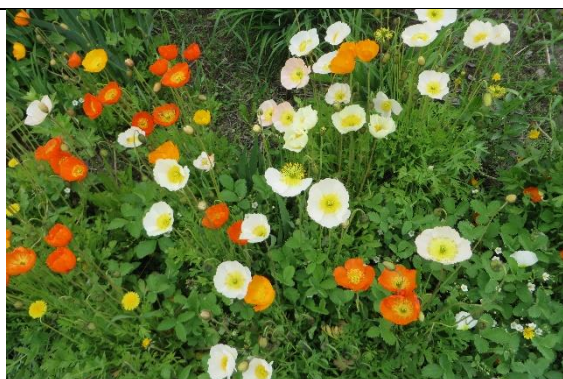


July 1, 2022

GEM Digest of the Month

Published monthly since December 2009



Iceland/Arctic poppies (*Papaver nudicaule*). 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.), FGHIH, FAIC, (Volunteer Editor)

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Opportunities and Coming Events

1. Post-Doctoral Fellow, Gender and Social Inclusion (GESI) Agribusiness

<https://apply.workable.com/international-water-management-institute/j/DOC7D00A0E/>

FYI: The Post-Doctoral Fellow, Gender and Social Inclusion (GESI) Agribusiness will provide technical expertise for activities associated with supply-side inclusive finance for agribusinesses, and gender and social inclusion, new and on-going GESI and agribusiness activities and applied, transdisciplinary scientific research. The postdoc will work with multidisciplinary teams and relevant public, private and grassroots stakeholders to develop comprehensive GESI strategies specifically for the Accelerating Impacts of the CGIAR’s climate research in Africa (AICCRA) project and the Regional Integrated Initiative for East and Southern Africa, Ukama Ustawi (UU).

The closing date was **June 5, 2022.**

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2. 2023 Nuffield Agricultural Scholarships

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

The Nuffield Canada Scholarship is a prestigious rural leadership program available to anyone mid-career who is involved in agriculture in any capacity of primary production, industry or governance. This \$15,000 scholarship provides individuals with a unique opportunity to:

- Access the world's most extensive network in food and farming,
- Achieve personal development through travel and study, and
- Deliver long-term benefits to Canadian farmers and growers, and to the industry as a whole.

Each year scholarships are awarded to individuals who are expected to assume positions of greater influence in their field in the future. **Deadline is June 30.**

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3. Webinar: Transitioning to a Sustainable Agri-Food System: Making Rural Youth Visible and Heard in Illicit Economies

<https://www.uoguelph.ca/sedrd/events/2022/07/webinar-transitioning-sustainable-agri-food-system-making-rural-youth-visible-and>

This webinar series explores the relationship between youth in Latin America, illicit economies and agri-food systems. It is an opportunity to discuss what territorial, political and social characteristics favour and hinder young people from participating in illicit value chains, and how to promote the transition to sustainable development models.

Panel with: Juan Carlos Garzón, Researcher and Consultant on Security and Development for Global Woodrow Wilson Center; Ángela Penagos, Director of the Agri-food Initiative at the Universidad de los Andes; Dr. Silvia Sarapura, Assistant Professor of Environmental Design and Rural Development at the University of Guelph. **Tuesday, July 5th**

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4. Celebrating the One-Year-Out Mark from WD2023

<https://markham.live/wd2023/>

Women Deliver and partners are thrilled to invite you to One Year Out: Celebrating the One-Year-Out Mark from WD2023. **Tuesday, 19 July 2022.** Help us celebrate the one-year-out mark from the next Women Deliver Conference (WD2023) and be the first to hear from the Government of Rwanda, the WD2023 Advisory Group, the Women Deliver Conference Team and Board, and diverse gender equality advocates.

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5. Conference Call for Papers: Understanding the Gender and Climate Change Nexus

<http://www.iea-world.org/iea-undp-wb-call-for-papers/>

The International Economic Association, the United Nations Development Programme, and the World Bank Group are co-organizing a conference on "Understanding the Gender and Climate Change Nexus" to be held **virtually on November 15, 16, and 17, 2022.** The conference provides an opportunity for researchers to present the results of their research at the intersection of gender and climate change. This event also aims to serve as a platform for evidence-based policy dialogue on strategies that might help alleviate the impacts of climate change while being gender-sensitive.

