



Pelicans at harvest. 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 to compile and re-distribute once a month.

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

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Opportunities and Coming Events

1. Webinar | Regulatory Tools for Gender Equality in Mining

<https://www.igfmining.org/event/webinar-regulatory-tools-gender-equality-mining/>

Join us on **Tuesday, September 28** at 09:00 EDT / 13:00 GMT / 15:00 CEST for a webinar presenting the results of recent research on company practices and government actions on gender equality in mining. Expert panellists will share experiences from government and industry and explore the following questions:

- What is the current status of gender-responsive action within the mining industry? What leading practices can be seen?
- What kinds of regulatory tools are being used to drive stronger action by mining companies? What are the challenges in developing and implementing these tools?
- How do mining companies respond to requirements and regulations on gender equality? What challenges do they face in addressing gender issues across their operations?

This webinar is hosted by the IGF in partnership with the Responsible Mining Foundation (RMF). Interpretation will be provided for participants in English, French, and Spanish.

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2. Book Launch: The Fair Trade Handbook

<https://www.eventbrite.ca/e/book-launch-the-fair-trade-handbook-tickets-170167703181>

Date: September 29th, 2021. In partnership with Fernwood Publishing and the Fair Trade Advocacy Office, we are excited to present *The Fair Trade Handbook: Building a Better World, Together*. Join editors, Gavin Fridell, Zack Gross and Sean McHugh in conversation with Haroon Akram-Lodhi, Roxana Olivera and Monika Firl.

Framed within the common goal of advancing trade justice and South-North solidarity, *The Fair Trade Handbook* presents a broad interpretation of fair trade and a wide-ranging dialogue between different viewpoints. Canadian researchers in particular have advanced a transformative vision of fair trade, rooted in the cooperative movement and arguing for a more central role for Southern farmers and workers. Contributors to this book look at the issues within global trade, and assess fair trade and how to make it more effective against the broader structures of the capitalist, colonialist, racist and patriarchal global economy. The debates and discussions are set within a critical development studies and critical political economy framework. However, this book will appeal to a wide range of readers, as it translates the key issues for a popular audience.

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3. September 30 | National Day for Truth and Reconciliation

<https://www.canada.ca/en/canadian-heritage/campaigns/national-day-truth-reconciliation.html>

September 30, 2021, marks the first National Day for Truth and Reconciliation.

The day honours the lost children and Survivors of residential schools, their families, and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

There were 140 federally run Indian Residential Schools which operated in Canada between 1831 and 1998. The last school closed only 23 years ago. Survivors advocated for recognition and reparations and demanded accountability for the lasting legacy of harms caused.

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4. Become a Gender Climate Tracker

<https://www.genderclimatetracker.org/>

Sharing news, resources, and monitoring the intersection of gender and climate change is critical to ensuring effective advocacy and supporting powerful movements. WEDO is proud of our gender and climate knowledge sharing resource, the Gender Climate Tracker, which centralizes and communicates extensive data, reports, publications and resources that link gender and climate. We are reaching out to you, our community, to join us in becoming a gender climate tracker today!

The Gender Climate Tracker is both a website and an app - provides experts, decision-makers, negotiators and advocates on-the-go access to the latest information on research, decisions and actions related to gender and climate change.

Find a compilation of UNFCCC decisions that reference gender equality, updated data on women's participation on national delegations, as well as a gender analysis of submitted INDCs.

You can contribute resources and help the feminist climate movement track new reports, data & publications from your country or region that link climate change and gender.

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5. Promoting climate change and agroforestry practices

<https://www.surrey.ca/arts-culture/surrey-art-gallery/gallery-publications/exhibition-catalogues/shifting-perspectives>

Unbeknownst to many, Canadian artist Sylvia Grace Borda has been working with rural communities to promote agricultural practices over the last decade in Canada and abroad. A recent publication about her agri-arts collaborations has been

printed as a co-publication between the Surrey Art Gallery, BC and Heritage Press (BC) in 2020. The hardcover book, *Shifting Perspectives*, has just gone online as a free download for the public to enjoy.

As part of Sylvia's own going practice to support rural communities, she was invited by the British Council to produce a public work to promote climate change and agroforestry practices as powerful tools that rural communities are undertaking. **She's asking communities globally to contribute to the British Council COP26 presentations happening in Glasgow this November 2021.**

Would you like to collaborate with the artist for COP26? Sylvia welcomes an opportunity to profile folks from Canada at this global event through the open call. She's also open to other ideas and ways to celebrate agroforestry and you can reach her directly via email. Check out these links for more information on the artist, COP26, and the British Council.

