



Hand-knit woolen mittens of Latvian design to keep hands warm in cold weather. 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.

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## Opportunities and Coming Events

### 1. AgChat

<https://www.mwaf.ca/events>

Manitoba Women in Agriculture and Food have organized an online meet up for men and women working in agriculture and agri-food processing. AgChat is the way to network to build long-lasting connections which are essential in our sector but not easy to do. Conferences offer an opportunity for networking but building long-term connections afterwards is not easy. AgChat will be held on the **4th Monday of every moth, 7-8 pm** CST with the first one for this year on January 25, 2021.

AgChat is free in January but it will become part of the membership benefits. The annual membership is \$40 Canadian. After February, if you want to get a feel of AgChat, you are welcome to attend for free one time.

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## 2. International Development Week (IDW)

[https://www.international.gc.ca/world-monde/issues\\_development-enjeux\\_developpement/idw-sdi.aspx?lang=eng](https://www.international.gc.ca/world-monde/issues_development-enjeux_developpement/idw-sdi.aspx?lang=eng)

**February 7-13, 2021.** International Development Week (IDW) is an annual initiative established in 1991. It is held during the first full week of February. It engages Canadians on global issues.

This is a uniquely Canadian tradition. It offers an opportunity to pause and to acknowledge Canadian contributions to poverty reduction and international humanitarian assistance in the developing world.

Canadians individuals, the government of Canada and civil society organizations mark this week. They organize hundreds of activities across the country and abroad.

See the Calendar of Events at <https://www.international.gc.ca/campaign-campagne/idw-sdi/calendar-calendrier.aspx?lang=eng>

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## 3. Sustainability and Gender Equality in Agriculture: How do voluntary standards fit in?

<https://www.eventbrite.ca/e/be-the-change-iisd-on-sustainability-and-gender-equality-in-agriculture-tickets-135354859027>

Join us on Wednesday, **February 10, 2021 from 10:00 – 11:00am (CST)** for the International Development Week edition of Be the Change, MCIC's SDGs event series for a conversation with Cristina Larrea and Ege Tekinbas of IISD.

IISD is an organization that provides practical solutions to the challenge of integrating environmental and social priorities with economic development. IISD reports on international negotiations, conducts rigorous research, and engages citizens, businesses and policy-makers on the shared goal of developing sustainably.

The webinar will present global trends on sustainable production and consumption in several agricultural commodities leveraging Voluntary Sustainability Standards (VSSs), looking at the enabling and limiting factors and suggesting potential way forward for growth-. The session will also unfold how VSSs can contribute to advance sustainable production practices in agriculture by preserving ecosystems and biodiversity while contributing to advance gender equality.

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## 4. Bris des stéréotypes: persévérance, et parage des inégalités / Smashing Stereotypes: Perseverance & Overcoming Inequality

<https://www.eventbrite.ca/e/smashing-stereotypes-perseverance-overcoming-inequality-tickets-135665371779>

Join the discussion on how Canadian society can work to dismantle barriers and ensure equality in STEM. Forum hosted by SCWIST-Quebec. In honour of the International Day of Women and Girls in Science, the SCWIST Quebec Chapter inaugural event will feature the experiences and perspectives of four stellar STEM panelists. The topics will range from the panelists' perspectives and personal experiences as female professionals in their respective fields, to their suggestions how Canadian society can render STEM fields more equitable. Following the panel, we will host a 25-minute Q&A period with the audience. This event is designed to bring together pre-eminent women scientists and aspiring/current STEM audience members for mutual learning and inspiration.

**Thu, February 11, 2021, 5:00 PM – 7:00 PM CST**

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## 5. Micro Learning 3: FIT’s Gender Equality Strategy

<https://fit-fit.ca/resource/fit-gender-equality-strategy-for-the-social-innovation-space/>

[https://zoom.us/webinar/register/WN\\_omWXIb77RZSUBvLpgtmmJw](https://zoom.us/webinar/register/WN_omWXIb77RZSUBvLpgtmmJw)

**February 26, 10:30 am (CST)**

This session aims to enhance our understanding of how to develop a gender equality strategy for the social innovation space and testing environment, using FIT’s Gender Equality Strategy guide. The session will focus on how to conduct an In-Depth Gender Scan (IGS) in order to identify gender equality outcomes, and how to develop an action and monitoring plan. The session will cover:

- Introduction to FIT’s Gender Equality Strategy guide for testing including:
- FIT’s IGS approach and tool
- Identifying gender equality outcomes
- Developing an action plan
- Developing a monitoring plan
- Breakout room session
- Information about FIT’s other gender equality resources

Please note, this micro-learning is intended to be a training that will last approximately 2 hours.

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## 6. FCC Women in Ag Summit

<https://www.eventbrite.ca/e/fcc-womens-summit-registration-129782136865>

FCC Women in Ag Summit is a free, virtual event that will give you the confidence to take your operation to new heights and boost your leadership skills. Hear from inspiring speakers, network and make powerful connections to build personal and professional growth. **Tuesday, March 9, 2021. 2 – 4:30 p.m. EST. (Networking starts at 1:30 p.m.)**

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## 7. Fund for Innovation and Transformation: Intakes 4 and 5

<https://fit-fit.ca/process/>

Applicants must be Canadian small and medium-sized organizations (SMOs) who want to test innovative solutions to specific development challenges in partnership with local organizations. Projects should have a focus on advancing gender equality and empowering women and girls in the Global South. Applicants may seek funding of between \$150K to \$250K to implement projects over a 6-15 month period (lower amounts may be considered, but not over \$250K).

