

**March 1, 2021**

# **GEM Digest of the Month**

**Published monthly since December 2009**



*Winter scene: trees and sky. 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.), FGhIH, FAIC, (Volunteer Editor)

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## Opportunities and Coming Events

### 1. Job Posting – Program Officer, Gender: Fund for Innovation and Transformation

<https://fit-fit.ca/wp-content/uploads/Program-Officer-Gender.pdf>

Reporting to the Director of Innovation, Fund for Innovation and Transformation (FIT) and working closely with the FIT team, the Program Officer, Gender will be responsible for managing projects by Canadian small and medium organizations (SMOs), focusing specifically on how gender initiatives and activities can be incorporated into testing environments, and providing gender expertise to the FIT team. This position will also work closely with the Program Manager, Communications

Specialist and other Program Officers to take on a Public Engagement function, as seen through the lens of gender in FIT's projects. This is a full-time bilingual (French/English) position for a term of up to two and a half (2.5) years.

**Application Deadline: February 22, 2021 or until position filled.**

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## 2. 2021 Sustainability of Canadian Agriculture Conference

<https://umanitoba.ca/agricultural-food-sciences/sustainability-canadian-agriculture-2021>

Join us virtually **March 1, 2 and 3** for the 2021 Sustainability of Canadian Agriculture Conference: Changing environment, changing farms. This online conference co-hosted by the University of Manitoba's National Centre for Livestock and the Environment and Agriculture and Agri-Food Canada will feature morning workshops and afternoon panel discussions with producers, researchers, and industry specialists representing both crop and livestock sectors. The three days will provide opportunities to explore novel ideas and concepts, including an exciting session with graduate students who will share their research through short videos.

This conference is intended for a diverse audience. The aim is to bring together researchers, students, producers, government, commodity organizations and industry representatives from across Canada with a range of perspectives to collectively share ideas and experiences about how to improve agricultural sustainability in Canada.

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## 3. Gender Responsive Market Analysis Consultant

<https://wusc.ca/careers/consultants-to-undertake-a-gender-responsive-market-analysis-in-5-caribbean-countries/>

The World University Service of Canada (WUSC) is currently implementing a project in the Caribbean called Sustainable Agriculture in the Caribbean (SAC) project. WUSC wishes to identify a lead consultant or consulting firm, capable of mobilizing local consulting resources across the various project geographies including Dominica, Guyana, Jamaica, Saint Lucia, and Suriname, to undertake a gender responsive market analysis. The purpose of the analysis is to provide the project with:

- (a) recommended agricultural sub-sectors per country in which women and youth (female and male) can and want to benefit,
- (b) a gender responsive analysis of the sub-sectors in the context of the broader agricultural market system in each country, including an integration of gender and age (youth) dynamics as well as environmental and climate change considerations, and
- (c) programming recommendations in order to affect positive change with and for women and youth in the selected market systems.

**Application deadline: March 3, 2021**

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## 4. Masculinities in development and practice: forestry, conservation, and rural development

<https://gender.cgiar.org/masculinities-in-development-and-practice-forestry-conservation-and-rural-development/>

Join Carol Colfer and other speakers in this conversation as they help us to understand how notions of masculinities and femininities have framed how women and men engage in forest activities not only in communities but also in development and practice in careers around forestry, rural development and conservation. These notions frame not only how we manage forests but also how we approach certain issues around men's domains.

Speakers from grassroots, development and research perspectives will engage in a conversation around how we can "question the notions of masculinities that influence our analysis of gender inequalities across key sectors. "This approach

could inform other interventions with the broader goal of better outcomes in gender agricultural research for development AR4D. In an era of fluid economic and political changes, a raging COVID-19 pandemic together with changes to climate all impacting men and women differently, this conversation appears timely. Practitioners, researchers and policymakers who are concerned with using evidence to inform gender-inclusive programs and policies would also find this dialogue enlightening. **Date: Thursday, 4 March 2021. Time: Noon, GMT/ 15 hrs, EAT**

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## 5. Request for Proposals: Midterm Program Evaluation for the Fund for Innovation and Transformation (FIT)

<https://fit-fit.ca/wp-content/uploads/RFP-Midterm-Program-Evaluation-FIT-2.pdf>

The purpose of the midterm evaluation is to provide an independent assessment of the FIT program so that FIT can make program improvements. The evaluation will cover a period of 24-27 months, from approximately December 2018 to March 2021, and will focus on program and resource development as well as implementation of Intakes 1 and 2. The evaluation will assess the relevance of the fund, its effectiveness as well as the program's development, implementation, performance, and its capacity to achieve the expected outcomes. See the link for more details.

