


Gender Equality Mainstreaming (GEM) report for 2011 AIC AGM

Dinah Cepelis, P.Ag. and Josée Owen, M.Sc.

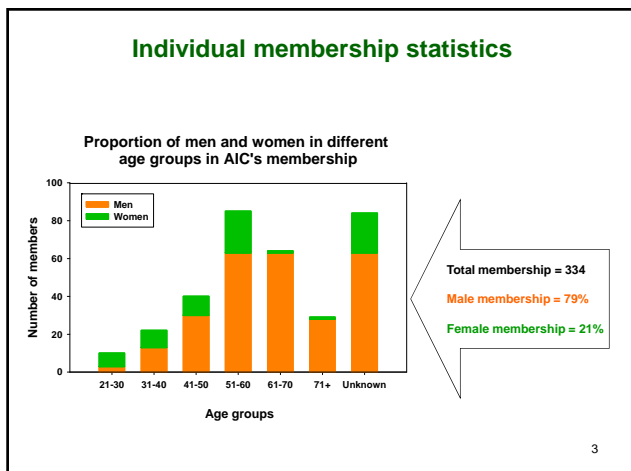
On behalf of the
Gender Equality Mainstreaming Working Group



AIC's Gender Equality Policy

- Policy was developed by a gender equality task team (GETT) of AIC members
- Presented to AIC Board of Directors in 2008
- The board developed and passed an Executive Limitations policy in December 2008
- An operational policy was developed by a representative group of AIC members and staff and was approved by AIC's CEO in May 2009

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AIC Board and Staff

AIC Board changes

Jan 2010: 5 men, 2 women

After AGM in May 2010: 4 men, 3 women

A resignation in Nov 2010: 3 men, 2 women

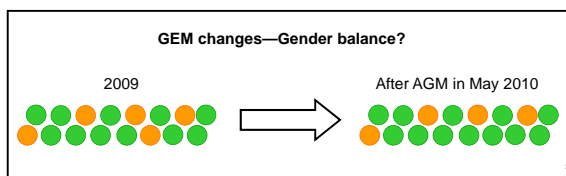
Current board: 4 men, 3 women

| | Full time | Part time | Contractors (special projects) |
|--------|-----------|-----------|--------------------------------|
| Male | 2 | 0 | 2 |
| Female | 4 | 3 | 0 |

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Gender Equality Mainstreaming Working Group

- Gender equality mainstreaming in AIC is guided by a Gender Equality Mainstreaming (GEM) Working Group
 - since 2008
 - volunteer members representing a wide cross-section of the organization



Institutional Assessment of Gender Equality of 2006

- 7 recommendations made
 1. Shared understanding of gender equality
 2. Define a scope
 3. A survey to better identify the membership
 4. A survey on academic and workforce trends disaggregated along gender
 5. Develop the capacity to mainstream gender equality
 6. Develop gender-sensitive indicators and data collection
 7. Explore the possibility of an internship program
- Progress as of 2010, and 2011 and beyond

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1. Shared understanding of gender equality

- Maintain GE orientations for
 - New board members
 - New committees and their members
- Support awareness of GE for membership at large


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2. Define a scope

- High scope of influence activities examined and monitored to date:
 - Honours & Awards
 - Review of bylaws and policies with a gender lens were presented to the AIC Board as section 14 Policy in Aug 2007.
 - Staffing examined annually.
 - Membership data available annually since 2010.
- Medium scope of influence activities examined and monitored to date:
 - ITTP
 - Scientific journals
 - Sustainable Futures magazine
- Organizational Structure
 - Ongoing through task teams

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Scope: 2011 and beyond

- High Scope of influence activities to be examined:
 - vision
 - governance
 - board
 - membership
 - Staffing examined annually
- Medium Scope of influence activities to be examined:
 - International Twinning Partnership Program [formative in 2010, summative in 2011]
 - Accreditation Program.
 - Conferences and discussion papers
- Low Scope:
 - Develop a policy and procedure to determine levels of participation.
 - Speaking at another organization's conference,
 - implementing service contracts for other organizations,
 - sponsoring an event
 - reviewing/editing a publication for another organization.
- As the type of activities change, continue to examine the scope of influence relating to the GE Policy.

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3. Undertake a survey to better identify the membership

- Members' survey conducted in 2008
- Demographic data collected on annual membership renewal forms began in 2009
- Continue to analyze membership data to develop strategy
- Measure gender balance of participation in Board, Committees and activities.


