

GENDER EQUITY, DIVERSITY & INCLUSION (GEDI) POLICY

1. PURPOSE

The purpose of this policy is to affirm the commitment of the Wilson Erhun Foundation for Pharmacy Administration (WEFPA) to gender equity, diversity, and inclusion in all aspects of its governance, programmes, partnerships, research, and operations.

WEFPA recognises that inclusive and equitable practices enhance institutional effectiveness, innovation, credibility, and social impact, particularly within health, education, and development systems.

2. SCOPE

This policy applies to:

- Members of the Board of Trustees
- Members of the Advisory Board
- Executive Management
- Employees and consultants
- Volunteers, fellows, interns, and trainees
- Partners and collaborators acting on behalf of WEFPA

3. DEFINITIONS

3.1 Gender Equity

The fair treatment of all genders, recognising that different needs and barriers may require targeted actions to achieve equality of opportunity and outcomes.

3.2 Diversity

The presence and valuing of differences among individuals, including but not limited to gender, age, disability, ethnicity, nationality, religion, socio-economic background, professional discipline, and lived experience.

3.3 Inclusion

The intentional creation of environments in which all individuals are respected, valued, and able to participate meaningfully and safely.

4. POLICY STATEMENT

WEFPA is committed to:

- Promoting gender equity and inclusive participation at all levels
- Preventing discrimination, harassment, and exclusion
- Integrating gender and inclusion considerations into programme design, delivery, and evaluation
- Fostering respectful, safe, and enabling environments

Discrimination on any prohibited ground is not tolerated.

5. GUIDING PRINCIPLES

WEFPA's approach to gender equity and inclusion is guided by:

- Equity and Fairness
- Respect for Human Dignity
- Participation and Representation
- Accessibility and Reasonable Accommodation
- Accountability and Continuous Improvement



6. GOVERNANCE & LEADERSHIP

- WEFPA shall promote balanced representation in governance and leadership structures, subject to merit and competence.
- Decision-making processes shall be inclusive and transparent.
- Leadership shall model inclusive values and behaviours.

7. PROGRAMME DESIGN & IMPLEMENTATION

- Programmes shall be designed to be gender-responsive and inclusive.
- Barriers to participation shall be identified and addressed where feasible.
- Data disaggregation (e.g., by gender or other relevant characteristics) shall be applied where appropriate to inform learning and impact.

8. SAFE & RESPECTFUL ENVIRONMENTS

- Harassment, abuse, bullying, and discrimination are strictly prohibited.
- All individuals have the right to dignity, safety, and respect.
- Complaints shall be handled promptly, confidentially, and fairly.

9. RECRUITMENT, ENGAGEMENT & OPPORTUNITY

- Recruitment and engagement processes shall be fair, transparent, and merit-based.
- Reasonable accommodations shall be provided to support participation of persons with disabilities or specific needs, where feasible.
- Equal access to learning, leadership development, and recognition opportunities shall be promoted.

10. PARTNERSHIPS & EXTERNAL RELATIONS

- WEFPA expects partners and collaborators to uphold principles consistent with this policy.
- Gender equity and inclusion considerations may be incorporated into partnership agreements and MoUs.

11. TRAINING & AWARENESS

- Awareness of gender equity, diversity, and inclusion shall be promoted across WEFPA.
- Targeted training may be provided to leadership, staff, and partners as appropriate.

12. REPORTING & COMPLAINTS

- Individuals may report discrimination, harassment, or exclusion through established reporting channels.
- Reports shall be handled without retaliation and in line with applicable policies.

13. ROLES & RESPONSIBILITIES

Board of Trustees

- Provide oversight and strategic direction on equity and inclusion

Executive Management

- Implement and monitor inclusive practices

All Covered Persons

- Uphold the principles and requirements of this policy

14. NON-COMPLIANCE & SANCTIONS

Breaches of this policy may result in:



- Disciplinary action
- Termination of engagement
- Other corrective measures as appropriate

15. MONITORING & REVIEW

This policy shall be:

- Reviewed every three (3) years or earlier if required
- Updated to reflect organisational learning and societal developments

16. RELATED POLICIES

- Safeguarding & Protection Policy
- Code of Ethics & Conduct
- Whistleblowing & Anti-Fraud Policy
- Partnership & Collaboration Policy

