Gender task force meeting

Valerie Rhoe-CRS, Shawnee Rae Ziegler-FH, Meg Ahern, Kristi Tabaj-SC, Melissa Samaras-SC, Shelia Jackson- CORE Group, Jenn Williamson-Counterpart, Meaghan Clark-LOL, Nastasia Paul-Gera-SC, Brian Miller-WV, Bianca Morales-Egan-PCI, Reena Borwankar-FANTA, Whitney Kippes-LWR, Patrick Bell-LWR, Kate Goldman- Peace Corps, Sandra Fletcher-ADRA

* TOPS Activities
  + Kristi is working with Commodity Management DFAP trainings, which target warehouse workers, COPs, etc.
    - They want a gender module, so Kristi is working with them to create one discussing gender in CM. This will be tested in Zimbabwe in 1 ½ weeks.
  + There is a request to create a gender audit for CM staff
    - If anyone has recommendations around tools, contact Kristi.
  + Kristi worked with Bonnie Kittle, a consultant for FH, to pull together gender behaviors, in order to help do barrier analysis.
    - It is nothing finalized yet, so please give any suggestions or documents to Kristi.
  + In December, Land O’Lakes used the FSN Network to launch the 1st version of a gender integration tool.
    - This was sent to the listserv for feedback, and a webinar is also available.
    - Land O’Lakes would like organizations to use the tool and give feedback, in order that it may be expanded to include more focus areas, such as post-conflict or certain areas of health.
      * There will be a standard solicitation in next couple of weeks. For any questions contact Meaghan Clark or Giselle Aris.
    - You can find the tool on the Land O’Lakes website or ask Kristi for a copy
* Check-in
  + In November this task force provided feedback to FFP for the FY14 RFA, and this feedback was taken into consideration.
    - More on GBV was added
    - Compared to the other RFAs, it puts a focus on gender and forces applicants to take it seriously.
    - The contrast between the RFA and country info (esp. Burundi) was marked.
      * The task force would like to see specific information on gender listed in the country information.
      * There seems to be a policy disconnect between national USAID policy and the Mission level, as the Mission may not have needed training or knowledge.
        + An example is the gender analysis. There is a worry it may turn into just a form by the UN. There seems to be little collaboration or understanding in the implementation.

Additional guidance (how recommendations can be implemented, what this means for the PMP, risk plan, budget, etc.) is needed, and perhaps the Task Force can push for it this year.

Kristi is going to try and get more clarity on a more fleshed out gender analysis plan

* This RFA has more details on measurements and expectations for cross-cutting issues and what this means for the results framework.
* The guidance on indicators was better but still not enough
* The RFA talks of gender as a cross-cutting objective, but it is not always clear.
  + There is tension with FFP not wanting to be too prescriptive. They try to have a balance and have NGOs propose what they think works best.
* Core competencies.
  + These are the knowledge and skills NGOs wish to see in gender staff.
  + The core competences will be used to develop a self-assessment to help staff assess their strengths and weaknesses.
    - This is specific to DFAPs, but can be incorporated elsewhere and include information from elsewhere.
    - Self-assessment results can be fed to TOPS, and organizations can apply for small grants for trainings
  + Would like to add helping draft the SOW for the consultant under the gender analysis section to ensure an understanding of gender analysis plan
  + Under 4.3, there needs to be more clarification on what is meant by targets.
  + Under the Gender Training section, perhaps add a bullet on integrating gender into other technical areas, instead of just stand alone trainings.
  + Resource development- Should that be a core competency?
    - This was one previously, but it was not included due to criteria being strictly on program implementation
    - Perhaps notes on resource or new business development can be included.
    - Maybe include adapting resources to local contexts.
      * Jenn will work on the wording
  + There is a worry on there being too much emphasis around women’s empowerment, which may take away from engaging men. There is a need to empower while not disempowering others.
    - Agents of change- buzz phrase.
  + The task force would also like to consider how context may affect gender roles.
    - If anyone has recommendations of where to mention, contact Kristi.
    - This should include diversity within specific locations as well among different locations. (socio-economic status, etc.)
  + Gender specialists should not do everything with gender, as they need to coordinate with specialists in other areas
  + Under 5.3, clarification is needed on learning / transferring knowledge in different ways, such as discussions, toolkits, community of practice, webinars, etc.
    - Shelia will work on wording
  + Under Implementation of gender strategies and activities, perhaps add interacting with external components, like the Ministry of Gender. Etc.
  + The purpose of the core competencies is to build the capacity of people at a grassroots level.
    - Do we need different competencies at different levels?
    - Perhaps add something for making effort in finding people of different genders (men for traditionally women held jobs and women for traditionally men held jobs) and build their capacity.
      * Will footnote as this is more organizational and differs from organization to organization.
* Tools
  + Working on the Land O’Lakes tool now.
  + Kristi will send out survey monkeys for the possibility to endorse 2 other tools.
  + Gender resources from newsletter
    - The FAO gender modules
      * They are most useful for those not used to gender.
      * Maybe consider for TOPS adding to the resource library and having a discussion on the tools.
        + TOPS is working to better tag tools to help people find them, and this one could be tagged as a gender tool for beginners.
* Feedback on the gender analysis process
  + In the past 2 years, FFP has mandated a gender analysis be done in 1st year, though that does not always happen.
    - There now is guidance.
    - The task force would like to learning if results are being integrated into programs.
  + The task force wants to make sure consistent guidance given to missions. (On approval process etc.)
  + There is a worry FFP may move towards the WEAI, which is too long, and may not work for all contexts.
    - FFP does recognize what the index entails and would be hesitant to mandate it, but Kristi will ask about it.
  + If changes are needed in programs (such as the budget, IPTT, etc.), how flexible can we be?
    - The timing of baseline and gender analysis matters, as changes are affected by timing of the baseline