



MAKING IT REAL: GENDER EQUITY AND DIVERSITY NEWSLETTER

Issue 1 volume 4: June 2011

Welcome to the fourth edition of CARE USA's Gender Equity and Diversity Newsletter! The newsletter includes information on regional, CO-level and HQ initiatives to promote organizational and programmatic positive change in Gender Equity and Diversity (GED). To be included in the next issue, please send your ideas or updates by August 15th, 2011 to Doris Bartel, Director of the Gender Unit in the Program Quality and Impact division at dbartel@care.org or Allison Burden, Senior Advisor for Gender Equity and Diversity in the Global Support Services division at aburden@care.org. Through the end of August, Monica Trigg is acting as Interim Senior Gender Advisor for GED. For organizational GED issues, please contact her at mtrigg@care.org.

Announcing the Official Introduction of the CARE Gender Toolkit

By Diana Wu, Consultant, CARE USA

On 5-6 May, Justine Freeman and I launched the CARE Gender Toolkit in CARE USA. Thank you to those who participated and for your invaluable feedback to this site. We continued to host presentations of the site via phone with COs and in person across several CI Members throughout May and June.

This site was created with the CI Gender Network as a resource for engaging gender analysis - programmatically or organizationally - and supporting all of CARE International to fulfill commitments to the CI Gender Policy. As CARE engages analysis on gender - through situational analysis, M&E, impact measurement, and organizational review - we hope the Gender Toolkit can be a resource for teams to prioritize questions, and conduct innovative gender analysis based on their experiences, situations and needs. Additionally, we hope that this resource will continue to develop as CARE teams contribute their lessons learned to the CARE Gender Toolkit.

The site is fully-public, and designed specifically to support program quality, GED/HR, policy and fundraising staff across CARE. The materials contained in the site come from across CARE's experiences and lessons on gender analysis. We welcome you to explore and provide feedback to the site at <http://pqdl.care.org/gendertoolkit>. For more overview information and a one-page flyer about the toolkit, please see the gender wiki at <http://gender.care2share.wikispaces.net/>.

Key Pages on the CARE Gender Toolkit

- [Good Practices Framework for Gender Analysis](#)
- [GED Training and Organizational Review Tools](#)
- [Nearly 200 tools for analysis that relate to situational analysis, M&E, and cross-cut various sectors](#)
- [Guidance on building from analysis for program design and advocacy](#)
- [Case studies for specific examples on how teams have prepared, carried out and applied analysis in their work](#)

(These pages can be found by navigating to the PQDL Gender Toolkit link found at the end of the article)

Gender Updates Around the Globe

Gender in Emergencies Taskforce meeting: Progress and Priorities by Mireia Cano

The Gender in Emergencies (GiE) Taskforce met in Bangkok on 28 - 29 March and wants to share with you some of the work done up to date, the priorities agreed for the next fiscal year and invite those who are interested to join a wider reference group. Facilitated by the Senior Gender in Emergencies Advisor, Mireia Cano, the meeting benefited from the active participation of Holly Solberg, Megan Chisholm, Hauke Hoops, Doris Bartel, Allison Burden, Lex Kassenberg, Jasveen Ahluwalia and our guest from Raks Thai, Nararat Vachiramanaporn.

Each person updated the group on the progress and ongoing work related to mainstreaming GiE. For example: did you know we are increasing the number of gender advisors on the Roster for Emergency Deployments (RED)? Or that the IASC gender e-learning course is a free resource for all staff? Or that there will be two regional gender advisors in East and West Africa to

provide technical assistance to COs? Or that a concise gender analysis tool is available to help you at the onset of an emergency?

This coming fiscal year 2012 we will focus on integrating GiE considerations more broadly linked to the regular gender programming done by COs and reporting to the CI Gender Network. We will also work towards increasing CARE's technical capacity for gender-sensitive emergency response, a review of the RED roster and the inclusion of GiE in training modules and courses. And last but not least, our organizational culture should be informed by our commitment to gender equality by ensuring CARE staff are properly screened, oriented, trained and held accountable.

