

9 Corvus Court, Ottawa, Ontario, Canada K2E 7Z4, www.aic.ca



A member of *Mama Maji* agricultural production group at Labuga, Tanzania with her family. *Photo courtesy of D. Ceplis.*

The Gender Equality Mainstreaming (GEM) Working Group of the Agricultural Institute of Canada (AIC) gathers information and articles on an ongoing basis on gender equality mainstreaming within agriculture, scientific research, rural development, climate change and organizational development. Information is shared with members, partners, scientific societies and member organizations. The views and opinions presented are not necessarily representative of AIC.

If you have information to share, please send it to dinah.ceplis@gmail.com and I will compile it to re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

Regards,
Dinah Ceplis, GEM Committee Member (Volunteer)

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Opportunities and Events

1. Webinars: Equity-Focused Evaluations

http://mymande.org/index.php?q=equity_focused_evaluation&x=cl

A series of live webinars on “Equity-focused Evaluations” will address the challenges in evaluating the effects of policies, programmes and projects to enhance equitable development results, with a special focus on the effects to the most excluded, marginalized and deprived groups.

Some upcoming sessions:

- **June 11, 2012: Evaluation of climate change intervention for excluded populations**

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2. Female Food Heroes

<http://www.oxfam.ca/grow/female-food-heroes>

From now until **World Food Day 2012 [October 16]**, Oxfam will be sharing the stories of Female Food Heroes from across Canada and around the world. We want to recognize and celebrate the important role women play as food producers and advocates for a better food system.

If you know a Female Food Hero, tell us more about her and share her story.

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This Month’s News

1. Minority women still most underrepresented in science despite progress

http://www.eurekalert.org/pub_releases/2012-03/acs-mws030612.php

SAN DIEGO, March 27, 2012 — Thirty-five years after a landmark report documented minority women as the most underrepresented individuals in science, engineering, medicine and dentistry, dramatic improvements have occurred for

women of color, but serious obstacles remain. That was the message from a report here at the 243rd National Meeting & Exposition of the American Chemical Society (ACS), the world's largest scientific society.

The presentation was part of an ACS symposium titled, "The Double Bind: Minority Women in Science and Update Thirty Five Years Later." It marked the anniversary of the first recorded meeting of minority women in a wide range of scientific fields to discuss "the double oppression of sex and race or ethnicity, plus the third oppression in the chosen career, science." The meeting, at Airlie House in Warrenton, Va., resulted in a report, *The Double Bind: The Price of Being a Minority Woman in Science*.

Yolanda S. George, who made one of the presentations at the ACS symposium, described how being both a woman and a minority can result in situations that thwart or stall a career in the so-called STEM fields of science, technology, engineering and mathematics for women of color — African-Americans, Hispanics, Asians and Native Americans. Overall, the percentage of women of color holding doctorates in science and engineering remains small, according to a National Science Foundation (NSF) study, she said.

Refer to the link above for the complete article.

2. The Double Bind: The Price of Being a Minority Woman in Science

<http://archives.aaas.org/docs/1975-Double%20Bind.pdf>

See above for the reference.

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3. Enhancing Leadership through Negotiations

http://www.genderdiversity.cgiar.org/newsletter/GDNews119_April2012_Negotiations.pdf

CGIAR's newsletter this month examines the critical workplace skill of negotiation. When a woman fails to negotiate for what she needs to be successful, the potential for the accumulation of disadvantage magnifies. This month we bring you resources and research which explore the multiple facets of negotiation and how underpowered groups can turn negotiations to their advantage.

4. Beyond Gender and Negotiation to Gendered Negotiations

http://www.genderdiversity.cgiar.org/newsletter/Beyond_Gender_and_Negotiation.pdf

An exploration on the gendered belief systems and cultural patterns in organizations and the effect of these on negotiations. Daily workday interactions create a need for women to negotiate opportunity, authority, value, support, and commitment. What are the implications of opening up these questions?