We encourage the submission of papers that examine:

- Differentiated impacts of climate change on men, women, girls, and boys, including labor, health, education, time use, care, fertility, and income generation and distribution, among others.
- Differentiated impacts of climate actions on men, women, girls, and boys.
- The role of women in climate action.

We invite academic papers drawn from various methods and perspectives. Both theoretical and empirical papers are welcome. Priority will be given to work focusing on low- and middle-income countries. **Submission deadline: August 8, 2022.** There is a limit of one submission per author. Notification of acceptance or rejection will be communicated by October 3, 2022.

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6. AWESOME Accelerator Program for Food Processors

<https://www.beawesome.ca/accelerator>

The proportion of women-led and women-owned businesses in Canada, quite literally from farm to table, continues to increase. While this progress is modestly positive, women remain underrepresented in the food sector and continue to face significant barriers. The AWESOME Program supports women who own food processing companies in Alberta, Saskatchewan and Manitoba. We provide start-up and growth services through one-on-one and group business development education.

The AWESOME Accelerator provides 10 weeks of focused learning, sales development and connections for women entrepreneurs in **Alberta, Saskatchewan and Manitoba** with emerging businesses. They are accepting applications for cohort 4, which is slated to begin in September.

Cohort 4 application deadline: Friday, August 12, 2022 @ midnight

Cohort 4 selection confirmation: Monday, August 29, 2022

Cohort 4 start date: Tuesday, September 13, 2022

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This Month's News

1. FIT Intake 5 Recipients Announced

<https://fit-fit.ca/uploads/public/documents/FIT%20Intake%205%20Industry%20Release%20EN.pdf>

Ten innovations have been awarded funding as part of FIT's 5th intake, bringing our total funded organizations to more than 50. Organizations have been awarded up to \$150,000 to test an innovative solution focused on advancing gender equality and empowering women and girls in the Global South. This intake's innovative solutions centre on gender-based violence, community engagement, WASH, gender and disability, gender-sensitive education, among others, and will be tested throughout Africa, Asia and Latin America.

Some of the projects include:

Empowering Women Farmers in Tanzania with an Agricultural Technology Hub (ATH). Emmanuel Relief and Rehabilitation International of Canada and Local Partners: Emmanuel International Tanzania, Action for Women Organization (AWO).

Emmanuel Relief and Rehabilitation International of Canada is testing a solution in Mwanza to improve the condition of women and the sustainability of farming innovation. Several women will be identified as lead farmers and trained as Master Trainers (MTs) to run and operate three cost-effective and grass-roots Agricultural Technology Hubs (ATH). The ATH will provide access to information technology, the latest farming practices, technology solutions in irrigation, and training opportunities. MTs will learn the scientific rigour of testing, practice decision-making and leadership (within ATH environments), share knowledge and support other farmers.

Combating Menstrual Stigma Through Female-Centred Permaculture Gardens in Uganda. Girls of Tomorrow (GOT) Foundation and Local Partner: St. Jude Family Projects.

This innovative solution will test a Female-Centered Permaculture Garden as a unique and effective way of combatting menstrual stigma and increasing female empowerment. Local experts will teach permaculture to participants through a female lens to address girls' menstrual health and hygiene needs. Each crop planted will be tied to lessons focused on female health, anatomy, and experience. Male and female participants will also learn how to create reusable menstrual pads using banana fibre grown from the gardens—providing a more sustainable and empowering way of ensuring females have access to supplies and undermining the narrative that menstrual supplies should be hidden. Girls of Tomorrow's objective is to improve girls' psychological health (increased self-esteem and confidence), physical health (increased nutrition), school attendance rates and rates of social participation, all of which will increase their ability to participate equally in society.

Each Centre will have a female teacher engaged specifically to support out-of-school girls and young women with individualized learning plans through Tusitawi. The innovative element of Tusitawi is that it enables remote and blended learning, whereas Recuperation Centres have only been equipped to support in-person attendance. This solution is expected to empower marginalized girls and young women to continue their education without interruption even when unable to be away from home, reduce dropout rates and increase the likelihood of reenrollment.