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4. Survey academic and workforce trends disaggregated by gender

- Examination of enrolments by gender
 - Academic programs of agriculture at nine Canadian institutions
 - Undergraduate and graduate programs
- Expressions of interest sought for partnership to study the current gender balance in agri-resource sciences in Canada
 - Funding search initiated in 2010 and will be pursued
- Second annual roundtable discussion with women working in agriculture/science/agri-resources
 - November 2010, southwestern Manitoba
 - Materials available to would-be hosts

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5. Develop the capacity to mainstream gender equality

- In 2010, GEM members reported a total of \$26,755 of in-kind contributions
 - At \$70/hour, this is approximately 382 hours, or 53.5 days.
- The GEM working group provided guidance to AIC on the following in 2010:
 - AIC's Gender Equality case study
 - Gender Equality Strategic plan in response to the case study
 - AIC's Climate Change Task Team (ACT2)
 - AIC's Sustainable Futures magazine
 - Input on news through the monthly AIC GEM Digest
- Individual members of the GEM provided guidance to international partner organizations on the gender equality crosscutting results of their end of project reports to AIC
- Institutional: Part-time gender officer hired on contract under international program activities to support mainstreaming
 - 509 hours in 2010

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6. Development of gender-sensitive indicators and data collection

- Ongoing and future:
 - Monitoring by staff and evaluation by Board of:
 - International Twinning Partnership Program
 - Honours & Awards
 - Scientific Journals Committee
 - Sustainable Futures Magazine
 - Discussion papers
 - Conferences

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7. Possibility of an internship program

- No activity to date
- Future steps:
 - Determine potential areas (work, programs, and activities) for internships.
 - Identify potential appropriate internship programs and funding offered.
 - Develop a timeline for initiating an internship program.


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AIC's GE Programming

- Case study
- Scientific journals committee
- International Twinning Partnership Program
- Honours and Awards
- Communications
 - Monthly Report
 - Gender Equality Mainstreaming Digest
 - Presentations
 - Sustainable Futures Magazine

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Case study

- AIC's awakening to the importance of addressing gender equality
 - Process
 - Methods
 - Lessons learned
 - Study questions and discussion points
- Presented to the Economic Growth and Environmental Sustainability Directorate of the Partnership with Canadians Branch (PWCB) of CIDA

Case Study: Mainstreaming Gender Equality in the Agricultural Institute of Canada

Introduction

The Agricultural Institute of Canada (AIC) is a non-profit organization that provides technical assistance and training to small-scale farmers in developing countries. In 2008, the AIC was awarded a grant from the Canadian International Development Agency (CIDA) to support a project aimed at mainstreaming gender equality in its agricultural extension programs. This case study documents the process of identifying gender inequalities, developing a gender equality mainstreaming strategy, and implementing the strategy in the AIC's extension programs.

History and evolution of gender equality mainstreaming in AIC

The AIC has a long history of working with women farmers. In the 1980s, the AIC began to focus on women's agricultural extension programs. Over time, the AIC's focus on women's agricultural extension programs expanded to include other areas of women's empowerment, such as access to credit, land, and services. In 2008, the AIC was awarded a grant from CIDA to support a project aimed at mainstreaming gender equality in its agricultural extension programs. This case study documents the process of identifying gender inequalities, developing a gender equality mainstreaming strategy, and implementing the strategy in the AIC's extension programs.

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Scientific Journals Committee

- Explored trends and processes which promote gender equality mainstreaming
- Recognition that the reach of the efforts to mainstream are linked to what can be influenced by
 - Scientific Journals Committee
 - Representative Scientific Societies



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International Twinning Partnership Program

- All seven international projects for the CIDA-funded ITPP share a common objective for gender equality:
 - "Women are active participants and beneficiaries of agricultural endeavours."
- Activities toward Gender Equality Mainstreaming (2006-2011) are discussed in presentation on ITPP by Tom Beach



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Honours and Awards

- Examination of programming with Gender Lens
- Three awards announced in 2009
 - Sustainable Futures Award
 - Fellow of AIC
 - International Recognition Award
- Sustainable Futures award given in 2010
- FAIC and IR awards given in 2011

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Communications ~ Monthly

- AIC website - GEM Digest posted monthly
 - information and articles related to gender equality mainstreaming in
 - Agriculture
 - Scientific research
 - Rural development
 - Climate change
 - Organizational development
- AIC Monthly Report
 - Monthly article related to gender
 - Prepared by staff or members



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Presentations

- Several new presentations were added to the collection available on gender equality. This includes:
 - Leading Trends in Gender and Science
 - Agriculture, Food Security and Gender Equality
 - AIC's Case Study on GE Mainstreaming
 - Gender and Climate Change

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Sustainable Futures Magazine

- First Issue (Spring 2010) prompted feedback on lack of gender balance
- Editorial Advisory Committee formed in June
 - Five members: 3 female, 2 male
 - Includes one GEM member recruited
- Draft set of gender equality monitoring guidelines developed



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Questions?

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