



World Renew's Gender Working Group:

Mandate: The Gender Working Group maintains awareness throughout World Renew of our commitment to work for gender equality in all aspects of organizational culture and through all our relief and development programs and provides feedback and encouragement at all levels towards the achievement of this goal. The GWG creates the organization-wide gender plan and reports on it annually in Newdea under World Renew.

The GWG members are:

- Andrew Ryskamp
- Ida Mutoigo
- Irene Zepeda Murillo
- Kris VanEngen
- Kristen deRoo VanderBerg
- Nema Aluku
- Pauline Mitchell
- Rolando Pinzon
- Stephanie Sackett
- Vanessa Mathews-Hanna

Gender Audit Results

In 2007, World Renew conducted its first Participatory Gender Audit. The results of that audit helped inform World Renew's current plans and strategies towards mainstreaming gender equality in its organizational systems and structure, and into the programs and projects that it supports.

This past Spring, World Renew conducted a second Participatory Gender Audit in order to evaluate progress since 2007 and to gain a good understanding of World Renew's current strengths and challenges in mainstreaming gender.

The data for the audit was obtained through a survey sent to staff, board members, International Relief Managers and other key constituents. These surveys were designed to gain a deep understanding of the perceptions towards gender mainstreaming principles, commitment to gender equality and gender justice, and ability to mainstream gender that exists within World Renew in order to assess the current state of gender equality within the organization. In addition, the audit included information gained from discussions with the members of the

Gender Working Group and a review of relevant literature.

Tracy Apoll, a former staff member of World Renew and now an independent consultant, was hired to conduct the audit and tabulate the results. **Her full report is now available on the Commons.**

In general the audit indicated that World Renew has in place many of the key elements necessary for successful mainstreaming of gender including:

- A strong gender policy that is built on both a Biblical framework and international human rights commitments.
- Individuals who are tasked with spearheading gender mainstreaming in the organization.
- A structure in which to ensure that gender decisions and priorities are known and understood by all teams.
- Systems for monitoring and evaluating gender outputs and outcomes through Newdea.
- Encouragement for thoughtful analysis of gender in the planning, design, and implementation of its programs.





The audit also showed that people generally feel that World Renew is a women-friendly organization with regards to its organizational systems and structures. For example, the leadership understands the importance of promoting gender equality and has expressed a commitment to supporting both the institutionalization of gender within World Renew and to ensuring that gender is a key component of programs and projects.

World Renew also promotes team work, involving both men and women as equal partners, shows respect for diversity in working styles, and has

employment policies and practices that effectively provide equal employment opportunities for men and women.

In order to strengthen its gender mainstreaming, World Renew should consider some of the following actions:

1. Ensure that sufficient resources are provided for staff to carry out gender mainstreaming activities.

Many staff indicated a desire for more training in gender analysis. Without financial support, the Gender Working Group will be unable to provide the training and support that is required to help staff fully understand the various dimensions of

gender equity and equality work and how to analyze, monitor, and evaluate progress in these dimensions.

2. Ensure that staff have a common understanding of expectations.

This includes making sure that all staff members in home and country offices are familiar with the gender policy and that they understand what the policy means. World Renew should also ensure that expectations for analyzing, monitoring, and evaluation are well understood and that staff have the support they need to do these tasks effectively and efficiently.

Key Definitions

- **Gender** — The socially learned roles and responsibilities that are assigned to females and males in a given culture.
- **Gender Equity** — The process of being fair to women and men. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women from otherwise operating as equals. Equity leads to equality.
- **Gender Equality** — The condition of fairness in relations between women and men, leading to a situation in which each has equal status, rights, levels of responsibility, and access to power and resources.
- **Gender Responsive** — Recognition that gender is an essential determinant of the life choices available to people in society and designing interventions intended to transform existing differentials to create a more balanced relationship between males and females.
- **Gender Analysis** — A systematic way of looking at the different impacts of development interventions on men and women, girls and boys. Gender Analysis requires separating data by sex and understanding of how labor is divided and valued. Gender analysis must be done at all stages of the development process; one must always ask how a particular activity, decision, or plan will affect males differently from females.
- **Gender Integration** — An organic process, akin to a living tree. At the root of the process is **Political Will**. An organization with strong political will, like a tree with strong roots, can support the development of three vital branches: **Technical Capacity, Accountability** and a positive **Organizational Culture**. Integrating gender in an organization's activities and structures has both an external and internal dimension. In programs and services, gender integration fosters the equal participation of and benefits to women and men in an organization's initiatives or services. Within an organization, gender integration promotes women's leadership and equality in an organization's own policies and structures.
- **Gender Mainstreaming** — The process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design and implementation, monitoring and evaluation of policies and programs in all political, economic, and societal spheres so that women can benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

3. Ensure that sufficient resources are provided for training partners. The majority of World Renew's development and disaster response work is done through local partner agencies. The audit results indicate that there is limited funding and training of partners in gender issues. For World Renew to have a significant impact on the communities which it serves, it is recommended that its gender mainstreaming strategies be extended to partner agencies. This implies encouraging partner organizations to incorporate gender within their structures, organizational policies, and programs, and dedicate resources to the promotion of gender justice and equality.

