

A GLOSSARY ON GENDER MAINSTREAMING*

Equity refers to the fair treatment, access, opportunity, and advancement of all individuals in an organisation, while striving to identify and eliminate systemic barriers that may disproportionately affect certain groups. Unlike equality, which involves treating everyone the same way, equity recognises that different individuals and groups may require different resources or support to achieve equal outcomes.

Diversity refers to the presence of a wide range of individual differences along dimensions such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, and other characteristics within a group, community, or organisation.

Feminism is a social, cultural and political movement that advocates for gender equality and the elimination of gender-based discrimination, sexism and patriarchal oppression. It aims to challenge and transform gender norms and unequal power structures, and promotes the establishment of equal rights and opportunities for all individuals.

Gender refers to the social, cultural, and psychological characteristics, roles, behaviours, and identities that a society considers appropriate for individuals based on their perceived or assigned sex.

Gender equality refers to the equal rights, responsibilities and opportunities of individuals of all genders in all aspects of life. It implies that the interests, needs and priorities of all genders are taken into consideration, recognising the diversity within the different groups.

Gender mainstreaming, as defined in [the ECOSOC Agreed Conclusion 1997/2](#), is "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

Gender marker systems track and report on budget allocations and expenditures for gender equality and women's and girls' empowerment. They aim to promote a coherent, standardised approach towards capturing funding of gender equality objectives.

Gender parity is a numerical concept related to gender equality, concerning the proportion of representation by gender.

Gender-responsive describes processes or outcomes that explicitly take gender equality into account, systematically considering gender-based differences with a view to reducing gender-inequality.

Gender-transformative refers to an approach designed around the fundamental aim of addressing root causes of gender inequality. It promotes transformative change processes that redefine existing norms relating to gender roles and relations, challenge unequal power relations and root causes of inequality and discrimination.

Inclusion is the deliberate and active effort to create a welcoming and supportive environment that values and respects the diverse perspectives, backgrounds, and abilities of all individuals, fostering a sense of belonging and ensuring equitable opportunities for participation and contribution.

Intersectionality is a framework that recognises how experiences of oppression and privilege are shaped by different, interacting social identities such as race, gender identity, sexual orientation, class and other.

Patriarchy is a social system in which power, authority, and privileges are predominantly held by men, often to the detriment of women and gender non-conforming individuals. It involves the reinforcement of traditional gender roles and norms that uphold male dominance in various aspects of society, including politics, economics, culture, and family structures.

**These definitions are a synthesis of existing definitions. They reflect the IGC's interpretation of these terms as used in context of the IGC Lunch and Learn event "Gender Mainstreaming: Inclusion by Design".*