

July 1, 2020

# GEM Digest of the Month

Published monthly since December 2009



Rudbeckia. Photo courtesy of D. Ceplis.

The Gender Equality Mainstreaming (GEM) Digest provides a compilation of information and articles gathered 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, colleagues, scientific societies and diverse organizations.

The views and opinions presented are not necessarily representative of the editor.

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.

Dinah Ceplis, P.Ag. (Ret.), FGIH, FAIC, (Volunteer Editor)

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## Opportunities and Coming Events

### 1. Webinar: Integrating a Gender Lens in HR Policies and Practices

[https://us02web.zoom.us/webinar/register/WN\\_k4OIHNehQF6PrkIHVf78Jw](https://us02web.zoom.us/webinar/register/WN_k4OIHNehQF6PrkIHVf78Jw)

This CanWaCH webinar will provide a primer on HR/GE policies and the impact of COVID-19, then shift to a solution-oriented conversation where participants will learn about concrete solutions and tools for staff, managers and HR departments that highlight the benefits of strong internal HR/GE policies.

**July 8, 2020 01:00 PM in Eastern Time (US and Canada)**

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### 2. Nominating your outstanding women in development

<https://www.iied.org/nominating-your-outstanding-women-development>

The latest in IIED’s biennial Barbara Ward Lecture was scheduled for June 2020, with Rebeca Grynspan as the guest speaker. This latest in our series of lectures given by the current generation of outstanding women in development, in honour of IIED’s founder, has now been postponed until 2021 when we can find the right time to reconvene.

Nevertheless, IIED still intends to use this time and opportunity to celebrate outstanding women in development. This underlying theme and spirit of the IIED lecture series shows our support for all women doing amazing things in our sector, and IIED’s staff have come together to nominate some outstanding women.

- Bharati Pathak, Chairperson of the Federation of Community Forest Users Nepal (FECOFUN)
- Priyanthi Fernando, Executive director at International Women’s Rights Action Watch-Asia Pacific (IWRAW-AP)
- Maria Teresa Nogales, Founder and executive director of Fundación Alternativas
- Editrudith Lukanga, Organiser for Africa’s small-scale fishers and fish workers
- Tina Katushabe, Change a Life Bwindi

Make your own nomination. Tell us your own outstanding women in development. Who has inspired you? Who do you think has made a difference and had an impact – no matter how big or small – in sustainable development? IIED wants to hear your suggestions so we can share their stories. Post your nominations on social media, and nominate others, using the hashtag [#OutstandingWomen](#), or email [anne.schulthess@iied.org](mailto:anne.schulthess@iied.org).

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### 3. AgAnnex Talks Podcasts

<https://agannex-talks.captivate.fm/>

The 2020 Influential Women in Canadian Agriculture will be sharing their stories on a podcast series:

- Peggy Brekveld, dairy farmer and agvocate, Ontario
- Barbara Cade-Menun, research scientist, Agriculture and Agri-Food Canada, Saskatchewan
- Kristen Phillips, owner-operator of WP Acres Ltd. and general manager of Manitoba Ag Days, Manitoba
- Karen Schuett, CEO and co-founder of Livestock Water Recycling, Alberta
- Karen Schwean-Lardner, associate professor, University of Saskatchewan, Saskatchewan
- Laura Van Eerd, professor, University of Guelph Ridgetown Campus, Ontario

Each woman will share her story and passion on the AgAnnex Talks podcast series. The first episode will be available on June 15, 2020.

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### This Month's News

#### 1. Organizations for Women in Science and Technology in Canada

Women in Science: Development, Outreach, and Mentoring (WISDOM) <https://wisdommb.wordpress.com/>

(Vancouver) Island Women in Science and Technology (IWIST) <http://www.iwist.ca/>

Manitoba Women in Agriculture and Food (MWAF) <https://www.mwaf.ca/>

Society for Canadian Women in Science and Technology (SCWIST) <https://scwist.ca/>

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#### 2. 2020 Influential Women in Canadian Agriculture

<https://www.farmfemmes.com/blog/2020/6/9/2020-influential-women-in-canadian-agriculture>

This spring, the agricultural magazines at Annex Business Media launched Influential Women in Canadian Agriculture (IWCA), a recognition program designed to honor, highlight and celebrate the work women are doing across Canada's agriculture industry. FarmFemmes was pleased to nominate Kristen Phillips and could not be happier that she was selected as one of the inaugural six women chosen as Influential Women in Canadian Agriculture.