Earth Art Studio <https://www.earth-art-studio.com/tree-circles.html>

Sylvia Grace Borda <https://thelastsource.com/en/2013/10/07/the-grass-is-not-greener-on-the-other-side-surrey-exhibition-highlights-the-importance-of-local-agriculture/>

COP26 <https://ukcop26.org/>

British Council <https://www.britishcouncil.org/arts/culture-development/our-stories/creative-commissions>

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6. Leadership for Women in STEM Training

<https://eiadvantage.ca/online-leadership-training-courses/for-women-in-stem/>

The program provides research-based content that focuses on the leadership dimensions most critical for advancement including authenticity, the ability to lead and incite actions in others, the courage to innovate, and mentoring strategies. Participants will gain knowledge of emotional intelligence and enhance practices through hands-on activities and exercises designed to promote strong leaders. The program is based on a wide body of research and practices used to promote emotional intelligence for leaders.

The program has five modules and takes place over four ½ day virtual sessions. An optional add-on for executive coaching is available. Class size will be capped at 10 participants to provide an engaging online learning environment. See the link for prices ranging from \$1400 and up.

Fall Intake 2021: October 5, 7, 12 & November 4 – 930-130 Eastern

Winter Intake 2022: February 8, 10, 17 & 22 – 930-130 Eastern

Spring Intake 2022: June 7, 9, 14, & 16 – 930-130 Eastern

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7. The Professional Director Rural Leadership Program

https://us06web.zoom.us/webinar/register/WN_4wYtO4obRPKMSuz7n8fEuA

<https://www.brandonu.ca/rdi/webinars-and-speaker-series/>

Thursday, October 14th at 11:30 am Central (CST)

Research Abstract: Now more than ever it is important for those living and working within rural and remote areas to become more involved in the governing processes within their communities. The Governance Solutions organization offers the Professional Director's Certification Program as a resource to build comprehensive leadership skills that will allow participants to enhance their abilities within a boardroom setting and make change for their hometowns at the policy level. This Webinar will feature Vicki Dickson discussing the program and the benefits of being a participant.

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8. Results Based Management Training

<https://www.eventbrite.ca/e/rbm-201-saskatchewan-and-manitoba-tickets-174217458107>

Ready to take your results-based management to the next level? If you're a small or medium sized organization in Manitoba or Saskatchewan, you can register for RBM 201! Presented with Spur Change, this 9 hour course covers principles, standards, tools, processes and best practices in RBM for Canadian organizations. This training series will take place from **October 19th to October 21st**. This course will contribute to a better understanding of RBM through application of the concepts learned during RBM 101 Practising Results-Based Management: An Introductory Course (successful completion of RBM 101 course is mandatory).

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9. STEAM Girls Club

<https://www.wisekidneticenergy.ca/girls-club>

WISE Kid-Netic Energy is a non-profit organization that offers hands on, curriculum-based science, engineering and technology deliverables for youth in Kindergarten through Grade 12. We envision the youth of Manitoba inspired and empowered by the possibilities of science, engineering and technology. For youth who love science, this club is the place to be. Each week, members will explore a new area of science or engineering through hands-on activities.

We are offering Clubs for Girls in Grades 3-5 and Grades 6-8, in both French or English. Girls Club meeting session options will be offered Fall 2021 or Winter 2022 on Saturdays or Sundays, beginning on **October 23**.

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10. Manitoba Women in Agriculture and Food

Manitoba Women in Agriculture and Food (MWAF) are releasing information on some of the new activities for the fall and winter of 2022. To receive full details, subscribe here <https://www.mwaf.ca/resources>

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

This is a virtual networking space for anyone in the agriculture and food sector. The line up of hosts so far includes:

- **October 25:** Jacqueline Queena, EMILI's Managing Director
- **November 22:** Mary Robinson, Canadian Federation of Agriculture's president
- **January 24:** FCC's President Michael Hoffort
- **March 28:** William Gruel, Protein Industries Canada CEO.

