

# ANTI-DISCRIMINATION POLICY

(Version 1. September 2020)

## INTRODUCTION

People may be discriminated against on a range of grounds, including race, ethnicity, colour, gender, disability, language, sexual preference, religion, political or other opinion, national or social origin, age, marital and family status, sexual orientation and gender identity, health status, place of residence, and their economic and social situation.

Discrimination may be direct or indirect. Direct discrimination is characterised by the intent to discriminate against a person or group. Indirect discrimination, on the other hand, puts representatives of a particular group at a disadvantage compared with others through apparently neutral provisions or criteria, or through unconscious bias of some form. Indirect discrimination is often more pervasive and difficult to address than direct discrimination.

## WIN COMMITMENTS

WIN will not tolerate any form of discrimination and commits to:

- Calling out and acting on discrimination wherever we see it, whether at the personal/ interpersonal, institutional or cultural levels
- Using our position as a northern based CSO to drive positive change in our organisation and in the water sector in which we work, while recognising the complex power relations inherent in being a northern CSO working in the South.
- Promoting a culture characterised by mutual respect and appreciation of every individual who works in or with WIN
- Using WIN's diversity to enhance the quality of WIN's work and its impact
- Ensuring that everybody (regardless of age, gender, race, ethnic origin, physical ability, religion, belief, sexual orientation or other aspects of their identity) can contribute to and benefit from WIN programmes without discrimination
- Ensuring that our work benefits the most marginalised in society and honouring and building the power and agency of those on the margins
- Being accountable to our commitments and to the people we work with and for and taking action where concerns about discrimination are raised in our organisation or in our programmes.
- Reflecting with honesty and learning from our weaknesses
- Thinking and acting collaboratively and collectively to build strong and authentic partnerships
- Striving for equity and diversity as an employer. We believe that by having diversity in our staff and governance structures we will unlock change and allow us to operate more effectively
- Ensuring fair diversity representation in our publications
- Ensuring diversity in our use of consultants and in building a pool of consultants and experts from the Global South in particular
- Not participating in international platforms where women, people of colour and/or the Global South are underrepresented
- Addressing issues of gender and diversity when developing, monitoring and evaluating programmes and projects
- Ensuring diversity-sensitive planning and catering at WIN events.