Find out more and share your questions and learnings by joining the GiE reference group, an email list that aims at promoting exchange amongst CARE staff about best practices and challenges for implementing a GiE strategy on the ground. When we have little time, few resources,



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systems are chaotic, security threats abound, how do we do it? Contact me at cano@careinternational.org.

Self-discovery through GED by Shewaye Yalew

In order to build the capacity of its female national employees, CARE Ethiopia has been engaged in a self discovery program for this financial year. A local consultant was hired to produce a facilitation guide for six days of learning events on three topics: SLOT (strength, limitation, opportunity and threat) analysis of oneself, communication skills and assertiveness. 9 CARE Ethiopia employees (7 female & 2 male) were trained on the facilitation guide for three days. After that they have been facilitating the learning events in the head and field offices. Three learning events were completed in January, March, and May. The program has been very much appreciated by all female employees who have attended the learning events and it is hoped that these have created opportunities for female employees to think about their future and their career paths and to develop their leadership skills. For more information, please contact me at ShewayeY@care.org.et.

Lessons learned from SEA Workshops organized by Interaction by Joyce Nyaboga

Interaction organized two workshops in Nairobi, Kenya

between April 11-15, 2011 on the Sexual Exploitation and Abuse topics of 1) SEA Community Based Complaints Handling Mechanisms and 2) the Management of SEA Investigations. The workshops were attended by other representatives from organizations that are Interaction members and provided an important forum that aimed to strengthen knowledge, skills and experience sharing. The key message I took away from the workshops was the need to continuously create awareness on SEA and to create preventive mechanisms against SEA, for not only staff members but also to all partner organizations and community members. It became clear to me that developing workable mechanisms that allow community members to report SEA cases is one of the most important phases of project start up. Additionally, proper SEA investigations are key in the eradication of SEA. We learned principles and investigation methodologies, and most importantly learned how challenging SEA investigations are – therefore, we need to invest more time and resources on preventive mechanisms. Commitment towards eradication of SEA should be embraced by all CARE stakeholders as we have a duty to ensure that we do no harm in the communities that we support and work with. Please contact me at JNyaboga@csss.care.org for more information.

Work in Progress – What Gender Themes are CARE Colleagues Working On?

Developing ‘Do No Harm’ Guidelines for CARE’s Programming by Leigh Stefanik at lstefanik@care.org

As part of the Gender Unit’s contribution to accountability and program quality, I have been working on drafting ‘Do No Harm’ guidelines for CARE’s programming, especially related to GBV risk mitigation. The guidelines were created in response to concerns and questions raised within CARE about potential risks of conducting research, especially on sensitive issues, and implementing transformative programming without any organizational guidance or minimum ethical standards for practitioners to prevent unintentional harm. A key challenge in this process has been to design a document comprehensive enough to be useful to staff at all stages of the project cycle, yet concise and straightforward enough to be used. I recently shared a draft of the guidelines for comment, and will circulate the second draft with the members of the GBV Working Group. The review process has sparked compelling and important questions about the unintended effects of CARE’s transformative work on communities as well as our own staff.

Measuring Gender Outcomes in Market Engagement – An Emerging Causal Model and CARE’s Strengthening the Dairy Value Chain (SDVC) Project in Bangladesh by Christian Pennotti at cpennotti@care.org and Nurul Amin Siddiquee at siddiquee@bd.care.org

CARE’s work in market engagement is increasingly integrating a gender lens to guide and assess our effectiveness. Illustrating this at the project level, the SDVC Project – a 4-year initiative that has increased the dairy-related incomes of 27,500 producers, 79% of whom are women, by nearly 50% over the past 3 years – was recently awarded a research grant from the International Food Research Policy Institute and the International Livestock Research Institute under the ‘Gender, Agriculture and Assets Project.’ The 18-month research initiative will enable CARE to deepen preliminary findings that SDVC is having a strong impact on increasing women’s asset ownership; decision making power; and human, social and political capital. Importantly, the effort will also enable CARE to more clearly assess SDVC’s contributions to the long-term goals of CARE Bangladesh’s Women’s Empowerment Program. At a global program quality level, the EDU has been working with a number of Country Offices over the past 12 months to devise and test a causal model framework that enables project teams to better define and measure progress toward gender equity and women’s empowerment outcomes



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under market engagement or value chain projects. The framework, which was developed with support from USAID, is available now and will be published formally later this year as part of an M&E Guide for Value Chain Projects.