4. Consider the role of gender mainstreaming in choosing and working with alliances. World Renew belongs to a number of alliances including ACT Alliance, Canadian Foodgrains Bank, Integral, Live 58, and others. Although these alliances are also promoting gender equality and are using gender mainstreaming strategies, this does not appear to be a major factor in choosing alliances with which to

affiliate. World Renew could consider including the promotion of gender equality in its criteria for choosing alliances in order to ensure that work done through the alliances contributes to best practices in poverty reduction, disaster response, and human rights promotion.

5. Help staff understand the complexity of issues that affect gender equality within World Renew's offices and be creative in crafting a more equal environment.

World Renew continues to face challenges in promoting gender equality in its offices. These challenges are in part due to cultural norms and practices but are also the result of external factors such as funding, which affects wages and work-life balance. This also affects female staff differently than male staff and influences what types of jobs they take. In addition, different national labor and taxation laws affect policies like medical and paternity leave. These are issues that will likely remain on World Renew's agenda as they work towards increased equality and will require staff to understand the complexity of the issues as well as require that

World Renew leadership be creative in crafting a more equal environment.

In summary, World Renew has instituted a number of strategies to mainstream gender into its organization, policies, programs, and structure. These are contributing to a more gender just workplace, a better understanding of the issues faced by men and women in the communities World Renew serves, and an increased likelihood of having an impact when these issues are addressed.

With these foundations in place and with sufficient resources allocated to gender, World Renew is well placed to be a leader in the promotion of gender equality in the field of disaster response and international development. Through the use and analysis of gender indicators, World Renew is in position to gain a deeper understanding of the unique challenges that men and women face in the communities where World Renew works, and through that understanding contribute to addressing the issues in innovative ways.

Communication Transforms Marriages

Working for gender justice does not mean working only with women and girls, nor does it mean advancing women at the expense of men. Instead, World Renew's gender mainstreaming means that women's as well as men's concerns and experiences are considered as an integral part of the design, implementation, and evaluation of programs and policies. Our goal is to help all people — women as well as men — work together to achieve results that benefit everyone.

A great example of this idea in practice took place recently in Kabale, Uganda. According to the United Nations, there are 1.5 million people in Uganda who are living with HIV. Women are especially vulnerable — more than 55% of the adults living with HIV in Uganda are women.

In 2012, World Renew's partner the Pentecostal Assemblies of God church in Kabale (PAG-Kabale) embarked on an ambitious project to reduce the number of new

HIV infections in the Kabale area. Because HIV is a challenge even for married couples in this area, the project began by focusing specifically on couples.

To help ensure buy-in, the trainings were first offered to pastors and their spouses. These pastors then persistently called on couples in their congregation to attend.

"Mobilizing couples for monthly meetings was not an easy task,"



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said Nema Aluku, World Renew's Health & HIV Consultant, "but a year later, there were two couples' clubs meeting regularly in these churches to openly discuss issues that make them vulnerable to HIV and AIDS."

Bringing men and women together and opening up the communication between them has had an amazing impact.

Anna and her husband are a great example. They participate in the couples' club in Katuna. Anna said,

"I used to participate in church activities, but my husband did not. Since we were invited to attend the sessions, he has started attending church regularly. He used to abuse alcohol, but he has cut back on drinking and comes home early."

Her husband agrees. "When I came to the group, I learned about the dangers of drinking alcohol and decided to stop. It has given me time to be at home with our family and talk with my wife about our household development."

The program is also having the desired impact of reducing HIV infections. One woman shared this, "My husband has been supportive of me since we joined the training sessions. He has agreed to go for HIV testing, something that was difficult for him before. We went and were tested, and found that we are HIV-negative. This experience has brought us closer together. Our intimate relationship has improved greatly as a result of knowing our HIV status!"

Gender in Evaluations

Once per year, World Renew's Gender Working Group does an analysis to determine if it is meeting its target of mainstreaming gender in its evaluations. Our indicator for this objective is "Increased number of situation assessments and evaluations that examine gendered impacts of programs." Jan Disselkoen conducted this evaluation in 2014 before her retirement.

She found that in 2013-2014 year **50%** of evaluations mentioned gender in the Terms of Reference, **93%** mentioned it in the final report, **47%** did some sort of gender

analysis, **80%** mentioned gender in their results and **67%** made a recommendation related to gender.

The stellar evaluations that did well at mainstreaming gender in all five categories were:

- **SUPOTH** — Bangladesh, partner evaluation
- **COU Lango** — Uganda — Embrace AIDS End of Project Evaluation
- **PAG Kaberamaido** — Uganda — Embrace AIDS End of Project Evaluation
- **PWOFOD** — Haiti, partner evaluation

Team Gender Champions

Have a question or a concern about gender on your team? Contact your team's gender champion.

Team gender champions are appointed by and accountable to their main team. In addition to any roles defined by their main team, they also serve as the communications link between their team and the Gender Working Group. In this capacity they:

- Circulate news and resources they receive from the GWG with their team
- share gender resources developed by their team or in their region with the taskforce
- work with their team leader to develop and report on team gender plans and progress on implementing gender evaluation recommendations in Newdea

In turn, the GWG:

- Keeps gender champions current on its activities and on major developments related to gender within World Renew
- alerts gender champions of gender resources being developed by other teams



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