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2. FIT Funded Innovations

<https://www.fit-fit.ca/funded-innovations>

Eighteen testing projects have been completed. Some of the agricultural and gender innovations include:

OVO Solar tested the distribution of solar chicken egg incubators with related training as a means to help farmers in **Zambia** raise more chickens, diversify their incomes and improve their overall livelihoods. See <https://www.fit-fit.ca/funded-innovations/6/ovo-solar-technologies-inc>

Empowering Rural Women in Burkina Faso. World Neighbours Canada Society is testing an approach to facilitating an animal-fattening enterprise which focuses on structuring and supporting the transition to more equitable labour roles and power relations in households, particularly for women but also crucially for men, girls, and boys as they learn from and assist women in a cooperative enterprise. The proposed innovative solution looks to advance gender equality and empower women by directly addressing patriarchal constraints and by working to improve women's access to, and control over, assets which can support food security in rural Gourma in Burkina Faso. <https://www.fit-fit.ca/funded-innovations/27/world-neighbours-canada-society>

Farmer-led Tools, Dashboard Development, and the Future of Farming in India. Coady International Institute at St. Francis Xavier University is testing tools with women farmers to identify capacity building needs, such as accessing new technologies, credit, infrastructure, markets, financial and business planning/management etc. The Institute is also testing a farmer-led indicator dashboard and exploring the opportunities and impacts of big data and future of farming at the smallholder farmer level in the Nyando Valley (Kenya) and in two districts of Gujarat State in India. <https://www.fit-fit.ca/funded-innovations/14/coady-international-institute>

Skills Training + Tools + Water = Food Security for Impoverished Women in South Africa. This innovation will deliver a Food Security Training Course that provides a Survival Garden Kit (including a hippo water roller and gardening tools) to impoverished women in rural communities in KwaZulu-Natal and Eastern Cape provinces, South Africa. The course will provide women with access to abundant water, essential gardening supplies, and time savings, enabling them to increase their food production and engage in more empowering economic and educational activities. <https://www.fit-fit.ca/funded-innovations/33/the-roll-a-hippo-foundation>

Radical Innovation of the Agroforestry Systems Business Model (conservation context) in Cameroon. This innovative solution involves the adaptation of agroforestry business models for impoverished rural populations in Cameroon. It aims to implement a business model that has been modified to assist producers affected by new financing approaches related to climate change and conservation. The test will allow the Université de Sherbrooke's Research Team in Innovation Management at the School of Management, to address obstacles faced by vulnerable populations (particularly women) and will increase women's access to profitable crops including honey and cocoa. <https://www.fit-fit.ca/funded-innovations/39/universite-de-sherbrooke>

Safer Farming for Nepali Women. This innovative solution will empower women smallholders in Kaski, Nepal with increased choice about how they grow vegetables. iDE has trained these women to use integrated pest management (IPM) production methods which minimize or eliminate the use of chemical pesticides. They now prefer to use IPM methods for its health benefits, and do so for household-consumed vegetables. However, they do not use IPM methods for their commercial vegetables because IPM production methods are too costly for them to recoup a profit in the market. In order to make a decent living, they expose themselves to harmful chemicals. The testing will support women farmers in Kaski to test strategies for marketing IPM-produced vegetables in one of the new produce markets in Pokhara with the objective of identifying the highest possible price premium. iDE will test the strategies on three types of vegetables—cucurbits, tomatoes, and cauliflower—over three marketing seasons, following the discrete growing cycles for each type of vegetable. iDE will work with women farmers who have already been trained in IPM production methods and actively market their produce collectively through four locally run collection centres via their largely women-led marketing committees. <https://www.fit-fit.ca/funded-innovations/42/ide-canada>

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3. "Little Data" Equals Big Gains for Women Farmers

<https://www.fit-fit.ca/impact-stories/stories/10/little-data-equals-big-gains-for-women-farmers>

Supported by FIT, Coady International Institute and local partners including the Self-Employed Women's Association (SEWA) and ICRAF (World Agroforestry Centre) are testing an innovation in India and Kenya respectively, that aims to position smallholder women farmers at the centre of the value chain, examines barriers they face and helps identify strategies for improving their position. By empowering women with financial literacy and giving them the tools to collect data and track income and expenses, the innovation is attempting to improve farm productivity and income for women farmers, while building their confidence and capacity to influence farming and marketing decisions.

The Leaky Bucket Tool is a participatory exercise that can be used by farmers with little or no formal education. It uses the notion of a bucket with inflows (representing farm income) and leakages (representing expenses) to measure profitability. It's also designed to highlight the realities of smallholder family farming, gendered division of labour and inherent gender inequalities.