Professional development and training: <https://www.mwaf.ca/training>

- **September 15 to October 20:** Business Plan Development Workshop Series – Delivered by the Women's Enterprise Centre of Manitoba. MWAF offers a subsidy that covers 50% to 75% of the cost. Details are here <https://www.mwaf.ca/training>
- **October 5, 2021:** 12:00 noon – 1:00 pm MWAF webinar. Courage, Confidence and Resilience: Facing and Embracing Change. Courage enables us to make a decision, confidence enables us to take action, and resilience enables us to remain strong. Registration date TBA.
- **November 3, 2021:** 7-8 pm. MWAF Webinar. Taking Control of Your Career - How to Prepare a Confident Career Plan. You'll learn 1) The 3 things you need to craft a successful plan, 2) The action you need to take next to get to the starting line and 3) How to lower the risk of making a "wrong" move.

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11. Week of Clean Cooking

<https://cleancookingalliance.org/events/week-of-clean-cooking/>

From **October 18-22, 2021**, the Clean Cooking Alliance (CCA) will host the first Week of Clean Cooking, a series of virtual events and engagements culminating CCA's 10-year anniversary celebration. This week-long event series will feature webinars and panel discussions on topics such as investment, trade, climate, health, and the Clean Cooking Systems Strategy, while also providing opportunities to connect investors, policymakers, entrepreneurs, and researchers to drive the clean cooking agenda forward.

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12. Advancing Women in Agriculture Virtual Conference

<https://www.advancingwomenconference.ca/2021virtual/>

AWC is created for every woman who is passionate about agriculture and food, whether you are a university or college student studying agriculture, producer, rancher, entrepreneur, representative of a grower association or corporate agribusiness. AWC is for women who want to enhance their family life, community, career, and industry.

Register today and take advantage of the registration early bird pricing and special pricing for students and group of 6 or more. **Nov 22 & 23, 2021**. Save and be part of your own networking group.

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13. Summit - Women in Food & Agriculture: A Force for Change

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

Women in Food and Agriculture (WFA) is the international initiative promoting inclusion and diversity in the food and agriculture industry. On **1st- 3rd December 2021**, WFA will gather some of the sector's most progressive and disruptive thinkers in one event in Frankfurt am Main, Germany.

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This Month's News

1. The51 Ventures Inc. announces second fund focused on investing in women-led and diverse Food & AgTech companies

<https://finance.yahoo.com/news/the51-ventures-inc-announces-second-110000000.html>

The51 Ventures Food & AgTech Fund is leading investment in women and diverse teams and ventures in the agriculture industry.

The51 Ventures is proud to announce its Food & AgTech Fund is now fundraising with institutional and retail investors. This is the second fund for The51 Ventures, and this time it's sector-specific: The51 Ventures' Food & AgTech Fund is a full-stack fund focused on women-led and diverse businesses in the agriculture, food, and aquaculture technology sectors. The Food & AgTech Fund will drive impact and growth by investing capital in those who are at the forefront of innovation in these sectors but statistically underfunded and over-performing: women and diverse founders.

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2. What It Will Take To Get More Women At The Agtech Table

<https://www.worth.com/more-women-at-agtech-table/>

2021 is another record year for venture capital investments in agtech, according to CropLife. As of mid-2021, some \$4.3 billion was invested in the sector in 263 deals compared to \$5.15 billion in 2020. Anecdotally, there appear to be more women founders and leaders in what is still considered a young sector.

Within the vast landscape of agtech companies, many of them startups as defined by the stage of funding they have achieved, the gender ratio on boards remains male dominant. While to date there is no comprehensive dataset that confirms numbers, in our self-analysis we took a sample of companies in agtech curated from top searches for prominent agtech companies and examined gender ratio on boards. Our review of 16 companies with public information regarding its leadership shows that 24 percent of leadership positions are held by women and only 3.6 percent are held by women of color.

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3. Zambia’s chiefs champion gender equality in land and natural resource governance

<https://www.iied.org/zambias-chiefs-champion-gender-equality-land-natural-resource-governance>

Guest blogger Zenebech Mesfin describes the efforts of Zambian traditional leaders to promote gender equality in the management of land and natural resources at the national level.

Women’s rights to inherit land, outlined in the Intestate Succession Act, do not apply to customary land in Zambia. This exclusion has profound implications for Zambian women, as customary land accounts for well over half of the country’s land mass.

Cultural and traditional practices in many parts of the country further limit women’s access and ownership of land. As custodians of tradition, Zambia’s 288 chiefs have the power and authority to address the barriers that women face in land access, control and ownership.

