OSF Women's Rights/Gender Integration Meeting April 10, 2013 Summary of Key Points

Meeting Participants: Scholarships: Kathleen Freis; Initiative on Climate Change: Nancy Youman; Office of the Director of Programs: Julie Hayes; USP: Maggie Corser; EU Advocacy: Marta Martinelli; Communications: Kritika Bansal; Roma Initiatives: Anita Czinkoczi; IWP: Maryam Elahi, Meghan O'Connor, Katie Tyrrell, Zaynab Nawaz, Sarah VanWettering, Gabrielle Tang.

Agenda Items:

1. Summary of previous meeting/call

In the last call, the working group discussed the *Food Security in Africa in the Context of Climate Change* meeting, Shared Frameworks, and developing a community of practice. Meghan O'Connor of IWP provided a summary of the points discussed on the previous call as follows:

- Food Security: The topic of women's rights was a prominent topic during the charette, and
 overall the meeting was considered a success by those interested in raising the profile of
 women's rights across OSF. The organization is still waiting to hear back from the President's
 Office on the next steps for the initiative, but IWP staff and others present at the charette are
 confident that women will be strongly incorporated into the framework that is developed.
- Shared Frameworks: Johanna Chao Krelick was present at the last meeting and briefed the
 group on ways to engage in the Shared Frameworks, including engaging with The Souk by
 suggesting our own ideas and/or making comments and asking question on other Shared
 Framework ideas that are posted.
- Community of practice: One of the purposes of the community of practice is to foster individual and collective learning, but also to encourage organizational learning. By developing a community of practice, the group can advance conceptually and practically the idea of integrating women's rights across the foundation. In a conversation after the last working group call, Wendy Patten of the Washington DC Advocacy Office and Meghan O'Connor decided that it was not necessary to create a separate community of practice group from the existing working group. Rather, this current group can evolve into a community of practice. This would be an opportunity for the group to develop a cadre of experts that engages others in learning how to incorporate a gender lens into the work they do. The community of practice could provide advice, insight, and technical assistance, as well as develop tools for others to integrate a gender lens into their programming.

2. Developing a community of practice

The focus of this meeting was to discuss the structure for our community of practice and how to further develop it into a learning body.

- To begin with, IWP proposed creating sub-groups that can help advance the original goals of the practice— one group to focus on identifying organizational learning needs and the resources required to address those learning needs, and other groups that coalesce around shared thematic work. Smaller groups can meet regularly on their own as space for where the 'work' happens and the larger group can convene on a bi-monthly basis as a space where the work of the smaller groups can be discussed.
- USP acknowledged that although there may not be direct overlap with their specific programs or initiatives, there are certainly internal learning needs to help OSF staff improve

- their capacity to integrate gender into programmatic work. In terms of USP's work, it no longer has a gender-focused program anymore but has instead integrated gender as a key perspective into all of its programs. They have started the process of providing support to their staff to understand what it means to bring a gender lens to their work.
- The group agreed that it would be important to tap into HR, especially since there will be an HR staff member focused primarily on staff training. The group could possibly work with HR to develop tools to help build staff competency on gender integration. Marta Martinelli added that she is part of the professional development group, and that the push for a stronger gender perspective organizationally could happen through that channel as well.
- Regardless of the method used, the group agreed that it should be a space for collaboration and that it be kept open and inclusive.
- Nancy Youman shared her experience with using KARL as a communication tool for working groups. To be effective, the KARL community needs to be interactive and invite people to participate. This gender integration working group needs to find ways to keep the KARL group active, perhaps through posting recent items that pique interest or provide learning opportunities. One of the key findings from Johanna Chao Krelick's analysis of the efficacy of working group calls is that there needs to be someone dedicated to monitoring the KARL community. IWP will figure out internally if it has the bandwidth to play this role.
- One participant commented that there is lack of men present and active in these
 conversations. Some men have participated in meetings in the past, but we have not been
 able to retain interest or create commitment with our male colleagues. It is possible that
 this is due to the fact that the working group has moved away from a particular subject or
 geographical areas, and the agenda became more about developing the Community of
 Practice. Sub-groups that focus on thematic areas may be one way of re-engaging male
 colleagues in the Community of Practice.

Proposed Sub-Groups

- Marta Martinelli proposed forming a thematic sub-group on women's participation in elections. Examples for potential partnerships in these facets include the Public Health Program (looking at gender-based political violence), advocacy offices (to ensure that gender is mainstreamed in political processes), Open Society Justice Initiative (to protect or defend women's claims), and International Women's Program (to provide emergency funds). This topic could evolve into a Shared Framework that can be submitted to The Souk or could become a sub-theme of the existing group on Elections that is happening in the wider network. Anita Czinkoczi of the Roma Initiative, Katie Tyrrell of IWP, and Julie Hayes of the Office of Programs expressed interest in joining this working group. Marta will lead the elections project, and will reach out to more colleagues to coordinate conversations.
- Meghan O'Connor will take the lead on forming a sub-group on the organizational needs and resources and will identify other colleagues to join this group. This group will also reach out to HR to discuss the training plans for staff that they are currently developing.
- The group identified the need to be proactive in reaching out to people in other programs (and seeking out male champions), and asking if they would want to participate in these small groups – of approximately 5-8 people.

3. Final thoughts/Next steps:

• Marta Martinelli will take on the lead for the elections sub-group, with the help of Katie, Anita, and Julie.

- Meghan will reach out to colleagues to form a sub-group on organizational needs and resources.
- IWP will discuss how they can manage the KARL community and ways to encourage conversation. We need to be more creative to inspire people to post on there, for example some kind of game or incentive.
- The next call will be held in June so that groups have time to meet and can share their ideas with the large group.