FSN Network Gender Task Force Meeting 2-14-12

Attendance: Kristi Tabaj- Save the Children, Grace Funnell- Mercy Corps, Noreen Mucha- Bread for the World, Andrea Burniske- Save the Children, Bill Fiebig- Mercy Corps / TOPS Program, Melissa Teuber- Save the Children / TOPS Program

* Kristi Tabaj Presentation
	+ Kristi works for Save the Children as the Livelihood’s Senior Specialist, Child Hunger and Agriculture
	+ Save the Children did a recent internal review of its gender programming.
		- In December 2010 the Africa area office hosted Africa Program Learning Forum to discuss initiatives and discussed gender
			* Spoke of Challenges as organization and country context
				+ Staff turnover makes it difficult to have a continuum around the gender equity learning agenda.
				+ Make sure gender equity is understood
* Ethiopia country office – 7 months gender and diversity audit.
	+ A 3-month look at internal policies, operations, and programming and compare to other NGOs in Ethiopia.
	+ 4 months creation of plan
* Objective: increase the proportional representation of women by 15%
	+ - Hired Director of Program quality to monitor gender strategy
	+ Malawi to do something similar
	+ Kristi see if there are any HR tools to help with the issue of staffing gender equitably
* The Girl Project (Girl Initiative for Results and Learning)
	+ A Nike-funded and Xerox-supported organizational learning project to leverage results from past work in Malawi and Bangladesh
		- Create gender unit and gender champions within Save the Children
		- See where can do better for adolescent girls (not just work with girls)
			* Do innovative research with Innovative Learning Fund
			* Increase visibility
		- Did baseline audit on Save the Children programming
			* We are not very gender-friendly in the proposal sage, but actually 65% of projects end up being more girl-friendly.
				+ Can make changes in proposals to reflect this and be more competitive and do needs analysis
* Mercy Corps
	+ Has done a similar internal review
		- Have Gender WG and created a gender toolkit- tips for staff
		- A resource list
		- Would like to share with FSN Network
* Thoughts for the workplan
	+ Task force to forward comments to Melissa Teuber by March 15th to be reviewed at next meeting
	+ Finalize Core competencies
		- Melissa to send list of definitions to clarify some points on the current list of competencies.
		- Think of assumptions and hypothesis about why these matter
		- Would like in a matrix focusing on knowledge, skills, and program design changes needed
	+ 1-4 page guidance on implementing gender within food security and nutrition programming from design to implementation
	+ Begin a collection of tools relating to gender and prioritize them for review against the core competencies
		- Can be sent to Melissa to compile into a bibliography
	+ Create a self-assessment tool based on the core competencies in gender to give to implementing partners in the field
	+ Perhaps do a mapping of available gender guidance after the new Gender policy is finalized
		- Perhaps ½ day session where advisors state where we are
	+ Increase awareness of the small grants
	+ Work with other task forces to add gender components to their trainings (SBC)
* Webportal
	+ The front page will be similar to the newsletter
		- Featured resources, upcoming events, etc
	+ There will be discussion forums
	+ There will be task force areas to be used only by the task forces
	+ Items can be crossed posted in more than one category
	+ Natalie will mention suggestions to the developers
	+ Task force members who are interested can begin populating the site with discussions etc before the site goes live.
		- Please contact Melissa if interested
	+ We want this to be as field friendly as possible, so please let field staff know