**Deadline for proposals: Friday March 5, 2021 – 4pm CST**

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## 6. Participate in the consultation on gender and sexual diversity statistical metadata standards

<https://www.statcan.gc.ca/eng/concepts/consult-variables/gender>

This public consultation will ultimately improve statistics about the LGBTQ2+ population. Specifically, Statistics Canada is seeking feedback on:

- proposed updates to the standard on gender of person and
- proposed new standards for sexual orientation and LGBTQ2+ status of person.

Feedback from Canadians will be valuable to ensure that Statistics Canada uses appropriate conceptual definitions that take into account the different points of view emanating from communities. This consultation is open from **February 2, 2021 to March 12, 2021.**

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## 7. Celebrate International Women's Day – March 8

<https://cfc-swc.gc.ca/commemoration/iwd-jif/kit-trousse-en.html>

The UN's theme for International Women's Day 2021 is "Women in Leadership: Achieving an Equal Future in a COVID-19 World." The worldwide pandemic has placed an undue burden on women and set back their advancement towards gender equality. While women stand at the front lines of the COVID-19 crisis, as health care workers, caregivers, innovators, community organizers and as some of the most exemplary and effective national leaders in combating the pandemic, they are not yet in an equal position to map out the world post-COVID.

To build back a better world, the perspective of women and girls must be integrated into policies and programmes and at all stages of the pandemic response and recovery.

Status of Women Canada has prepared a teacher's toolkit to help celebrate and reflect on the day.

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## 8. Spur Change 2021 National Conference

<https://icn-rcc.ca/en/spurchange/national-conference/>

To create a learning and networking opportunity for Canadian Small and Medium Organizations (SMOs), educators and youth, Spur Change seeks to annually convene representatives of SMOs as well as educators from coast-to-coast-to-coast to learn from peer to peer experiences, approaches and best practices. Sessions include overarching themes of inclusivity, gender transformative programming, sustainable development as well as create opportunities to identify and form partnerships, strengthen the sector’s collective work and to more effectively engage all Canadians as global citizens.

This year’s conference will focus on Human Dignity, while addressing gender equality and the empowerment of women as a cross-cutting theme. The Conference program is now available for sessions on **March 9 to 11, 2021**. Some examples of sessions include:

- March 9: Catalyzing Human Dignity and Gender Equality in a Post-Pandemic World
- March 10: Using Literature as a Tool to Engage Students on Gender Equality
- March 11: INFORMAL: Launch & Learn – RBM Training that’s Out of this World
- March 11: INFORMAL: Exploring Career Paths in the Sector for Youths

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## 9. Women’s Land Rights Institute

<https://resourceequity.org/institute/>

Learn how to design and deliver policies and programs that advance women’s land rights with Resource Equity’s latest initiative – the Women’s Land Rights Institute. This year **The Institute will run two, 10-week long online courses** that explore what works (or what can work) to meaningfully advance women’s land and resource rights and address gender inequality in land tenure governance and systems. **Applications closed February 19<sup>th</sup>, 2021 for the first course, which will start in April 2021.**

Applications are open to anyone who is interested, and the course is well suited to staff from national, regional, and international NGOs working on land rights or women’s rights; government staff in land and resource governance roles; donors that work in this space, or gender focal points on land and resource-related projects.

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## 10. Rural Women's Studies Association Triennial Conference

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

Registration is now open for the Rural Women's Studies Association Triennial Conference. It is being held virtually at the University of Guelph from **May 11th through 15th**. The Plenary Session is on Mentorship and Development Networks for Rural Women and Researchers.

The RWSA is an international association to advance farm and rural women’s/gender studies in historical perspective. We welcome scholars from diverse fields as well as rural organizations and communities.

Join us as we share knowledge about rural women, food, and other issues on the table: activism, feminism, social justice, mental health, innovation, community development, and cultural expression, — both historical and contemporary — locally and globally.

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## 11. Conference on Community-based Adaptation to Climate Change (CBA15)

<https://www.iied.org/cba15-local-solutions-inspiring-global-action>

The 15th International Conference on Community-based Adaptation to Climate Change (CBA15) will take place online from **14-18 June 2021**. The CBA conference is going virtual again this year, giving wider access to climate practitioners across the globe, and lowering our environmental impact. Various price points are available for securing a spot.

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## 12. Spur Change: Practising Results-Based Management (online course)

<https://spurchangeresource.ca/en/training/rbm101/>

This **self-paced introductory eLearning course** covers basic RBM concepts, how RBM can be applied and provides participants with hands-on practise using basic RBM tools. If you work for a Canadian small-medium organization (SMO) involved in international development, then this course is for you!

