



# **GENDER EQUALITY AND INCLUSION POLICY**



## TABLE OF CONTENTS

|                         |   |
|-------------------------|---|
| I. Introduction .....   | 1 |
| II. Goal .....          | 1 |
| III. Scope .....        | 2 |
| IV. Implementation..... | 2 |
| IV. Training .....      | 3 |
| V. Responsibility.....  | 3 |
| References .....        | 3 |

**NORTH AMERICAN DEVELOPMENT BANK**  
**GENDER EQUALITY AND INCLUSION POLICY**

**I. Introduction**

1. The North American Development Bank (NADBank) has the mandate to invest in environmental infrastructure throughout the U.S.-Mexico border region for the betterment of border communities. Consistent with this mandate the Bank recognizes opportunities to engage with its project sponsors so that they incorporate gender-equality and inclusion considerations into their projects. NADBank is committed to working with its sponsors so that the projects it finances contribute to immediate and long-term positive impacts for gender equality and inclusion.

2. For NADBank, gender equality means that all people have equal opportunity so they can realize their full rights and potential. Gender inclusion is acknowledging that everyone deserves to be treated with respect regardless of gender identity or expression and ensuring that Bank processes treat all genders equally.

3. NADBank recognizes that there is diversity in gender, sexual orientation, gender identity or expression, and sex characteristics (SOGIESC), which overlap and interact with other elements and social identities such as age, race, wealth, ability and social status. Therefore, throughout this Policy the terms “all genders” and “all gender groups” are used to express the inclusion of people in all their diversity.

4. Through this policy, NADBank affirms that zero tolerance will be afforded to actions of gender harassment, gender-based violence (GBV), including sexual abuse, exploitation, and harassment (SEAH), or any other kind and form of violence.

5. By adopting this policy, NADBank reaffirms its commitment to its mission to preserve, protect and enhance the environment of the U.S.-Mexico border region, including combating climate change and its effects. Research conducted by UN Women indicates that impacts from climate change are not gender neutral. Women face increased vulnerabilities and depend more on, yet have less access to, natural resources and face barriers to gaining access to “*land, credit, decision-making structures, technology, training and extension services that would enhance their capacity to adapt to climate change.*”<sup>1</sup>

6. This policy is aligned with the United Nations’ Sustainable Development Goals (SDGs), particularly SDG 5, gender equality.

**II. Goal**

7. The goal of this policy is to promote equality and inclusion for all genders through NADBank-financed projects. The Bank will achieve this goal by evaluating the

---

<sup>1</sup> Aguilar, L., 2008. *Is there a connection between gender and climate change?*, International Union for Conservation of Nature (IUCN), Office of the Senior Gender Adviser.

existing practices of projects and/or sponsors, identifying risks and opportunities for gender equality, and engaging with sponsors to address any risks or gaps during project implementation and operation.

### **III. Scope**

8. In accordance with the goal stated above, this policy applies to the Bank's external operations, that is, to all projects financed by NADBANK.

9. At the institutional level, the NADBANK Personal Handbook lays out procedures and practices that foster a workplace free of violence, gender harassment and gender-based violence (GBV), as well as its commitment to professionalism, empowerment of women and those marginalized due to their sexual orientation or gender identity.

10. In its Environmental, Social and Governance (ESG) Policy, NADBANK reaffirms its commitment to incorporate ESG aspects into its evaluation of risks and project approval process, including gender and diversity considerations.

11. NADBANK will strive to ensure that the benefits of its financed projects are equitably shared by all genders and marginalized groups and that any potential adverse effects of the projects do not disproportionately impact a particular gender group. To this end, NADBANK will screen all projects financed for potential gender impacts as part of its Environmental and Social Risk Management System (ESRMS), described in its ESG Policy.

### **IV. Implementation**

12. For all projects under consideration for certification and financing, gender screening will be conducted as part of the ESRMS to identify and assess:

- i.) gender issues present in the community that should be considered during the project evaluation and selection process;
- ii.) current gender issues that may prevent equitable access to the benefits of the project;
- iii.) gender-related risks or potential negative impacts arising from the project that may disproportionately affect a particular gender group;
- iv.) capacity of the project sponsor to manage gender issues; and
- v.) equal opportunity for participation in public consultations;

If a material risk is identified, NADBANK will require effective measures to avoid, prevent or mitigate such risk.

13. The gender screening process includes evaluating the factors outlined in paragraph 12 above using the processes and tools of the ESRMS, including checklists or questionnaires. NADBANK will use available information provided by sponsors or from external sources, including gender disaggregated data at an appropriate level of detail. As applicable, NADBANK may follow up with the project sponsor to clarify any information.

14. Based on the results of the screening and the consequent risk level, NADBank will work with the client to establish actions or requirements that may be needed for the project to comply with this policy.

15. During project implementation, NADBank will monitor compliance with any actions identified pursuant to the above paragraph.

16. NADBank will promote the participation of all genders in stakeholder engagement and other consultative processes. Where appropriate, NADBank will require specific measures to prevent and address GBV risks, including the provision of confidential channels for reporting incidents and complaints by people requiring special protection measures.

#### **IV. Training**

17. To integrate gender considerations into the development, approval and monitoring of financed projects, NADBank will invest in training and continuous capacity building.

18. Consistent with its Personnel Manual, NADBank will provide regular training to all staff members, on gender awareness, anti-discrimination, diversity and inclusion and unconscious bias, as well as best practices for promoting and institutionalizing gender equality in the workplace. The training will also build staff capacity to prevent, identify and address GBV, harassment and sexual harassment. Building on this capacity, project managers and staff involved in project evaluation and monitoring will also be trained in the implementation of gender screening and mitigation actions during project development, implementation, and operation.

#### **V. Responsibility**

19. Successful implementation of this policy will require consistent and active participation by all NADBank staff. NADBank Management and directors will ensure the policy is translated into internal processes, project implementation tools, knowledge creation and sharing, and continuous capacity building that enable Bank staff and sponsors to incorporate gender considerations into their projects.

#### **References**

NADBank (2023) Environmental, Social and Governance Policy, currently under final review.

UN Women (no date) The 2030 Agenda for Sustainable Development. Available at <https://www.unwomen.org/en/what-we-do/2030-agenda-for-sustainable-development>