comply with the confidentiality of any investigation or complaint relating to possible breaches of the Code of Conduct, including discrimination.
- Incorporate inclusion and equity in its activities, ensuring that no children and communities we work with are discriminated against for the reasons outlined in this framework.

## Management teams and team leaders

Management teams and team leaders must:

- Promote and integrate the Code of Conduct, safeguarding policies and Diversity, Equity and Inclusion in the organisation, leading their teams and decision making in line with these principles.
- Manage their teams in an equitable manner, taking into account the diversity of the people in their teams.
- Monitor the working environment and take action to put an immediate end to discriminatory attitudes if they are observed and/or reported.
- Incorporate inclusion and equity in programs, projects and activities, ensuring that no children and communities we work with are discriminated against for the reasons outlined in this framework.
- Encourage staff to report and respond promptly and appropriately to all breaches of the Code of Conduct and any discrimination covered by this framework.

## People and Culture Managers:

P&C managers must:

- Promote inclusive recruitment and hiring practices, encouraging the incorporation of people from under-represented groups, as far as possible.
- Ensure that people management practices are inclusive and equitable; identify obstacles that may constitute a barrier to inclusion and recommend measures to overcome them.
- Incorporate adjustments and inclusive measures for staff who require them.
- Activate and promote training in respect and encourage spaces for dialogue on diversity, equity and inclusion.



## Global Safeguarding Commission

The Global Safeguarding Commission must:

- Strengthen and train management teams in the integration of the Code of Conduct and safeguarding, fostering inclusive leadership.
- Promote spaces that promote safety and wellbeing; and provide guidance and resources to put them into practice.
- Promote awareness-raising and training actions for all Educo staff on the Code of Conduct and safeguarding policies, including the principles of this Diversity, Equity and Inclusion framework through the Gender Commission, Safeguarding Committees and/or Focal Points.
- Work in coordination with the Compliance Committee, Organisational Culture, People and Culture and Gender Committee to prevent and reduce the number of incidents of abuse and conduct based on any type of discrimination (racial, gender, etc.). As well as to facilitate good care for victims/survivors.



## Global Organisational Culture Expert

The Global Organisational Culture Expert must:

- Contribute to the design and implementation of a transformative, transparent and inclusive organisational culture, centred on people and children.
- Foster an inclusive organisational culture integrated at all levels of the organisation and in its processes. Analyse institutional positions and ensure that they are aligned with the principles of diversity, equity and inclusion.
- Monitor tools for measuring organisational culture and work climate, including measurement aspects related to diversity, equity and inclusion. Facilitate orientations and promote actions that tangibly contribute to its improvement.
- Analyse the diversity priorities we are going to base our work on.
- If required, conduct additional work climate and psychosocial risk assessments, including aspects of diversity, equity and inclusion, facilitating related actions that contribute to a tangible improvement of an inclusive organisational culture.
- Work closely with the gender expert and existing gender working groups to help eliminate from the organisational culture any discrimination based on gender and sexual orientation and/or linked to other intersectionalities (age, disability, origins...).
- Propose actions to advance an inclusive work culture, promoting the elimination of gender barriers, especially those that limit access, promotion and participation in decision-making for women in the organisation.



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