



# GEM Digest of the Month for December 1, 2016

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November sunset in the Canadian prairies. 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, organizational development and international 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](mailto:dinah.ceplis@gmail.com) to compile and re-distribute once a month. Back issues of the GEM Digest are available [here](#).

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## Opportunities and Upcoming Events

### 1. Webinar: Mainstreaming Gender Equality into the Program Cycle

[https://www.eventbrite.ca/e/un-webinaire-du-rcc-lintegration-de-legalite-entre-les-femmes-et-les-hommes-au-cycle-de-programmes-tickets-28933846915?mc\\_cid=f558dff2c9&mc\\_eid=1c705491de](https://www.eventbrite.ca/e/un-webinaire-du-rcc-lintegration-de-legalite-entre-les-femmes-et-les-hommes-au-cycle-de-programmes-tickets-28933846915?mc_cid=f558dff2c9&mc_eid=1c705491de)

The importance of gender equality in combating poverty and advocating for social justice has been recognized for decades. Still, integrating gender equality into international cooperation programs is often done in an ad hoc manner in response to donor demands.

As it stands, one of the challenges facing non-governmental organizations is mainstreaming gender equality in results-based management (RBM) frameworks. Furthermore, the majority of international civil society organizations and NGOs do not possess the standardized tools necessary for ensuring the systematic integration of gender equality into their programs.

To address this issue, L'Association québécoise des organismes de coopération internationale (l'AQOCI)'s "Comité québécois femmes, développement" (CQFD) and the Inter-Council Network (ICN) invite you to this webinar. It will present a practical guide developed by AQOCI's "Gender in Practice" community of practice on Mainstreaming Gender Equality into

the Program Cycle, available in French, English and Spanish. This “turnkey” guide is designed to aid program managers operating within these structures throughout both the Global North and the Global South. Pre-register at the link.

**Date: Tuesday, December 6th, 2016, Time : 9:00-10:00 (PST) / 12:00-13:00 (EST)**

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## 2. Uniterra is recruiting for international postings

[http://agora.ceci.ca/postesVacantsCECIEUMC\\_en.html](http://agora.ceci.ca/postesVacantsCECIEUMC_en.html)

Uniterra is a leading Canadian international volunteer cooperation and development program, jointly implemented by the Centre for International Studies and Cooperation (CECI) and World University Service of Canada (WUSC).

See their current list of opportunities for Canadians which include several positions as **Gender Advisors** in Bolivia, Malawi, Mongolia, Nepal, Sri Lanka and Senegal and opportunities for agricultural specialists. Placements are 3 to 12 months.

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## 3. Agricultural Leadership Certificate Program

<http://mdc.uoit.ca/our-programs/agricultural-leadership-program.php#fndtn-tab1>

The University of Ontario’s Institute of Technology has announced the Agricultural Leadership Certificate Program through its Management Development Centre. The program consists of five courses that will assist those who are working within the agricultural sector, regardless if they are an owner, partner or responsible for the operational or day-to-day functions of the Agri-business. This program consists of a collection of leadership, communication, human resources, marketing, public relations and management modules that will provide participants with a strong foundation of relevant tools that may be implemented immediately.

The first course begins in **January 2017 at the Oshawa, Ontario campus**.

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## 4. Advancing Women in Agriculture Conference - West

<http://www.advancingwomenconference.ca/2017west/index.html>

The Advancing Women in Agriculture Conference for Western Canada is scheduled for **March 6 and 7, 2017 in Calgary, Alberta**. See the website for information on speakers.

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## 5. Manitoba Community for Women in Engineering, Science, Trades, and Technology (MCWESTT) Conference

<http://www.apegm.mb.ca/Ingenium/2016/ReportCIPWIE2016.pdf>

The Engineers Geoscientists Manitoba’s Committee for Increasing the Participation of Women in Engineering is excited to announce the biannual Manitoba Community for Women in Engineering, Science, Trades, and Technology (MCWESTT) Conference coming **May 2017**.

For more information on the activities of the committee, please see the link to the committee’s report.

