FSN Network Gender Task Force Meeting

November 17, 2011

Attendance: Mara Russell, Kristi Tabaj, John Russell, Bill Fiebig, Joan Whelan, Arif Rashid, Melissa Teuber

* Core Competencies
	+ The FSN Network will use the Core Competencies to prioritize review of gender tools. Tools that meet gaps in the core competencies could have trainings created around them.
	+ In the previous meeting task force members discussed wanting basic capacities for key staff so gender is integrated into programs
		- Chief of Party
		- Gender Advisor / Specialists
			* **Ideal** to have a dedicated person
		- Person with another role, who can spend time on gender
			* Issue is that Gender is not always on the top of the to-do list
			* The FSN SBC Task Force is recommending BCC specialist in most projects- could be a possible person with gender if organizations don’t have dedicated person.
	+ For the recommendations for organizations, there is a high number of recommendations involving HR
		- Involving HR can create an organization with people committed to gender integration and that leads with gender equitable policies
	+ It is important to do a gender audit / gender analysis
		- Guidance is needed on how to do one
		- Keep in mind the relationship between gender and culture
	+ Need to include thoughts of female as well as male staff
	+ Perhaps have negotiable and non-negotiable competencies
	+ Partnership with NGO and private sector
		- One organization’s staff may be oriented on gender, but its partners may not be
			* A role may be to do some training work, but there may not be much power in this regard, so organizations should be careful to pick partners carefully
	+ Need to add gender competencies for other non- gender MYAP staff
		- Once the task force agrees on these competencies, Melissa will send them to the other FSN Network task forces for their comments
		- The only way we will have impact is to show non- gender specialists that gender is important for achieving their objectives
	+ HQ Gender leaders
		- More are being added, but some NGOs don’t have a single person full time on gender, especially in HQ
		- They need to understand the gender guidance that is provided
* Guidance in FY12 leads the task force to believe that if you propose a gender specialist on a project there would be little backlash
	+ FFP is looking for NGOs to be the guiding factors in the justification for gender integration
	+ Issue is if gender will be a major focus in the future
	+ Issue that country guidance take precedence
		- Levels of gender integration in country guidance varies greatly
			* Guatemala has a large gender component, but others do not
				+ The task force would like to review the country guidance and make recommendations to make them consistent
				+ John Russell will send the link to the country guidance
			* If there is not a huge focus on gender in the guidance, it is most likely that part of the time of a DCOP would be dedicated to gender instead of a having gender specialist
				+ Usually the DCOP would hire a consultant if they can get the funding

Issue with consultants are that they do start up and then go home, so they don’t follow up

* As a community there needs to be greater understanding about the link between gender constraints / inequities and vulnerability
	+ In communities that are better resourced, the potential for women to own assets and play a leadership role increases
	+ Female headed households are poorer than dual headed households
		- In dual headed households if women don’t have control of funds, the money may not go to child health, nutrition, school fees, etc.
		- There are issues that affect men, women, boys and girls differently in poverty that don’t affect them when there are more resources, but this is not greatly understood
* The task force would like more gender trainings
	+ Would like to have a training on the Occasional Paper 7
	+ In regards to MYAP start-up workshops, the task force would like a day on gender sensitivity and behavior change in order to build skills
	+ Perhaps have task force members come together to write a proposal for a micro-grant to do focused gender training
	+ Also the task force would like to give input for the next regional meeting, most likely to be held in East Africa
* In March there will be a new indicator / index by IFPRI and USAID
	+ Will need to be measured and integrated in the roll out of M&E plans
	+ Testing currently in Guatemala, Uganda, and Bangladesh
		- May learn lessons and see consistencies across cultures
	+ No draft out, but Mara Russell can provide the 5 elements of it
	+ The task force would like to have a standard indicator for Title II, but it may be different from what is coming out.
* TOPS Promising Practices Living Document
	+ The CARE MYAP in Bangladesh did great work in gender, and could possibly be added to the paper
	+ The issue to reviewing MYAPS is that the reports are very different
		- The task force would like TOPS to help create a midterm evaluation SOW to make evaluations more consistent. This will make it easier to compare across programs.
	+ It is important to show how gender integration works to help convince senior management that it is necessary- have case studies that show attribution to positive programming
		- If we are not able to show attribution, we can still show increased women’s empowerment, increased participation, improved gender relations, etc.
		- Melissa to follow up on the success stories collected by USAID
* Call for Tools or Resources
	+ If anyone has a tool or resource on gender that they have used and found useful for their work, please forward to Melissa so it can be added to the TOPS resource library
		- The Task Force would like this message to be sent out via the newsletter
	+ Andrea Burniske at Save the Children is working on a tool for gender guidance, and would appreciate input from the task force.
* Strategy for Outreach and Increased Task Force Participation
	+ The issue with field participation is timing and priorities
		- Would like to have at least on the listserv.
	+ Will start having a speaker series at task force meetings
		- Will announce speakers to the broader community
		- Please let Melissa know if you have anyone who may be able to present
			* Perhaps use the presentation that will be used at the Resiliency Meeting on the Horn of Africa for one meeting
	+ Will start to give out an agenda when sending out the Doodle poll
	+ Find the gender specialists at organizations
		- Melissa to send out a quick survey to see what support they need to do their jobs better
		- If anyone knows of someone who should be sent the survey, please let Melissa know
	+ Task force members would like to pull together a work plan
		- Includes core competencies and reviewing tools
			* Perhaps review and discuss a different tool each month that are based on the core competencies