With 18 funded SMOs, and while adjusting our programming to the new COVID-19 pandemic reality, the FIT program is continuing to move full steam ahead. The third round of recipients will be announced in Spring 2021. If you plan on applying to FIT, mark your calendars! It is anticipated that **Intake 4 will be announced in Spring of 2021 and FIT's final Intake will be announced in Fall of 2021.** See the link for more details about the application process.

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## 8. Rural Women’s Studies Association Virtual Conference

<https://www.rwsa2021.uoguelph.ca/>

The RWSA is an international association to advance farm and rural women's/gender studies in historical perspective. In **May 11-15, 2021**, the University of Guelph is hosting the 14th Triennial Conference. Over one hundred and forty scholars from thirteen different countries are presenting their research on the theme of "Kitchen Table Talk to Global Forum."

A special plenary session addresses how COVID-19 has affected rural women. Panelists get the conversations started, sharing formal research and personal observations, followed by breakout discussions that explore the pandemic's impact on diverse populations. Panelists on the plenary session, "Mentorship and Development Networks for Rural Women and Researchers," provide great advice to anyone interested in finding a mentor or organizing a mentorship program, whether they are academics or non-academics, have years of experience or are just starting out.

The RWSA welcomes scholars from diverse fields as well as rural organizations and communities.

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## **This Month's News**

### **1. TIME's First-Ever 'Kid of the Year' Is a 15-Year-Old Scientist Tackling Big Social Issues**

<https://www.globalcitizen.org/en/content/time-kid-of-the-year-2020/>

Gitanjali Rao may only be 15 years old, but she has already improved the lives of thousands of people. Wielding her technological genius, the young scientist from Lone Tree, Colorado, has created impressive inventions that address issues like contaminated drinking water, cyberbullying, and opioid addiction.

In early December 2020, TIME magazine announced Rao as its 2020 Kid of the Year, an honor that recognizes the rising leaders of America's youngest generation. Selected from more than 5,000 Americans aged 8 to 16, she became the first to earn the Kid of the Year title.

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### **2. Focus on gender data from Devex**

<http://t.devex.com/l000OKDOJ7vtoS2o0V0BL0c>

The goal at the beginning of 2020 was to answer pressing questions about how sex-disaggregated data can act as a catalyst for gender equality. This focus area, powered by UN Women, highlights how data is being used to inform policy and advocacy to advance gender equality. Gender data is crucial to make every woman and girl count.

One year later, we've examined whether it has become too dangerous to measure gender-based violence, brought you analysis on participatory data collection, and asked how much gender data actually costs. We've talked with the officials taking risks to push for progress and the organizations turning to non-traditional data sources.

Our reporters contributed insight from India, Burkina Faso, and Colombia, and we hosted an ambitious online event series on mitigating the impact of COVID-19 on women and girls.

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### **3. Where are the women in food insecurity analysis?**

<https://www.devex.com/news/where-are-the-women-in-food-insecurity-analysis-98804>

Women are more likely to experience food insecurity than men, and the pandemic has exacerbated this divide. Women continue to shoulder more household responsibilities, but also now bear the burden of increased poverty and health risks.

But the exact extent to which women experience more hunger or malnutrition than men is not clear, experts say.

The Integrated Phase Classification Acute Food Insecurity classification, which produces food insecurity analyses, forecasts, and famine warnings, does not provide gender-disaggregated data. The World Food Programme identifies women as a vulnerable population that faces increased risks of food insecurity and has hunger and malnutrition estimates for pregnant and nursing women. But it does not provide overall gender-disaggregated data on food insecurity in its regular updates.

Several groups are already working to tackle the food insecurity gender data gap. WFP, Gallup Inc., and the Food and Agricultural Organization are undertaking a new quantitative measure that assesses the interconnectedness of disempowerment and food insecurity — or empowerment and food security.

But gaps remain in making gender-disaggregated data a standard part of large-scale food insecurity analysis at the national and international level, according to Sarah Fuhrman, a humanitarian policy specialist with CARE International. Donors could step in to create financial incentives for practitioners collecting this information, in order to jump-start progress, she said. But interest in the gendered effects of the pandemic has thus far not matched with available funding or commitments, Fuhrman continued.

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## 4. A case for gender-smart investment

<https://www.devex.com/news/q-a-a-case-for-gender-smart-investment-98835>

Over the last few years, development finance institutions have turned their focus to gender-smart, or gender-lens, investing — a strategy that seeks to intentionally and measurably use capital to address gender inequalities and better inform investment decisions.

Initiatives such as the Gender Summit, organized by Business Fights Poverty, and the 2X Challenge — which resulted in \$3 billion committed to gender-smart investing by the DFIs of G-7 leading industrial nations — have further served to bring together a wide ecosystem of players to this discussion.

Jen Braswell spoke to Devex about the value of such collaborations and what needs to be done to ensure that the momentum toward gender-smart investments does not waiver.

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## 5. Toxic air in India linked to large number of miscarriages

<https://news.trust.org/item/20210107205651-ifg7m/>

Toxic air in India and other South Asian countries could be causing large numbers of miscarriages and stillbirths, scientists said on Thursday. A study in The Lancet medical journal estimated nearly 350,000 pregnancy losses a year in South Asia were linked to high pollution levels, accounting for 7% of annual pregnancy loss in the region between 2000 and 2016.