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## 6. Atlantic Connections Conference 2017

<http://atlanticconnections.ca/>

The Atlantic Connections Conference provides an opportunity for women in SETT from Atlantic Canada to share their experiences of studying and working in male-dominated fields, to network with others, and to develop action items with the goal of advancing women in SETT. Women and their male colleagues in SETT from a cross-section of industries, education, government, and not-for-profit organizations are invited to attend the conference in **Halifax, Nova Scotia in June 2017.**

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## 7. Speakers at CropSphere Conference

<http://www.cropsphere.com/html/CropSphere-agenda/CropSphere-speakers/index.cfm>

The fourth annual CropSphere is a two-day event that will take place during Crop Week in **Saskatoon on January 10-11, 2017.** CropSphere is brought to you in partnership by Saskatchewan Pulse Growers, SaskCanola, SaskFlax, Saskatchewan Oat Development Commission, Saskatchewan Wheat Development Commission, and Saskatchewan Barley Development Commission. Speakers include Dr. Nancy Ames, Dr. Syama Chatterton, Rachel Evans, Sherrilyn Phelps, and Barb Ziesman.

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## 8. Farm Speakers' Bureau Courses

<http://www.realdirtonfarming.ca/speakers.php>

Are you looking for a speaker to talk about farming in Canada to a meeting of your service club, university or college class, municipal council meeting or other event?

Or are you a farmer or agri-business professional interested in improving your presentations skills, so that you have the confidence and ability to talk about food and farming to a non-farming audience?

The Speakers’ Bureau training program is designed to encourage those involved in agriculture to tell their stories – what they do and why they do it – to non-farming audiences. It’s a program designed to better equip those interested in engaging more urban audiences, and help them clear up misconceptions about Canadian food and farming.

**Facilitators are now available to offer training workshops to farmers and agribusiness staff** in the Maritime provinces, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. Customizable full and half day training programs are also available for companies or farm organizations wishing to train their staff or members.

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## This Month’s News

### 1. Why Diverse Teams Are Smarter

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

Striving to increase workplace diversity is not an empty slogan — it is a good business decision. A 2015 McKinsey report on 366 public companies found that those in the top quartile for ethnic and racial diversity in management were 35% more likely to have financial returns above their industry mean, and those in the top quartile for gender diversity were 15% more likely to have returns above the industry mean.

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## 2. Among Canada’s most powerful women

[http://news.umanitoba.ca/duo-among-canadas-most-powerful-women/?utm\\_source=umtoday&utm\\_medium=email](http://news.umanitoba.ca/duo-among-canadas-most-powerful-women/?utm_source=umtoday&utm_medium=email)

Congratulations to Prairies Chair for Women in Science and Engineering (CWSE) **Dr. Annemieke Farenhorst**, on being recognized by the Women's Executive Network as one of Canada's top 100 most powerful women. Dr. Farenhorst was nationally recognized for her leadership in research. Farenhorst, a professor soil science in the Faculty of Agricultural and Food Sciences, is a trailblazer on three fronts: for the advancements she has made in her science; for the leadership she provides in advancing women in science and engineering professions; and for her dedication to strengthening strategies for the recruitment, retention and success of Indigenous students in university programs.

She is among the most celebrated soil scientists in Canada, and her pioneering work includes the application of digital terrain modeling and near-infrared reflectance spectroscopy in assessing the spatial variability of pesticide retention and transport in soil-landscapes.

Dr. Farenhorst holds the Natural Sciences and Engineering Research Council (NSERC) Chair for Women in Science and Engineering (CWSE) Prairie region.

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## 3. Prairies CWSE Newsletter for November 2016

[http://cwse-prairies.ca/pages/newsletters/cwse\\_newsletters/15\\_CWSE\\_Prairies\\_November\\_2016\\_newsletter\\_02.pdf](http://cwse-prairies.ca/pages/newsletters/cwse_newsletters/15_CWSE_Prairies_November_2016_newsletter_02.pdf)

Inside this issue:

- Go Eng Girl / What’s New in Science Outreach at the University of Saskatchewan?
- 2016 ICAN WISE Scholarship Recipient and Recent University of Manitoba Civil Engineering Graduate, Kelsey Smyth, Shares Summer Mentorship Experience
- Prairies CWSE Dr. Annemieke Farenhorst Attends Advancing Women in Agriculture Conference, Toronto / CWSE Prairies Luncheon Kicks-Off Fall Term / Amazing Agriculture Adventure / Announcing 2017 MCWESTT Conference

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## 4. Women in tech among priorities for Canada’s innovation minister

<http://www.itbusiness.ca/news/skills-gap-women-in-tech-among-canadians-3-priorities-for-innovation-minister/82463>

Navdeep Bains, Canada’s minister of innovation, science, and economic development presented the leading priorities that Canadians have suggested for the Liberal government’s innovation agenda. Among the three priorities, he identified the need to secure the right people – including women, immigrants, and training for the next generation – who can help us close the gap between the number of IT-related jobs posted and the number of workers available to fill them.