The 2020 Influential Women in Canadian Agriculture are:

- Peggy Brekveld, dairy farmer and agvocate, Ontario
- Barbara Cade-Menun, research scientist, Agriculture and Agri-Food Canada, Saskatchewan
- Kristen Phillips, owner-operator of WP Acres Ltd. and general manager of Manitoba Ag Days, Manitoba
- Karen Schuett, CEO and co-founder of Livestock Water Recycling, Alberta
- Karen Schwean-Lardner, associate professor, University of Saskatchewan, Saskatchewan
- Laura Van Eerd, professor, University of Guelph Ridgetown Campus, Ontario

Each woman will share her story and passion on the AgAnnex Talks podcast series. The first episode will be available on June 15th and Kristen's episode will be available on August 24<sup>th</sup> at <https://agannex-talks.captivate.fm/>.

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#### 3. 2020 Honorary Patron Award by Dietitians of Canada

<https://canolaeatwell.com/were-celebrating-canola-eat-well-director-ellen-pruden>

Ellen Pruden, Director of Canola Eat Well has dedicated the last twenty years of her career to nurture and grow not only her bustling family, but also craft and create a playbook of agricultural engagement by way of Canola Eat Well and its extended food family. Ellen has just been announced as the recipient for the distinguished 2020 Honorary Patron Award by Dietitians of Canada in recognition of her contributions to the Canadian food community. Nominated by Registered Dietitians, the award is in gratitude for her devotion to helping engage all Canadians to get to know Canadian agriculture and ultimately, eat well.

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## 4. Women’s Voice and Leadership (WVL)

<https://ccic.ca/resources/wvl>

<https://ccic.ca/wp-content/uploads/2020/06/Analysis-of-Civil-Society-Organizations-Experiences-with-the-Women%E2%80%99s-Voice-and-Leadership-Program-Highlights.pdf>

Women’s Voice and Leadership (WVL) is a flagship initiative of Canada’s Feminist International Assistance Policy that aims to get financing and support to women’s rights organizations via country- and region-specific WVL programs, managed by civil society organizations. In an effort to inform future WVL programming, CCIC partnered with the Women’s Rights Policy Group to carry out an analysis of the application process to implement WVL projects. Based on a survey and a workshop, this document highlights key lessons learned and recommendations for civil society partners and Global Affairs Canada. In the coming weeks, CCIC and the Women’s Rights Policy Group will launch the full report.

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## 5. Centre for Affordable Water and Sanitation Technology - Nepal

<https://www.cawst.org/blog/bydate/2020/06/changemaker-srijana-karki/>

CAWST recently held a webinar with a member of its partner organization in Nepal. Srijana Karki, Senior Water, Sanitation and Hygiene (WASH) Officer with Environment and Public Health Organization (ENPHO), a partner in CAWST’s Water Expertise and Training Centre program, brings a gender equity and social inclusion lens to their projects, and advocates for practices that will enhance equitable participation in decision making. Looking at gender equality at the societal level, Srijana observes opportunity for change within organizations, as well as communities.

“One of the most exciting areas in my work is within my organization, and others we support, to integrate gender policy. We recently reviewed the ENPHO gender policy. Learning from that, we guided four organizations to complete gender assessments of their organizations. From there, we helped them develop gender policies and implement them in the field. Implementation included creating key positions for women, both at the coordinator level and field staff, and mainstreaming gender throughout the full project cycle. The results are hopeful. On community visits I often see men cleaning and supporting household water work with pride.”

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## 6. OPINION Agriculture: Rooted in Racism

<http://www.ipsnews.net/2020/06/agriculture-rooted-racism/>

The U.S.’s agricultural foundation follows a tradition of forced labor spanning huge expanses of time and place. Most of our favorite grocery items are a product of colonialism, widely available thanks to the almost standardized practice of one powerful predominantly white nation dropping anchor onto a foreign land, conquering and brutally subjugating its indigenous people, ravaging the soil with the compulsory workforce of human ‘property,’ and sending resulting agricultural goods back to its own and other wealthy countries at an enormous profit.