South Asia has the highest rate of pregnancy loss globally and some of the worst air pollution in the world. India's cities top global pollution lists with New Delhi, the world's most polluted capital. Factors contributing to the country's filthy air include industry, vehicle exhaust fumes, coal-fired power plants, building site dust and the burning of crop residue.

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## 6. Action Against Hunger Is Helping Women in Pakistan Grow Saline Tolerant Crops

<https://foodtank.com/news/2021/01/action-against-hunger-is-helping-women-in-pakistan-grow-saline-tolerant-crops/>

Action Against Hunger (ACF), an international humanitarian organization, is helping women in Sindh, Pakistan become self-sufficient by teaching them how to grow saline tolerant crops. “Seasonal monsoon rains have both positively and negatively influenced the food security situation,” Moiz Ali, the Senior Food, Security, and Livelihoods Manager at ACF in Pakistan, tells Food Tank. “The rains have been positive in terms of recharging groundwater for drinking and irrigation purposes.”



But Ali also says that climate change is increasing the salinity levels in the soil, which makes it difficult to cultivate crops. ACF established Saline Tolerant Fodder Production, a pilot program that is working to help women in the Thatta district reclaim salinity-affected soils.

Through this program, ACF is holding training sessions with more than 300 women to enhance their knowledge on soil nutrition, silage making, and production techniques on saline tolerant crops. ACF is also providing grants to 22 women to manage demonstration plots that grow saline tolerant crops and vegetables for livestock feed.

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## **7. Farm Workers Organizations in USA Demand Protections As Essential Workers**

<https://foodtank.com/news/2021/01/farm-workers-organizations-demand-protections-as-essential-workers>

Farm worker advocacy groups in the USA including Alianza Nacional de Campesinas are collaborating with the National Young Farmers Coalition (NYFC) to help secure protections for farm workers impacted by COVID-19. Many farm workers have limited access to health care and live below the poverty line. According to María De Luna, National Policy and Advocacy Coordinator at Alianza de Campesinas, this presents barriers to accessing COVID-19 testing and treatment. And when farm workers do test positive for COVID-19, many risk uncompensated time-off and fear of lay-offs. De Luna tells Food Tank, COVID-19 is also exacerbating other issues that farm workers face. She explains that as a result of the pandemic, women in particular “have seen an increase in domestic violence, family and childcare responsibilities, increased financial and job insecurity, and abuse in the workplace.”

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## **8. Black USA farmers reclaiming the soil**

<https://www.theguardian.com/environment/2020/dec/22/we-wanted-to-work-the-land-with-our-kids-the-black-us-farmers-reclaiming-the-soil>

A fledgling movement towards Black-owned farms seeks to address the lack of land ownership and fresh food in many communities of color. In 2017, the Oregon Food Bank offered more acreage in Portland. They also launched the Pathways to Farming incubator program, designed to teach agriculture to prospective farmers. In 2019, they leased their current peri-rural space.

There were more than 900,000 Black farmers in the US in 1920, but of the country’s 3.4 million total farmers, just 45,000 are Black according to the 2017 Census of Agriculture. That is just over 1% of farmers, despite Black or African American people making up 13% of the population.

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## **9. The advantages of faith-sensitive nutrition programs**

<https://www.devex.com/news/the-advantages-of-faith-sensitive-nutrition-programs-98892>

In two provinces in eastern Zimbabwe, a multiyear program run by World Vision aimed to increase food security through economic empowerment and health outcomes through nutrition programs. But in some communities, local religious traditions precluded women from attending critical program activities such as care groups, where participants could access health services like antenatal care to ensure babies were receiving appropriate nutrition.

But World Vision’s status as a faith-based organization allowed it to approach religious leaders to engage in a dialogue about the groups to better understand objections to women’s participation and come up with a solution within the bounds of local belief systems.

In addition to guiding how people live their lives and their daily activities, faith traditions also play a large role in what people eat. For Muslim Hands, a U.K.-based NGO that operates in over 30 countries, being a faith-based organization allows it to ensure dietary sensitivity in its nutrition programming, even in emergency situations.

Outside of direct programming, faith-based organizations have also taken an active role in advocating for increased funding for food and agriculture programs. Last month, the Vatican announced it was making an extraordinary contribution to the International Fund for Agricultural Development's 12th replenishment. Bread for the World, a Christian NGO in the U.S.A., works with a national coalition to encourage lawmakers to support additional funding for nutrition work.

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## **10. USAID officials prepare for higher-profile role under Samantha Power**

<https://www.devex.com/news/usaid-officials-prepare-for-higher-profile-role-under-samantha-power-98909>

President-elect Joe Biden's announcement Wednesday that he plans to nominate Samantha Power to be administrator at the U.S. Agency for International Development and elevate the position to the National Security Council has officials and experts hoping a leader with "star power" can help turn the page for an agency that has struggled in recent months.

Power, formerly a U.S. ambassador to the United Nations and member of the NSC, as well as a Pulitzer Prize-winning journalist, would be among the highest-profile figures to ever occupy that role.

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## **11. These women entrepreneurs are helping revolutionise farming practices with their agri-tech start-ups**

<https://yourstory.com/herstory/2021/01/women-entrepreneur-agritech-startup-iot>

Kaze Living is a D2C brand that provides curated selection of safe, fresh and pesticide-free food to consumers' doorsteps. The team partners with Hydroponic farms and other greenhouses for the same. Read more at:

Shriya Naheta launched Zama Organics in 2017 with an emphasis on supporting local organic farmers and delivering fresh organic produce to people's doorsteps.

Based in Delhi and Nainital, the startup Red Otter Farms specialises in Aquaponics, a sustainable agricultural practice that involves raising fish and other aquatic life form to feed their discharge to the plant.

