



DOOR OF HOPE AUSTRALIA INC

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DOHA CROSS-CUTTING ISSUES POLICY

Door of Hope Australia Inc. (DOHA) is committed to helping communities at every level, especially the most vulnerable and marginalised; such as women, children, disabled and displaced peoples.

There are many people who are marginalised and excluded in different societies and we endeavour to be inclusive wherever and whenever possible. These include those excluded and/or marginalised according to their race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status. It is important to note that most people have more than one marginalisation factor to contend with.

DOHA is committed to ensuring that all projects are designed with the following cross-cutting issues identified and effectively managed:

GENDER: DOHA is committed to ensuring that Project activities address gender issues throughout the project cycle and that all Partners and third parties are aware and supportive of this philosophy. DOHA does this through a Cross cutting design framework which requires the following markers to be considered and factored into each Project stage.

GENDER & DEVELOPMENT MARKERS:

1. Are both genders easily able to access the community meetings?
2. What are the cultural reasons which may prevent both genders attending the meetings?
3. What can be done to ensure that both genders are equally able to participate?
4. Does this project foster gender equality within the stakeholders?
5. Are both genders included in the decision making processes?
6. Are both genders included in the implementation of this project?
7. Does this project improve the lives of both genders within this community?

8. How will both genders be informed about the progress of the Project stages?
9. How do we learn from this process to improve future projects?
10. Reports include a listing of how many of each gender are directly and indirectly affected by the project.

ENVIRONMENT: DOHA is committed to ensuring that Project activities address environment issues throughout the project cycle and that all Partners and third parties are aware and supportive of this philosophy. DOHA does this through a Cross cutting design framework which requires the following markers to be considered and factored into each Project stage.

ENVIRONMENTAL MARKERS:

1. Is this activity in an environmentally sensitive location or sector?
2. Is this activity likely to have a negative impact on the environment?
3. Is the environment a specific objective of this activity?
4. Is this activity relevant to international environment conventions?
5. How do we learn from this process to improve future projects?

DISABILITY INCLUSION: DOHA is committed to ensuring that Project activities address disability inclusion throughout the project cycle and that all Partners and third parties are aware and supportive of this philosophy. DOHA does this through a Cross cutting design framework which requires the following markers to be considered and factored into each Project stage.

DISABILITY INCLUSIVE MARKERS:

1. Are those with disabilities easily able to access the community meetings?
2. What are the cultural reasons which may prevent disabled people attending the meetings?
3. What can be done to ensure that those with disabilities are able to participate?
4. How are those with mental disabilities or unseen disabilities included in all stages of this project?
5. Is the inclusion of people with disabilities addressed within this project?
6. Does this project require active participation by those with disabilities?
7. Is this project accessible to those with disabilities?
8. Does this project improve the lives of those stakeholders with disabilities?
9. How will disabled stakeholders be informed about the progress of the Project stages?

10. How do we learn from this process to improve future projects?
11. Reports include a listing of how many disabled people are directly and indirectly affected by the project.

SUSTAINABILITY: DOHA is committed to ensuring that Project activities will be sustainable in the long term by the community.

Key questions for sustainability analysis:

1. Is this project socially accepted by all members of this community?
2. Does this project cause division and problems amongst the stakeholders?
3. Is this project able to continually produce economic benefits to the community?
4. Is the community able to maintain the costs of running this project once the NGO has exited?
5. Are there locals in this community who are able to provide support, management or maintenance of project?
6. Is there a mechanism in place to ensure that the project continues on from its handover date?
7. Have the locals been necessarily trained in the operation of this project, if need be?
8. Is the immediate environment able to sustain the project with needed materials?
9. Will this project deplete the local resources?

HUMAN RIGHTS: DOHA is an international development agency that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status.

The key rights of all humans are addressed in the following declarations:

- The Universal Declaration of Human Rights (1948)
- International Convention on the Elimination of Discrimination Against Women (1979)
- Convention on the Rights of the Child (1989)

Reviewing the DOHA Cross-cutting issues Policy

DOHA Cross-cutting issues Policy will be reviewed every two years.