Recognising there was a gender equality gap in land and natural resource matters in the chiefdoms, two chiefs advocated for developing The Gender Guidelines for Traditional Leaders in Management of Natural Resources in the Chiefdoms, a tool to operationalise the gender equality mandate stated in the National Gender Policy.

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4. Integrating gender and intersectionality in social protection programmes

<https://www.iied.org/integrating-gender-intersectionality-social-protection-programmes>

Social protection programmes that recognise the different risks faced by women and men have proven effective in increasing food security and productivity, helping to support the livelihoods of India’s rural poor.

IIED carried out focus group discussions with rural women across three states in India participating in the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) – the world’s largest public works-based social protection programme. The research revealed impacts of COVID-19. Reflecting on the impact of COVID-19, the programmes should embrace recommended principles.

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5. Clean Cooking Alliance Launches Redesigned Website

<https://cleancookingalliance.org/>

The Clean Cooking Alliance (CCA) has launched its redesigned website. CCA's site will continue to serve as the go-to resource for the latest news, investments, funding opportunities, jobs, and research related to clean cooking, while featuring an enhanced, user-friendly design and new assets.

The redesigned site is part of CCA's ongoing 10 Years of Impact celebration, which will culminate in the first-ever Week of Clean Cooking, a series of virtual events and engagements hosted by CCA from **October 18-22, 2021**. This week-long event series will feature webinars and panel discussions on topics related to clean cooking--such as gender, investment, trade, climate, and the Clean Cooking Systems Strategy--while also providing opportunities to connect investors, policymakers, entrepreneurs, and researchers to drive the clean cooking agenda forward.

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6. What goes into the cost of making sugar?

<https://www.facebook.com/FairtradeCanada/>

Anjani Jughaul has been a sugar cane farmer for 10 years and owner of a field inherited from her father. She is also the first and only female board member of the Century Credit Cooperative Society (CSS). The Century CCS produces 100,000 tons of sugar cane, which are processed into 80 tons of sugar, all sold under Fairtrade. 'Before our partnership with Fairtrade [in 2014] we had to buy our equipment with our money. A pair of gloves costs 50 MUR... a pair of boots costs 400 MUR and I have to buy at least two per year.'

In addition to the price set by the Mauritius Sugar Syndicate, the farmers receive a Premium distributed equally among the members, guaranteeing them an additional average yearly revenue of \$1,900. 'I am very proud to be the first female board member of the organization, as [women] need to be encouraged to get more involved in the farming and managing of the sugar cane in Mauritius'.

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7. Research looks at the importance of pride in rural communities

<https://www.ontariofarmer.com/news/national/research-looks-at-the-importance-of-pride-in-rural-communities>

Pride is needed in rural communities for reasons like safety, acceptance and inclusion. Over 80 per cent of people surveyed agreed with this statement in research conducted by AJ Adams, a social change advocate who works to enhance LGBTQ2+ efforts in rural communities.

The quantitative study, promoted through rural Ontario Pride organizations and social media, was broken down into two surveys: one for LGBTQ2+ folks and another for the non-LGBTQ2+ crowd.

Adams said this was done on purpose to ensure inclusivity in the survey respondents, which encompassed over 300 people from 95 individual rural communities in Ontario.

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8. Why I resigned from my tenured position teaching climate science in college

<https://www.cbc.ca/news/canada/montreal/first-person-climate-change-education-support-young-people-1.6186611>

"The younger generations need to hear from us that they are not alone, that we'll work for them to mitigate emissions as quickly as possible. They need us to demonstrate that we will give up some of our own security and privilege in a system that is not adapting to the demands of the scientific consensus on the climate emergency, in order to change that system.

To address this need, I proposed a job-restructuring as a climate literacy specialist that admittedly was not one that fit readily into the current hiring/employment structure (or the collective agreement) at the college. That was rather the point.

It was conceived in the context of repeated calls — from thousands of scientists — for immediate transformative, systemic change.”

“My resignation is my act of conscientious objection to educational business-as-usual with a "green" twist, couched in the assumption of a forever-growing economy on a physically finite planet. The science clearly shows us that the future our students are headed for will be radically different from one that can be met by the incremental changes and technological solutions we are currently engaged in.

As education stands now, we are not preparing our students to be successful in their futures, and by not admitting to that, we are failing them.”

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9. Deliver For Good bolsters investment in national campaign to advance gender equality in Senegal

<https://energy4impact.org/news/deliver-good-bolsters-investment-national-campaign-advance-gender-equality-senegal>

Deliver for Good Senegal is rallying together to advocate for increased investments in health, education, and access to resources – with a particular focus on improving girls’ and women’s access to renewable energy – to close the gap in opportunities for girls and women across the country.