Founded in 2018, Mumbai-based agritech startup Godaam Innovations leverages IoT to detect gases emitted from spoilt onions in warehouses, collect real-time data, and alert the farmers.

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## **12. Fairtrade Study Demonstrates Benefits of Certification For Women**

<https://stir-tea-coffee.com/coffee-report/fairtrade-study-demonstrates-benefits-of-certification-for-w/>

A just-released study by Fairtrade examines the ways in which women have benefited from certification. Conducted by the Center for International Forestry Research, the study analyzed the outcomes of the Fairtrade Gender Strategy 2016-2020, which was undertaken with the intention of revisiting Fairtrade's direction on work specifically related to gender.

The study centers around the results of Fairtrade's work with six coffee cooperatives in Kenya, Guatemala, and Indonesia and assesses the organization's gender strategy with regard to access and inclusion; empowerment and equity; and gender-transformative change.



The study observes that work remains to be done, as the overall number of women in leadership positions is still low (across all six co-ops). Barriers to equity include lack of land ownership (and access to capital, in general); lack of technical knowledge and access to training and services; and disproportionate responsibility for childcare (due to cultural norms regarding gender), which results in less time for participation in co-op affairs.

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### **13. Anchoring the Earth Museum Exhibit**

<https://manitobamuseum.ca/main/anchoring-the-earth/>

One of the most impressive plant specimens at the Manitoba Museum is a huge, preserved grass that shows the entire root system. Go behind the scenes with Curator of Botany at the Manitoba Museum, Dr. Diana Bizecki Robson, of installing this exhibit.

This specimen provides a perspective that no one ever has - what a plant actually looks like under the ground. There was just one problem with that grass: it is not actually a native species. It's a Eurasian species called Crested Wheatgrass (*Agropyron cristatum*) that was brought to Canada and widely planted in the 1930's. In addition to the tap-rooted White Prairie-clover (*Dalea candida*), the display case includes a specimen of Manitoba's Provincial grass, Big Bluestem (*Andropogon gerardi*) and a June Grass (*Koeleria macrantha*).

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### **14. Exploring intersectionality: What does it look like for IIED and our partners?**

<https://www.iied.org/exploring-intersectionality-what-does-it-look-for-iied-our-partners>

In April 2020, the International Institute for Environment and Development (IIED) adopted a new gender equality policy – one that challenges us to look at gender and how it interacts with other social characteristics such as age, disability, wealth and ethnicity to shape systems of privilege and oppression. In other words, to look at gender equality through a lens of intersectionality.

But this new approach immediately threw up the question of how confident people in the institute are about what intersectionality means and how they should use it in their work.

IIED's gender equality policy applies to how we operate both in the UK and wherever we are doing our research. It's also relevant to how we design research. We want to make sure we become more aware and can take account of the intersectional issues at play in a situation and their relationship to gender equality.

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### **15. 'Science Moms' campaign seeks to make climate change personal for Americans**

<https://news.trust.org/item/20210114085707-jpgyi/>

Atmospheric chemist Emily Fischer, a Colorado State University climate scientist and mother, is one of the scientists and mothers featured in a multi-million-dollar online and television advertising campaign, launching this week, which aims to do what others have not: make climate change a personal battle for millions of Americans.

After Democratic President-elect Joe Biden takes office and tries to push forward an ambitious climate-change agenda - aiming for net-zero emissions by 2050 - winning greater public support for the action needed will be key, analysts say.

The online launch of the "Science Moms" campaign in mid-January will air initially in the U.S. Midwest, South and Southwest, and will eventually go national, backers said. Most ads feature a climate scientist who is also a mother, describing her personal concerns about climate change and for her children.

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## 16. Scientists warn climate change is harming children's diets

<https://news.trust.org/item/20210114161650-6vkex>

Climate change could undo decades of work reducing malnutrition, scientists said in a study finding that children in developing countries with rising temperatures are eating poorer diets.

Higher temperatures often had a bigger impact on children's diet diversity than the gains seen from access to education, clean water and poverty reduction, said the U.S.-led study in the journal Environmental Research Letters.

Some 144 million children worldwide are stunted by malnutrition and face a future of ill health, poor education, low earnings and poverty, according to the United Nations children's fund UNICEF, a number which has been falling.

Led by scientists from the University of Vermont, the largest global study of links between children's diet diversity and climate looked at children aged five and under in 19 countries across Asia, Africa, South and Central America.

In five out of six regions, they found significant reductions in children's diet diversity when there were higher temperatures - either long-term heat or above average temperatures in the year of the survey or the prior year.

Read the journal article *Climate impacts associated with reduced diet diversity in children across nineteen countries* at <https://iopscience.iop.org/article/10.1088/1748-9326/abd0ab>

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## 17. Erin Armstrong: Interim executive director of the Barley Council of Canada

<https://www.manitobacooperator.ca/farm-it-manitoba/foray-into-ag-opened-opportunities-unknown/>

Erin Armstrong has been able to work in multiple positions in multiple ag and food sectors and work with breeders, researchers, industry folk, producers and government people. Ultimately, they all want the same thing, said Armstrong — what's best for Canadian agriculture.

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## 18. Canada Research Chairs

<https://www.chairs-chaire.gc.ca/home-accueil-eng.aspx>

U of Manitoba News Release <https://news.umanitoba.ca/eleven-new-canada-research-chairs-awarded-to-um-faculty/>

The CRC program recognizes that diversity is indispensable to research excellence and is committed to working alongside Canadian institutions to achieve its equity targets and reflect the diversity of Canada's population by 2029. Among the 259 Canada Research Chair recipients announced in December 2020, 26% self-identified as racialized minorities, 5% as Indigenous Peoples, 10% as persons with disabilities and 51% as women.

