

# Framework 1: Defining an Organisational Value Around Gender

## OBJECTIVE

Create a value around gender that clearly communicates your organisation's aspirations and commitment towards diversity and inclusivity.

## KEY OUTCOME/USES

A clear value that expresses your organisation's aspirations relating to gender.

## WHY IT MATTERS

Your values help build your organisational culture and express to the external world what is important to you as an organisation.

## REFERENCE TO THE MAIN TOOLKIT

Values & Policies

## FRAMEWORK

1. As an organisation, clarify what you mean by gender diversity, equality, inclusivity, and any other term that you intend to use in your value statement. You may or may not offer definitions for one or more of these terms in your value statement, but if not, you want to be clear about what your organisation means by these terms. This will provide a common language for everyone in your organisation to be able to discuss gender-related matters.
2. Create a short value statement that people can remember, and try to use positive words that resonate with people within and outside your organisation.
3. Test it with different people, of different education levels, to see if they understand what you mean by your value statement.

### Examples:

- We are deliberate in valuing diversity, inclusion, gender equity and gender equality across all our operations.
- Commitment to diversity in all staff, volunteers, and audiences, including full participation in programs, policy formulation, and decision-making. (Cornell University, Ibid.)
- Diversity - Improve the representation of women and minorities at all levels of the organisation and integrate people with disabilities and Veterans by driving talent acquisition and management practices to achieve results
- Inclusion - Create an inclusive work environment that fosters creativity, innovation, Work/Life Flexibility, and engagement with training and Employee Resource Groups.