



Greenpeace Spain
Gender Policy

GREENPEACE



Contents

Foreword	4
Why	6
Gender Equality and Equity Policy Definition	12
Policy Time Frame and Scope	14
Gender Policy 10 Principles	16
1 Consistency with our values	
2 Awareness and change in mentality to break power dynamics	
3 No equity no peace	
4 Equal treatment for women and men	
5 Women as agents of change	
6 Being part of the feminist movement	
7 Ecofeminism, the answer to a model in critical situation	
8 Embrace people diversity	
9 Gender variable as analysis parameter	
10 Men, allies to advance the feminist agenda	
Objectives	22
Outline	22
Equality Plan	22
Areas of improvement identified in diagnoses	
References	23

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Foreword

The present document sees the light after years of work and internal initiatives promoted by staff members who advocated for the incorporation of the gender dimension in Greenpeace Spain.

At the end of 2013, the Leadership Lab launched a contest titled “What change would you lead in the organization?” Staff members, volunteers, the Council, and the Board of Directors decided on the project “Otra Mirada” (A different Perspective) from all proposals submitted. Its goal is to incorporate the gender perspective in Greenpeace Spain. Our SMT supported the decision and agreed we began analyzing ourselves in order to understand where we were and how to improve.

In 2014, after different training processes and development stages, the Gender team was created, initiating different debates, making contributions and providing recommendations. By 2015, it presented the Greenpeace Spain Diagnosis, which identified good practices and areas of improvement. The Diagnosis has become since, the document to define gender work. That same year, the whole of the organization presented the Strategic Framework (2016-2019). Words like equity, gender, equality, diversity, etc. were included in the text, confirming we were on the right path.

From the start, this work meant rethinking ideas, methods, as well as questioning our history, including those values traditionally extolled. Greenpeace evolves and matures towards a real and transforming justice. Learning about ourselves to contribute and ensure equality in that green and peaceful world defined in our mission and values. Ecology and feminism united to bring about the change the world needs.

In 2018, we celebrate the many advances and initiatives made by our colleagues on this journey; including the Volunteering Diagnosis which completed the work done in 2015. Every microcosms of the organization participated in the Diagnosis. A vast majority of people in the organization believes promoting gender equality is a basic principle of the organization. We’ve embarked on an unstoppable quest, we have debated and reflected much, and we’ve been faced too with resistance and impatience. In our journey we continue to grow and participate in a historical moment. The first ever Feminist Strike on March 8th, 2018 was a testament to it. Greenpeace Spain was there contributing to what undoubtedly is the Fourth Wave of Feminism.



Mónica Parrilla de Diego
Gender Team Greenpeace Spain

¹ 2015. Greenpeace Spain. “Gender Equality Diagnosis”

² Greenpeace Strategic Framework (2016-2019)



Why

Nuria Varela stated: “when history is seen through women’s eyes, it differs completely from the official story”.

Greenpeace official history began in 1971. A group of Canadian antinuclear activists embarked on an old fishing boat, named *Phyllis Cormack*, to protest against the nuclear tests carried out by the United States in the Amchitka archipelago in Alaska. Its objective: to prevent a bomb detonation by placing the ship in the middle of the test zone. The Amchitka expedition did not go as planned. However, as campaign strategy it proved to be an extraordinary success. Greenpeace was born. A year later, the United States announced an end to nuclear tests in the area.

When we incorporate a second perspective, the story expands. The unofficial story explains how four out of the seven people who founded Greenpeace were women, yet their contribution was not acknowledge.

These women were part of the so-called “visionary feminism”. As bell hooks explains in her book *Feminism is for Everybody*: “...women’s liberation movement visionary thinkers were present dreaming about a radical! revolutionary political movement that would in its reformist stage grant women civil rights within the existing white supremacist capitalist patriarchal system while simultaneously working to undermine and overthrow that system.

The dream was of replacing that culture of domination with a world of participatory economics grounded in communalism and social democracy, a world without discrimination based on race or gender, a world where recognition of mutuality and interdependency would be the dominant ethos, a global ecological vision of how the planet can survive and how everyone on it can have access to peace and well-being.”



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Marie Bohlen (left) and Dorothy Stowe alongside the Phyllis Cormack in 1971.

Fundadoras de Greenpeace



MIREIA RIERA, ha estat una de les fundadores de Greenpeace a Espanya. És una dona que ha treballat per aconseguir que la gent es preocupi més pel medi ambient i que les empreses i els governs prenguin mesures per protegir-lo.