To close the talent gap, the government is concentrating its efforts on three key areas, Bains said: science, technology, engineering, and math (STEM) and entrepreneurial training; incentives for companies to increase workforce diversity, especially women; and immigration.

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## 5. Rebel Soup enrolls in B.C.'s battle against food waste

<http://www.cbc.ca/news/canada/british-columbia/rebel-soup-enrolls-in-b-c-s-battle-against-food-waste-1.3838468>

According to the UN's Food and Agricultural Organization, one-third of the food produced for human consumption ends up being wasted throughout the supply chain. That food loss wastes the resources used in food production, such as water, land and energy, according to the UN, increasing greenhouse gas emissions.

And while most of the food is wasted in the kitchen, a lot of farmers also struggle to get their produce on store shelves due to superficial blemishes — twists and knots that look ugly and don't appeal to the everyday consumer.

But savvy entrepreneurs across the province have taken advantage of the steady supply of nutritious — though unattractive — food that farmers are eager to sell at a discounted rates.

Amanda Slater of Vancouver makes use of blemished food by cooking them into vegan soups. So far, she's diverted 600 pounds of produce, and delivers her soup door-to-door, using the label “Rebel Soup”.

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## 6. No Climate Justice without Gender Justice – the Marrakech Pact

<http://www.ipsnews.net/2016/11/no-climate-justice-without-gender-justice-the-marrakech-pact/>

**MARRAKESH, Nov 15 2016 (IPS)** - The historic Paris Agreement on Climate Change last year is a breakthrough commitment to respect, promote and consider gender equality and women’s empowerment obligations while taking climate change action. It also committed to gender-responsive adaptation and capacity building. A year later, with the Agreement entered into force on 4 November, vigorous efforts are being made at COP 22 in Marrakech to make sure that gender equality is systematically integrated into all aspects of the implementation of the Agreement.

Both gender equality and climate change champions around the globe are meeting here in Marrakesh to transform the climate change agenda into one that recognizes the rights, priorities and capacities of women and girls and harnesses their talent and leadership for effective climate proofing and response.

On 14 November 2016, Parties adopted a decision on gender and climate change which extends the 2014 Lima Work Programme on Gender. **The decision is far-reaching in that, for the first time, climate decision-makers supported the mainstreaming of a gender perspective in all areas of work of the Convention — mitigation, adaptation, finance, capacity-building, technology development and transfer, loss and damage.** Now, it is incumbent upon Parties to register in their Nationally Determined Contributions (NDCs) and National Adaptation Plans (NAPs) commitments to promote gender equality and women’s empowerment.

A breakthrough in operationalizing gender-responsive climate policy and action was achieved, as the decision mandates the development of a gender action plan that will propose priority areas and concrete activities for gender-responsive climate action across the various work areas of the United Nations Framework Convention on Climate Change (UNFCCC).

The decision also strengthens efforts to promote the participation of women in the UNFCCC process, including in bodies established under the Convention. It enhances accountability by requesting regular reporting from constituted bodies and financial mechanisms such as the Green Climate Fund (GCF) and the Global Environment Facility (GEF) on how they are working to promote gender equality in their work.

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## 7. Global Alliance for Clean Cookstoves Newsletter

<http://cleancookstoves.org/about/news/>

The October newsletter includes the following:

- Girls in Ghana push for increased access to clean cooking
- Clean cooking essential to meeting the energy needs of impoverished people
- Measuring Social Impact in the Clean Cooking Sector

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## 8. Success at Agribition

[http://www.coopag.ca/wps/portal/crs/coop/ag/feed/detail/success-at-agribition?link\\_tracking\\_ID=AGRO\\_MB\\_2\\_FW48](http://www.coopag.ca/wps/portal/crs/coop/ag/feed/detail/success-at-agribition?link_tracking_ID=AGRO_MB_2_FW48)

Canadian Western Agribition, located in Regina, Saskatchewan, Canada, is the largest livestock show in Canada. The show is anchored by beef cattle and features horses, bison, sheep, goats, and an extensive agribusiness trade show.