This subjugation continues to play out, under new names but similar practices, all over the world. In many countries, racial, indigenous, ethnic or caste groups are deemed ‘less than’ – less worthy of basic safety and human rights, of fair pay and

equal opportunity and of dignity. Considering 70% of the world’s hungry are or used as food producers, it’s a statistical certainty that what is on our plates stems from one of these groups.

Poverty is not an accident. When entire groups of people experience similar forms of socio-economic marginalization, that is by design. It is intergenerational. It is systemic, born of racially and ethnically driven oppression. It is intolerable.

We cannot change the past, but we can actively acknowledge it. We must begin the more critical work of changing the course of the future, which means actively supporting communities of color in our local and global food system.

Consumers can seek out black-owned agri-businesses and take a stand against corporations that source ingredients for unethical prices and in many cases, via actual forced and/or child labor.

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## **7. OPINION The Critical Role of Women in Avoiding a Covid-19 “Food Pandemic” in sub-Saharan Africa**

<http://www.ipsnews.net/2020/06/the-critical-role-of-women-in-avoiding-a-covid-19-food-pandemic-in-sub-saharan-africa/>

African women play a large and growing role in all aspects of the region’s food systems—whether it is growing crops and raising livestock, selling and purchasing food in local markets, or dealing with the nutritional needs of their households.

African women often assume this burden while laboring with key disadvantages due to long-standing gender roles that can limit their access to economic resources—both within their households and communities. To be effective, any intervention to avert a food crisis caused by the pandemic will need to navigate a fraught terrain of gender inequality—and not just in the interest of social justice.

The lessons that have emerged from past research conducted by GENDER’s partners can be illuminating as we seek ways to stop the fight against COVID-19 from producing an outbreak of hunger and malnutrition.

One important lesson is the need to develop solutions that account for the limited mobility many women face. Long before COVID-19, it was challenging for African women farmers to carve out time to get their goods to market, where the money they earn is often used to purchase additional food for their families.

Creating last-mile linkage—for a number of commodities— can help build bridges between women producers and consumers in the midst of restrictions imposed to stop the spread of COVID-19.

Secondly, tailoring how we deliver information will be critical for women farmers. For example, as primary food vendors, women will need to be informed about when local markets will be open for business. But information access has been a perennial challenge.

The solution to dealing with the gender inequality around climate forecast services holds true for delivering information to farmers during this pandemic: conveying information via multiple channels, such as radio or videos, was found to be effective in reducing this technology-related gender gap.

Finally, giving women an equal voice in making decisions about the food produced on their farms can lead to better nutrition.

Today, there is a lot of discussion in the development community that confronting the food-related problems caused by this pandemic presents an opportunity for “building back better.” That means designing interventions that can also help address problems that pre-dated the current crisis and will be here long after it is over.

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## 8. New CGIAR COVID-19 Hub

<https://www.cgiar.org/news-events/news/worlds-largest-public-agricultural-research-network-launches-covid-19-hub-to-support-global-scientific-response/>

Leading researchers across health, nutrition and agriculture have launched a new COVID-19 hub to consolidate existing scientific evidence and support response, recovery and resilience measures in the wake of the coronavirus pandemic.

The CGIAR COVID-19 Hub, coordinated by CGIAR, the world’s largest publicly funded agricultural research network, in collaboration with the London School of Hygiene & Tropical Medicine (LSHTM), will bring together the latest science on agriculture and health to inform a research-based response to the pandemic.

The Hub will compile relevant work from across the CGIAR system and partners around the world as well as share future breakthroughs and identify opportunities for new research.

Around two-thirds of CGIAR’s existing research portfolio is already directly relevant to tackling the coronavirus outbreak. The work of most immediate relevance encompasses four research pillars: (1) food systems, (2) One Health (the human-animal-environment health interface), (3) inclusive public programs for food security and nutrition and (4) policies and investments for crisis response, economic recovery and improved future resilience.

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## 9. How Female Farmers Are Changing the Field

<https://foodtank.com/news/2018/11/a-womans-place-voices-from-the-field/>

Women have been contributing to American agriculture (often invisibly) for centuries. Now, they are stepping into the profession’s spotlight in a new way. When the National Young Farmers Coalition (NYFC) surveyed more than 3,500 farmers under 40 in 2017, 60 percent of the farmer respondents were women.

