



Gender Equality and Disability Inclusion Policy

Healing. Dignity. Empowerment

Mission Statement: Maryben Foundation exists to heal communities, restore dignity, and empower individuals through mental health, inclusion, and leadership

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Document Control

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1. Introduction

At Maryben Foundation, we believe that healing and empowerment cannot exist without equality and inclusion. Our work is grounded in the conviction that every person—regardless of gender, ability, or background, has the right to participate fully, safely, and meaningfully in community life.

This policy reaffirms our alignment with:

- UN Convention on the Rights of Persons with Disabilities (CRPD)
- UN Sustainable Development Goal 5 (Gender Equality)
- UN Sustainable Development Goal 10 (Reduced Inequalities)

2. Purpose and Scope

This policy provides a framework for ensuring gender equality and disability inclusion across all Maryben Foundation operations, programs, partnerships, and workplaces.

It applies to:

- Board members
- Employees and volunteers
- Consultants and implementing partners
- Program participants and beneficiaries

3. Core Principles

Our work is guided by the following principles:

- Equality: Equal rights and opportunities for all individuals.
- Empowerment: Enabling women, girls, and persons with disabilities to lead and thrive.
- Accessibility: Removing barriers—physical, attitudinal, and systemic.
- Intersectionality: Recognizing that gender, disability, and other identities intersect.
- Accountability: Holding ourselves responsible for inclusive practice and representation.

4. Commitment to Gender Equality

Maryben Foundation commits to promoting gender equality at all levels of our work by:

- Ensuring balanced representation of women and men in leadership and decision-making.
- Upholding pay equity and non-discrimination in hiring and promotion.

- Designing programs that address the specific needs and strengths of women and girls.
- Preventing and responding to gender-based violence (GBV) within our operations and communities.
- Providing a safe and respectful working environment for all.

5. Commitment to Disability Inclusion

We recognize persons with disabilities as rights holders and active agents of change.

Maryben Foundation will:

- Ensure all programs, facilities, and events are accessible to persons with disabilities.
- Provide reasonable accommodations where needed.
- Use inclusive communication methods, materials, and languages.
- Challenge stigma and discrimination through awareness and training.
- Engage persons with disabilities in program design, delivery, and leadership.

6. Programmatic Implementation

Gender equality and disability inclusion will be integrated into:

- Project design, planning, and evaluation.
- Capacity building for staff, partners, and community members.
- Data collection (disaggregated by gender, age, and disability).
- Communication and advocacy materials that reflect diversity and inclusion.

7. Organizational Culture

Maryben Foundation strives to build a workplace culture rooted in dignity, respect, and belonging.

We will:

- Foster an environment where everyone feels safe to speak and contribute.
- Encourage inclusive language and behavior.
- Ensure recruitment and promotion processes are free from bias.
- Celebrate diversity through internal events and awareness campaigns.

8. Monitoring and Accountability

The Executive Director oversees policy implementation and ensures:

- Periodic review of inclusion practices.
- Staff training and refresher sessions.
- Internal reporting on progress and challenges.
- Inclusion of gender and disability indicators in project evaluations.

9. Reporting and Grievance Handling

Any incident of discrimination, exclusion, or harassment should be reported confidentially to:

✉ support@marybenfoundation.org

Reports are treated confidentially and investigated promptly. Retaliation against those who raise concerns is strictly prohibited.

10. Approval

Approved by:

Amb. Maryben Omollo

Executive Director, Maryben Foundation

Date of Approval: 3/10/2024

Annex 1: Inclusion Commitment Form

I, _____, acknowledge that I have read and understood the Maryben Foundation Gender Equality and Disability Inclusion Policy.

I commit to uphold equality, accessibility, and respect for all persons in my work and interactions.

Signature: _____ Date: _____

Position: _____ Department: _____