KITE Gender Equality & Women's Empowerment Commitment

Guided by the Women's Empowerment Principles (WEPs)

Our Commitment

KITE Educational Consulting Services supports gender equality and women's empowerment as part of our wider commitment to sustainable human development in Afghanistan. Our approach is informed by the Women's Empowerment Principles (WEPs) and by KITE's role as an education, training, innovation and capacity-development organisation.

KITE's vision is to be the catalyst for an Afghanistan propelled by the innovation and leadership of its people. We believe that this vision depends on meaningful opportunities for women and girls to develop knowledge, skills, confidence, agency and leadership, and to contribute to education, economic life and their communities.

Our mission—to advance sustainable human development in Afghanistan through transformative education, innovation and local capacity-building—places inclusion, dignity and opportunity at the heart of how we seek to work.

Our Values in Practice

Knowledge: We seek to use evidence and learning to understand barriers, participation and outcomes, and to improve programme design and institutional practice.

Integrity: We aim for consistency between the principles we publicly support and the way we design programmes, work with partners and treat people.

Trustworthiness: We seek to protect dignity, confidentiality and safety, and to provide responsible ways for concerns to be raised and addressed.

Empowerment: We view empowerment as more than access. Where possible, our work seeks to strengthen capability, agency, professional opportunity and pathways to leadership.

Our Areas of Focus

KITE uses the WEPs as a practical reference point for strengthening our work. Depending on programme scope, operating conditions and available resources, our areas of focus include:

Leadership and fair opportunity — Promoting responsible leadership, transparent and merit-based opportunity, respectful professional conduct and non-discrimination within our sphere of influence.

Safety, dignity and safeguarding — Integrating safeguarding and PSEA considerations into relevant programmes, partnerships and professional practice, with attention to confidentiality and responsible reporting.

Education, skills and leadership — Expanding meaningful learning and professional-development opportunities for women and girls where feasible, including future-oriented skills, employability, entrepreneurship, creativity and leadership.

Gender-responsive programme quality — Considering barriers to participation, learning, retention and achievement, and using evidence to strengthen programme design rather than treating participation figures as the only measure of inclusion.

Economic opportunity and partnerships — Seeking partnerships, internships, professional pathways and fair procurement or consultancy opportunities that can contribute to women's economic participation where appropriate.

Community engagement and positive representation — Supporting dignified, non-stereotypical representation and sharing learning that may strengthen gender-responsive education and workforce development.

Evidence, research and learning — Using relevant and safe data, research and monitoring to understand outcomes and refine our approach over time.

Beyond Access

KITE seeks to move from access to agency: not only asking who is present, but whether learners have opportunities to speak, create, solve problems, make decisions and demonstrate leadership.

We seek to move from training to opportunity by connecting skills development, where possible, with real-world experience, further learning, internships, entrepreneurship and employment pathways.

We recognise that equal treatment and equitable opportunity are not always identical. Where barriers disproportionately affect participation or progression, we seek reasonable and context-appropriate responses within our programmes and partnerships.

Contextual Responsibility

KITE works within Afghanistan's particular social, cultural, economic and regulatory environment. We therefore approach gender equality responsibly and practically, with attention to the safety, dignity and interests of employees, learners, partners and communities.

Our commitments are applied within KITE's sphere of influence and in ways appropriate to each programme, partnership and operating context. We seek meaningful progress while recognising that methods, priorities and opportunities may differ across projects and over time.

Connection to Sustainable Development

SDG 4 – Quality Education: Equitable access to quality learning, teaching, training and skills development.

SDG 5 – Gender Equality: Women's participation, agency, professional opportunity and leadership.

SDG 8 – Decent Work and Economic Growth: Stronger pathways from skills development to productive work, entrepreneurship and economic participation.

SDG 9 – Industry, Innovation and Infrastructure: Participation in technology, innovation and locally developed solutions.

SDG 10 – Reduced Inequalities: Merit-based pathways and efforts to reduce avoidable barriers to participation and advancement.

SDG 16 – Peace, Justice and Strong Institutions: Integrity, accountability, safeguarding and responsible institutional practice.

SDG 17 – Partnerships for the Goals: Collaboration with education institutions, employers, development actors, civil society and communities.

A Living Commitment

This public statement describes KITE's direction and institutional intent. It is not a fixed implementation schedule. KITE may refine priorities, methods and indicators as evidence, programme scope, partner requirements, resources, safety considerations and the operating environment evolve. We view gender equality and women's empowerment as an ongoing process of learning, accountability and improvement.

CEO Commitment

KITE's commitment to gender equality is inseparable from our wider commitment to Afghanistan's human development. If Afghanistan is to be propelled by the innovation and leadership of its people, women must have meaningful opportunities to develop their capabilities and contribute their knowledge, creativity and leadership.

We support the Women's Empowerment Principles as a framework for reflection, responsible action and continuous improvement—not simply as a statement of intent.

Dr Edmund Chow
Founder & Chief Executive Officer
KITE Educational Consulting Services