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## 13. Building Capacity and Confidence in Gender Transformative Programming (online)

<https://canwach.ca/learning/building-capacity-and-confidence-in-gender-transformative-programming-a-virtual-experience/>

This training program is in response to the need identified by Canadian organizations for support in building their capacity to deliver transformative change for gender equality. It includes 3 modules covering concepts & terminology, elements of gender transformative programming as well as feminist monitoring, evaluation, accountability, and learning.

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### This Month's News

#### 1. Opinion: It's time to finally address the lack of diversity in agriculture

<https://www.albertafarmexpress.ca/opinion/opinion-its-time-to-finally-address-the-lack-of-diversity-in-agriculture/>

Agriculture can no longer afford — literally — to be a non-inclusive industry. How does agriculture's scorecard look when it comes to diversity, equity and inclusion?

As of last year, only 12 per cent of the national and provincial agricultural organizations in Canada had female board chairs or presidents. More than two-thirds of these organizations have no female board members. Furthermore, according to a recent survey, 61 per cent of women in agriculture have experienced blunt sexism in the workplace and many women are speaking out about the harassment they have faced at agriculture-related trade shows.

To date, these conversations have focused mainly on women in agriculture, but this is just one aspect of true diversity. By leaving out other demographics, we are leaving a huge gaping hole.

It's time to embrace the full meaning of diversity in the context of our people scorecard, by including race, sexuality, ability, age and religion in the conversation. The numbers for Black, Indigenous and people of colour (BIPOC) working in the agriculture sector also reflect non-inclusivity.

So how do we move beyond these politically charged threads? It starts with real conversations and more productive dialogue, with engaged and diverse voices and leaders from across our great sector. This is why we are launching The Diversity Imperative, a podcast on this topic, later this month.

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## 2. Many farm organizations outgrow their name

<https://www.ontariofarmer.com/opinion/comments/many-farm-organizations-outgrow-their-name>

Many farm organizations have successfully changed their names in the past decade or more to better reflect what they do, and to not exclude or offend. Generally, it is not a good idea to have a name that excludes just over half the population.

Does it really matter? Yes. To maintain a name that identifies members as being men is at least ‘annoying’ to women in the actual industry, of which there are many, but it is also ill-advised when we consider we have a female federal minister of agriculture, and when half or more of the beef buying public is female. Every farm organization at every level should always be examining its name and asking if it is still the right brand.

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## 3. Cattle group rejects name change

<https://www.producer.com/livestock/cattle-group-rejects-name-change/>

A resolution to change the name of the Saskatchewan Cattlemen’s Association to better reflect the gender diversity of its members was defeated at the organization’s annual general meeting in February 2021. But it did raise the question of what’s in a name. In both Alberta and Manitoba, the organizations are known as Beef Producers.

The Canadian Cattlemen’s Association is having ongoing discussion about making sure that is the case at the national level. Executive vice-president Dennis Laycraft said there is no specific time frame for a decision on a name change and the organization previously changed its bylaws to refer to cattle producers rather than gender-specific terms.

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## 4. Canadian Black Scientists Network

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

The Canadian Black Scientists Network exists to Elevate, make Visible, Celebrate and Connect Black Canadians in Science, Technology, Engineering & Math (STEM) across sectors.

We feel keenly the scarcity of Black scientists in Canada. The dearth of role models and mentors affects the aspirations of Black youth, the career progression and success of new Black scientists, and the ability of non-Black people to imagine accomplished scientists who look like us. Under-representation of Black scientists also robs Canada of innovative talent needed to tackle the pressing issues of the day. We have created this community to drive action to change these realities.

On February 11, members of this network participated in the *Celebrating the Success of Women in STEM Symposium*.

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## 5. Statistics Canada data show lack of diversity on non-profit boards

<https://imaginecanada.ca/en/360/statistics-canada-data-show-lack-diversity-nonprofit-boards-statement-survey-advisory-group>

<https://www150.statcan.gc.ca/n1/daily-quotidien/210211/dq210211a-eng.htm>

The survey was carried out by Statistics Canada between December 4, 2020 and January 18, 2021. It was done through crowdsourcing, rather than by surveying a representative sample of individuals or organizations. A total of 8,835 individuals

completed the survey, 6,170 of whom were board members. The survey asked respondents about their gender, race, age, sexual orientation, immigration status, and disability.

Because the survey did not employ a representative sample, it is impossible to make definitive statements about the representation of diverse populations on charitable and non-profit boards. However, the fact that the percentages of board members from diverse populations are consistently lower than in the Canadian population suggests board composition is less diverse than the Canadian population. Given the crowdsourcing methodology, the survey findings may even overstate the role of diverse populations on boards. Additional data collection is required to obtain a more definitive and accurate picture of the current state of diversity on non-profit and charitable boards of directors.