The Evans family of Kenaston, SK considers it a family event. All three daughters pitch in and get the family's animals ready for the big show. That includes everything from halter breaking to grooming to walking the animals into the show ring — skills honed at home on the farm and through the ranks at 4-H and junior shows.

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## 9. More Leadership Opportunities for Youth in Rural Ontario

<https://news.ontario.ca/omafra/en/2016/11/more-leadership-opportunities-for-youth-in-rural-ontario.html>

Ontario is helping youth across the province to pursue careers in agriculture and food by continuing to support 4-H Ontario in delivering community-based education and leadership opportunities.

Minister of Agriculture, Food and Rural Affairs Jeff Leal made the announcement at the Royal Agricultural Winter Fair in Toronto. This support will help 4-H Ontario continue to deliver programming to youth throughout rural Ontario right in their communities and providing training for the next generation of agri-food leaders in the province.

For more than a century, the province has partnered with 4-H Ontario to help youth aged 9 to 21 build their skills. 4-H members can learn about topics such as food safety, field crops, soil management, tillage, animal husbandry, science and technology and environment, as well as life skills such as healthy living, public speaking and critical thinking.

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## 10. Grow Winter Wheat

<http://www.growwinterwheat.ca/testimonial/betty-turner/>

Betty Turner from Killarney, Manitoba has been growing winter wheat for 18 years. This crop has been in the crop rotation every year since she started. Betty shoots to yield 100 bushels of winter wheat per acre every year, and is never very far from the target. Watch this video to see how Betty treats winter wheat as her highest performing crop.

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## 11. Speakers at Canola Industry Meeting and Canola Innovation Day

[https://event-wizard.com/CIM\\_CID2016/0/pages/94086/](https://event-wizard.com/CIM_CID2016/0/pages/94086/)

Kerry-Leigh Burchill is the Director General of the Canada Agriculture and Food Museum in Ottawa, Canada. The Museum is situated on a national historic site which houses several heritage barns with over 120 domesticated animals; a Learning Centre for both school programs and adult workshops; and interactive exhibitions featuring the national collection of artifacts, archival images and trade literature as well as contemporary research and innovation in the domain of agriculture.

Kerry-Leigh Burchill was recently a speaker at the Canola Industry Meeting and Canola Innovation Day in Saskatoon, Saskatchewan on November 30-December 1, 2016. She was joined by other prominent scientists including Patti Miller, Véronique J. Barthet, Dr. Sarah Wood, Dr. Ivanna Kozii, Justine Cornelsen, Dr. Melissa Arcand, and Alison Fraser.

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## 12. Making Your Scientific Voice Heard: Communicating Science and Increasing the Impact of Your Research

<http://www.cdnsiencepub.com/blog/making-your-scientific-voice-heard-communicating-science-and-increasing-the-impact-of-your-research.aspx>

Susanna Fuller, Heather Grant, and Julia K. Baum outline how they used different approaches to publicize their recent paper. Because their research had policy implications, and because species at risk are of interest to the general public, they made a concerted effort to use multiple communications tools to broadcast their results.

They decided that because they were analyzing information related to public fisheries policy and implementation, the results of the study needed to be communicated more broadly than the journal publication itself. In making the decision to broadcast this information, they first thought about the target audiences.

- Who were we trying to influence by publishing this information outside of academia?
- Why did we want to get their attention?

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## Reports, Publications and Resources

### 1. Farmer Training Videos

<http://www.accessagriculture.org/local-use>

Many NGOs, development agencies, farmer organisations, universities, national research and extension staff, as well as radio journalists and TV broadcasters have used videos hosted on the Access Agriculture website in various ways.

Videos hosted on the Access Agriculture platform all aim at training farmers. Videos are downloadable from the website and meet our criteria regarding format and quality.

Depending on demand, a video may be available in many different languages.

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### 2. Guidelines to integrate a gender perspective in value chain development interventions

*Guidelines to integrate a gender perspective in value chain development interventions by the CGIAR Research Program on Roots, Tubers and Bananas*

<http://cipotato.org/publications/guidelines-integrate-gender-perspective-value-chain-development-interventions-cgiar-research-program-roots-tubers-bananas/>

The first section will address WHAT data and information need to be collected, compiled and processed at the different stages of Value Chain Development in order to develop a robust intelligence on gender issues (constraints and opportunities) in a value chain system.

The second section provides guidance on HOW research teams should collect socio-economic data and information on the value chain of interest.

