

OSF Women's Rights / Gender Integration Meeting
(via conference call phone)

February 12, 2013

Summary of key points

Briefing on action items from November call

- Small working group was formed to carry forward action items. Members of the group include: Maryam Elahi, Meghan O'Connor from IWP; Herta Toth from HRI; Becky Tolson and Tamar Ezer from Public Health; Marta Martinelli from the Africa Advocacy Office; and Alice Kanengoni from OSISA; and Kay Murray from the Legal Department.
- The main action point from the first call was for the working group engage with members of the various design teams that have been created to discuss the possibilities for gender integration programmatically and operationally. Given the short timeframe between the call and the due date for the Budget, Strategy, Performance Design Team's proposal to the President's Office and the board, Maryam engaged with the chair of the committee bilaterally. The Chair of the Committee asked us to submit a statement regarding what we would ask to be incorporated into the strategy design process across all programs that would promote thoughtful consideration the role of gender inequality in the issue/ context being addressed. The statement submitted for consideration was ultimately declined by the President's Office.
- As a result, the small working group agreed that advancing this issue on a more 'grassroots' level within the organization may be a better strategy. The potential for collaborations is great and it may be more strategic to start with small collaborations among programs and on cross-cutting strategies to draw out what made these collaborations successful. The collaboration between the former HRGP and the Youth Initiative on reproductive rights in Russia was provided as an example.

Update from US Programs on their Work on Gender Integration

- Maggie Corser provided an update on the US Programs' work on gender integration. Although there is no longer an explicit gender justice portfolio, they hope to make gender a crosscutting issue.
- In November, they held a meeting to discussing current practices, opportunities and challenges with respect to gender integration. The next steps from this meeting are the development of a KARL community, in April holding a gender practice workshop in which they will identify current expertise and gaps in knowledge, ways to increase knowledge sharing, skills-based activities, and brown bag presentations.
- There is much to learn from USP's work that can help us think about how this can be expanded upon more broadly for OSF.

Discussion of Gender-Integration in Cross-Cutting Strategies

- In the development of future cross-cutting initiatives, the working group would like to take a more active role to ensure that gender features prominently.
- Potential for addressing the gendered dimension of the cross-cutting strategy on Food Security in Africa in the Context of Climate Change:

- Currently, OSJI is focusing on community land titling and land/property rights aspect of food security. The work is broadly defined as of now but there will be significant aspects that do involve women and OSJI should incorporate a gender analysis in their work. Additionally, FOI queries should add elements that include women which does require that governments track how interventions specifically impact women. To what extent do governments collect this type of disaggregated data? Are governments tracking interventions and their impacts in a non-differentiated manner?
- We also need to look at government and regional policies and how they are including gender dimensions. For example, the African Union CAADP is quite gender blind and there are not many gender elements in pan-African policy-making.
- It was noted that the required readings chosen by the food security working group did not feature gender prominently. If gender is important to the development of a food security strategy, then readings should also reflect this.

Ramesh Singh suggested that a gender lens could be applied to any cross-cutting strategy. However are there any guiding documents in this regard? What resources would a program use if they wanted to apply a gender lens to their work or develop gender responsive strategies?

- This is what the working group originally proposed to senior management but perhaps we can approach the topic again specifically through the working groups formed for each cross-cutting strategy.
 - Nancy Youman suggested having a discussion with Johanna Chao Kreilick about the general design process and the integration of gender.
 - The small working group can discuss further what tools and resources we would want to be available to programs and share these.
- Wendy Patten raised the idea of building a community of practice among OSF staff and programs. This was well received and will be a topic of conversation for the next call.

Items for Follow-up

- IWP/small working group holds a meeting with Johanna Chao Kreilick about the general design process and the integration of gender.
- The conversation regarding cross-cutting initiatives that specifically focus on women was cut short due to technical difficulties on the call. The conversation will be reinitiated on-line through the KARL community.
- The next call will be on March 12th at 10AM. A meeting room will be booked in the NY office once Meeting Planner goes back online.