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4. Mathematics prizes have a gender problem

<https://www.nature.com/articles/d41586-022-01481-w>

In July, up to four of the world's most promising young mathematicians will receive a Fields Medal, one of the discipline's highest honours. But the prize, awarded every four years, has honoured only one woman since it was inaugurated in 1936.

The late Maryam Mirzakhani is the only woman to have won the medal; she was also the first Iranian awardee. And there is only one woman among the 25 laureates of the similarly prestigious Abel Prize, awarded by the Norwegian Academy of Science and Letters: Karen Keskulla Uhlenbeck, who won in 2019.

The Shaw Prize in Mathematical Sciences — another award coveted by mathematicians — has also gone to only one woman so far, Claire Voisin in 2017. The Wolf and Crafoord Prizes have never honoured women in the field of mathematics. Neither has the US\$3-million Breakthrough Prize in Mathematics, founded by Russian billionaire Yuri Milner.

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5. Fairtrade Canada

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

Ana María Gutierrez is a farmer and leader at ATAISI cooperative in El Salvador. She recently attended the Latin American and Caribbean Network of Fair Trade Small Producers and Workers (CLAC) leadership school.

Ana says, when trained on legal issues, she learned that women should also be listened to and valued, even when people say ‘no she can’t’ because she’s a woman. She became a single mother at a very young age and has been working in sugarcane and coffee production since she was 16 to support her two children. Now, Ana María is a pioneer for other women in her organization, challenging them to achieve their goals, support each other and take on more leadership roles.

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6. Leaders of Rurality

<https://www.iica.int/en/LeadersOfRurality>

Gillian Flies, Canadian Organic Growers’ outgoing President and co-owner of The New Farm, has been named a “Leader of Rurality” by the Inter-American Institute for Cooperation on Agriculture (IICA).

Ecuadorian farmer, Lorena Valdez, who founded an association to improve the lives of Afro-descendant women, is named an IICA Leader of Rurality of the Americas

Trigidia Jiménez is the Bolivian woman reclaimed an ancestral crop that is strategic to food security. When Trigidia Jiménez began to produce cañahua, it was only for personal consumption in Bolivia, but today it is produced and sold by more than 1,500 families.

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7. Organic Farmer of the Year

<https://www.cog.ca/cogs-outgoing-president-gillian-flies-has-been-named-a-leader-of-rurality-by-the-inter-american-institute-for-cooperation-on-agriculture/>

Allison J. Squires, COG’s incoming President and Cody Straza co-owners of Upland Organics have been awarded the “Organic Farmer of the Year” by the Canada Organic Trade Association (COTA).

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8. The Women’s Empowerment in Agriculture Index (WEAI)

<https://weai.ifpri.info/2022/06/06/measuring-what-matters-10-years-of-the-womens-empowerment-in-agriculture-index-why-has-it-mattered-and-whats-next/>

Women are key to agricultural transformation around the world, but various obstacles and economic constraints limit their contributions to their households and communities. The Women’s Empowerment in Agriculture Index (WEAI) is an innovative tool that seeks to identify such obstacles, and may be used to track gender equality and measure empowerment, agency, and women’s inclusion in the agricultural sector. This tool also measures women’s empowerment relative to men within their households.

The WEAI was launched in 2012 at the 56th UN Commission on the Status of Women. **Over 230 organizations have used it across 58 countries to track progress toward women’s empowerment and gender equality in agriculture.** Ten years since its launch, diverse partners, including governments, have taken the lead in collecting data on women’s empowerment using WEAI-based metrics.

9. EU agrees ‘landmark’ 40% quota for women on corporate boards

<https://www.theguardian.com/business/2022/jun/07/eu-agrees-landmark-40-quota-for-women-on-corporate-boards>

The EU has agreed that companies will face mandatory quotas to ensure women have at least 40% of seats on corporate boards. From 30 June 2026 large companies operating in the EU will have to ensure a share of 40% of the “underrepresented sex” – usually women – among non-executive directors. The EU has also set a 33% target for women in all senior roles, including non-executive directors and directors, such as chief executive and chief operating officer.