This second phase of the Campaign will also place an emphasis on mobilising financial institutions, lenders, and investors, to create much needed financing opportunities for women seeking to invest in renewable energy technologies to optimise and grow their businesses.

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10. These students are taking action to improve climate change education in schools

<https://www.cbc.ca/news/science/what-on-earth-climate-change-classroom-1.6187138>

Sophia Bi, a Grade 12 student at Lord Byng Secondary in Vancouver, and Aishwarya Puttur, a Grade 11 student at Bluevale Collegiate in Waterloo, Ont., are involved in campaigns to improve climate curriculum in Canadian public schools.

Bi is active with a student-led group called Climate Education Reform B.C., which has developed a list of six actions to improve education about climate change, including consulting with students and developing resources for teachers.

Puttur, meanwhile, is part of a global campaign called Teach the Teacher, which empowers students to hold presentations with teachers at their school about ways to improve climate education.

Neither Bi nor Puttur is waiting to be invited to share their perspective with decision-makers. Bi's group, Climate Education Reform B.C., is set to meet with B.C.'s minister of education in October, while Puttur is hoping the Teach the Teacher program can be delivered in her school district later this fall.

Both say a focus on solutions and the power of collective action is what's needed.

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Reports, Publications, Resources

1. New Portfolio Integrates Clean Energy in Rural Value Chains

<https://eepafrica.org/newportfolio-2021/>

EEP Africa has launched a new cohort of 26 projects promoting productive use of energy and circular economy.

The new portfolio stems from a 2020 competitive call for proposals on Clean Energy Powering Green Growth. From among 357 applications submitted, 26 companies were awarded a total of EUR 8.3 million in financing for projects to be implemented in 12 countries across Southern and East Africa. The new grantees are mainly start-up companies (81%), with a significant share of locally led (62%) and women-led (38%) enterprises.

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2. Podcast: "Why Is Diversity Key"

<https://www.spreaker.com/user/11989031/why-is-diversity-key-hear-from-the-wfa-a>

Find out more about the advisory board for Women in Food and Agriculture and their commitment to diversity in this short podcast where they each review their journey and share their convictions.

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3. Routes to change: rural women’s voices in land, climate and market governance in sub-Saharan Africa

<https://pubs.iied.org/20331iied>

This report, through a cross-sectoral analysis of three recent case studies from sub-Saharan Africa, maps out the most effective tools and approaches for strengthening rural women’s voices in decision-making processes. The authors examine which are the key factors enabling or constraining rural women’s voices, what the main challenges are that practitioners should be aware of, and how projects can ensure rural women are able to participate in and influence decision making affecting their livelihoods.

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4. Kids Career Book for Food and Agriculture: “Agriculture Izz Everywhere”

<https://www.uoguelph.ca/oac/news/agriculture-izz-everywhere-kids-career-book-food-and-agriculture>

Agriculture Izz Everywhere is an engaging short story for primary school children. They’ll learn all about food and agriculture, and the many jobs that help the industry thrive, and ultimately, help feed the world!

The book is authored by E’layna Baker, Ontario Agricultural College communications intern, and is accompanied by a blog and career glossary resource sheet.

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5. Career Stories

<https://www.wfasummit.com/careers-stories-interview-how-the-young-animal-nutrition-sector-is-capturing-the-minds-of-stem-professionals/>

Boosting the number of women in Science, Technology, Engineering and Mathematics (STEM) roles is an issue all industries are facing. And food and ag is no exception! It’s crucial that we redress the gender balance in technical roles at all levels in our mission to make our industry more inclusive and diverse.

The WFA team have interviewed a number of inspirational women working in technical positions within the food and ag sector to understand their area of research, their career stories, and how to improve diversity and inclusion within these sectors.

Most recently, we delved into the growing young animal nutrition field, and spoke to Elke van Gelderen, Global Category Lead for Young Animal Nutrition in Swine at Cargill Animal Nutrition.

For those interested in learning about this part of the industry, or what measures have been put in place by Cargill to boost diversity, equity, and inclusion, this is the piece for you. We learn more about Elke's background and how she got to her current position, why she decided to work in this area, what we could all do to encourage more gender diversity and what really excites her about her role and sector.

