

An Overview of Mainstreaming Gender Equality in AIC

Scientific Journals Committee

November 2009

Acronyms

- GE – Gender Equality
- CIDA – Canadian International Development Agency
- GETT – Gender Equality Task Team
- IA – Institutional Assessment
- GEM – Gender Equality Mainstreaming
- IPM – International Partners' Meeting
- GSI – Gender Sensitive Indicators

2005 - 2006

- Incorporated GE into AIC`s 2006-2011 program proposal to CIDA
- Working with CIDA GE officer on contribution agreement
- New challenges for project partners (programmatic) and AIC (organizational)

2006 - 2007

- GETT formed to determine needs and to hire consultants
- Consultants hired
- Institutional Assessment completed

A Role for AIC

- The institutional assessment found that AIC, like many organizations, has done little thinking about, or action toward, measuring women's access to participation, decision making and advancement and the challenges they face.
- AIC has the chance to be progressive and to show leadership in integrating the concerns and experiences of women and men in the activities it can influence such as the journals.

Institutional Assessment comments

Our journals are good. They are tangible. They are scientific. They are credible. They make money. People seem to value them.

There is currently no available data to tell how many women and men have submitted articles... been accepted for publication ...or...are reading/accessing the journals

Recommendations from the Institutional Assessment

1. Define a shared understanding of gender equality
2. Define a scope for addressing gender equality in AIC's work
3. Undertake a survey to better understand the membership base along lines of gender
4. Undertake a survey on academic and workforce trends disaggregated along gender

Recommendations from the Institutional Assessment

5. Raise the awareness of, and develop the capacity to, mainstream gender equality in terms of institutional and programming aspects of AIC's work.
6. Develop gender sensitive indicators and data collection tools at the institutional and development levels.
7. Explore internship options to promote talents and skills of young agrologists in Canada and overseas.

Scope of Influence



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- High: Membership, Board, Organizational Policies, Honours and Awards
- Moderate: Discussion Papers, Conferences, International Program, Scientific Journals
- Low: Joint ventures and partnerships

2007 - 2008

- GETT face to face meeting to plan roundtable
- GE Roundtable held at IPM in November 2007
- GETT face to face meeting to develop workplan and begin action on definition, scope, policy and GEM terms of reference

Priorities identified at the Roundtable

- GE definition
- GE scope
- Strategy to mainstream GE
- Gender Sensitive Indicators

Accomplishments in 2008

- Initial strategy for mainstreaming GE
- AIC Board GE Committee
- AIC Executive Limitations Policy for Gender Equality
- GE definition and scope of influence
- GE operational policy
- Initial GSI
- Terms of reference for GEM

2008 continued

- GETT disbanded and members recognized
- GEM formed and members recruited
- Consultants reviewed AIC policies and by-laws
- Consultants' submitted report and list of next steps
- Consultants hired to assist with next steps
- Orientation package developed

2009

- GEM reviewed consultants report and sent recommendations to AIC Board to revise policies and by-laws
- Conducted pilot with Honours and Awards Program to integrate GE objectives and indicators.
- Continued researching information on women in agriculture in Canada

Next Steps

- Facilitate communications and understanding of GE and support work of AIC partners, members, board and staff.
- Begin discussions with Scientific Journals Committee about gender equality.
- Continue developing a plan to research gender equality in Canadian agriculture.

VALUE AND BENEFITS

The benefits of diverse leadership can be truly impressive in their impact on organizational effectiveness and community strength.

In the case of organizations, for example, an American Management Association study of more than 1,000 US corporations, found that diversity in ethnic backgrounds, gender and ages on senior management teams “consistently correlates to superior corporate performance.”

[The Value of Diverse Leadership](#), Conference Board of Canada, November 2008

VALUE AND BENEFITS

....diversity can encourage a more balanced view of problems and an increased richness of decision making through consideration of different viewpoints and perspectives.

[Barbara J. Bowes, The Business Case for Diversity \(2007\)](#)

VALUE AND BENEFITS

Diversity has also been shown to strengthen the overall corporate culture, enhance corporate reputations, act as a recruitment and retention tool, enhance service levels, reduce turnover, lower absenteeism rates and improve a company's global management capacity.

Diversity creates a sense of worldliness that would otherwise not be possible.

From "Managing Gender Diversity: Five Secrets for a Manager's Toolkit", by Kurt K. Weiss

Key Lessons from IA

1. “Committing to work on gender equality means committing to a process.”
2. Gender equality is a human right.
3. Gender equality mainstreaming has measurable organizational benefits.