The CRC Program provides funding to universities to recruit and retain Canada's knowledge leaders. Tier 1 chairs are acknowledged by their peers as world leaders in their fields and are appointed for seven years, receiving \$1.4 million in funding over their terms. Tier 2 chairs are exceptional emerging researchers in their fields, appointed for five years, receiving \$500,000 in funding over their terms.

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## 19. CGIAR GENDER Platform newsletter

<https://gender.cgiar.org/>

In this issue, get the latest news from the Platform as well as updates on gender research from CGIAR Centers, Research Programs and Platforms. For example:

- *Generic catchphrase or global commitment: What is women's empowerment?* Empowering all women and girls is among the global goals guiding international development efforts toward 2030, and innumerable projects have stated 'women's empowerment' among their objectives. But what do we mean, when we talk about women's empowerment? <https://gender.cgiar.org/generic-catchphrase-or-global-commitment-what-is-womens-empowerment/>
- *Voices from the field: Young women farmers anchor CGIAR session at Cultivate Africa.* "We live in a time where we can do so much more, [] but we are constrained by many factors," said Agnes Kalibata, President of the AGRA Alliance, as she reflected on discussions led by the CGIAR GENDER Platform during Cultivate Africa. "We need to double down on the opportunities we are providing for women." <https://gender.cgiar.org/voices-from-the-field-young-women-farmers-anchor-cgiar-session-at-cultivate-africa/>

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## 20. How ancient forest gardens are keeping hunger at bay

<https://newint.org/immersive/2021/01/06/sheltering-fjf-forest>

In the district of Bule in the southern highlands of Ethiopia, the Gedeo people practice a unique form of agroforestry on their land. Despite high levels of chronic undernourishment in southeastern Ethiopia, Bule district is classified as food sufficient. The bureau reports that Gedeo is one of the few places never to have experienced famine, even as severe hunger and drought spread to southern Ethiopia in the 1980s. A study from Gedeo's Kochore district found 165 plant species within and around home gardens.

Kocho, a baked flat-bread made from the fermented carbohydrate-rich stem of the enset plant. The drought-resistant enset [sometimes known as 'fake banana'] crop is a major source of food in Bule and across large parts of southern Ethiopia. The tree takes four years to mature – when it yields 40 kilograms of food – so planting must be staggered.

For breakfast this morning they had bulla, a porridge made from the liquid squeezed out of enset pulp after grating and chopping the pulverized stem. 'It's tiresome work,' acknowledges Aster, 'but it brings many benefits to our family.'

Any surplus is sold on for cash. Women in Bule play a critical role in managing home garden agroforestry and are in charge of selling their produce, unlike in other areas where cash crops are dominant.

The agroforestry system, productive as it is, is struggling to keep pace with population growth. Gedeo has seen its inhabitants increase from 800,000 a decade ago to an estimated 1.5 million today. As farms get subdivided between heirs, there is less and less land available.

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## 21. The power gap is as real as the women enduring it

<https://www.theglobeandmail.com/canada/article-power-gap/>

The first equal pay legislation in Canada passed in 1951, making it illegal to pay men and women in the same job different salaries. Women overtook men among university graduates three decades ago. Today, women represent just under half of the workforce. And yet, men still dramatically outnumber, outrank and out earn women.

Two and a half years ago, the Globe and Mail set about trying to understand why. What we found is that inequities run much deeper than compensation or a lack of female CEOs.

There is a power gap in the modern work force. In an unprecedented analysis of hundreds of public sector salary records, The Globe has found that women continue to be outnumbered, outranked and out-earned by men not just at the very top, but on the way to the top and in the middle.

The Globe collected salary records from 244 entities in four key pillars that shape Canadians' lives – 82 universities, 25 cities, seven provincial governments and 130 public corporations – and then married this information with gender-probability statistics (about 90 per cent of first names in Canada are associated with a particular gender at least 95 per cent of the time). The Globe's analysis is the first of its kind and the most detailed picture available of where women stand in the Canadian workplace. (We targeted the public sector because this is the only workplace salary data available to scrutinize.)

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## 22. TIME Magazine Features Clean Cooking as a Priority Solution for the Next Decade

<https://time.com/time2030/>

<https://time.com/5930092/sustainable-solutions/>

TIME Magazine's new TIME 2030 project, a series exploring how to solve the world's most pressing challenges, has highlighted clean cooking as a priority for the next decade.

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## Reports, Publications, Resources

### 1. PD Session on Gender: Developing a Critical Perspective

[https://youtu.be/FZivJYukReo?list=PLvMhLSt8r41KCVqMVvH7Xpnf-R-T\\_jDuY](https://youtu.be/FZivJYukReo?list=PLvMhLSt8r41KCVqMVvH7Xpnf-R-T_jDuY)

The Association for International Agricultural and Extension Education (AIAEE) Professional Development session was presented on November 20, 2020 by Dr. Jera Niewoehner-Green & Dr. Mary Rodriguez, the Ohio State University.

*PD Session Description:* Gender sensitive approaches for agricultural extension and development have been greatly encouraged in recent years. However, researchers and practitioners seeking to conduct gender-focused work must develop a critical lens with which to approach it, be it through research and/or extension. Gender, as a construct, requires understanding the dynamics of power, privilege, and systems. This session guides interested individuals seeking to conduct gender-focused research or who want to develop gender transformative programming. In this session, participants will go beyond the general understanding of gender and explore how to apply epistemologies, methodology, and methods that lend themselves to advancing gender equality.

