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# The HUG

Handy Update on Gender



## Letter from the Editor

Welcome to the inaugural issue of HUG, the Handy Updates on Gender, a quarterly newsletter bringing together the many strands of CARE's efforts in supporting gender equality. The aim of this newsletter is reach out across the CARE world with latest developments and trends across our work without over burdening people's inbox. We also want to show the intersectionality of all our work organizationally and programmatically. For this newsletter to be useful we want to hear from you, our country offices, CMP's and Gender Champions across the globe on what you're doing to bring about positive social change in your communities. So please write me ([john.crownover@care.org](mailto:john.crownover@care.org)) with any updates including any special events happening in your region. We will also seek out some of the diverse experts we have around the CARE world to share different think pieces to stimulate thought and debate about our work. This newsletter is a collective effort from staff within People & Culture, Gender Justice team, Gender in Emergencies and CARE International Secretariat. A special mention for the development of this newsletter has to go to the incredible intern residing with the Gender Justice team, Marissa Scott.

## Global Snapshot

*Allison Burden on CARE's role in gender equality amidst times of great change.*

Welcome to the new Gender Equality update! We will be sending this out on a bimonthly basis. I am delighted that this newsletter will reflect our Gender Policy and cover not only our work on gender equality and women's voice in our programmes but also the work we are doing to promote gender equality and diversity organizationally.

This first edition comes at a time when the world, and our sector, has been rocked by reports of sexual harassment, exploitation and abuse. It feels as if this is a time of great change; a time when things that have been hidden are coming to light. A time where women and girls are increasingly confident to speak out and are finding solidarity in doing so. Their stories are sad; the sheer number of stories demonstrate the structural nature of sexual harassment, exploitation and abuse; and the courage that they are showing in sharing their stories is uplifting. CARE is part of this positive change.

Here are some highlights about what is happening:

- **CI Gender Policy** - An email has gone far and wide to seek feedback and input into an update of our Gender Policy. If you haven't seen it and want to – please contact Allison Burden at [burden@careinternational.org](mailto:burden@careinternational.org).

## Upcoming Events

### **Int'l Social and Behavior Change Communication Summit**

April 16-20, 2018  
Nusa Dua, Indonesia

Learn more at [sbccsummit.org](http://sbccsummit.org), or ask a Tipping Point team member about what they'll be presenting at the conference!

### **Lecture on Gender, Governance, and the SDGs by Professor Goetz**

April TBD, 2018  
Amsterdam and livestreamed

To learn more, click [here](#).

### **IAWG Disaster Risk Reduction and Climate Change (DRR and CC)**

April 22-24, 2018  
IFRC Woodlands Office Nairobi

To register, email: [training@iirr.org](mailto:training@iirr.org).

### **MenEngage Africa Symposium**

April 23-27, 2018  
Maputo, Mozambique

To learn more, click [here](#), or email [secretariat@maputosymposium2018.org.mz](mailto:secretariat@maputosymposium2018.org.mz).

- **Learning from our Gender Equality and Women's Voice programming** – you can read a two pager that summarises what we have learned in our programming [here](#). And we have new data coming in from PIIRS in relation to our reach. You can find out more and keep up to date [here](#).
- **Phenomenal Speaker Series** – in February we had the first in a series of Phenomenal Speakers – Aruna Rao joined us to challenge us with a question: Difficult Choices: Addressing individual women's disadvantages or systemic inequalities? Can we do both? You can hear this absolutely inspiring webex [here](#).
- **CARE International Gender Network (CIGN)** - The CARE International Gender Network will be meeting in Paris in April; applications for this event far exceeded our capacity. 45 staff from across the world will be together and we will explore:
  - The power of the CIGN and identify how to work as a collective to advance gender equality and women's voice in CARE.
  - Focused changes we need to see to progress the promotion of gender in CARE International with a particular focus on our Gender Equality and Women's Voice, Life Free From Violence, gender in our humanitarian work, gender equality and diversity organizationally.
  - Where we are now and what we have learned from existing work to inform work plans moving forward

While the face to face meeting is now fully booked up, if you would like to be on the CARE International Gender Network mailing list please write to [Isadora Quay](#), [Diana Wu](#) or [Aqsa Khan](#).

- **New to CARE?** Take a look at our [Gender Equality and Women's Voice Guidance note](#) and [Gender Orientation Pack](#) – both of which are in the process of being updated and translated.