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6. The Seasonal Agricultural Worker Program

<https://youtu.be/fjLsELF9tYY>

This past summer, the ICRPS Summer Institute challenged their affiliated students, researchers and staff to a Video Contest to involve ICRPS members in the sharing of information regarding rural and remote living.

Video creators Román Sánchez Dávila, Lou Helps and Lidia Carvajal won with their collection of interviews and discussions regarding migration and agriculture!

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7. The Future of Rural is...

<https://youtu.be/M6-HTzyRWpM>

This past summer, the ICRPS Summer Institute challenged their affiliated students, researchers and staff to a Video Contest to involve ICRPS members in the sharing of information regarding rural and remote living.

Ashleigh Weeden provides a feminist perspective to the typical image of rural dwellers.

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8. Social Norms Structuring Masculinities, Gender Roles, and Stereotypes

Social Norms Structuring Masculinities, Gender Roles, and Stereotypes: Iraqi men and boys' common misconceptions about women and girls' participation and empowerment

<https://policy-practice.oxfam.org/resources/social-norms-structuring-masculinities-gender-roles-and-stereotypes-iraqi-men-a-621237/>

<https://oxfamilibrary.openrepository.com/bitstream/handle/10546/621237/rr-masculinities-misconceptions-women-girls-empowerment-310821-en.pdf;jsessionid=44D76241E664640D1B5F82DDCC0B3F7>

The limited participation of Iraqi women in community decision-making in Kirkuk and Diyala is the result of various intertwined factors. This study explores emerging opportunities for social transformation in the context of sedimented layers of male privilege and the questioning of restrictive gender norms in the two governorates. With this report, Oxfam and its partners aim to dismantle barriers to women's active participation, which is currently constrained by stereotypes and restrictive ideas about gender. Among the promising pathways for change are awareness-raising activities with male allies, alongside other longer-term efforts advancing transformative change in attitudes, practices, and behaviors.

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9. The Agricultural and Applied Economics Association

<https://www.choicesmagazine.org/choices-magazine/theme-articles/rural-development-implications-one-year-after-covid-19>

The *Rural Development Implications One Year After COVID-19* entry tackles many topics regarding how rural communities have been affected by COVID

These topics include how the prior lack of infrastructure reduced adjustments to the new socially distanced world; how job loss and employments impacted rural communities in comparison to urban centers; and how the digital divide within rural and remote areas have further isolated those living outside the cityscapes.

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10. Gender Equality Week - Canadian Lutheran World Relief's GRIT Program

https://www.facebook.com/watch/?v=249951986966866¬if_id=1632578951831544¬if_t=watch_follower_video&ref=notif

The work of Canadian Lutheran World Relief's GRIT project (Gender-Responsive and Inclusive Technical and Vocational Education and Training) is supported by MCIC and Canada's International Development – Global Affairs Canada. Working with local vocational schools, GRIT is striving to close the employment gender gap by providing affordable education and market-ready skills for women in the Palestinian Territories. We think hearing from Nour Hamalay, GRIT's Gender & Inclusion Officer, is an excellent way to inspire us all to keep working for gender equality in our own communities.

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11. Moving Scientific Publishing Toward Social Justice

<https://www.insidehighered.com/advice/2021/09/09/call-action-more-socially-just-publishing-opinion>

The Nature Communications paper is the basis for a case study for demonstrating the need for the scientific community to draw on critical social theories in its research and publishing practices. This kind of critical orientation helps the community to identify structural changes that can better align scientific publishing norms with the diversity, equity, inclusion and justice commitments that journals, scientific societies and organizations, and higher education institutions profess. We recommend 10 actions to help those of us in science and publishing make the scientific publication process more socially just.

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12. Declaration of Support for Afghan Scholars

<https://globalyoungacademy.net/>

The members and alumni of the Global Young Academy GYA urge governments, universities and scientific organisations to take immediate action to secure the lives and careers of Afghanistan's scholars and students.

A particular focus is necessary to protect women, children, and at-risk groups. We support and encourage action by National (Young) Academies and scientific communities around the globe to protect the scientific and educational achievements that have been realised in Afghanistan, all of which were gained with the tremendous efforts of the Afghan nation and international organisations. Read the Declaration and specific recommendations.

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13. Gender Equality - Tools and resources

https://www.international.gc.ca/world-monde/funding-financement/advancing_gender-batir_sexes.aspx

Find assistance and support for developing gender equality approaches in the digital world.

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