

## OSF Call on Women's Rights/Gender Integration

Thursday, November 8, 2012

10 am – 11 am EST

### Summary of call

#### 1. Key Points Discussed on the Call

***IWP's learning from other organizations.*** IWP summarized key learning points that are most useful and relevant to OSF's work. These will be important to consider as 'guiding principles' as we begin to think more concretely about what our collective goals are and how we want to get there.

1. The process needs to address both programmatic and operational aspects. While these may not always happen at the same time or an organization might be stronger in one or the other at baseline, both processes happening increases the likelihood that gender integration will become a part of the organizational culture, structure and systems.
2. Support from senior management is critical. Support is needed for both the goals and the process, ideologically and in terms of committing resources.
3. It is important to have evidence and data of why this is fundamental to our mission but also how it can impact the efficacy of our work. There are ideological arguments, such as: gender integration should be an inherent part of a rights-based approach. There are also several economic arguments about the impact investing in women has on families and societies at large.
4. Linked to the need for evidence is the importance of starting with an analysis of one's own organization. We need to collect information that helps us identify where we are on the spectrum of being gender-blind, gender-aware, and gender-transformative.

***Examples of programs that have incorporated a gender lens into their work.*** The three programs that spoke give us a snapshot of 'gender-aware' programs that exist at OSF. For example, the Human Rights and Governance Grantmaking program has a program specifically focused on women's rights with staff and a separately allocated budget for their work. The Afghanistan Foundation has integrated women's rights work into their foundations strategy as a main priority. In contrast, the Public Health Program's process has been more organic—driven by the issues and target populations with whom they are working. For example, the SHARP project and Harm Reduction project have adapted their work over to address the unique ways that women are impacted by their respective issues. The LAHI program's work on access to justice issues specific to women, including inheritance rights, was largely driven by staff who bring that lens and expertise to their work. Regardless of the starting point for this work, synergies emerge from even this small representation of OSF's work. There are similar themes across these programs' work with women, such as violence against women, access to justice, the use of international mechanisms on women's rights to advance goals locally, and capacity building of women's rights groups but also of other groups to become more aware of the unique needs of women.

The US Programs staff also shared that they are in the process of discussing how to bring a gender lens to all of their work, to make it a cross-cutting theme as well as a practice that is brought to grantmaking.

***Identifying next steps.*** The group agreed that the best way to proceed was to interface with the existing design teams that have been formed to initiate a process of organizational change in OSF. The group identified the Strategy, Budget, Performance Design team as a priority given how integral their work is to shaping the content and process of our grantmaking. The group also identified the Professional Growth team as important given the way it will impact organizational culture. The group agreed that a smaller working group should be formed to lead next steps in the process. Time is of the essence given that these teams will be presenting to the board in early December.