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10. The importance of the ‘Help Women Agro in Ukraine’ initiative developing women-led SMEs

<https://wfa-initiative.com/?news=iryna-tytarchuk-on-the-importance-of-the-help-women-agro-in-ukraine-initiative-developing-women-led-smes>

WFA is committed to supporting women in food and agriculture on a global scale and raising awareness of initiatives advancing women’s careers in the sector. We sat down with Iryna Tytarchuk, who is the Executive Director at Ukraine Investment & Trade Facilitation Center (ITFC) to get a deeper insight on impact of the war in Ukraine on the agricultural sector and how the ‘Help Women Agro in Ukraine’ initiative is helping to restore women-led SMEs in the country.

Through the ‘Help Women Agro in Ukraine’ initiative, the ITFC aims to address the challenges facing women entrepreneurs, by offering support leadership training, funding to restore their facilities and crisis management advice to founders, business owners and directors in Ukraine.

With the war in Ukraine underway and negatively impacting small to medium women agricultural producers and presenting serious consequences for agricultural production in the country, Iryna shares why urgent action is needed.

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11. ‘How To Be An Inclusive Leader’ webinar

https://youtu.be/qTyL_Qd6GEM

From Women in Food and Agriculture: ‘How To Be An Inclusive Leader’ webinar on YouTube here. Become a leader or learn to become one thanks to advice from key speakers from BASF SE, The Better Meat Co and Greenagro Dooel Skopje on what it takes to be an inclusive leader today and how women and men at all levels in their career can create a culture of inclusivity.

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12. Study in African nations finds COVID-19 increased death in pregnancy

<https://www.devex.com/news/study-in-african-nations-finds-covid-19-increased-death-in-pregnancy-103396>

The largest study of its kind so far in sub-Saharan Africa found that pregnant women who were hospitalized with COVID-19 had double the risk of death compared to nonpregnant women with similarly severe cases, and five times that of pregnant women without the disease.

The study — the largest of its kind looking at this issue in sub-Saharan Africa — examined the outcomes of 1,315 hospitalized patients in 22 health facilities in the Democratic Republic of Congo, Ghana, Kenya, Nigeria, South Africa, and Uganda between March 2020 and March 2021. It analyzed records of pregnant women with and without COVID-19, as well as nonpregnant women with the disease.

13. Uganda chiefs fight to save 'sacred' shea trees felled for fuel

<https://news.trust.org/item/20220609152746-0d7sb/>

Despite a government ban on the cutting and transportation of shea trees in 2018 - and the sale of shea logs and products - they are still being felled in great numbers by charcoal dealers in northern Uganda, according to local leaders and experts. Rising temperatures and erratic rainfall are making matters worse as the trees produce less fruit and drought-hit farmers turn to the wood for additional income.

The group is also trying to teach people about the economic value and environmental importance of the endangered species - whose numbers are dwindling not just in Uganda but across the so-called "shea belt" stretching from Senegal to South Sudan. Peter Cronkleton, a senior scientist at the Center for International Forestry Research, said people in northern Ghana - mainly women - had not only reported shea trees being harvested for fuel, but also that increasing wildfires were damaging them.

Millions of women across West and East Africa financially rely on the trees as they crush the nuts to produce valuable shea butter that is widely used in soaps, cosmetics and food.

And environmentally, shea trees help create an agroforestry landscape on farmland that acts as a carbon sink while the cover they provide leads to higher water infiltration, protecting against desertification and slowing forest degradation.

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14. Fewer farmers in Alberta in 2021, but number of women increasing: StatsCan

<https://www.cbc.ca/news/canada/edmonton/alberta-farmer-2021-agriculture-census-1.6477326>

Statistics Canada gathers and releases information about the country's farms and agriculture industry every five years. The 2021 agriculture census data was released last month.

There are 57,200 farmers in Alberta, down 405 from 2016 — and about 19,000 fewer than in 2001. The proportion of female farmers, however, has grown over the past 20 years. In 2001, females made up about 28 per cent of all Alberta farmers. Now about one in every three farmers is a woman. The number of female farmers also grew by 765 to 18,525 in the latest census period.

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15. RHS garden with burnt-out cottage 'shows Ukraine's spirit cannot be erased'

<https://www.theguardian.com/world/2022/jun/15/rhs-garden-with-burnt-out-cottage-shows-ukraines-spirit-cannot-be-erased>

A burnt-out cottage decorated with embroidered cloths and surrounded by swaying barley, designed by a Ukrainian couple unable to return to their war-ravaged village, is set to be one of the unexpected highlights of the Royal Horticultural Society's RHS's largest flower show - the Hampton Court Palace garden festival which runs from 4 to 9 July.

