

SAT statement of commitment:

Gender Equality

The impact and dynamics of gender issues and gender inequalities are critical to an understanding of HIV and AIDS in southern Africa and SAT's approach. In our work with partners and other stakeholders, as well as in-house through our policies and procedures and daily working arrangements, we are committed to promoting greater awareness about gender, reduction of gender inequality and achieving appropriate gender balance in roles and responsibilities.

Steps taken by SAT to tackle gender inequalities and issues include:

External relationships with partners:

- SAT positively encourages partners to mainstream gender in their work, and assists partners to gain the relevant skills and understanding to do so
- At regional, national and local levels, SAT partners with organisations that directly tackle gender inequalities
- SAT assessments of organisational capacity and community competence employ a 'gender lens', i.e. are designed to include gender-relevant components, in effect achieving a routine process of gender auditing
- SAT publications and SWW activities give a high profile to gender issues, by targeting practical and strategic or policy issues which address gender inequalities.

Internal policy and practice:

- SAT ensures roughly equal representation of women and men on its Board of Trustees, national Programme Advisory Committees and other governance and consultative fora
- SAT positively encourages applications from women in all job advertisements and recruitment processes
- SAT has taken steps to help the entire staff group better understand the breadth and impact of gender issues, including social norms and values, forces that promote women's marginalisation, social expectations on men, the vulnerability of the girl child, and sexuality issues (including gay and lesbian and men who have sex with men issues)
- SAT has shown a high level of understanding and flexibility in relation to social care roles, and their impact on individual staff members and teams within SAT.