

# ABColumbia Diversity, Equity and Inclusion Policy

**ABColumbia is committed to being a diverse and inclusive organisation. We hold the intrinsic dignity of every person as an overriding principle.**

## 1. Working at ABColumbia

### a. Work Environment

ABColumbia is committed to providing a work environment that promotes diversity and inclusion, where everyone feels a sense of belonging and is treated with dignity and respect. ABColumbia promotes equal employment opportunity without discrimination or harassment on the basis of race, colour, religion, age, gender, gender identity, sexual orientation, disability or any other characteristic protected by law.

### b. Recruitment

ABColumbia seeks to identify exceptional candidates from diverse backgrounds free from bias on the grounds of factors such as race, gender, age or disability. ABColumbia encourages applications from candidates from all backgrounds.

## 2. ABColumbia's Activities

ABColumbia develops the **collective advocacy work** of its **members Christian Aid, CAFOD, SCIAF, Oxfam and Trócaire**. This work is rooted in the experiences of the organisations and communities with which members work and we are responsible for promoting their voice in the international arena. Our work is to challenge and transform the structures and behaviours that drive poverty, vulnerability, inequality, injustice, racism and exclusion, that harm the environment and impact climate change.

**ABColumbia's** core advocacy mission and programme focus on engaging decision-makers in the UK and Irish governments, the European Union and relevant United Nations institutions in order to enable marginalised communities, groups and partner CSOs/NGOs right to participation and inclusion and to ensure that their voice regarding their destiny is heard and acted upon. This includes:-

- To secure the right of the civilian population not to be involved in the armed conflict.
- To secure the full implementation of recommendations made by the UN system with regard to human and environmental rights, internal displacement and international humanitarian (IHL) and Human Rights law.
- To obtain lasting solutions to the humanitarian crisis – dignified and voluntary returns to place of origin, or voluntary resettlement with guarantees.
- To support the work of human rights defenders, social organisations, and those working with the forcibly displaced.
- To work for a negotiated end to the armed conflict with illegal armed and guerrilla groups that includes the voice of Colombian civil society.
- Full implementation of the 2016 Peace Accord

- To secure just and sustainable social and economic development in Colombia.

We work with people of all faiths and none, regardless of gender, orientation, race, culture, nationality, or ethnicity. ABColumbia works from, and analyses risk factors from, an intersectional perspective, ensuring its work is rooted in an understanding of how different systems of inequality based on gender, sexual orientation, age, socio-economic status, legal status, disability, race, ethnicity and other forms of discrimination intersect and create increased risks of violations and more severe impacts.

### **3. Gender**

Our vision is of a world where women and LGBTI persons are safe and respected and where they are treated equally, have equal access to decision making structures and are able to share equally in shaping their societies.

We work with women and LGBTI organisations and groups to ensure they can overcome the structures of injustice and impunity. We actively engage with those groups who are marginalised and deprived of opportunities, promoting their voice, their inclusion, and their participation. Equality is essential to tackle structural discrimination and poverty and all citizens need to be part of the solution.

Alongside our partner organisations we work towards women's empowerment and gender just, this includes:-

- Raising awareness and advocating on violence against women, girls and LGBTI persons:
- Challenging economic, political, social and legal barriers which stop women and girls and LGBTI persons from reaching their full potential:
- Transforming unequal power relations between men and women

### **4. Race and ethnicity**

ABColumbia recognise that inequality, racism and exclusion pervade all societies and are one of the drivers of poverty and a violation of human rights. In our work we focus in particular on tackling racism and promoting the inclusion of the most discriminated and at-risk groups in decision-making that affects their lives.

### **5. Disability**

ABColumbia recognises that disabled people are excluded from many aspects of society, and we work to tackle the inequality and discrimination that society allows to continue. We will work with our partner organisations to remove barriers to inclusion for disabled people, respect for their human rights and to ensure that there are opportunities for disabled people to work and live in society without discrimination.