Audra Mulkern started the Female Farmer Project to call attention to how women were missing from agricultural narratives. “What have we missed because we haven’t heard women’s voices? What lessons did we not learn? What knowledge is missing?” Mulkern is working on a documentary, Women’s Work, that she says will write women back into agriculture history—from Native American women cultivating crops to African women brought to the US as slaves hiding seeds in their hair to modern women planting and harvesting.

Katelyn Massy created the online community Women Who Farm to connect women in agriculture and provide educational resources. “It’s so necessary that we celebrate women in agriculture so that other women believe that it’s possible for them to even get into it,” she says.

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## Reports, Publications, Resources

### 1. Listening in the time of COVID-19

<https://app.60decibels.com/covid-19>

This is an unprecedented time, with people facing both a global pandemic and economic shutdown.

To understand the impact of COVID-19, we are speaking to the people most likely to be affected—low-income customers—to track how this crisis affects them over time, and to identify their most urgent needs both now and in the future.

As of June 22, we've spoken by phone to 5,415 people in Cote d'Ivoire, India, Kenya, Myanmar, Nigeria, Paraguay, Philippines, Rwanda, Sierra Leone, Tanzania, Uganda and Zambia about how COVID-19 has affected their lives. We will be adding to this dashboard weekly as we analyze the new data we're collecting. Based on our current plans, we expect to

have data from up to 30 countries by July 2020. If you'd like us to expand our reach to cover new countries or sectors, please let us know by clicking on 'Let's Talk' at the bottom of the page at the link.

Explore the insights by gender, country, poverty level, and rural/urban.

- Concern
- Family Finances
- Product Financing
- Food
- Coping Mechanisms
- Vulnerability Index
- Net Promoter Score & Challenges
- Product Usage & Quality of Life
- Sources of Hope
- Voices
- Demographics
- Supporters

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## 2. Clean Cooking Alliance Annual Report for 2019

<https://www.cleancookingalliance.org/reports/2019AnnualReport/CCA-annual-report-2019.html>

The report released on June 1, 2020 showcases major milestones, such as convening the Clean Cooking Forum 2019 in Nairobi, Kenya; producing the inaugural Industry Snapshot on sector investment and innovation; and launching “Clean Cooking Is...”, the first-of-its-kind global campaign created exclusively to drive greater support for and investment in clean cooking. This year’s report also features a series of interviews with clean cooking sector leaders and stakeholders from around the world.

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## 3. Report: Accelerating the Uptake of Electric Pressure Cookers on Mini-Grids in Tanzania

<https://clasp.ngo/updates/2020/accelerating-the-uptake-of-electric-pressure-cookers-on-mini-grids-in-tanzania>

Full report at <https://clasp.ngo/publications/electric-pressure-cooking-accelerating-microgrid-e-cooking-through-business-and-delivery-model-innovations>

Electric pressure cooking represents a cost-effective, durable and clean energy solution to biomass cooking for off- and weak-grid communities. CLASP partnered with PowerGen Renewable Energy to conduct and evaluate a small-scale electric pressure cooker pilot in rural Tanzania, finding that the appliance leads to significant quality of life improvements for customers.

Three billion people around the world depend on food cooked over polluting, open fires or inefficient stoves. Exposure to household air pollution (HAP) from burning wood, charcoal, coal and kerosene is a leading risk factor for respiratory diseases, putting women and children primarily responsible for domestic activities at the highest risk.

Electric pressure cookers (EPC) are highly suitable for mini-grids due to their unique combination of low energy consumption and high pressure.

The report outlines the business model and delivery mechanisms used to distribute the EPCs, demonstrating that in-person trainings and loan facilities are critical components of product uptake and retention.

## 4. Report to Parliament on the Government of Canada's International Assistance 2018-2019

[https://www.international.gc.ca/gac-amc/publications/odaaa-lrmodo/toc\\_report-tdm\\_rapport-18-19.aspx](https://www.international.gc.ca/gac-amc/publications/odaaa-lrmodo/toc_report-tdm_rapport-18-19.aspx)

See key sections of the report including:

### Canada's Feminist International Assistance Policy

One of the Policy's key commitments was to allocate, by 2021-2022, no less than 95% of Canada's bilateral international development assistance investments toward initiatives that either target or integrate gender equality and the empowerment of women and girls; of which 15% specifically target these goals.

