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