Upcoming events can be found here: <https://tinyurl.com/AIAEEVPD>

Please find our YouTube videos from previous PD sessions available at the following link:

[https://www.youtube.com/playlist?list=PLvMhLSt8r41KCVqMVvH7Xpnf-R-T\\_jDuY](https://www.youtube.com/playlist?list=PLvMhLSt8r41KCVqMVvH7Xpnf-R-T_jDuY)

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### 2. Report from Open Data Watch on Gender Data

<https://odin.opendatawatch.com/Downloads/otherFiles/ODIN-2020-ExecutiveSummary.pdf>

The availability and openness of gender data is far below where it needs to be to meet the data demands of the Sustainable Development Goals, according to a new report by Open Data Watch.

The Open Data Inventory's open gender data index is a score based on the availability of 20 ODIN indicators in 10 statistical categories that require sex-disaggregated data, apply only to women, or have important consequences for women.

Gender data refers to data that are disaggregated by sex or that measure conditions and events that have a bearing on the welfare of women and their children. These data are used to identify specific needs, formulate policies to address shortcomings, and monitor their impact on women and their families. The ten data categories in the ODIN-OGDI are:

*Sex-disaggregated*

1. Population and vital statistics
2. Education outcomes
3. Health outcomes
4. Reproductive health
5. Food security and nutrition
6. Gender statistics
7. Crime statistics
8. Labor statistics

*Not sex-disaggregated*

9. Poverty statistics
10. Built environment

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### **3. Digna, the Canadian Centre of expertise on the Prevention of Sexual Exploitation and Abuse (PSEA)**

<https://www.digna.ca/>

Since Digna was created in 2019, a lot of work has been done to establish a program that will support organizations in preventing and addressing sexual exploitation and abuse. Here are some highlights of what has been achieved so far in a challenging year:

- Resources: staff collected and created resources, in addition to building Digna's website where they can now be accessed. <https://www.digna.ca/resources/>
- Trainings: The trainings working group will develop a comprehensive training plan to address the needs identified by the survey. In the meantime, there is a 'Sensitive Investigations' training planned for January 12-13 (English) and 20-21 (French).
- Feasibility study: Digna has a responsibility to identify practical ways to support organizations on everything from developing a code of conduct, to conducting an investigation, to supporting survivors of SEA. We will hire a team of consultants to examine the best way to put systems in place for a collective response to SEA and identify the human and financial resources required from Digna and the sector as a whole.

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### **4. "Request A Woman" in STEMM directory**

<http://gage.500womenscientists.org/>

*Request A Woman* in STEMM directory is a database created by 500 Women Scientists in January 2018 to help address systemic biases women and gender minorities experience in science, technology, engineering, mathematics and medicine (STEMM). In just over two years, Request has grown to over 14,000 members from over 140 countries, a testament to the need and potential of this directory. We are proud to present a newer, better and more inclusive version of the directory.

This is a resource for journalists, educators, policy makers and others seeking the expertise of women and gender minorities STEMM professionals.

The Gage search platform is the world's first and largest directory of women and gender minorities in STEMM and serves as a valuable resource for people seeking the expertise of underrepresented voices in these professions. Origin of the name:

The word Gage is a nod to the “Matilda Effect” and named for suffragist Matilda Gage who wrote about how women scientists had been erased from history over the course of the 19th century.

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## 5. Report: Promoting women’s influence in their food systems

<https://pubs.iied.org/16683iied>

### **Promoting women’s influence in their food systems: women's influence within food systems outcomes in the Sustainable Diets for All programme**

Despite playing multiple key roles in food systems — as producers, processors, sellers, consumers and preparers of food — women’s voices are often not heard. Women are often absent from spaces where decisions are made that impact their lives, including those relating to food systems and policy at different levels. Where they are present, they are often unable to speak up, and when they do, they are often not heard. When decisions are being made that impact women, especially those from marginalised groups, women’s representatives with substantive voice and leadership need to be included beyond just being merely present, but as equal leaders and decision makers.

This paper presents a collection of cases where, with support from the Sustainable Diets for All (SD4All) programme, women demonstrated enhanced advocacy capacity. SD4All partners worked with them to develop and harness their individual and collective capacities, and channel them towards the change they wanted to see. As activists, educators, advocates, knowledge-bearers, decision makers, researchers and leaders, women were themselves influencing other food system actors, including powerholders and duty-bearers.

The paper also highlights key lessons emerging on what worked well in supporting women’s advocacy capacity, that can be used to inform future work.

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## 6. IIED Gender equality policy

<https://pubs.iied.org/g04462>

In April 2020, the International Institute for Environment and Development (IIED) adopted a new gender equality policy. IIED's vision is to create a fair, inclusive and gender-equitable research programme and workplace, enabling us to support fairer, more sustainable development. That means putting gender equality and equity at the heart of what we do and how we do it.

Our research and action aim to put people first on the environmental agenda. We want to empower the world's poorest and most vulnerable people to improve their own livelihoods while respecting environmental limits.

By definition, that must include an ambitious approach to gender – one that critically examines gender roles, relations and dynamics; that transforms the underlying social structures, policies and norms that perpetuate inequalities and imbalances between and among women and men.

This policy covers all IIED employees, consultants, associates and representatives.