DOLORES MARTÍNEZ és una de les fundadores de Greenpeace a Espanya. És una dona que ha treballat per aconseguir que la gent es preocupi més pel medi ambient i que les empreses i els governs prenguin mesures per protegir-lo.



ROSALINDA NIETO és una de les fundadores de Greenpeace a Espanya. És una dona que ha treballat per aconseguir que la gent es preocupi més pel medi ambient i que les empreses i els governs prenguin mesures per protegir-lo.



2016 UNITED ha estat una de les fundadores de Greenpeace a Espanya. És una dona que ha treballat per aconseguir que la gent es preocupi més pel medi ambient i que les empreses i els governs prenguin mesures per protegir-lo.

Thanks to revolutionary women, Greenpeace exists today

The origins of the organization greatly exemplify why we must question ourselves as an organization in order to identify inequalities towards women and injustices, and to consider mechanisms that ensure we are coherent with our values. Questioning helps us recognize good practices and advance towards a more just and egalitarian world.

Ensuring Greenpeace is in line with its own values and mission is one of the many reasons it is vital to consider a change of perspective.

Greenpeace values include justice and peace, but how do we guarantee these values within the organization? How do we ensure Greenpeace contributes to a more just and peaceful world? How do we ensure we take into account people diversity?

• Interrelation with the organization's values

Greenpeace Spain's principles of environmental protection and promotion of peace are closely interrelated with gender equality: "there can be no peace without equity".

• Social and environmental justice

We cannot achieve a more socially, economically and environmentally just society without gender equality.

A gender perspective means we recognize that in carrying out our work, we must overcome the inequitable structures that involuntarily condition both Greenpeace and the people that comprise it.

• Legislation

Title IV of Organic Law 3/2007, March 22nd, for the effective equality of women and men, sets as objective "encouraging and even compelling social actors to actively participate in the elimination of employment discrimination".

• Efficiency

Implementing labor equality measures improves working conditions as it limits conflicts and favors their resolution, while reducing the costs associated to such conflicts, especially those relating to sex, sexual orientation or non-normative gender identities. In turn, when a diversity of voices work under equality conditions, productivity increases.

• Image

As organization, Greenpeace has to be consistent with the values it promotes via its campaigns. When we make gender equality an organization principle, and support it internally and externally, it helps carry out exemplary campaigns while advancing our position as leaders on the issue.

• Political impact

Incorporating the gender perspective means reporting inequalities, searching for disaggregated data and analyzing it. Consequently, we will become aware of vulnerabilities and of problems which specifically affect women and children; thus, resulting in a broader range of solutions, one impossible to perceive previously. As a result our political work will have greater repercussion.

• Upward trend in third sector

Inequality and structural violence spreads throughout society, including third sector organizations. The growing awareness of how inequality impacts women and girls, coupled with the demand for NGOs to lead by example, have led third sectors organizations to implement Equality Policies and Plans, as well as to incorporate the gender perspective in their strategic planning.

Environmental problems and women in conflict situations

- Women produce over half of the world's food; yet, they are hit the hardest by poverty and hunger. For example, in Southeast Asia, women account for 90% of the labor force in rice farming.
- In rural regions around the world, women's role is essential to obtaining and distributing water.
- In many of these countries, it is estimated women and girls spend over 8 hours a day to cover 10 to 15 kilometers carrying between 20 to 15 liters of water per trip.
- Women's health seems to be more vulnerable to the toxic effects of certain chemical substances.
- Of the 1.2 billion people living in poverty, 70% are women.
- 70% of women experience violence in the course of their lives.
- In some countries, like DR Congo, the control over natural resources is a flagrant violation of human rights. Sexual violence against women and girls is used as weapon of war; they are raped and murdered in what is already considered a femicide. On average, 36 women and girls are reportedly raped each day.
- After the Haiti earthquake, Unicef reported an increase in gender-based violence in camps for displaced persons. Many women and girls are being sexually exploited by those who should protect them. With regards to people displaced by climate, 80% are women.
- According to UNHCR, the number of displaced individuals worldwide has already surpassed the record figure of 65 million. In one of the most recent exoduses (from Syria) 70% were women, girls and boys.





Gender Equality and Equity Policy Definition

The “Gender Equality and Equity Policy” is an organizational intervention and planning tool. Its aim is to guide the whole organization on the principles that must govern their conduct, and what type of actions must be reinforced in order to bring about both immediate and structural changes; and to provide and institutionalize social integration opportunities according to socially agreed values.