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## **6. IDRC launches Strategy 2030 for a more sustainable and inclusive world**

<https://www.idrc.ca/en/news/idrc-launches-strategy-2030-more-sustainable-and-inclusive-world>

IDRC is responding to this urgency for action with Strategy 2030 — an ambitious agenda to create a more sustainable and inclusive world. Through Strategy 2030, IDRC:

- reaffirms its commitment to investing in high-quality research and innovation in developing countries;
- expands its focus on sharing knowledge for greater uptake and use to increase the reach of the research; and
- continues to mobilize alliances for impact.

IDRC’s work over the next decade will be shaped by five areas of focus that contribute to achieving the United Nations’ Sustainable Development Goals:

- i. Climate-Resilient Food Systems – building inclusive and sustainable food systems to help develop resilience among communities severely affected by climate change and addressing emerging health threats that arise from food systems.
- ii. Global Health – strengthening health systems and policies so they can deliver better maternal and child health, improved sexual and reproductive health and rights for women and girls, and more effective and equitable preparedness and responses to epidemics.
- iii. Education and Science – ensuring children and youth from vulnerable populations are in school and benefit from high-quality education, while supporting women’s leadership in strong science systems.
- iv. Democratic and Inclusive Governance – supporting inclusive, accountable, and transparent governance, while empowering vulnerable people and communities to claim their rights and shape the policies and practices that affect their lives.
- v. Sustainable Inclusive Economies – building the evidence base to support sustainable development that reduces greenhouse gas emissions while enhancing climate resiliency, fostering shared prosperity, and expanding economic opportunities for women and youth.

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## **7. Ensuring women’s participation in land governance: Tanzania**

<https://www.iied.org/ensuring-womens-participation-land-governance-bringing-law-home-tanzania>

Despite Tanzania’s progressive legal framework on land rights and governance, many women are often left out of community decision-making due to social and cultural norms that persist in some areas of the country. A participatory initiative in Tanzania is helping women make their voices heard when it comes to land governance.

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## 8. The Role of Female Land Rights in Increasing Agricultural Production

<http://sdg.iisd.org/commentary/generation-2030/owning-your-own-land-makes-a-difference-the-role-of-female-land-rights-in-increasing-agricultural-production/>

A project that expands on the Ethiopian government’s land certification program offers an example of a successful strategy for expanding women’s access to land ownership, which can have long-standing impacts on livelihoods, food security, and self-sufficiency of households.

This project has demonstrated that community buy-in is central to the success of land tenure programs, and that organizations must work with community leaders, women’s groups, and local NGOs to design projects, monitor results, and ensure that project activities benefit target populations rather than place additional burdens on them.

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## 9. Women in Clean Cooking Mentorship Program Announces Inaugural Cohort

<https://www.globalwomennet.org/the-women-in-clean-cooking-mentorship-program-announces-its-inaugural-cohort/>

The Clean Cooking Alliance (CCA), Sustainable Energy for All (SEforALL) and the Global Women’s Network for the Energy Transition (GWNENET) have selected the first-ever participants of the Women in Clean Cooking (WICC) Mentorship Program.

Chosen from more than 150 applications from over 30 countries, the selected participants include 29 women working in a wide range of areas across the clean cooking sector. The WICC Program aims to advance the careers of women working in the clean cooking sector in Africa and Asia.

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## 10. New Board Members of the Fair Trade Max Havelaar-Foundation (Switzerland)

<https://www.maxhavelaar.ch/fr/newsroom/medienmitteilungen/details/fairtrade-max-havelaar-se-decline-au-feminin-6451>

The Max Havelaar Foundation (Switzerland) is a non-profit organization that was founded in February 1992. The aim of the Foundation is to promote fair and environmentally friendly trade with producers and workers in disadvantaged regions of the south, and to inform about related development questions. The Max Havelaar Foundation awards its quality label as a mark of distinction to fair-traded products.

The Board of Trustees have recently appointed four women to the board of the Max Havelaar Fair Trade Foundation, the Swiss counterpart of Fairtrade Canada. With these nominations we are convinced and excited to move a further step towards market experience and knowledge about supply chains within the Board.

The bios of Rhea Maria Beltrami, Marion Lienhard, Caroline Omondi and Nicole Stolz are described in French and German in the press releases.

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## 11. Leading Women at the Intersection of Food and Technology

<https://foodtank.com/news/2021/02/leading-women-at-the-intersection-of-food-and-technology/>

In recognition of the International Day of Women and Girls in Science, Food Tank is celebrating women who are driving innovation in the agriculture sector. These women are recognized for their technological contributions and leadership to ensure that younger generations will follow in their footsteps to support a healthy future for communities worldwide.