They hope the garden will help bring in donations to a charity they have set up, Yellow and Blue Makes Green, which aims to raise awareness and funding to support the rebuilding of public parks, gardens and natural areas that have been destroyed by the war.

The cottage will be surrounded by plants native to the country, including barley and hollyhocks. Field weeds such as wild carrot, chamomile and cornflower will be sown around wild fruit trees, such as wild pear. Inside the structure, a sculpture in

the form of a tryzub, the Ukrainian trident based on the falcon, references the archetypal symbol of the phoenix rising from the flames.

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16. Pan-Africa Bean Research Alliance

<https://www.pabra-africa.org/>

Droughts are a growing threat in Canada and around the world. Droughts are becoming more severe, frequent and destructive to traditional agricultural practices.

In Kenya, the Pan-Africa Bean Research Alliance is supporting improved food security and gender equality outcomes by producing more nutritious, drought-resistant bean varieties that are easy to grow and cook.

In Canada, Agriculture and Agri-Food Canada living labs are bringing farmers and researchers together to explore new tech, test sustainable farming practices and develop new crop varieties resistant to disease and drought.

Canada is working with partners such as Global Environment Facility and others to support land degradation neutrality efforts, as well as drought adaptation and mitigation efforts – action is crucial to maintain healthy and resilient ecosystems.

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17. Is religious influence fueling the teen pregnancy crisis in Kenya?

<https://www.devex.com/news/is-religious-influence-fueling-the-teen-pregnancy-crisis-in-kenya-103080>

Pregnant teens come to Helen’s clinic on a daily basis. As a private practice offering reproductive health services, she tells them it costs about 5,000 Kenyan shillings (\$43) for an abortion. They often leave her office, unable to cobble together the funds, and resort to visiting a “quack” instead who might tell them to drink chlorine or bleach or put leaves inside their vaginal canal. They then come back to her, infected, either still pregnant or with an incomplete abortion, where the fetus hasn’t left the body.

Helen works in a rural district in Kenya. Her clinic lies in an area where most families survive on subsistence farming and poverty levels are high. She asked to go by a false name, due to the ongoing harassment she faces for her work.

Kenya’s Ministry of Health reported 45,724 pregnancies among girls aged 10 to 19 in January and February 2022 — averaging about 775 a day.

There are myriad reasons — some consensual and some driven by poverty and exploitation — why adolescents become pregnant, according to experts, but one of the strongest driving forces is the lack of comprehensive sexual education in schools — with the Catholic Church leading the opposition.

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18. Rh Institute Foundation Emerging Researcher Award in the Applied Sciences

<https://news.umanitoba.ca/meet-filiz-koksel-2021-rh-award-winner-in-the-applied-sciences-category/>

Filiz Koksel is a food scientist with expertise in food processing and non-destructive assessments of food quality. Her research program aims to tackle issues related to an ever-increasing demand for sustainable high-quality plant-based foods.

Koksel is the 2021 recipient of the Terry G. Falconer Memorial Rh Institute Foundation Emerging Researcher Award in the Applied Sciences category, in recognition of her accomplishments in bringing Canadian crops from the field to our tables, and in transforming these crops into foods with superb palatability and nutritional value.

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19. Is gender-responsive budgeting creating equal opportunities in Malawi?

<https://www.devex.com/news/is-gender-responsive-budgeting-creating-equal-opportunities-in-malawi-103486>

The dominance of male members in development committees made it difficult to advance a gender-responsive agenda, and women were usually left out in the development discourse. The situation is now changing following the gender-responsive budgeting project — an ongoing project that the government of Malawi — with support from the European Union, UN Women, and other local NGOs — has been implementing since 2015. Under the project, local councils are guided to implement budgets and interventions that address the needs of both men and women, in order to reduce the development gender gap in the country.

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20. Jobs Will Not Empower Young Women Until We Address Sexual Harassment

<https://www.ipsnews.net/2022/06/jobs-will-not-empower-young-women-address-sexual-harassment/>

What does empowerment for young women look like? For many, the answer would include jobs. But the belief that jobs bring empowerment through income, greater autonomy, and bargaining power within the family fail to recognise that these potential gains for young women are undermined by widespread sexual harassment.

Our new research on workplace sexual harassment, with women in Uganda and Bangladesh, reveals that young women lack both protection and security at work and have little power themselves to challenge the sexual harassment they experience.