A policy expresses the intentionality and commitment of an institution to a given issue, in our case, gender equity and equality. It is considered an affirmative action, that is, temporary measures adopted to correct discrimination resulting from legal, political, cultural and social practices. Specifically, a gender equity and equality policy seeks to correct inequalities between men and women through the redistribution of economic, cultural, political and environmental resources.

In addition to developing specific actions to achieve equality and gender equity, one of the crucial pillars of this policy is to ensure gender equality and equity is mainstreamed throughout the work of the organization. This implies “applying the gender dimension to every activity so each policy intervention is analyzed in terms of the different impacts on men and women, taking into account how the aggregate effect affects power relations in the different social arenas of gender’s social order” (Incháustegui, 2004).



© Martina Schneckler
Women's Day Demonstration. March 8th 2018.



Policy Time Frame and Scope

This policy will be implemented throughout 2018-2028. At the end of 2028, we will evaluate the results attained; our goal is to make the necessary adjustments to bring it up to date with the current situation and legal framework. It covers every task developed by Greenpeace Spain.



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Gay Pride. Greenpeace office in Madrid. June 2018.



Gender Policy 10 Principles

1 Consistency with our values

Effectively guaranteeing organizational values is a basic principle. Incorporating the Principle of Equality will help prevent and make visible inequalities and injustices within the organization, ensuring our work does not promote stereotypes. Thus, reinforcing our commitment to the work of an organization we believe to be fair. In addition, it can serve as example and inspiration to offices in other countries. The gender perspective is an analytical tool that will undoubtedly help us understand “human systems”, one of the weaknesses acknowledge in the Framework.

“People are part of nature and we cannot create a green and peaceful world that is not fair and equitable for them” - Greenpeace Strategic Framework.

2 Awareness and change in mentality to break power dynamics

Being aware of the prevailing system of male domination towards women (patriarchy) in which we live in, is necessary to question and rethink our work. Then we will be able to contribute externally to an egalitarian society. This, undoubtedly, represents a revolutionary change in mentality that will turn power dynamics upside down.

In order to do so, the organization will prioritize training processes, as well

as spaces for debate and reflection. Additionally, it is important we take into consideration the gender perspective when designing and addressing every single training process (mainstreaming).

“We must seek to have a variety of campaigns that not only achieve short-term environmental victories but also change people’s mindset and power dynamics” - Greenpeace Strategic Framework.

3 No equity no peace

As non-violent organization, Greenpeace rejects any form of violence. As organization committed to a peaceful future, we know we have a role to play in creating a culture with zero tolerance for any form of harassment, specifically for gender violence, the most common form worldwide.

Physical or sexual violence is a problem that affects more than one third of women worldwide. In many countries, violence is clearly linked to environmental problems. In fact, the UN itself warns that violence against women and girls affect 70% of females in countries in conflict or devastated by natural disasters. In addition, many conflicts result in much higher sexual violence rates. Likewise, these situations leave women extremely vulnerable to poverty, loss of job, or destruction of their properties, such as their homes. Basic health services crumble, worsen by a maternal mortality rate that on average is 2.5 higher in countries that suffer or have suffered a conflict.

As Johan Galtung points out, direct violence originates from other types of violence, invisible types of violence which are the roots that feed direct violence. Structural violence: it does not allow satisfying needs. It is the root and the most harmful type because it is difficult to identify.

Examples: poverty, repression, patriarchy, capitalist or unfair distribution of wealth policies.

Cultural violence: relates to cultural aspects.

Examples: religion, ideology, art, education, language, etc.

If we want to contribute to peace, it is essential we work to identify the different types of violence.

4 Equal treatment for women and men

The world is made up of women and men, therefore, to achieve equality both need to be present, and that presence must be identically visible and acknowledged. If any of the three axes is missing (representativeness, visibility or acknowledgement), Greenpeace will be repeating and perpetuating current models and stereotypes. We need to create new reference roles and models.

To guarantee equal treatment we need to mainstream the gender perspective throughout the entire project cycle, then we can ensure everyone is treated equally from beginning to project conclusion.

To guarantee neither discrimination nor unwanted gender bias occurs during project development, we must use quantitative indicators to measure the degree of representativeness of men and women, as well as qualitative indicators to evaluate additional dimensions of said representation, for example, the manner in which women are represented and the manner in which men are represented.