1. Peris Bosire & Rita Kimani – Founders, FarmDrive (Kenya)

2. Melissa Brandão – Founder and CRO, HerdDogg (United States)
3. Joi Chevalier – Founder and CEO, The Cook’s Nook (United States)
4. Neth Daño – Co-Executive Director, ETC Group (Philippines)
5. Jaishree Deshpande – Founder, Deshpande Foundation (India)
6. Christine Gould – Founder and CEO, Thought For Food (United States)
7. Danielle Gould – Co-CEO and Co-Founder, Alpha Food Labs (United States)
8. Allison Kopf – Founder and CEO, Artemis (United States)
9. Caroline S. Makamto – Expert of Technology Scaling, CORAF (Senegal)
10. Claudia Mardones – CEO, Liventus (Chile)
11. Fiona Edwards Murphy – CEO and Co-Founder, ApisProtect (Ireland)
12. Julia Niiro – Founder and CEO, MilkRun (United States)
13. Ponglada Paniangwet – Co-Founder and CEO, Freshket (Thailand)
14. Lee Recht – Head of Sustainability, Aleph Farms (Israel)
15. Amy Wu – Founder and Director, From Farms to Incubators (United States)

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## Reports, Publications, Resources

### 1. Podcast: The Diversity Imperative

<https://anchor.fm/diversity-imperative>

Welcome to The Diversity Imperative! Canada and its agriculture sector are resource rich, but we have some work to do when it comes to stewarding our most important resource, people. Through rich and candid conversations, which consider a variety of perspectives, we look forward to exploring ways to overcome barriers and make diversity and inclusion a topic that everyone is comfortable talking about.

Feb 4, 2021: On episode 1 of The Diversity Imperative, hosts Erin Gowriluk and Hannah Konschuh talk to Dan Wright, Head of Seeds for Syngenta Canada about his shift in moving towards the important conversation of diversity, equity, and inclusion. They discuss how to get over your fear of talking about diversity, as well as Syngenta’s strategy to create an equitable company culture.

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### 2. Reclaiming Capital: How Women’s Participation in Microfinance Loan Programs Influences Local Canadian Agriculture Systems

From the February 2021 Newsletter of the Canadian Rural Revitalization Foundation <http://crrf.ca/enewsletter/>

Rural Scholar, Louise Erskine | [ime57@cornell.edu](mailto:ime57@cornell.edu), Masters of Professional Studies candidate, Cornell University

For as long as agriculture has been formal, women have been at the helm providing labour, opportunities for economic development, and, most importantly food for families and people around the world. Unfortunately, access to capital for financial independence is still difficult for women around the world. This includes Canada. As communities seek solutions to transform their food system, empowering women must be central.

Access to finance is paramount to gender equity and a more sustainable food system. Since being the subject of the Nobel Peace Prize in 2006, microfinance, particularly its ability to offer success for women and the agriculture industry, has been at the centre of Global South development work. So why not in Canada where women-operated farms are growing in number and are the most likely to sell food within and to their communities? Very little research is published about the North American context and this research aims to begin filling this gap.

This study reflects on interviews with Canadian women farmers, their relationships with microfinance lending, and Canada’s agricultural herstory. The research asks in what ways does access to microfinance for women in the agriculture system in Canada shape rural communities and their food systems.

### 3. Launch of “Listening During COVID-19: A Year in Review”

[https://60decibels.com/work?utm\\_source=thevolume#covid19-report](https://60decibels.com/work?utm_source=thevolume#covid19-report)

When COVID-19 hit last March, the 60 Decibels team mobilized to do what we do best: listen to customer voices at scale. Over the course of the pandemic, we heard from over 50,000 people across 32 countries. In our new report, we share insights about these individuals' lived experience of the pandemic.

Not surprisingly, the impacts of COVID-19 and the associated lockdowns have been severe. Food consumption and income have decreased, households have had to rely on multiple coping mechanisms to get by, vulnerability rates are increasing, all of which run the risk of reversing decades of effort to reduce inequality. See pages 8-9 for the top lessons.

