

15 January 2026

Gender Equality Plan

1. Introduction

The Caribbean Center for Child Neurodevelopment (CCCN) acknowledges that gender equality is fundamental for optimal childhood development. This plan outlines our commitment to fostering an inclusive environment in which every child, irrespective of gender, receives equitable access to superior neurodevelopment care and where our staff and partners work to eradicate preconceptions that limit a child's potential. In the Caribbean context, rigid gender norms continue to influence how care and support are provided to children. These norms often limit male involvement in caregiving and contribute to the under-identification of developmental differences among girls, particularly in relation to neurodivergence. As a leader in Early Childhood Development (ECD) and Conscious Discipline, the CCCN believes that gender equality is not just a social goal, but a clinical necessity for healthy brain development and emotional regulation, and equitable access to care for all children.

This Gender Equality Plan formalizes CCCN's commitment to:

- 🌐 Institutional Excellence: Ensuring a diverse and equitable workplace that reflects the communities we serve.
- 🌐 Transformative Coaching: Empowering fathers and male caregivers through initiatives like Coaching4Dads to break cycles of traditional gender roles.
- 🌐 Clinical Equity: Utilizing gender-sensitive assessments to ensure no child is overlooked due to bias.
- 🌐 Regional and International Advocacy: Partnering with governments and agencies to promote gender-responsive policies across the Caribbean and East Africa.

By integrating a gender lens into our research, coaching, and clinical services, the CCCN aims to foster a future where a child's gender never limits their access to care or their path to success.

2. Action Pillars

Pillar 1: Institutional Culture & Recruitment

Objective: To ensure the CCCN workplace is a model of equality.

Actions:

- i. Implement gender-neutral recruitment processes to encourage more male applicants in the traditionally female-dominated ECD field.
- ii. Ensure equal pay for work of equal value across all clinical and administrative roles.
- iii. Provide flexible working arrangements to support both mothers and fathers on staff.

Pillar 2: Clinical Practice & Neurodevelopmental Equity

Objective: To eliminate gender bias in child assessments.

Actions:

- i. Review diagnostic protocols to ensure neurodivergent traits in girls (who are often misdiagnosed) are identified early.
- ii. Train clinicians to recognize how cultural gender expectations might mask developmental delays in boys versus girls.

Pillar 3: Coaching & Community Engagement

Objective: To transform caregiving roles in Caribbean homes.

Actions:

- i. Scale the Coaching4Dads initiative to normalize the role of fathers in neurodevelopmental support.
- ii. Use gender-diverse imagery and inclusive language in all Conscious Discipline training materials.

Pillar 4: Safe Environments & Safeguarding

Objective: To protect all children from gender-based harm.

Actions:

- i. Ensure child protection policies specifically address the different risks faced by boys (e.g., physical discipline) and girls (e.g., sexual exploitation) in the region.

3: Monitoring & Evaluation (MEL)

To ensure this Gender Equality Plan is effective, the CCCN will implement the following tracking mechanisms:

1. Data Disaggregation

Action: All clinical and coaching data (e.g., number of children assessed, parents coached, teachers trained) must be broken down by sex and age.

Outcome: This helps us monitor whether we are reaching boys and girls equally or if one group (such as fathers) is being left out of our services.

2. Annual Gender Audit

Action: Annually, the CCCN leadership will review internal HR data and program outcomes.
Target: Check for gender balance in our recruiting and ensure there is no pay gap between male and female staff in similar roles.

3. Feedback & Safe Reporting

Action: Include a "Gender Inclusivity" question in all post-coaching surveys to be filled by parents and teachers.

Target: 90% or more of participants should report feeling that the Conscious Discipline training was inclusive and respectful of all genders.

4. Review of Educational Materials

Action: Every two years, a review of all CCCN pamphlets, coaching manuals, and social media content will be conducted.

Goal: To ensure images and language continue to challenge stereotypes

4: Key Definitions

1. Gender Equality: Ensuring that all children, regardless of being a boy or a girl, have the same rights, resources, and opportunities for healthy neurodevelopment.
2. Gender-Sensitive: Recognizing that boys and girls may have different needs.
3. Gender-Transformative: Actively changing outdated stereotypes
4. Sex-Disaggregated Data: counting separately
5. Gender Bias: Unconscious "shortcuts" our brains take.

Final Commitment

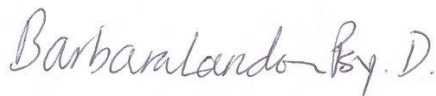
The CCCN pledges to review and update this plan annually to remain at the forefront of equitable child development in the Caribbean.



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Randall Waechter, BBA, PhD, FRSPH
Co-Founder and Co-Director, CCCN

Date



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Barbara Landon, PsyD
Co-Founder and Co-Director, CCCN

Date