## **Commission on the Status of Women**

*What it is and CARE's involvement*

The sixty-second session of the Commission on the Status of Women (CSW) took place at the United Nations Headquarters in New York from 12 to 23 March 2018. The CSW is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and women's and girls' rights. During the Commission's annual two-week session in March, representatives of UN Member States, UN entities and civil society organizations from all over the world gather at UN headquarters in New York to discuss progress and gaps in advancing women's rights and to build consensus and commitment on policy actions on this issue. Each year's CSW session has a thematic focus and this year the priority theme is "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls".

This year, CARE's delegation to CSW was made up of close to 30 staff and partners representing a range of CARE regions and offices, including Niger, Burundi, Egypt, the Latin America regional office, Australia, the UK and the US. Staff and partners participated in close to 10 side-events organized by CARE or various UN, NGO and government partners. These events are aimed at highlighting CARE's work across a range of priority issues, including women's economic empowerment, gender-based violence, gender in emergencies and

## Gender Justice Team Retreat

May 8-11, 2018

Atlanta, GA

Contact [Caleb Tyndall](#) for more information.

## Gender in Emergencies Shado Training

May 2018

Virtual Training

The Shado Training is a course designed to help gender specialists become fully comfortable working in the humanitarian space. Email [Isadora Quay](#) for more information.

## 10<sup>th</sup> Biennial Gender, Work and Organisation Conference 2018

June 13-16, 2018

Sydney, Australia

The conference, organised primarily as a series of streams, will provide an international forum for debate and analysis of contemporary debates affecting gender studies. Register [here](#) by May 18.

## Girls Not Brides Global Meeting

June 25-27, 2018

Malaysia

Learn more [here](#).

climate change resilience. Stay tuned for a report with key highlights and outputs from this year's CSW activities in the next newsletter.

For link to full article, click [here](#).

## Gender in Emergencies

*The GiE Approach and impact in Kenya*

Gender in Emergencies can help ensure humanitarian response work advances gender equality and women's voice. The Gender in Emergencies Approach outlines the four critical steps every gender advisor and humanitarian needs to know to make sure CARE delivers a response that meets and advances the needs of women, men, boys and girls. Find out more on the [CARE Gender in Emergencies wiki](#).



*Discussions about cash and WASH in Laisamis, Kenya*

The Gender in Emergencies team members deploy all around the world to advance gender equality and women's voice through our humanitarian programming. This picture shows work led by the fantastic Beth Megnassan working with women in Laisamis in Kenya on WASH and Cash programming, all with a gender lens!

## Campaigns, Petitions, and Surveys

*CARE takes action on International Women's Day*

- #ThisIsNotWorking – On International Women's Day, CARE USA launched a three-year global campaign to protect women from violence and harassment in the workplace. It's called [#ThisIsNotWorking](#). Please see the campaign's [flagship video](#). Additional links to campaign on [Twitter](#) and [Facebook](#). Now is a pivotal moment for real change. But clearly we have our work cut out for us — and you can help! Thank you for telling your networks, [#ThisIsNotWorking](#)!
- Petition against workplace sexual harassment – More than a third of the world's countries have no laws protecting women against sexual harassment in the workplace — leaving as many as 235 million women vulnerable to harassment or abuse without legal recourse. CARE USA has created a [petition](#) calling on U.S. policymakers to urge the

International Labour Organization (ILO) to create a legal framework banning such abuses at work.

- Global survey on sexual abuse and harassment – CARE USA also released on International Women’s Day a global survey on sexual abuse and harassment, conducted by Harris Poll in Australia, Ecuador, Egypt, India, South Africa, the UK, the US and Vietnam. Here is the [press release](#). One survey finding: Nearly a quarter of men (23%) across eight countries think it’s sometimes or always acceptable for an employer to expect an employee to have intimate interactions such as sex with them, a family member or a friend. The figure was highest in Egypt, where a full 62% of men say it’s OK for employers to expect sex from employees. There are also signs of hope in the poll: Some 65 percent of women across the eight countries say they believe the #MeToo movement will have a positive impact on workplace behavior in their countries.