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## 7. USAID Released its New Gender Policy

<https://www.devex.com/news/new-usaid-gender-policy-driven-by-politics-not-best-practice-advocates-say-98874>

Policy [https://www.usaid.gov/sites/default/files/documents/USAID\\_GenderEquality\\_Policy\\_MT\\_WEB\\_single\\_508.pdf](https://www.usaid.gov/sites/default/files/documents/USAID_GenderEquality_Policy_MT_WEB_single_508.pdf)



U.S. Agency for International Development (USAID) released its new gender policy in early January 2021, and advocates say the effort to push through the flawed policy in the waning days of the Trump administration is politically motivated and will set back U.S. gender equality efforts.

Key concerns with the gender policy are that it has a binary view of gender, leaves out LGBTQ individuals, is not based on best practices, and doesn't use internationally accepted language about human rights, instead qualifying those rights or using the term "unalienable rights," experts told Devex.

The policy narrows the definition of gender, returning to a "very sharp binary and the exclusion of the diversity of gender identity," which has a huge impact on excluding people from access to services or programs.

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## **8. Drivers of and protective factors for mental health and psychosocial well-being among adolescents: a snapshot from Tanzania and Viet Nam**

<https://www.odi.org/publications/17816-drivers-and-protective-factors-mental-health-and-psychosocial-well-being-among-adolescents>

This paper summarises the findings from a literature review that sought to answer the following key questions:

- What is the psychological status and prevalence of different mental health and psychosocial-related challenges among adolescents in the study countries?
- What are the protective factors for adolescent mental health and psychosocial well-being in the study countries?
- What are the risk factors for adolescent mental ill-health and psychosocial distress in the study countries?

**Key messages include the following:**

- In both Tanzania and Viet Nam, mental health problems and poor psychosocial well-being are more prevalent among older adolescents aged 15 and above. Girls are more likely to experience mental health problems than boys, regardless of age.
- Protective factors include higher levels of family income, living with both parents and connectedness with caregivers. Social capital and inclusion, and school attendance are also protective.
- Socioeconomic drivers of poor psychosocial well-being include low or declining socioeconomic status and inability to meet basic needs. Country-specific drivers include the burden of needing to participate in income-generating activities (Tanzania) and migration (by parents or adolescents themselves) from rural to urban areas or to other countries in pursuit of economic opportunities (Viet Nam).

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## **9. Can We Turn the Tide? Confronting Gender Inequality in Climate Policy**

<https://www.tandfonline.com/doi/full/10.1080/13552074.2020.1836817>

<https://doi.org/10.1080/13552074.2020.1836817>

*Abstract:* Emerging global crises such as climate change, massive migrations, pandemics, and environmental degradation are posing serious risks to humanity, threatening ecosystems and rural livelihoods across the globe. The poor, and especially the most marginalised among the poor, are disproportionately affected. Climate change in particular is expected to exacerbate pre-existing social inequalities, including gender inequalities. Therefore, innovative and equitable climate

adaptation and mitigation strategies will be needed. This article reviews the progress so far in integrating a gender perspective into climate change policy discussions and agreements at global and national levels.

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## 10. Gendered impacts of greenhouse gas mitigation options for rice cultivation in India

<https://link.springer.com/article/10.1007/s10584-020-02941-w>

<https://doi.org/10.1007/s10584-020-02941-w>

*Abstract:* The nexus of gender-agriculture-emissions reduction is one of the least explored areas related to agriculture and climate change. This nexus plays an important role in the areas where women’s participation in agriculture is high, and the contribution of the agricultural sector to total emission is significant. This study generates evidence on women’s labor contribution in rice cultivation and potential reduction of their labor drudgery, including GHG mitigation co-benefits with the adoption of direct seeding and machine transplanting technologies. Using a large number of plot-level data (11,987 data points) from the rice-growing regions of India, the study shows that changing rice production technology from conventional to direct-seeded rice (DSR) and/or machine-transplanted rice (MTR) offers huge potential to reduce women’s labor in rice planting (745 million labor-days for DSR and 610 million labor-days for MTR) and greenhouse gases (GHG) emission (34 MtCO<sub>2</sub>e for DSR and 7 MtCO<sub>2</sub>e for MTR) at the same time. This potential differs from the agro-ecological region, the level of input use, and women’s involvement in rice cultivation. The realization of this gender-responsive GHG mitigation strategy depends on the adoption of these technologies, which rely on several social, economic, and political factors. At the same time, the immense potential for negative implications for some specific groups should not be ignored, but focused on addressing and mitigating those challenges.

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## 11. Highlights of 2020: African Women in Agricultural Research and Development (AWARD)

<https://awardfellowships.org/>

Among the highlights:

Our AWARD Fellows and One Planet Laureate Candidates continued with remarkable achievements in their fields. In September 2010 AWARD Fellow professor Fetien Abera was appointed **Acting President of Mekelle University**, becoming the first female to hold such a position in a public university in Ethiopia. <https://awardfellowships.org/news/award-fellow-becomes-first-female-university-president-in-ethiopia/>

September also saw One Planet Laureate Candidate, Malawi's Dr Austin Phiri, lead a research team that won a USD 100,000 grant to **develop soil fertility technologies in Malawi**. <https://awardfellowships.org/news/one-planet-fellowship-laureate-candidate-wins-usd-100000-to-develop-soil-fertility-technologies-for-smallholders-in-malawi/>