We work to guarantee that organizational rules and policies treat everyone equally, and that actions provide equal access to individual, community and society's resources and services. To achieve equality, we must take into account historical inequality as well as the need to make women visible by helping them to spaces to which they had no prior access.

5 Equal treatment for women and men

The world is shaped by women and men who past and present contributed to the work of the organization. To name a few pioneers: Rachel Carson, in 1962 she wrote the report "Silent Spring" on the harmful effects of pesticides on the environment. It was considered the first environmental disquisition. Donella Meadows led the work that would result in the publication of "Limits to growth" (Meadows Report) commissioned by the Club of Rome, the first book to warn about the serious environmental crisis.

In order to encourage the participation of women in environmentalism, it is important for Greenpeace to rely on

expert women, to make their work visible and to recognize their contribution. Society demands an equal participation of women and men. This is being reflected at different legislation levels, both in public administration and in the private sector; Greenpeace cannot lag behind. Women and men must be equally represented in all areas of the organization: staff, Council, Board of Directors, and volunteers.

6 Being part of the feminist movement

Although not explicitly, Greenpeace was inspired by the feminist movement, from the way it came to be, to the values it upholds. From its origin in visionary feminism to activism, a fundamental value of the organization.

Demonstrations, interrupting speakers with systematic questions, hunger strikes, chaining themselves, throwing protest pamphlets are the result of the women's suffrage movement. They created new ways to disrupt and invented the peaceful struggle of which Greenpeace is a pioneer organization today.

Collaborating with feminist organizations is fundamental for Greenpeace to echo and incorporate their demands. On the other hand, it is crucial for the feminist movement to incorporate environmental demands in order to include fundamental demands for women. The feminist movement has mistrusted other movements, including environmentalism, as historically their demands were not take into account. What feminism has

considered "disastrous alliances", as defined by Celia Amorós.

When environmentalism leaves out gender issues, it misses key aspects. When feminism does not take into account environmental issues, it overlooks fundamental issues. Feminism and environmentalism must go hand in hand to create the transformation the planet needs.

7 Ecofeminism, the answer to a model in critical situation

Throughout history, Feminism has seen how other movements it collaborated with, systematically ignored its demands (the French Revolution, the struggle for the abolition of slavery or the labor movement). The environmental movement has been no exception. These are "disastrous alliances" (Celia Amorós), which feminism has abandoned.

"As a result of androcentrism, much of the Spanish environmentalism sector still does not know how to communicate with the female collective" (Alicia Puleo). Thus, Greenpeace wants to help integrate feminism and environmentalism as key and necessary approach to solving the current environmental crisis.

Since, as stated before, when environmentalism leaves out gender issues, it misses key aspects. Likewise, when feminism does not take into account environmental issues, its efforts overlook fundamental issues.

All ecofeminism contributions closely

relate to Greenpeace: direct female action, new ethics, anti-colonialist analysis, anti-patriarchal and anti-globalization, holistic vision, world diversity, and human responsibility for maintaining life (care).

“There is a clear and profound connection between militarism, environmental degradation and sexism. All dominations and injustices are linked, as they are the result of patriarchal, racist and sexist structures that promote a militarist mentality. Therefore, the elimination of poverty and nuclear weapons will only be achieved if, via non-violent activities, all male domination systems are eliminated.”
Petra Kelly

8 Embrace people diversity
Cultural, functional, biological, and gender diversities ... Our planet and the people who inhabit it are diverse. Numerous social constructions have created an unequal and unjust world, dominated by a fraction of humanity with exclusive access to privileges.

The liberation struggles of black people, the feminist struggle, the environmental struggle, the struggle of the indigenous peoples, the fight against racism ... all must join the fight against the patriarchal system and its hierarchy. The domination of women is not an isolated problem, it is related to other systems of oppression: racism, classism, xenophobia, etc. (intersectionality concept).

The feminist struggle must also be

an environmental one, only then can humanity build a new system in harmony with nature which embraces world diversity. For example, gender diversity means overcoming the limits of traditional gender models. It involves constructing non-normative masculine and feminine identities, without pre-determined bodies or roles that sexually divide society. New York City recognizes 31 different genders, while the UN recognizes 112 gender identities.

Building a new system by binding together the struggles of every victim of the predatory, androcentric, patriarchal capitalist system is the path towards a green and peaceful future.

