



20 January 2026

Gender Equality Plan

1. Introduction

The East African Center for Child Neurodevelopment (EACCN) is committed to advancing gender equality as a core principle of its work. Grounded in its values of equity, diversity, empowerment, and equality, EACCN ensures that gender considerations are integrated across organizational systems, programme delivery, and community engagement.

2. Organizational Culture and Inclusion

EACCN fosters a respectful and inclusive working environment that supports both women and men. Flexible arrangements are encouraged to support caregivers, particularly women who often carry disproportionate caregiving responsibilities. The organisation promotes shared responsibility, ensuring that both male and female staff are supported in balancing professional and family roles.




3. Gender Balance in Leadership and Staffing

EACCN is committed to equitable representation in staffing and leadership. Recruitment processes are transparent and inclusive, encouraging participation from both women and men. Special attention is given to promoting women into leadership roles while also engaging men as positive contributors within caregiving and community development.

4. Gender-Responsive Recruitment and Capacity Development

All recruitment and training opportunities are accessible to both women and men.

Capacity-building initiatives are designed to:

-  Strengthen leadership skills among women
-  Promote positive masculinity among men
-  Encourage equal participation in programme delivery

5. Gender Integration in Programme Implementation

EACCN integrates gender equality directly into its interventions by working with both mothers and fathers, recognizing that child development depends on the caregiving environment.

6. Prevention of Gender-Based Violence and Safeguarding

EACCN maintains a zero-tolerance approach to gender-based violence. Safeguarding systems are in place to protect women, men, and children participating in programmes. Staff are trained to identify and respond to risks, and referral pathways are established for survivors.





7. Monitoring, Learning, and Accountability

Gender equality is embedded in monitoring systems through these indicators:

- Participation rates of women and men
- Engagement of fathers in caregiving sessions
- Changes in attitudes toward gender roles
- Improvements in household relationships and care giving practices

This Gender Equality Plan outlines EACCN's approach to embedding gender-responsive practices.

8. Action Pillars

Pillar 1: Gender-Responsive Caregiver Engagement

Objective: Ensure equitable participation of mothers and fathers in all programme activities.

Key Actions:

- Engage both male and female caregivers in programme delivery
- Address cultural norms that limit male involvement in caregiving
- Provide flexible scheduling to accommodate working parents
- Track the participation and engagement of mothers and fathers

Pillar 2: Gender Equality in Leadership and Governance

Objective: Promote balanced representation and inclusive decision-making within the organization.

Key Actions:

- Ensure equitable representation of women and men in leadership roles
- Promote women into decision-making positions
- Strengthen inclusive governance structures
- Encourage male engagement in caregiving-focused programmes

Pillar 3: Gender-Responsive Recruitment and Capacity Development

Objective: Ensure fair recruitment practices and build gender-responsive capacity among staff.

Key Actions:

- Maintain transparent and inclusive recruitment processes
- Provide equal access to training and professional development
- Strengthen leadership skills among women
- Promote positive masculinity and shared caregiving roles among men









Pillar 4: Organizational Culture, Inclusion, and Work-Life Balance

Objective: Create a supportive and inclusive work environment for all staff.





Key Actions:

-  Promote a respectful and inclusive workplace culture
-  Support flexible work arrangements for caregivers
-  Recognize and accommodate caregiving responsibilities
-  Encourage shared responsibility between men and women in balancing work and family life

Pillar 5: Prevention of Gender-Based Violence and Safeguarding

Objective: Ensure a safe and protective environment for staff and programme participants.






Key Actions:

-  Maintain a zero-tolerance approach to gender-based violence
-  Train staff to identify and respond to safeguarding risks
-  Establish and maintain referral pathways for survivors
-  Integrate safeguarding measures into all programme activities

Pillar 6: Monitoring, Evaluation, and Accountability

Objective: Track progress and ensure accountability for gender equality commitments.

Key Actions:

-  Monitor participation rates of women and men across programmes
-  Track engagement of fathers in caregiving interventions
-  Assess changes in attitudes toward gender roles
-  Measure improvements in household relationships and caregiving practices
-  Use data to inform programme improvement and decision-making

9. Key Definitions

Gender Equality, Gender-Sensitive, Gender-Transformative, Gender Bias.

10. Implementation and Accountability

Led by a Gender Focal Point with leadership oversight.





11. Final Commitment

EACCN commits to continuous improvement and equity.

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20 January 2026

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Date

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