All the young women we spoke to had experienced sexual harassment at work. Verbal abuse, comments and ‘bad looks’ were most common and almost accepted as part of everyday life at work. Inappropriate touching and groping also frequently occurred.

Young and unmarried women from poor backgrounds are particularly at risk. Due to their isolated working conditions, domestic workers are even more likely to be exposed to the most severe forms of sexual harassment, including assault and rape. We also found that they were more vulnerable due to starker class differences and their limited education.

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21. Centering Gender in the Next Biodiversity Agenda

<https://www.ipsnews.net/2022/06/centering-gender-in-the-next-biodiversity-agenda-a-long-way-to-montreal/>

Target 22 was first submitted last September at the 3rd meeting of the Open-ended Working Group (OEWG) of the post-2020 global biodiversity framework (GBF) in Geneva. The target, when summarized, proposes to “ensure women and girls’ equitable access and benefits from conservation and sustainable use of biodiversity, as well as their informed and effective participation at all levels of policy and decision making related to biodiversity.”

While a lot of progress has been made since 2018 on crafting and shaping the targets for the Post-2020 Global Biodiversity Framework (GBF), the Convention has yet to truly center gender issues. Of the 21 targets within the draft Framework, only one target mentions women, and no single target refers to gender. Some parties have stated that since the Gender Plan of Action (GPA) will complement the Framework, there is no need for a standalone target on gender. Feminists and gender equality advocates, however, believe it is critical to have strong integration of gender within the Framework itself to anchor and give life to the Gender Plan of Action.

Jennifer Corpuz leads the International Indigenous Forum on Biodiversity (IPFB) – a collection of representatives from indigenous governments, indigenous non-governmental organizations, and indigenous scholars and activists that organize around the Convention on Biological Diversity (CBD). On being asked her stance on a standalone, specific target on gender equality, Corpuz says that she wholeheartedly supports this. “When the GBF has included target 21, it is a natural

progression that there should be a target 22”. Corpuz also explains that Target 21 – the only target to mention women in the GFB, emphasizes indigenous communities and therefore, it will be more helpful to have a standalone target on gender equality that goes beyond women and is inclusive of all genders.

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22. The Queer Farmers Reimagining American Agriculture

<https://modernfarmer.com/2022/01/queer-farmers-american-agriculture/>

Queer Farmer Convergence (otherwise known as QFC) is a three-day conference that takes place every September on Breckbill’s farm in Iowa, Humble Hands Harvest. Here, queer utopian imaginings come to life in the form of workshops, talks, small groups and family dinners. It can be challenging to build and maintain a network of LGBTQ neighbors and allies when people live many miles apart.

Non-profits like Out in the Open, Cultivating Change Foundation and Lesbian Natural Resources, as well as projects like Idyll Dandy Arts, The Quinta and Country Queers are all dedicated to building community in rural and agricultural spaces.

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Reports, Publications, Resources

1. Accelerating Systemic Change: The Case for Gender Equality Leadership for Sustainable Recovery

<https://globalcompact.ca/accelerating-systemic-change-the-case-for-gender-equality-leadership-for-sustainable-recovery>

The gender equality, diversity and inclusion project, “Accelerating Systemic Change: The Case for Gender Equality Leadership for Sustainable Recovery,” funded by Women and Gender Equality Canada aims to amplify the voices of women and systemically excluded individuals in the post-pandemic recovery dialogue and highlight best practices to help organizations improve resiliency and build more inclusive, adaptable, and gender-responsive workspaces. UN Global Compact Network Canada invites you to share the challenges you have faced in the labour market or workplace during the pandemic.

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2. A Bumpy Ride: Tracking women’s economic recovery amid the pandemic

<https://policyalternatives.ca/publications/reports/bumpy-ride>

https://policyalternatives.ca/sites/default/files/uploads/publications/National%20Office/2022/05/Bumpy%20ride_final.pdf

This Labour Market Update looks at the experiences of female workers over the last two years, from 2019 to 2021. The analysis reveals that Canada’s economic recovery has proven to be as unequal as the initial downturn. It draws on the annual and monthly Labour Force Survey and other related sources of information, highlighting differences between women and men as well as between different groups of women.