5. It Pays to Ask

http://www.simmons.edu/som/docs/insights_23.pdf

Why do women seem to plateau out in the mid ranges of large organizations even though there is evidence that having women in top leadership roles benefits organizations? One reason is the complex interplay between organizational practices and cultures and how women confront and navigate through the different challenges they encounter in their leadership roles.

6. Claiming Authority

http://www.genderdiversity.cgiar.org/newsletter/Claiming_Authority.pdf

Why - if both men and women have what it takes to be effective leaders - are women lagging so far behind men in the race to the top? This paper from Harvard University proposes that the gender gap in leadership is not about leading per se, but about claiming positions of authority.

7. Ready, Steady, Compete

<http://www.sciencemag.org/content/335/6068/544.full?ijkey=BNFExVeZlis0g&keytype=ref&siteid=sci>

Recent research suggests that one reason for women's lack of access to leadership roles despite superior educational achievements is a lower preference for competition. Affirmative action policies can increase the willingness of women to compete without affecting the chances of highly skilled men to succeed. Science Magazine has graciously granted a one-month toll-free download of this publication from **04 April to 04 May 2012**.

8. Letting Other People Have It Your Way

<http://www.youtube.com/watch?v=6cSpjT3mrXg&feature=youtu.be>

In this YouTube video, Brian Mandell, Senior Lecturer in Public Policy at the Harvard Kennedy School, discusses strategies for overcoming obstacles in negotiation. Key tactics include systematic preparation, situational awareness, and understanding the other side's interests.

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9. Changes to CGIAR's Gender & Diversity Program

http://www.genderdiversity.cgiar.org/newsletter/GDNews120_SpecialIssue_April2012_TimeForChange.pdf

For more than a decade, the Consultative Group on International Agricultural Research (CGIAR) Gender & Diversity Program has done its best to bring high-quality information and tools for inclusive people management. They have focused especially on women and leadership; women in science; diversity in the workplace; HIV/AIDS in the workplace; how to prevent discrimination, harassment and abuse of power; and cross-cultural communications.

Starting in August of this year, the CGIAR Gender & Diversity Program will no longer exist as we know it. As part of the CGIAR's reform, all previous system wide programs, including G&D, will be folded into the new CGIAR Consortium Office in Montpellier, France. Importantly, the workplace issues of gender and diversity are being included in the Consortium's new gender strategy. It is an opportunity for new leadership, energy, and approaches.

African Women in Agricultural Research and Development (AWARD) was a project of G&D. Based on a new MOU with the CGIAR Consortium, AWARD will continue to be based at the World Agroforestry Centre in Kenya, independent of G&D. AWARD is poised to continue its work with African women.

What do these changes mean for you?

1. The most popular intellectual assets developed by G&D will be publically available through the CGIAR's new website starting August 2012, including the model policies for an inclusive workplace, G&D's working paper series, and more.

2. AWARD will update G&D's global database of women in agricultural research and management and continue to distribute job and funding opportunities globally. AWARD is keen to uphold strong links to the CGIAR Centers and research programs (CRPs), and others, and to link AWARD Fellows to these opportunities.
3. AWARD will deliver the series of women's leadership courses previously delivered by G&D. Already these popular courses have been mainstreamed into AWARD's work. We'll continue to welcome participants from around the globe, especially from the CGIAR, NARS, FAO, IFAD, ICIMOD, and others.
4. While G&D News will be discontinued, we are thinking about launching AWARD News, albeit with a narrower focus.

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10. Ready or not: can Bangladesh cope with climate change?

http://www.newint.org/features/2012/04/01/climate-adaptation-bangladesh/?utm_medium=ni-email&utm_source=message&utm_campaign=na-enews-2012-05-01

Cyclone Aila blew into Bangladesh on 25 May 2009. People in a number of villages on the southwestern edge of the Bay of Bengal report on adaptations they have made since that time.