Canada is already making important progress toward these commitments. In 2018-2019, over 99.9% of Global Affairs Canada's newly approved bilateral international development assistance either targeted or integrated gender equality and the empowerment of women and girls, with 22.2% specifically targeting these goals. These new investments raised Canada's overall percentage of gender equality targeted or integrated bilateral international development assistance disbursements to 94.9% in 2018-2019, of which 6.2% specifically targeted gender equality and the empowerment of women and girls.

### Action area: Gender equality and the empowerment of women and girls

Within this specific action area, Canada advances gender equality and the empowerment of women and girls across three pathways:

- i. addressing sexual and gender-based violence (SGBV), including child, early and forced marriages, and female genital mutilation/cutting.
- ii. supporting and strengthening women's organizations and movements that advance women's rights, gender equality, and the empowerment of women and girls; and
- iii. supporting evidence-based policymaking and program delivery for gender equality.

## 5. Research report: Women's empowerment through collective action: How forest and farm producer organisations can make a difference

<https://pubs.iied.org/13616IIED/?p=1>

<https://pubs.iied.org/pdfs/13616IIED.pdf>

This research report from International Institute for Environment and Development (IIED) explores different organisational structures and social and cultural services from a gender-equality and women's empowerment perspective. More specifically, it examines how access to social and cultural services can facilitate women's participation in economic and political life. The producer organisation business model provides advantages in creating job opportunities and access to markets for women, positive spill-over effects in both household and group businesses, and access to social services such as vocational trainings, childcare and maternity leave – all of which support women to participate in the labour market on a more equal footing with men.

### "Key recommendations

The findings in this research report provide examples of how frameworks and actions can explicitly support women's entrepreneurship. It shows the many benefits of women's peer-to-peer learning – facilitating partnerships with other women's organisations and entrepreneurs that provide business coaching and mentorship support. Such peer-to-peer



interactions help raise awareness of the contributions these businesses make in terms of tax revenue, social stability and even peace building.

All case studies provide examples of FFPO social and cultural services such as village savings schemes, investments in utilities, and daycare centres and culturally appropriate homecare and childcare to support families to cater for the needs of their children and elderly. They illustrate the need to:

- Design research to understand factors that influence trade-offs in gender roles: understanding how underpinning structures of power influence women’s and men’s opportunities and capabilities differently is crucial. The focus should be on identifying conditions and services that can lead to mutually reinforcing empowerment for both women and men.
- Design FFPO business incubation that gives adequate attention to social and cultural service needs: it is important to build awareness of how accommodating non-market-oriented livelihood activities provide crucial economic support to households. These activities should be key to an overall approach for strengthening gender-equitable livelihoods.
- Invest in FFPO financial-management processes for raising capital and allocating resources: the ability that FFPOs have to mobilise collective financial resources, if well managed, can lead to affordable FFPO provision of social and cultural services. These will improve welfare and motivate entrepreneurship for both men and women.
- Work in collaboration with women’s networks and organisations: peer-to-peer women’s networks and organisations have an in-depth understanding of gender related issues and can help challenge structural gender inequalities that exist at the level of the family, the business and the nation state.”

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## **6. Briefing: Places to prosper - engaging with youth migration in forest landscapes**

<https://pubs.iied.org/17754IIED/?p=1>

Youth migration shapes economies and ecologies profoundly. Young men and women bring vibrancy to rural communities. But in rural areas, young people must weigh up their chances for prosperity: whether to remain in their place of origin, migrate in search of education or work, or even return home with new skills, capital and ideas. In many rural areas, forest and farm producer organisations (FFPOs) are the only source of support or employment. FFPOs should engage with youth to develop place-specific strategies, enhance their prospects for prosperity and strengthen their vital attachments to place — whether they are remainers, leavers or returners. Understanding the dynamics of youth migration could also help to ‘build back better’ after the COVID-19 pandemic, with longer-term benefits for resilient livelihoods, both for young people and FFPOs.