*Lesson 3: Food consumption has dropped as a result of COVID19. Nearly one in three respondents said they reduced their food consumption to cope with the pandemic. Some results were truly shocking: in Madagascar, 60% of respondents decreased their food consumption, compared to only 9% in Tanzania. In the second half of 2020, the percent of respondents cutting back on food consumption decreased.*

Page 13: *Finding 2: Women are more likely than men to have taken on additional types of work since COVID-19. The types of additional jobs that people are taking on also differs across genders. Most of the extra jobs that women are taking on are online reselling (17%), selling food (16%), and on-demand tasks (15%). Most of the extra jobs that men are taking on are delivery (18%), handyman / construction (16%), sales (14%).*

Page 23: **Gender Disaggregated Agriculture Data.** *We analyzed our agriculture data to understand differences in wellbeing, financial hardship, and requests for support based on gender. Overall, financial hardship is somewhat worse for women: 45% of women reported a 'much worse' financial situation compared to 39% of men. They are also making more adjustments than men to cope with the pandemic and are less confident in their farming activities. 46% of women asked for cash-based support as a coping mechanism compared to 40% of men.*

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### 4. Citizens Call for a Gender-Equal World: A Roadmap for Action

<https://womendeliver.org/publication-database/citizens-call-for-a-gender-equal-world/>

Women Deliver and Focus 2030 have released the results of a first-of-its-kind international survey on gender equality opinions and experiences during the COVID-19 pandemic. Key findings reveal that the global public overwhelmingly supports gender equality.

The survey was conducted in Australia, Argentina, Canada, Colombia, France, Germany, Great Britain, India, Japan, Kenya, Mexico, New Zealand, People's Republic of China, South Africa, Switzerland, Tunisia, and the United States. Together, these countries account for 50 percent of the world's population and are home to more than half of the world's girls and women.

Today's findings offer a roadmap of priority actions that governments, the private sector, and civil society should focus on to accelerate progress on gender equality. Leaders must match words with action and:

- i. Make bigger, bolder commitments and take meaningful action
- ii. Match commitments with financing and accountability measures
- iii. Foster collaboration across Generation Equality Forum Action Coalitions
- iv. Address harmful gender norms
- v. Eliminate discriminatory laws
- vi. Invest in gender-disaggregated data
- vii. Apply a gender lens to the COVID-19 response, and
- viii. Ensure that investments, policies, and programs equally benefit all girls and women

Take a deeper look at local findings in the country data sheets, available in English, French, and Spanish.

<https://focus2030.org/global-survey-gender>

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## 5. Revamped resources section on women’s land rights

We’ve been streamlining the resources and support that we have on our website. You can continue to access Landwise, our comprehensive library of laws that relate to women’s land rights in many countries around the world, and the only place where you might find the full text of some of these laws. <https://resourceequity.org/research-publications/#elementor-tab-title-2101>

The resources page also has a searchable library of other literature and publications in the Research and Publications section, and if you want help with a research question you can contact our Helpdesk (you ask a question on women’s and rights and we help research the answer). <https://resourceequity.org/research-publications/#helpdesk>

The Quicklinks page will take you to practice guides, evidence briefs, and synthesis reports on best practices.

<https://resourceequity.org/research-publications/#quicklinks>

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## 6. Turkish seasonal women hazelnut workers: YouTube video

<https://youtu.be/ipGoB1ifUwY>

Follow the journey of Turkish seasonal women hazelnut workers in the Women Ambassadors of Agriculture programme (KEDV) as they negotiate for their rights, contracts, time & labour-saving equipment. In Turkish, with English subtitles.

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## 7. Impact of Covid on West African women: changes to farm inputs, livestock concerns, credit unions and cereal banks

[https://oi-files-cng-prod.s3.amazonaws.com/westafrica.oxfam.org/s3fs-public/file\\_attachments/oxfam-7histoires-en-1-lr.pdf](https://oi-files-cng-prod.s3.amazonaws.com/westafrica.oxfam.org/s3fs-public/file_attachments/oxfam-7histoires-en-1-lr.pdf)

### *Recommendations*

Despite their mitigation efforts, women continue to face numerous challenges and various needs. In the short term, governments should provide emergency and recovery funds for women cooperatives and women working in the informal sector. Interest-free loans (or loans with low interest rate) should be granted by financial institutions, community microfinance should be supported and the access to microcredit with convenient loan payment methods should be promoted.

In order to restart their economic activities, the rescheduling of loans and the revision of interest rates is necessary for women. Authorities should adopt, if they have not already, strong social protection measures such as covering water and electricity expenses and should subsidize the price of basic commodities, and in some cases proceed to food distribution.

For women to take opportunity from this crisis, they need to have business trainings in entrepreneurship or in emerging sectors such as e-business. Finally, this crisis highlights the lack of social protection systems in West Africa, whose implementation should become a priority for governments in the coming months.

