



MT. KENYA NETWORK FORUM

PARTNERSHIP POLICY AND GUIDELINES ON GENDER, PERSONS WITH DISABILITIES (PWDs), AND CLIMATE CHANGE

1. INTRODUCTION

Mt. Kenya Network Forum (MKNF) is a registered non-governmental organization committed to advancing climate justice, environmental conservation, and social equity in the Mt. Kenya region and beyond. Recognizing that climate change disproportionately affects women, men, persons with disabilities (PWDs), and other marginalized groups, MKNF believes that **inclusive partnerships** are critical to achieving meaningful, sustainable, and equitable climate action.

This Partnership Policy sets out the principles, standards, and procedures that guide MKNF's collaboration with stakeholders in advancing inclusive climate action. It provides a framework to ensure that gender and disability considerations are systematically integrated into all partnerships, programs, policies, and advocacy initiatives.

2. PURPOSE

The purpose of this policy is to:

- Provide clear guidelines for establishing and managing partnerships that promote gender equality, disability inclusion, and climate justice.
- Strengthen MKNF's collaboration with local, national, and international stakeholders to deliver impactful, community-driven climate solutions.
- Ensure that partnerships reflect MKNF's commitment to **inclusion, equity, empowerment, and sustainability**.

3. SCOPE

This policy applies to all partnerships and collaborations entered into by MKNF, including but not limited to:

- Civil society organizations and networks
- Government agencies and institutions
- Community-based organizations (CBOs)
- Donors, development partners, and academic institutions
- Private sector actors
- Grassroots movements representing women, youth, PWDs, and indigenous peoples

4. CORE PARTNERSHIP PRINCIPLES

MKNF's partnerships shall be guided by the following principles:

4.1 Inclusion and Equity

We commit to ensuring **equal participation and representation** of women, men, PWDs, and other marginalized groups in climate decision-making processes, project design, implementation, and evaluation.

4.2 Gender and Disability Sensitivity

All partnerships must recognize and respond to the **different needs, experiences, and perspectives** of women, men, and PWDs. This includes mainstreaming gender and disability considerations into all stages of program and policy development.

4.3 Empowerment and Capacity Building

MKNF and its partners shall promote **capacity-building initiatives** that strengthen the leadership, knowledge, and skills of women, men, and PWDs in climate governance, adaptation, and mitigation.

4.4 Transparency and Accountability

Partnerships shall be built on mutual trust, open communication, and shared accountability. Roles, responsibilities, and commitments must be clearly defined, documented, and regularly reviewed.

4.5 Sustainability and Mutual Benefit

MKNF seeks partnerships that are **strategic, sustainable, and mutually beneficial**, contributing to long-term climate resilience and inclusive development.

5. PARTNERSHIP GUIDELINES

To operationalize the above principles, MKNF shall adhere to the following guidelines in all partnerships:

5.1 Collaboration with Diverse Stakeholders

- Engage with organizations and networks representing women, PWDs, youth, and other marginalized groups.
- Foster multi-sectoral collaborations that bring together government, private sector, academia, and civil society actors.

5.2 Joint Analysis and Knowledge Sharing

- Conduct **joint analyses** of climate change impacts on women, men, and PWDs.

- Facilitate knowledge exchange, research, and documentation of inclusive climate adaptation and mitigation practices.

5.3 Development of Inclusive Programs

- Co-design and implement climate programs that address the **specific needs, priorities, and aspirations** of diverse groups.
- Ensure interventions are culturally appropriate, community-driven, and context-specific.

5.4 Ensuring Accessibility

- Guarantee that climate policies, programs, and platforms are **physically, technologically, and socially accessible** to women, men, and PWDs.
- Use inclusive communication methods, languages, and formats to enhance participation.

6. IMPLEMENTATION AND MONITORING

MKNF commits to implementing this policy through the following mechanisms:

6.1 Indicators and Metrics

- Develop and apply measurable **indicators and metrics** to assess the integration of gender and disability considerations in partnerships, policies, and programs.

6.2 Regular Monitoring and Evaluation

- Conduct **regular monitoring and evaluation** of partnership initiatives to assess effectiveness, inclusivity, and impact.
- Utilize findings to inform decision-making, improve strategies, and strengthen collaboration.

6.3 Addressing Challenges

- Identify and address **barriers and limitations** encountered in implementing inclusive approaches. Adjust strategies as needed to ensure equitable outcomes.

7. REVIEW AND AMENDMENT

This policy shall be reviewed **every two (2) years** or sooner if required by changes in the organizational strategy, legal framework, or partnership landscape. Amendments shall be approved by the Board of Directors.

8. CONCLUSION

By following this Partnership Policy and its guidelines, Mt. Kenya Network Forum and its partners commit to advancing **inclusive and equitable climate action** that benefits all individuals, regardless of gender, ability, or background. Through meaningful collaboration, shared learning, and collective action, we aim to build a just and sustainable future for the Mt. Kenya region and beyond.

Approved by: _____

Mr. Stephen Kariuki Kiboi

Executive Director – Mt. Kenya Network Forum

Date: _____