

Our Gender Policy and Commitments

Digital Green is committed to empowering smallholder farmers to lift themselves out of poverty. In standing with the poor, we also stand with other vulnerable groups, specifically with women and girls. We imagine a world where all people have equal access to information, opportunity, and resources within their community regardless of their gender identity.

Globally there are an estimated 570 million smallholder farm households. On these farms, women and men work together on joint plots, yet the day-to-day experiences of women and men are quite different and the challenges and opportunities are distinct. Achieving gender equality¹ and gender equity² is essential to improving livelihoods of smallholder farmers and rural communities around the world.

Our values

Digital Green is committed to gender equality not only as a means to achieve greater impact but also an end unto itself, as gender equality affirms the basic human rights of all people, women, men, boys, and girls. Like many others around the world, we envision a world where poverty is history and where dignity is universal. We are committed to upholding these values in all aspects of our work.

Our commitments

Digital Green is committed to advancing gender equality inside our organization and in the communities and programs where we work. To do this, we commit to:

Commitment	Strategy
Establishing gender equality and equity as central pillars of Digital Green's mission and ensuring that they are	Mandated gender sensitivity training for all staff; diversifying our Board and leadership and considering gender equity in leadership roles as we make

¹ We define gender equality as equality between men and women and girls and boys. It entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypical gender norms. Gender equality means that the different behavior, aspirations, and needs of women and men are considered, valued, and favored equally. It does not mean that women and men have to become the same but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female.

² We define gender equity as fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

<p>considered at the organizational and project levels</p>	<p>recruitment decisions. Gender intentional policies, strategies, manuals, M&E tools, and organizational culture. Support our government partners to implement strategies that advance gender equality.</p>
<p>Implementing programs that do no harm, include marginalized people, and transform systems to advance gender equality</p>	<p>Program staff use participatory gender analysis and data disaggregated by sex, age, and other relevant factors; seeking the engagement and consent of community leaders as we introduce interventions and technologies; and that we leave no one behind and maintain and refine a process of continuous learning and improvement.</p>
<p>Using our platform, words and images to advance the conversation about gender equality in the public sphere</p>	<p>Continued development and refinement of our community video approach, in which our farmer-facing video content addresses stereotypes, shows women in positive role-modeling positions, women and men supporting each other and sharing responsibilities, and promotes a change in social norms that can extend beyond our direct programming</p>
<p>Ensuring that we internally prioritize and allocate sufficient resources to continuously implement, evaluate and expand upon our current gender commitments</p>	<p>Advocating amongst donors and implementation partners for resources to implement against our gender commitments; ensuring adequate resources are allocated within project budgets to allow for experimentation and learning to advance our work on gender</p>

Please email contact@digitalgreen.org if you would like to receive a copy of our unabridged gender policy or if you would like additional information about Digital Green’s work to promote gender equality and equity.