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## 8. Gender-Responsive Budgeting in Ghana: An analysis of GRB implementation and its existing and potential impacts on women small-scale farmers

<https://www.oxfamamerica.org/explore/research-publications/gender-responsive-budgeting-ghana-analysis/>

Gender-responsive budgeting (GRB), also known as gender budgeting, is an approach to budgeting that takes into account the various needs of a diverse population by using an intersectional gender lens to respond to the different experiences of women, men, and gender-diverse groups. In addition to promoting more equitable budgeting outcomes, GRB requires that the budgeting process itself be inclusive and accessible to all. This study focuses on GRB in Ghana and how it does and could impact women small-scale farmers. The research was conducted by Oxfam, Ghana Trade and Livelihood Coalition (GTLC) and SEND Ghana, and included a literature review, interviews, and focus group discussions. The five areas addressed in this paper are:

- (1) the gender responsiveness of the budget process in Ghana;
- (2) systems and structures for GRB implementation;
- (3) best practices in GRB advocacy, particularly regarding agriculture budgets;
- (4) women's engagement in the budget process; and
- (5) the budget's responsiveness to the needs of women smallholder farmers.

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## 9. Webinar: Sustainability and Gender Equality in Agriculture

<https://youtu.be/LxS2YKEgRdI>

On February 10, 2021, as part of the 2021 International Development Week edition of Be the Change, MCIC's SDGs event series — this time, for a conversation with Cristina Larrea and Ege Tekinbas of IISD, titled *Sustainability and Gender Equality in Agriculture: How do voluntary standards fit in?* IISD is an organization that provides practical solutions to the challenge of integrating environmental and social priorities with economic development.

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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## 10. Webinar: Introduction to gender equality and gender integration in development projects

<https://youtu.be/AeoG6Vu1k3U>

On January 26, 2021, MCIC hosted a webinar on Introduction to gender equality and gender integration in development projects. This webinar covers key gender terms and definitions, explains why gender considerations should be incorporated in development work and Q & A about current Theme Fund.

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## 11. Kajiado Women's Savings Group

<https://youtu.be/wCmcOEntLw0>

Tearfund Canada and their partner Fadhili Trust in Makeuni County, Kenya are working together to help rural women save, invest and borrow funds. The Kajiado Women's Savings Group project helps women address their needs and grow their opportunities amidst the increasing agricultural challenge of climate change. It specifically targets rural communities without access to banking and has opened doors to many opportunities.

With funding support from the Manitoba Council for International Cooperation, Tearfund Canada and Fadhili Trust have formed 46 Village Savings and Loans groups in Makueni County, Kenya.

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## 12. Women’s Economic Empowerment Resources

<https://mailchi.mp/oxfam/gender-wee-yearinreview>

This newsletter from Oxfam shares all things Women’s Economic Empowerment [WEE] from 2020 – important now more than ever to track the economic gendered realities for women during a global pandemic. Check out all the WEE work Oxfam and partners did in 2020, from unpaid care work, youth activism, gender-just policy recommendations, domestic violence, gender responsive budgeting, women’s land rights, to documenting the disproportionate impact of COVID-19 on women entrepreneurs, women smallholders and women essential workers. We’ve kept our curated list short and tweet – tweet sized. We’ve got art, podcasts, blogs, research reports, webinars and more.

The relaunched website at <https://policy-practice.oxfam.org/> has •Free access to 5000 resources, •Spanning campaigning, development, and humanitarian action, and •Toolkits, guidelines, research, evaluations, policy briefings & case studies.

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## 13. Podcast: Empowering Women Through Vocational Training

<https://icn-rcc.ca/en/podcast-episode-1/>

The gender gap in trades is real and the industry can benefit from more women in the field as it would provide a key role in the adjustment of labor supply to meet market demands. On this week’s episode, we discuss SDG 10: Reduced Inequalities with Nour Hamayel, a gender and inclusion officer at The Lutheran World Federation who is leading the Gender-Responsive and Inclusive Technical and Vocational Education and Training (TVET) – a program to improve education, training, and employment for Palestinian women in non-traditional fields.

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## 14. SheTrades Guidebook Offers Insights for Women Entrepreneurs

<http://sdg.iisd.org/news/shetrades-guidebook-offers-insights-for-women-entrepreneurs/>

[https://www.shetrades.com/application/files/4916/1245/5430/Fundraising\\_for\\_Your\\_Business\\_Guide\\_final-cd.pdf](https://www.shetrades.com/application/files/4916/1245/5430/Fundraising_for_Your_Business_Guide_final-cd.pdf)

The guidebook titled, ‘SheTrades Invest: Raising Funds for Your Business,’ covers nine topics, from understanding financial needs and financial instruments available to small and medium-sized enterprises (SMEs) to choosing and preparing to approach the right capital provider. The guide offers a nine-step process for users to calculate their company’s financial needs and shares a checklist to improve a company’s internal financial management.