The third section focuses on how to provide SYSTEMATIC budget and support for gender mainstreaming, thus creating an enabling environment.

Finally, appendices provide definitions of main gender concepts, examples of how a VCD methodology such as the PMCA [Participatory Market Chain Approach] can become gender-responsive, and a set of tools to perform gender-based analysis, planning, and M&E of value chain interventions.

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### 3. Gender analysis in building climate resilience in Da Nang, Vietnam: challenges and solutions

<http://pubs.iied.org/10788IIED/?p=1>

Climate resilience is more likely to be achieved when men and women fully participate in planning, decision making and implementation. This study looks at what roles men and women play in climate change planning and action, and to what extent women's needs and capacity are fully taken into account. It focuses on Da Nang, Vietnam, a city extremely vulnerable to climate change.

The three core components of urban climate resilience – systems, institutions and agents – which have been used by the Institute for Social and Environmental Transition (ISET) since 2012, were examined through the gender lens by conducting a series of stakeholder consultations and household interviews.

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## 4. Gender Climate Tracker App

<https://drive.google.com/file/d/0B8WpeomnurK6V0xuOVBCVURZOFU/view>

WEDO is pleased to announce the development of our new Gender Climate Tracker App. The app will provide experts, practitioners, decision-makers, negotiators and advocates easy, on-the-go access to the latest information on policies, mandates, research, decisions and actions related to gender and climate change.

The United Nations Framework Convention on Climate Change (UNFCCC) celebrates Gender Day at the climate negotiations with events tracking progress and highlighting remaining gaps incorporating gender equality in the UNFCCC. WEDO, in partnership with the Ministry of Foreign Affairs, Finland and the Global Gender and Climate Alliance (GGCA), and with key support from the Ministry of Foreign Affairs, Switzerland is launching its newest tool to support the efforts: The Gender Climate Tracker App and online platform.

Please share this widely across your networks.

### TOOLS TO USE AND SHARE

1. Download here: <http://bit.ly/2f01oBp>
2. Find the report here: <http://bit.ly/2gbbxOd>
3. Find the press release here: <http://bit.ly/2fQcHej>
4. Social media here: <http://bit.ly/2ftnu02>

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## 5. Gendered & Intersectional Implications of Energy & Resource Extraction in Resource-Based Communities

<http://fnn.criaw-icref.ca/en/product/gba-energy-resource-extraction#.WC89I5QzXIX>

Resource development in the North is seen as an integral to Canada's economic growth, but more needs to be done to protect the environment and to ensure neighbouring communities are able to benefit from and provide input into the energy and resource extraction projects they host.

While Impact Benefit Agreements (IBAs) negotiated between private resource companies and affected communities may be considered a means to this end, IBAs are often insufficient and ineffective at delivering protection for and equitable benefits to communities.

Therefore, this report focuses on how existing government policies and regulations could better support northern communities affected by natural resource developments. Specifically, integration of gender-based analysis (GBA) into environmental assessments (EAs) presents a valuable opportunity to uncover and address not only anticipated environmental effects, but the socioeconomic and cultural impacts such projects will have on diverse northern residents.

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## 6. Profiling undergraduate soil science education in Canada: Status and projected trends

<http://www.nrcresearchpress.com/doi/abs/10.1139/cjss-2016-0058#.WDsBJpQzXIU>

*Canadian Journal of Soil Science*, 10.1139/cjss-2016-0058

### Abstract

Global declines in postsecondary enrollment in soil science programs over the last several decades have been mainly attributed to an overemphasis on the connection with agronomy and production agriculture but recent enrollment increases in the USA suggest change is afoot. To determine if similar trends are occurring in Canada, we inventoried undergraduate soil science course offerings at postsecondary institutions and conducted a survey to assess the status and projected trends in soil science education. We found that 64% of universities and 37% of colleges offer undergraduate soil science courses as part of degrees or diplomas in which knowledge of soil science is important (e.g., agriculture and resource management). In Canada, there are 149 undergraduate soil science courses taught in universities and 58 at colleges. On average, there are 3.2 courses taught at each university and 1.9 at each college that offer soil science courses. Soil science programs at the University of British Columbia, University of Saskatchewan, and University of Manitoba offer between eight and nine soil science courses and represent 17.4% of the national total. Enrollments in all courses across the country are projected to be steady with some anticipated growth, trends that are consistent with those reported in the USA and the Netherlands.

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