



**ACCET**  
AFRICA CENTRE FOR  
CRITICAL MINERALS &  
ENERGY TRANSITION



Guiding Policy

# **GENDER & DIVERSITY POLICY**

Approved by the Governing Council, March 2026

[www.accetafrica.org](http://www.accetafrica.org)



## **Gender & Diversity Policy**

# 1. Purpose

This policy establishes ACCEIT's commitment to promoting **gender equality, diversity, equity, and inclusion (DEI)** across all areas of its work. It aims to ensure a workplace and institutional culture where everyone — regardless of gender, age, ethnicity, disability, religion, sexual orientation, or background — is respected, valued, and provided with equal opportunities.

## 2. Scope

This policy applies to:

- All ACCET employees, interns, fellows, consultants, and volunteers.
- Governing Council, Advisory Board, and Secretariat members.
- Partners, contractors, suppliers, and stakeholders engaged with ACCET programs and events.

It covers recruitment, promotions, professional development, program design, partnerships, research, and external engagements.

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## 3. Guiding Principles

1. **Equality of Opportunity:** Decisions on recruitment, promotion, and benefits shall be based solely on merit, competencies, and performance.
  2. **Equity:** ACCET recognizes structural barriers and will adopt proactive measures to ensure fairness and representation, especially for women, youth, and marginalized groups.
  3. **Inclusivity:** Diversity in perspectives and experiences is celebrated as an institutional strength.
  4. **Non-Discrimination:** ACCET prohibits discrimination in any form — gender, age, race, ethnicity, disability, religion, sexual orientation, or political affiliation.
  5. **Accountability:** Leadership and all staff are responsible for upholding this policy.
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## 4. Objectives

- Ensure gender and diversity considerations are mainstreamed into **governance, staffing, programming, and partnerships**.
  - Promote **gender balance** in staffing, leadership positions, and fellowship opportunities.
  - Guarantee **equal pay for equal work** and eliminate wage gaps.
  - Ensure all research, policy advice, and programs reflect gender and diversity perspectives.
  - Build the capacity of staff and partners to apply gender-sensitive and inclusive approaches.
  - Establish a safe, respectful, and inclusive workplace culture.
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## 5. Institutional Commitments

### A. Recruitment & Staffing

- Vacancy announcements will use gender-neutral language and encourage applications from underrepresented groups.
- At least **50% female representation** will be targeted at the fellowship and internship levels.
- Recruitment panels will be gender-balanced where possible.

### B. Career Development & Promotion

- Equal access to training, mentorship, and career advancement.
- Leadership pipelines for women and young professionals in the minerals and energy transition sector.

### C. Work Environment

- Flexible working arrangements (remote work, flex-time) to support staff with caregiving responsibilities.
- Family-friendly leave policies (maternity, paternity, adoption, compassionate leave).
- Zero tolerance for harassment, bullying, or victimization (linked with ACCET's **Sexual Harassment Policy**).

### D. Programmatic & Research Work

- Research, policy briefs, and flagship initiatives will integrate gender and diversity analysis.
- Communities affected by mining and energy projects will be consulted inclusively (women, youth, vulnerable groups).
- Gender-disaggregated data will be collected in all relevant programs.

### E. Partnerships & External Engagements

- ACCET will seek partnerships with women-led organizations, youth networks, and disability advocacy groups.
- Gender and diversity criteria will be considered in procurement and supplier selection (e.g., encouraging women-owned businesses).

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## 6. Roles & Responsibilities

- **Governing Council:** Provides oversight, ensures gender and diversity are integrated into strategic decisions.
- **Executive Director:** Champions institutional gender and diversity priorities, allocates resources for implementation.
- **Human Resources Unit:** Ensures recruitment, promotion, and workplace policies reflect inclusivity and equal opportunity.

- **Program Teams:** Integrate gender and diversity in project design, monitoring, and evaluation.
  - **All Staff & Associates:** Responsible for upholding respectful and inclusive behaviour in daily work.
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## 7. Monitoring & Evaluation

- **Annual Gender & Diversity Audit:** To track progress on staffing, leadership, and programmatic integration.
  - **Key Indicators:** % female staff, % women in leadership, gender-disaggregated program beneficiaries, inclusion of underrepresented groups.
  - **Reporting:** Findings included in ACCET's Annual Report.
  - **Continuous Improvement:** Policy reviewed every **three years** or earlier if needed.
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## 8. Complaints & Remedies

- Any staff or associate who experiences discrimination may lodge a grievance through HR or the designated **Gender & Diversity Focal Point**.
  - Complaints will be treated confidentially, investigated promptly, and resolved fairly.
  - Disciplinary action will be taken against violations, in line with HR & Recruitment and Sexual Harassment Policies.
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## 9. Effective Date

This Gender & Diversity Policy takes effect on April 2026, upon approval by the Governing Council of ACCET.

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## 10. Statement of Commitment

ACCET affirms that advancing **gender equality and diversity is not optional but essential** to achieving its mission: ensuring that Africa's critical minerals and energy transition deliver inclusive and sustainable development for all.



# ACCET

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