



DOHA CROSS-CUTTING ISSUES POLICY

1. Purpose and Commitment

Door of Hope Australia Inc. (DOHA) is committed to an inclusive approach that recognises the inherent dignity of all people. We acknowledge that the most vulnerable—such as women, children, people with disabilities, and displaced peoples—often face multiple, intersecting layers of marginalisation.

This policy ensures that every DOHA project is designed, implemented, and evaluated through a "Cross-Cutting Lens" to ensure no one is left behind and that we do no harm to the environment or local power structures.

2. Locally-Led Development & Participation

DOHA is committed to shifting power to local actors. We move beyond mere "participation" toward community-led decision-making.

Markers for Local Leadership:

1. Did the local community identify the problem and the solution themselves?
2. Are local leaders (including women and marginalised groups) in charge of the project budget or activities?
3. How does the local community provide feedback or make complaints?
4. Is the project building the long-term capacity of a local organisation?
5. How do we ensure our presence doesn't undermine local systems or markets?

3. Gender Equality & Intersectionality

DOHA seeks to transform the social and structural barriers that prevent people from reaching their full potential based on gender identity.

Gender & Development Markers:

1. Does the project design include a specific Gender Analysis?
2. Are we collecting data disaggregated by sex, age, and disability (SADD)?

3. How are we engaging men and boys to support gender equality?
4. Do project timings and locations account for women's unpaid care burdens (e.g., childcare, water collection)?
5. Are women represented in at least 50% of the project leadership positions?

4. Climate Action & Environmental Sustainability

In line with updated ACFID requirements, DOHA recognises that climate change is a fundamental threat to development. We aim for "Climate-Smart" programming.

Climate & Environment Markers:

1. **Risk:** Is this activity in a location prone to climate disasters (floods, droughts)?
2. **Mitigation:** Does this project minimize its carbon footprint and waste?
3. **Adaptation:** Does the project help the community become more resilient to future climate shocks?
4. **Local Knowledge:** Are we using local/indigenous environmental knowledge in our design?
5. **Compliance:** Does this activity meet local and international environmental standards?

5. Disability Inclusion

DOHA applies a twin-track approach: providing disability-specific support while ensuring all mainstream programs are accessible.

Disability Inclusive Markers:

1. Are people with disabilities involved in the design and monitoring of the project?
2. Is the infrastructure (latrines, classrooms and meeting spaces) physically accessible?
3. Are communications provided in multiple formats (e.g., verbal, visual, simplified)?
4. Does the project budget include a "reasonable adjustment" line for accessibility needs?
5. Are we actively fighting the stigma associated with disability in the local context?

6. Sustainability & Exit Strategy

DOHA defines sustainability as the community's ability to maintain benefits without ongoing external input.

Sustainability Analysis:

1. **Economic:** Can the community afford the maintenance costs after DOHA exits?

2. **Social:** Is there broad community ownership, or is the project dependent on one individual?
3. **Institutional:** Have we trained local people to manage the technical aspects?
4. **Environmental:** Will the project deplete local resources over time?

7. Human Rights & Anti-Racism

DOHA respects, protects, and promotes human rights. We are committed to **Anti-Racism**, ensuring our programs do not reinforce colonial stereotypes or racial hierarchies.

Key Frameworks:

- Universal Declaration of Human Rights (1948)
- UN Convention on the Rights of the Child (1989)
- UN Convention on the Rights of Persons with Disabilities (2006)
- ACFID Principles for Anti-Racism and Racial Justice.

8. Policy Review

The DOHA Cross-Cutting Issues Policy will be reviewed every two years to ensure alignment with international best practices and ACFID requirements.

Last Reviewed: 15th September 2026

Next Review: [Date + 2 Years]