## Global Gender Cohort



*Members of the Global Gender Cohort*

Our first ever Global Gender Cohort is now live! The Global Gender Cohort is a group of around 40 gender experts who provide gender technical assistance (TA) across CARE on a basis of cost-recovery. The Gender Cohort can provide in-country or remote gender TA in four core areas: 1) gender analysis; 2) gender integration in programming; 3) gender and monitoring, evaluation and learning; 4) design of gender strategies and programs. If you would like to access a Gender Cohort Member to help with your gender needs or just want to know more about this exciting new initiative, contact [Liz Cowan](#), Global Gender Cohort Coordinator.

## The Cost of Manhood

*A think piece on the link between masculinity and mass shootings*

On March 24, thousands will gather on Pennsylvania Avenue in Washington, DC, along with others in sibling marches across the United States, for the [March for Our Lives](#). The march is a demonstration against gun violence organized by the survivors of the latest school mass shooting that occurred on February 14, 2018 in Parkland, Florida. While the march draws attention to the widespread use of guns in mass shootings, there is another trend in mass shootings. According to a database examined by criminologist [Adam Lankford](#), 94% of the perpetrators of mass killings committed from 2006-2012 in the United States were male. Yet interpersonal violence is a predominantly male phenomenon that extends beyond mass shootings. This trend leads one to question why men and boys resort to violence at such high rates. The answer is that there exists a culture of toxic masculinity through which boys learn that being a man means being strong, tough, and stoic. A man is to be respected as the head of the household, and when that masculine identity is threatened, often the result is violence.

While mass shootings may be a phenomenon unique to the United States, toxic masculinities and the potential harms that come from them are not. At CARE, we recognize the role that toxic masculinities play in gender inequality, and as a result work to engage men and boys as equal partners in the fight against gender based violence. Engagement involves bringing men and boys together to talk about how the patriarchy affects their own lives and challenges them to question what it really means to be a man. According to [Brief 1](#) in a CARE Learning Series on Engaging Men and Boys, there are six key elements to engaging men and boys: 1) Synchronization, 2) Conscientization, 3) Intimate Dialogues, 4) Building the Base, 5) Stepping Out, Stepping Up and 6) Alliances for Advocacy. You can learn more about what these elements entail by viewing the brief linked above. Our teams across the CARE confederation have done great work to engage men and boys, and as the March for Our Lives approaches, I urge everyone to view the work they have done by checking out the full learning series [here](#). We must continue to reflect on how to engage men and boys so that the cost of being a man isn't our lives.

## GED (Gender, Equity and Diversity)

CARE's global GED efforts are back in focus as we work to meet the organizational challenges ahead. As we engage globally through our campaign on sexual harassment in the workplace, we must also look in our own house to make sure we are creating an organizational culture that continues the important progress in gender equity and better meets the challenges of supporting increased diversity and most importantly inclusion. In CARE USA Atlanta headquarters a process has been initiated to develop an advisory board for Diversity & Inclusion (D&I). With support from the Executive Management Team, People & Culture and through efforts of D&I champions the



initial steps in designing the board has become. At the opening remarks for the D&I board development workshop, CARE USA CEO Michelle Nunn highlighted “I hope my personal commitment and the commitment of the Global Management Team to strengthening our diversity and inclusion agenda is increasingly clear. I feel we’re making progress but there is still much work to do to realize our values and our vision by creating a truly diverse CARE.”

As part of reaffirming our commitments to Gender, Equity and Diversity we will continue to build on the on-going great work taking place by many of our country office teams. Some of our new efforts hope to advance our current work, especially within the CO’s and the regional road maps that each region has developed. These roadmaps outline key priorities around GED and diversity and inclusion. In future issues of the newsletters we will highlight some of the plans and key targets in our road maps.

We also want to hear from you on what are some of the challenges

you’re facing in advancing our GED work and ideas for overcoming those challenges. We also want to highlight some of your GED efforts, so please send me any updates, photos and stories you think are good to share within our wider CARE world.

#### GED in the News

Atlanta hosting [GED 101 and 201](#) in March 27<sup>th</sup> and 28<sup>th</sup> and May 4<sup>th</sup> and 5<sup>th</sup>

CARE International UK hosting [GED 101 and 201](#) and [training of facilitators](#) in April 2018

ARMU conducting [GED 101 and 201](#) on the 9<sup>th</sup> and 10<sup>th</sup> of May

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*Have something to add, or want to promote an event? Submit your content to [john.crownover@care.org](mailto:john.crownover@care.org), or hit reply all to start a conversation about something in this newsletter!*

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