Gendered Comprehensive Package for Early Childhood Development by **Ann DiGirolamo and Ted Neill** at adigirolamo@care.org and tneill@care.org

CARE and Save the Children, in collaboration with the Consultative Group on Early Childhood Care and Development, are spearheading a unique initiative to develop an Essential Package of early childhood development resources. This work is funded by the Conrad N. Hilton Foundation. The package we are creating will address the developmental needs of young children and their caregivers affected by HIV and AIDS. Early childhood is an optimal entry point for addressing gender issues among children and their caregivers. With our partners we are ensuring that materials related to this initiative are gender sensitive and emphasize equitable distribution of household chores as well as opportunities for education. We are also taking any opportunities we can to reexamine traditional gender roles around caregiving responsibilities of fathers, uncles and grandfathers, in addition to mothers, aunts and grandmothers.

Integrating Gender into CARE's Advocacy Efforts by **Milkah Kihunah** at mkihunah@care.org

Advocacy plays an increasingly important role in CARE's arsenal of tools to address global poverty and social injustice. CARE is building a global advocacy agenda focused on the empowerment of women and girls within the context of food security, maternal health, climate change and humanitarian issues. Yet even while it is clear that a commitment to women's empowerment and gender equality should inform and shape CARE's advocacy at all levels, important questions arise about how to make this happen. For example, as a decentralized organization how can CARE ensure its advocacy and messaging on gender and women's empowerment is consistent across the organization but also responsive to local contexts? How can we ensure strong linkages between our country level and global level advocacy on women's empowerment? How can CARE ensure its advocacy supports local women's voice and activism? To support CARE in grappling with these and other questions, we have undertaken an effort to develop a framework document aimed at helping staff better understand how to integrate gender equality and women's empowerment into CARE's advocacy strategies. We will share this useful document on the gender wiki at <http://gender.care2share.wikispaces.net/> as soon as it is available.

A Young Girl's Story: Abduction for Marriage in Benin

The following is an editorial by Setcheme Jeronime M Mongbo, the Chief of Party of the EMPOWER project in CARE Benin (pictured below). It is a story that includes a graphic description of the process of abduction for marriage in the hopes that we can understand the problem and work together to design interventions that touch on the underlying gender norms that allow this form of violence.

Young girls and teenagers are abducted in some regions in Benin on a daily basis, not because of terrorism or armed conflict, but for customary marriage purposes which are declared "impossible to suppress" by some members of the community. Members of a

girl's family and her potential "husband" often co-author the physical and sexual violence that comes with the kidnapping. Preventive actions and responses are being implemented to reduce the practice and punish perpetrators, thanks to Benin's judicial system, CARE International, and the American Presidential Women's Justice and Empowerment Initiative (WJEI/EMPOWER) which is fully funded by the American people through USAID, totaling US\$6,300,000.



The EMPOWER Project in Benin

For 3.5 years, the USAID EMPOWER Project implemented by CARE International in Benin has partnered with local organizations and has included both men and women participants to:

- 1) Improve awareness and knowledge of anti-GBV laws;
- 2) Improve attitudes and behaviors toward women and girls in target Communes;
- 3) Increase the numbers of GBV survivors/victims who have access to and use crisis support services;
- 4) Increase the number of GBV survivors who have access to and use medium and long-term services.

It is important to explain the significance of abduction for marriage purposes because this extreme form of violence, often with deep connections to cultural practices, may seem like a matter of course. Abduction for marriage purposes combines severe forms of moral, physical, sexual and psychological abuses, violating the basic rights of girls and women, changing the course of their entire lives, and undermining future opportunities.



