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