A 2019 AWARD Fellow from Burkina Faso, Dr Mariama Ngom and Dr Austin Phiri also won **the 2020 Young African Phosphorus Fellowship Awards** which included a USD 5,000 grant [each] to support their research. <https://awardfellowships.org/news/award-fellow-and-one-planet-laureate-candidate-win-the-2020-young-african-phosphorus-fellowship-awards/>

In September we partnered with the United States Agency for International Development (USAID) to convene a dialogue during the **2020 African Green Revolution Forum (AGRF)** virtual summit. The discussion featured women leaders in agricultural policy from across public and private sectors, civil society and research. We invite you to watch the recording here. <https://www.youtube.com/watch?v=UHa6nuRMfjQ>

We deepened our partnership with the International Food Policy Research Institute (IFPRI) and the CGIAR Program on Policies, Institutions and Markets (PIM) by collaborating on an initiative to equip emerging researchers with the knowledge, tools and skills to publish their research through a series of webinars that focused on the **journal publication** landscape, advice from journal editors and responding to referee reports. <https://pim.cgiar.org/2020/11/11/publishing-agricultural-development-research-in-social-science-journals/>

We have also developed a new platform that is a **one-stop space for gender experts in Africa**. On the AWARD Community and African Gender Experts portal you can connect with the AWARD Fellows, One Planet Laureate Candidates and explore our curated list of African gender experts. <https://community.awardfellowships.org/>

AWARD Fellows and One Planet Laureate Candidates pursued **solutions to support smallholders** in improving their productivity. Read how the Fellows continued contributing to resilient food systems in the face of COVID-19. <https://awardfellowships.org/news/how-are-the-award-fellows-contributing-to-resilient-food-systems-in-the-face-of-covid-19/>

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## 12. New book: Routledge Handbook of Gender and Agriculture

<https://www.routledge.com/Routledge-Handbook-of-Gender-and-Agriculture/Sachs-Jensen-Castellanos-Sexsmith/p/book/9780367190019>

The Routledge Handbook of Gender and Agriculture provides a cutting-edge assessment of the field of gender and agriculture, with contributions from both leading scholars and up-and-coming academics—including from CGIAR—as well as policymakers and practitioners.

The Routledge Handbook of Gender and Agriculture covers major theoretical issues as well as critical empirical shifts in gender and agriculture.

Gender relations in agriculture are shifting in most regions of the world with changes in the structure of agriculture, the organization of production, international restructuring of value chains, climate change, the global pandemic, and national and multinational policy changes. This book provides a cutting-edge assessment of the field of gender and agriculture, with contributions from both leading scholars and up-and-coming academics as well as policymakers and practitioners.

The handbook is organized into four parts: part 1, institutions, markets, and policies; part 2, land, labor, and agrarian transformations; part 3, knowledge, methods, and access to information; and part 4, farming people and identities. The last chapter is an epilogue from many of the contributors focusing on gender, agriculture, and shifting food systems during the coronavirus pandemic. The chapters address both historical subjects as well as ground-breaking work on gender and agriculture, which will help to chart the future of the field. The handbook has an international focus with contributions examining issues at both the global and local levels with contributors from across the world.

With contributions from leading academics, policymakers, and practitioners, and with a global outlook, the Routledge Handbook of Gender and Agriculture is an essential reference volume for scholars, students, and practitioners interested in gender and agriculture.

Chapter 13 of this book has been made available as Open Access under a Creative Commons Attribution-Non Commercial-No Derivatives 4.0 license. *Gender and the Political Economy of Fish Food Systems*. [https://tandfbis.s3-us-west-2.amazonaws.com/rt-files/docs/Open+Access+Chapters/9780429199752\\_oachapter13.pdf](https://tandfbis.s3-us-west-2.amazonaws.com/rt-files/docs/Open+Access+Chapters/9780429199752_oachapter13.pdf)

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## 13. Strengthening Communication Skills of Agricultural Students Curriculum

<https://scicomm.tamu.edu/home/projects/strengthening-students-communications-skills/>

Future young scientists must be prepared with professional communications skills to disseminate scientific information to broad audiences of agricultural researchers, practitioners, and consumers. Strengthening Communication Skills of Agricultural Students: Using Real-World Examples to Meet Industry Employment Needs was funded by USDA's National Institute for Food and Agriculture Higher Education Challenge grant program in 2017.

The Texas A&M University project team developed and delivered seven reusable learning modules (RLMs) to enhance the human capital of food, animal, nutrition, and health sciences by meeting the employment needs of industry. The curriculum focusses on Crawford et al.'s (2011) seven communication characteristics, using industry-specific examples and learning opportunities that allow students to reflect and compare their communication techniques with industry expectations. Each module is available as an RLM and as a face-to-face curriculum package. The modules are hosted on the Texas A&M University Libraries' The OAKTrust Digital Repository, and you can access the curriculum by clicking on the individual module titles.

- Module 1: Asking effective questions
- Module 2: Communicating accurately and concisely
- Module 3: Communicating appropriately and professionally using social media
- Module 4: Communicating in writing
- Module 5: Communicating orally
- Module 6: Communicating pleasantly and professionally
- Module 7: Listening effectively

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## **14. Report: Women's Empowerment and Business: 2020 Trends and Opportunities**

<https://unglobalcompact.org/library/5738>

Examines the aggregate results of companies using the Women's Empowerment Principles Gender Gap Analysis Tool with an aim to provide insights on global corporate performance on gender equality and showcase the efforts of partners and other stakeholders to drive women's empowerment around the world. The report concludes that while corporate support for gender equality is strong, businesses have yet to introduce measurable targets and robust accountability mechanisms to ensure progress.

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