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We continue to hear a common sequence of events in areas where kidnapping for marriage takes place. The sequence encompasses many forms of violence. First, a financial or social transaction takes place in which the girl is traded - this can be the kidnapper settling a debt held by one of the parents or a trade to reduce or cancel the dowry. Secondly, the target girl is tracked and trapped, sometimes in organization with members of the girl's family. While being held hostage, she is often subjected to semipublic and ongoing rapes where multiple people immobilize the girl while her "husband" rapes her. Victims are often given "magic potions" further aimed at intimidating and taming her until she submits to her new conditions. Some local populations and even authorities support the situation, facilitating the release of perpetrators and/or offering them impunity for their crimes. Through EMPOWER, USAID and CARE Benin have started to combat these abuses happening in villages and towns across departments including Couffo, Atlantique, Atacora and Donga.

All of us whose work and lives are touched by this complex problem are left with many questions to ponder and discuss. What do we even call this – is it kidnapping and rape? Child marriage? Trafficking? Or something different all together? Without naming the problem, have we been able to collect accurate data? As development professionals who work across multiple sectors, what are our entry points for interventions? How can we as CARE staff take care of ourselves given the emotional burden that working in the face of such violence places on us? We encourage you to join us in the conversation about these questions and the underlying inequalities that undermine the rights of girls to live safely and happily. To continue this conversation or for more information on the EMPOWER project, please contact me at jeronime.mongbo@co.care.org.

A Key Result from the EMPOWER Project

The EMPOWER project focused on awareness-raising and shifting norms away from the culturally-supported practices described here. Owing to the project's strategies, abductions for marriage purposes are being treated differently: by March 2010, 45% of cases received had been prosecuted. One Magistrate judge said, "I was not so sensitive to GBV cases, and used to take it more culturally, including the kidnapping and forced marriage of girls and women. Since the starting of the EMPOWER project, I have changed... I do not let it go with GBV cases anymore now."

(from EMPOWER Project Annual Report No. 2)

CARE's Roster for Emergency Deployment

Kassie McIlvaine, Emergency Human Resource Coordinator, CARE International Emergency Group

Have you ever considered building your professional capacity by applying your gender expertise or other skills in emergency situations? We are coordinating the process of participant selection for CARE's Roster for Emergency Deployment (RED). RED offers full-time CARE employees, and selected consultants, an opportunity to expand their skills and experience by being at the center of action when CARE responds to humanitarian disasters. The Terms of Reference (TORs) for RED functions, as well as further details relating to RED are available on our website at: <http://www.care-international.org/RED-Employment/>. Please review the TORs that cover a range of skill sets including gender roles, and let us know which positions you are most suited for. If your skills are for a different position not listed just let me know.

Kindly note that if you choose to apply, it is compulsory for all applicants, including those that are external to CARE, to complete CARE's Personal Safety and Security Awareness Training online at <http://www.careacademy.org/default.aspx>. At this link, you need to register as a Student before you can proceed to the training. When registering, please use 1234 as your PIN when it is requested on the registration form. Once you have enrolled as a student, you can find the relevant training under "CARE courses" in the course catalogue. The training course is available in English, French, Spanish, Portuguese and Arabic. The learning module is broken into four units and each unit can be completed in as little as 20 minutes. Return your completed RED Application Form, along with a photograph of yourself and recent CV, to: redrecruitment@careinternational.org. Contact me at McIlvaine@careinternational.org with any queries or concerns related to RED or the online training. We hope to hear from you soon!

New Gender Resource

A New Publication: Gender Action: "Gender, IFIs, and Food Insecurity"

Gender Action's new primer, *Gender, International Financial Institutions (IFIs), and Food Insecurity* explores IFI-related causes and gender-specific impacts of recent soaring food prices. Demonstrating that IFI-led agriculture, macroeconomic, financial and trade policies in developing countries intensify gender inequalities and disproportionately impoverish women and girls, this primer recommends targeted actions IFIs must take to address the disproportionately negative impact of food insecurity on women and girls. Please find the primer at <http://www.awid.org/eng/Library/A-New-Publication-Gender-Action-Gender-IFIs-and-Food-Insecurity>.