The guide also focuses on how women can enhance their capacity and skills to confidentially approach investors and raise funds. As a first step, the guide recommends making a list of available capital providers in the country. Second, it recommends finding out the capital providers’ priorities, preferred client profiles, and conditions to determine if the company fits the preferred client profile and can comply with their requirements. Third, the guide suggests preparing for the capital providers’ credit or investment process to be ready to apply for financing. The guide outlines the step of the loan credit process, including application, negotiation, and credit administration. Sections also focus on the “golden rules” of managing the negotiation process with an investor, starting with being clear in one’s own mind about items on which you are prepared to be flexible and which items are final, and on managing an ongoing relationship with investors.

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## 15. Resources: Clean Burning Biomass Cookstoves

<http://aprovecho.org/publications-3/>

Aprovecho Research Center has represented the vanguard of clean cookstove theory and practice for over thirty years. The publications index includes popular books and articles from the ARC library. The newest book “Clean Burning Biomass Cookstoves” (2021) summarizes the recent three-year DOE funded R&D project and includes CAD drawings showing how to manufacture ‘Tier 4’ stoves.

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## 16. Connection between climate change, gender equality, and sexual and reproductive health and rights

<https://womendeliver.org/publications/climate-change-and-srhr/>

The first report, *The Link Between Climate Change and Sexual and Reproductive Health and Rights: An Evidence Review*, is designed to be used by decision-makers and climate change, humanitarian, and gender equality advocates to better understand the linkages between sectors and align efforts to generate effective policies and programs.

<https://womendeliver.org/wp-content/uploads/2021/02/Climate-Change-Report.pdf>

The second report, *Sexual and Reproductive Health and Rights in National Adaptation Plan (NAP) Processes*, developed in partnership with the International Institute for Sustainable Development, an award-winning independent think tank and secretariat to the NAP Global Network, provides an overview of how SRHR can be integrated into national plans to adapt to climate change. <https://napglobalnetwork.org/resource/srhr-in-nap-processes/>

Ahead of next month's 65th Commission on the Status of Women (CSW65), which will highlight “women's empowerment and the link to sustainable development,” the kick-off of the Generation Equality Forum, in which climate justice and SRHR are key initiatives, and the 26th UN Climate Change Conference of the Parties (COP26) in November, these new resources feature the evidence needed to drive action at the intersection of climate change and SRHR. They affirm that:

- Climate change presents challenges to SRHR realization.
- Investing in SRHR can reduce the impacts of climate change and spur action.
- Bolstering climate action means collaborating across sectors to tackle intersecting inequalities.

Until now, the linkages between climate change and SRHR have received little attention. Recognizing these links is key to sustainably adapting to climate change while also improving gender equality and access to SRHR services. Together, the two reports highlight 11 findings and make 14 recommendations to decision-makers and advocates to generate effective, rights-based policies and programs across sectors, including:

- Enhancing collaboration between actors working on climate change, health, and women's rights.
- Promoting gender-transformative climate action that addresses the linkages between climate change and SRHR.
- Investing in research to fill evidence gaps and integrate the analysis of SRHR and climate data.
- Supporting health systems to address the underlying causes of vulnerability to climate change.
- Understanding how compounding crises and intersecting identities shape vulnerability and resilience to climate change and SRHR to make sure climate actions do not exacerbate inequalities.

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## 17. Book: From Farms to Incubators

<https://www.farmstoincubators.com/>

Amy Wu, founder of From Farms to Incubators, advocates for women applying their science, technology, engineering, and mathematics (STEM) expertise towards solving agricultural challenges. Her forthcoming book, also called *From Farms to Incubators*, is comprised of profiles of women who are responsible for inventions already revolutionizing the way the world

farms. "From Farms to Incubators" will be published in book form in April 2021. The photo-centric book will feature Wu's profiles of women leading the way in agtech.

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## 18. The Future of Food Systems

<https://pages.devex.com/future-of-food-systems.html>

Explore the series to learn how food systems can work better, making food fair and healthy for all.

- Opinion: Global food systems can only be truly transformed with a people's summit
- Opinion: 'Hot, hungry and crowded' — why fixing food systems is good for peace and planet
- With COVID-19 blamed for surge in food prices, can trade facilitation efforts help?
- Food security, agriculture remain threatened 2 months after Central American hurricanes

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## 19. Manitoba Gate Girls (MWAF) - 19 Feb 2021

<https://fb.watch/3Nc5VeLQlg/>

Premiere: short video by the Manitoba Women in Agriculture -MWAF video group. We are Manitoba Women in Agriculture. We are gate girls, equipment operators, lunch makers, moms, fitness enthusiast, outdoor lovers, livestock stewards and so much more. We love our lifestyle, even when it is cold and even when it is tough. We love our neighbours and our fellow farmers.

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