“... we must act in a way to understand, value and embrace people in all their diversity. This means we must understand how unconscious prejudices and invisible power dynamics play a role in how and when some of us are seen and heard, and we should strive to work inclusively.”
Greenpeace Strategic Framework

9 Gender variable as analysis parameter

Including the gender variable in our analysis is crucial to describing a comprehensive reality, without any biases. Thus, the solutions we put forward will have real impact on the problems and vulnerabilities identified.

Many international organizations demand the gender perspective be taken into account: FAO, UN, UNESCO, etc.

“.. important to understand how genders differ regarding natural resources management, responsibility for environment degradation, and participation in decision-making on the matter...” FAO

10 Men, allies to advance the feminist agenda

Gender roles and stereotypes affect both men and women, forcing us into pre-established roles.

Understanding gender as a category of analysis that is changeable and complex (J. W Scott) and not as a closed concept, men are encouraged to a distinct role that

translates into a series of stereotypes (strength, independence ...), time (linearity) and spaces (productive arena, public, visible ...) as opposed to the female role.

A man who is aware of his male privileges and rejects them is not a threat, but an ally. If we want a real transformation, we must address what men can do, what is our role, our place within the feminist movement, and work together to find new ways to create a world in which the sexes relate in a different manner. The best way for us to incorporate the feminist perspective is to rethink our role as men; our roles, privileges, and attitudes. Our daily life is full of small (and large) circumstances that reinforce a position of power in a highly hierarchical society. It is a path that we must draw ourselves by questioning and deconstructing ourselves, while respectfully supporting the work of our female colleagues.

“I am increasingly convinced that for those of us who think we have drifted from traditional machismo it is time to stop politically correct speeches, to stop believing that by simply supporting women’s struggles we will change, stop waiting for everyday changes to be driven by women. We have to work on the advantages that our privileges offer us, the reason it is so hard for us to renounce to them and not focus on the costs of hegemonic masculinity.” - Luis Bonino, psychiatrist and psychotherapist, member of Spain National Observatory of Violence against Women.

Objectives

- Establish organizational action lines to incorporate the gender perspective in every activity of every area of the organization.
- Integrate every line of action in a cohesive Equality Plan to be managed by Greenpeace Spain's Gender Equality and Equity Technical Unit.

Outline

The Equality Policy and Plan will focus on developing actions aimed at incorporating the gender perspective in the work of the organization, as well as guaranteeing equality and equity for every Greenpeace employee, partner and volunteer.

Equality Plan

The Plan set in motion the Gender Policy which is considered one of the key axes of our organizational culture, a culture that forever incorporates the Principle of Equality between women and men.

An Equality Plan is a systematic set of measures, adopted after analyzing the situation, aimed at achieving equal treatment and opportunities for women and men, and eliminating sex-based discrimination.

Given Greenpeace Spain has less than 250 staff members, developing and implementing an equality plan is voluntary. However, if we count donors and volunteers, we are thousands of individuals, plus this methodology helps ensure the organization functions in a way that favors equality.

As established in the articles of association: "Greenpeace is an independent organization, both politically and economically, that utilizes non-violent direct action to raise awareness on global environmental and peace problems, and to promote the necessary solutions for a green and peaceful future. Its goals are environment protection and peace. To this end, Greenpeace will execute those activities that fall within the spirit of the articles of association, whether or not explicitly mentioned in them."

Greenpeace Strategic Framework also states: "Changing our very own culture is essential if the new strategy is to work." "Such a culture not only trusts diversity but seeks it .." "... we must act in a way to understand, value and embrace people in all their diversity. This means we must understand how unconscious prejudices and invisible power dynamics play a role in how and when some of us are seen and heard, and we should strive to work inclusively."

Areas of improvement identified in the diagnosis

1. Equality as value of the organization

Greenpeace must systematically integrate the Principle of Equality as organizational value, incorporate gender mainstreaming in the organization work.

2. Employment equality (Development of people)

Establish positive action measures to guarantee employment equality and stop perpetuating gender roles and stereotypes.

3. Harassment and violence prevention

Establish effective mechanisms to prevent, detect, and act against harassment, discrimination and/or violence for reasons of sex, sexual orientation or non-normative gender identities.

4. Collective construction towards equality

Support everyone's participation by promoting ongoing training and establishing secure channels that allow taking part and knowing the work carried out.

5. Equal treatment in communication

Ensure representativeness, visibility and recognition of women and men, avoiding gender roles and stereotypes.

6. Association with the feminist movement

Build networks and new alliances with feminist organizations and platforms.

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