FSN Network Gender Task Force Meeting Notes 8-18-2011

Attendance: Kristi Tabaj, Jillian Jensen, Grace Funnell, Mara Russell, Paula Kantor, Lynne Morgan, Judy Canahuati, John Russell, Melissa Teuber

* Proposed list of FSN Network Gender Task Force Core Competencies sent to the Task Force
  + Should be separate lists
    - How to do things verses what skills are needed
    - Also should include a list of recommendations for what institutions need to do to ensure their programs integrate gender
      * We need to answer
        + Why it is important to integrate gender in programs?
        + Why is it important to food security in general?
* Working towards Core Competencies
  + This is the ideal list that we would like organizations to get to
  + Need to define gender equitable participation
    - It can vary by project
* Paradigm Shift in thought on gender
  + More organizations have a gender policy, but are they being carried out?
    - Shown well in baby-friendly spaces
      * Need to go through 10 steps systematically which show the gaps
    - Not all staff understand that gender is an issue
    - Perhaps an entry point is to say that in order to get a successful program you need to have certain changes that incorporate gender
      * Make it real to people
* FFP- gender is a threshold issue
  + Would like to tie to getting money for another grant
  + Need evidence base to show gender equality linking to food security outcomes
    - Unless you can show that gender is not a factor in your project you must include a gender analysis.
    - IFPRI is working on indicators, but they are not hard indicators that link to food security and livelihoods
      * Once programs are measured by the indicators, it can start a process of learning to see if actions proposed are the best things to do
      * Should be ready in September
  + FFP is starting to be included in gender analysis among PVOs to achieve efficiencies of scale
    - They keep documents as a resource
    - Data and its dissemination is key
  + FFP is also working on its internal capacity in Gender and will have a full time gender advisor on September 1st.
* Recommendations For Organizations
  + Background qualifications of key personnel
    - Chief of Party held accountable for promotion of gender issues
      * Make part of job description
  + Capacity development plan
  + Have a gender specialist in the project
    - At least a person with supervisory role
  + Sex-ratios of personnel determined by the need to reach beneficiaries of different sexes
  + Get all individuals involved for buy-in
  + Do a gender analysis / gender audit
    - Use the results to change outcomes
    - See the attitudes of male staff
    - Find the strategic commitment of the organization
  + Include HR strategies that make sure gender officers can make recommendations
  + Look at relationships with partners
    - Build their capacity and incentivize them to include gender
      * Make the case as why gender is important- stories from the field
  + Keep communication lines open so gender champion stays in the conversations
  + Have a HQ gender leader
  + Invest in training around gender for on-the-ground staff
* Core Competencies For a Person- Project Level Gender Specialist
  + We are assuming that there is a person in the project who dedicates a large portion of his or her time to gender. The amount of time may depend on the size of the project.
  + Understand the concepts of gender
  + Training, communication, and leadership skills
    - Ability to work with partners to include gender – build commitment
  + Knowledge of how to find and put together the evidence
    - For food security outcomes
  + Advocacy skills
  + Gender analysis skills
    - How to do one
    - Ability to determining and implement gender sensitive activities based on the analysis
  + Ability to monitor gender outcomes– should be a feedback loop to get lessons learned to see if activities are effective or need revision
    - Lead a process of learning in annual or midterm evaluations
      * Annual – look cost effectiveness
  + Ability to respond to lessons learned
* Next steps
  + Would like to see an open forum for discussion among all Title II / FSN members.
    - More input from a larger audience
  + Mozambique- meeting
    - Similar to Baltimore
      * Sylvia Cabus speak for ½ hour.
      * Panel talk about what they do- 5 minutes each
      * Open to discussion- would like thoughts from the field even if no background in gender
  + Want a concrete plan on how to build the evidence base
    - Would like to say “If an organization is serious in having gender integration they must do this and it will make the program more successful”
      * Broader question that USAID is looking at
        + We as PVOs can contribute with operations research in our own programs

Practice to see what is the best “how to” in gender integration and find the counter factual

Perhaps use small grants