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## **7. Toolkits for Addressing the Prevention of Sexual Exploitation and Abuse (SEA)**

Full Toolkit <https://ccic.ca/wp-content/uploads/2020/06/1.-Toolkits-for-Addressing-PSEA-DIGNA-reduced.pdf>

Individual Toolkits <https://ccic.ca/centre-of-expertise-on-the-prevention-of-sexual-exploitation-and-abuse-serving-canadian-international-development-and-humanitarian-aid-organizations%e2%80%af/>

Digna Toolkits for Addressing the Prevention of Sexual Exploitation and Abuse (SEA) have been published! They explore strategies that can be used while working towards the SEA. Based on the database of resources under compilation by Digna, we have developed eight different toolkits. They unpack what different organizations from the international development and humanitarian sector have done to address SEA, including their approaches to managing risk, their strategies and the best practices they have put forth.

Access the eight individual toolkits at the Digna website. The French version will be available soon. Join Digna's emailing list for updates on news and activities.

### *Individual Toolkits*

Toolkit A - Examples of Codes of Conduct - Policy Programs

Toolkit B - Examples of Risk Assessment and Management

Toolkit C - Examples of report forms

Toolkit D - Examples of Flowcharts

Toolkit E - Examples of PSEA Audit and Self-Assessment

Toolkit F - Examples of Feedback Forms

Toolkit G - Examples of Monitoring Surveys - Evaluation Tools

Toolkit H - Examples of Visuals

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## **8. Needs Assessment Report from Canadian SMOs**

[http://icn-rcc.ca/wp-content/uploads/SPUR\\_SMOReport2020\\_EN.pdf](http://icn-rcc.ca/wp-content/uploads/SPUR_SMOReport2020_EN.pdf)

<http://icn-rcc.ca/spurchase/smo-report>

Spur Change launched its first SMO report addressing questions about the capacity building and knowledge sharing needs of Canadian SMOs working in international cooperation. What are their organization's ambitions? What are key priority areas for learning and capacity building for their organization to achieve its ambitions? What are their preferred learning methods? What is their level of knowledge and understanding of the Feminist International Assistance Policy (FIAP) and the Sustainable Development Goals (SDGs)? The report is based on 252 responses collected from over 150 SMOs across Canada.

This report addresses questions about the capacity building and knowledge sharing needs of Canadian small and medium organizations (SMOs) working in international cooperation. The report highlights six central findings. Among the findings is Number 3 *Integrating a gender-lens emerged as a strong theme cutting across all capacity building areas:*

- SMOs identified the need to increase their capacity to integrate a gender lens in all phases of a project cycle from project and program design (gender-based analysis), organizational development (PSEA policies), and program and project implementation (gender transformative programming and measuring gender empowerment).

The report highlights six central findings:

01. Resource mobilization is the most important area of capacity building for Canadian SMOs.
02. There is a need to differentiate between donor driven and organization-driven capacity building needs.
03. Integrating a gender-lens emerged as a strong theme cutting across all capacity building areas.
04. Knowledge of FIAP and SDGs is high amongst SMOs.
05. SMOs' strengths and weaknesses are diverse, which calls for flexibility and variety while choosing learning opportunities.
06. Preferred learning methods are not always the most effective methods for consolidating learning.

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## 9. Study: Organizational and human resource capacity for addressing gender equality: Civil society engagement with the Feminist International Assistance Policy

<https://ccic.ca/wp-content/uploads/2020/06/GE-Analysis-Report-Final-June-5-2020-1.pdf>

<https://ccic.ca/report-organizational-and-human-resource-capacity-for-addressing-gender-equality-civil-society-engagement-with-the-feminist-international-assistance-policy>

Through a survey of 45 Canadian civil society organizations (CSOs) and key informant interviews, this study examined how CSOs are addressing gender inequality and more specifically, the progress CSOs have made as a result of the development and launch of the FIAP in 2017.

The study showed that overall, Canadian CSOs claim to have made significant progress towards meeting gender equality objectives in certain areas such as policy development, monitoring and evaluation and program development. At the same time, the study revealed the need for further investments to align with the goals of the FIAP such as specific skills development required by staff to design, implement and evaluate projects, secure financial and social resources that contribute to both organizational and programmatic mechanisms in support of feminist development, and ongoing knowledge sharing across CSO networks in order to collectively strengthen overall sectoral responses to gender inequality under the direction of the FIAP.