Subsistence farmers complain that the seasons have dropped back from six to three. The weather behaves strangely – erratic rains and unexpected cold spells ruin seedlings, while deep fog infects crops with aphids and damages the mango trees.

Technologies courtesy of an adaptation research project include:

- Indigenous deep-water and saline-resistant rice varieties
- Ducks whose eggs provide both nutrition and an income to plug the gap left by lower-yielding rice.
- Houses and water pumps mounted on to plinths built high enough to withstand floods for the next 30 years.
- Huge tanks to harvest rainwater.
- A strengthened version of traditional models of floating gardens planted with new crops, such as turmeric intercropped with okra, cucumber and chillies.
- A savings and loans scheme for women.

Refer to the link for the complete article on adaptation and mitigation processes.

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Reports, Publications and Resources

1. Cookstoves in Tanzania: User Insights and Opportunities

https://s3.amazonaws.com/ideo-org-images-production/downloads/17/original/20120323_Final_Small.pdf

The Global Alliance for Clean Cookstoves interviewed and worked with cookstove users and entrepreneurs in Tanzania to gain an appreciation and understanding of five shifts:

1. From Acquisition to Use
2. From Stove to Fuel
3. From Status to Utility
4. From Saving Fuel to Cooking with Ease
5. From Health to Comfort

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2. Affirmative Action Policies Promote Women and Do Not Harm Efficiency in the Laboratory

<http://www.sciencemag.org/content/335/6068/579>

Abstract

Gender differences in choosing to enter competitions are one source of unequal labor market outcomes concerning wages and promotions. Given that studying the effects of policy interventions to support women is difficult with field data because of measurement problems and potential lack of control, we evaluated, in a set of controlled laboratory experiments, four interventions: quotas, where one of two winners of a competition must be female; two variants of preferential treatment, where a fixed increment is added to women’s performance; and repetition of the competition, where a second competition takes place if no woman is among the winners. Compared with no intervention, all interventions encourage women to enter competitions more often, and performance is at least equally good, both during and after the competition.

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3. Women and Land: Securing Rights for Better Lives

<http://www.idrc.ca/EN/Resources/Publications/Pages/in-focus-WOMEN-AND-LAND-Securing-Rights-for-Better-Lives.aspx>

The Issue:

Land is an important source of security against poverty across the developing world, but, in many places, unequal rights to land put women at a disadvantage, perpetuate poverty, and entrench gender inequality. Surprisingly little detailed information exists on women’s relationship with land, and even less comes from women themselves. This book aims to help fill that gap, drawing on research funded by IDRC over many years.

The Research:

The core of this book focuses on recent findings from sub-Saharan Africa, where researchers in 14 countries have explored the topic from many angles: legal, customary, political, and economic. Researchers from non-governmental organizations (NGOs), academics, and grassroots activists worked together with communities, exploring the experiences of women in specific contexts.

The Lessons:

Grounded in local realities, the evidence summarized in this book aims to capture the diversity and complexity of women's experiences. Most important, it provides fresh insights for policymakers and others working to secure women's rights to land and, thus, strengthen the communities in which they live.

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4. The Women Of My Generation Blew It, So Equality Is Up To You, Graduates

http://www.businessinsider.com/facebook-coo-sandberg-the-women-of-my-generation-blew-it-so-equality-is-up-to-you-graduates-2011-5?utm_source=Paid+Morning+Brief&utm_campaign=130851bb50-Morning_Brief11_23_2010&utm_medium=email#ixzz1NI6V9aM8

As many people prepare to graduate at this time of year, you may be interested in this commencement address which Facebook COO Sheryl Sandberg gave at Barnard College of Columbia University in New York in May 2011. In it, she says today's young women need to close the ambition gap before they can close the achievement gap. Otherwise, they'll blow it like Sandberg's generation has.

She says: I truly believe that only when we get real equality in our governments, in our businesses, in our companies and our universities, will we start to solve this generation's central moral problem, which is gender equality. We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women's voices are heard and heeded, not overlooked and ignored.

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