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## 10. Report: Actions to Transform Food Systems Under Climate Change

<https://cgspace.cgiar.org/bitstream/handle/10568/108489/Actions%20to%20Transform%20Food%20Systems%20Under%20Climate%20Change.pdf>

The report is the collaborative work of a panel of global experts in food security, food systems and climate change. It identifies 11 high-priority actions that we must collectively take now to catalyze efforts to address the current food crisis prompted by COVID-19 and averting future food insecurity from our changing climate.

“Advancing gender equality and youth opportunities is a priority, given the very high rates of unemployment among young people, women’s prominence among people living in poverty, their lack of access to resources and power, and the disproportionate agricultural labor burden that women face.” Page 26

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## 11. New Gender Equality Case Study on Malaria

Case Study <http://www.grandchallenges.ca/wp-content/uploads/2020/06/GCC-Case-Study-MAMatScale.pdf>

Gender Equality Portal <https://www.grandchallenges.ca/funding-opportunities/gender/modules/>

The latest gender equality case study, available on Grand Challenges Gender Equality Portal, describes the gender equality strategy of MAMaZ Against Malaria at Scale, a project that brings a life-saving antimalarial drug to remote areas of Zambia, providing children under the age of 6 with immediate pre-treatment for severe malaria. Their strategy empowers women and girls, engages men, and addresses gender-based violence.

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## 12. Gender Equality Modules at Grand Challenges Portal

<https://www.grandchallenges.ca/funding-opportunities/gender/modules/>

As part of our commitment to Gender Equality, Grand Challenges Canada has developed a suite of modules to support innovators as they incorporate gender considerations into their applications and innovations.

- **Module 1: Introduction to Gender Analysis.** Introduces innovators to gender equality and outlines questions to consider and steps to take when developing a gender analysis, gender strategy, and gender vision.
- **Module 2: Understanding Gender Analysis Issues.** Provides innovators with a list of some of the key issues that they may want to consider as part of their gender analysis and in developing their gender equality strategies.
- **Module 3: Explaining the Gender Equality Coding System.** Introduces the gender equality coding system, explains what determines a gender equality score, and summarizes how the gender coding scores are used.
- **Tool – Gender Analysis:** The Gender Analysis Tool (PDF) is a guide for GE 0 and 1 (see Gender Equality Scoring System) health innovators to perform gender analysis informing their gender strategy. The framework examines how gender considerations have been woven through the innovation, their organizations or companies, and how the intervention is influenced and influences the social, cultural and policy environments.
- Several case studies are provided as examples.

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### 13. Cognitive biases rule our everyday thinking

<https://bigthink.com/mind-brain/cognitive-bias-codex>

Learn more about 200 cognitive biases that rule our everyday thinking and impact our decision making. Big Think Article includes a codex that simplifies the 200 biases into 4 main categories, and an excellent chart that highlights top biases that impact decision making including: anchor, attentional, bandwagon effect, blind-spot, choice supportive, confirmation, outcome, recency, and selective perception.

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### 14. Assessment: Biases and How They Influence Your Behaviour

<http://www.christineporath.com/assess-yourself/>

Want to learn more about your own biases? Assess yourself with this 5 minute assessment of bias and behaviours at work. It's anonymous and after you submit the answers, you will see a summary of your results, strengths to build on, and areas for improvement.

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### 15. Feminist organizing toolkit: Planning Virtual Meetings

English <https://wedo.org/wp-content/uploads/2020/06/ICT-toolkit-English.pdf>

French <https://www.wecf.org/wp-content/uploads/2020/06/ICT-toolkit-French-2.pdf>

Spanish <https://www.wecf.org/wp-content/uploads/2020/06/ICT-toolkit-Spanish-2.pdf>

Women's Environment & Development Organization WEDO launches this new resource in English, French and Spanish: "Feminist organizing toolkit: planning virtual meetings!" Though this toolkit might be particularly useful in this time of social distancing, we hope its utility extends beyond, too. We must reach and connect to our feminist partners and allies around the world in order to address the most pressing global issues of our time, and virtual meetings can be one crucial tool in our toolbox for that work.

In this toolkit, you'll find: Tips & tricks for software, Best practices for moderators, Key considerations for inclusivity, Planning engaging & exciting online meetings, Tools for digital safety, FAQs about online meetings

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