The Labour Market Update series is part of a larger project, Beyond Recovery, which is working to support and advance a gender-just recovery from the COVID-19 pandemic. The project’s goals are to document and analyze women’s experiences, with a particular focus on those of marginalized women in hard-hit sectors, and to provide evidence-based policy proposals to ensure those who are most impacted in this pandemic are front and centre in Canada’s post-pandemic future. This project has been funded in part by Women and Gender Equality Canada.

See *Table 1 Job losses/gains by industrial sector, December 2019–December 2021* for the agriculture sector.

3. Report: Still bearing the burden: how poor rural women in Bangladesh are paying most for climate risks

<https://pubs.iied.org/20851iied>

Webinar Recording <https://youtu.be/R-vDJR0bRvA>

Press Release <https://www.iied.org/climate-change-costing-rural-women-bangladesh-30-their-outgoings>

This study surveyed 3,094 households from the rural areas of ten selected districts in Bangladesh to assess their exposure to climate change and their spending patterns on reducing the risks of climate-related disasters. On average, 15% of households' expenditure is going on measures to protect against flooding and storms, like raising floors or building shelters for their livestock. But for households headed by women, that percentage doubles.

4. Stockholm+50 Recommendations

<https://enb.iisd.org/stockholm50-3june22>

Stockholm+50 commemorated the 50th anniversary of the watershed UN Conference on the Human Environment, which took place in Stockholm in June 1972.

The ten recommendations presented on behalf of the Co-Presidents, are:

- 1) Place human well-being at the centre of a healthy planet and prosperity for all, through recognizing that a healthy planet is a prerequisite for peace, cohesion and prosperous societies;
- 2) Recognize and implement the right to a clean, healthy and sustainable environment, through fulfilling the vision articulated in principle 1 of the 1972 Stockholm Declaration;
- 3) Adopt system wide change in the way our current economic system works to contribute to a healthy planet;
- 4) Strengthen national implementation of existing commitments for a healthy planet;
- 5) Align public and private financial flows with environmental climate and sustainable development commitments;
- 6) Accelerate system-wide transformations of high impact sectors, such as food, energy, water, buildings, and construction, manufacturing and mobility;
- 7) Rebuild relationships of trust for strengthened cooperation and solidarity;
- 8) Reinforce and reinvigorate the multilateral system;
- 9) Recognize intergenerational responsibility as a cornerstone of sound policy-making; and
- 10) Take forward the Stockholm+50 outcomes.

5. The Impact of Food Insecurity on Women and Girls: Research from South Sudan

<https://policy-practice.oxfam.org/resources/the-impact-of-food-insecurity-on-women-and-girls-research-from-pibor-and-akobo-621372/>

This briefing presents research undertaken in the midst of a critical food insecurity crisis in Pibor and Akobo counties in order to understand its impact on the lives of women and girls. The research found that women and girls' household chores, their livelihood opportunities and their access to education have all been impacted. It also found serious risks to their safety and health, and that they have limited coping mechanisms to deal with the crisis. The report highlights what the humanitarian community should do to ensure a gender-sensitive response to these pressing needs.

6. Recording now available from GAC’s Environmental and Gender Coding webinar

https://youtu.be/IEv9UFuw2_g

If you missed Global Affairs Canada’s (GAC) webinar on environmental (climate change and biodiversity) and gender coding requirements in early April, the recording is now available. The webinar provides information to help you better understand how to design proposals that can satisfy the program’s eligibility criteria.

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7. The 60 Decibels Microfinance Index

<https://app.60decibels.com/mfi-index>

Many insights on gender and microfinance are available in this report.

A simple answer to a complicated question: “what does social impact mean for microfinance institutions?” We partnered with 72 microfinance institutions (MFIs), sampling approximately 250 of their clients, to measure client-level outcomes across the five common dimensions of impact: Access, Business Impact, Household Impact, Financial Management, and Resilience. The dimension scores are equally weighted and averaged for the index score.

This dashboard shows the comparative social performance of microfinance organizations, based exclusively on what we heard from nearly 18,000 of their clients. Collectively, these MFIs are serving more than 25 million clients in 41 countries, more than 15% of all microfinance clients globally.

Fun fact: the data in this report represents 287,000 minutes of phone interviews. Wowza.

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8. LGBTQ+ Inclusion in the Workplace

<https://wfa-initiative.com/?news=corinne-bonadei-talks-lgbtq-inclusion-in-the-workplace-s2-ep7>

In this episode of the Women in Food and Agriculture podcast, we speak to Corinne Bonadei, Director of Digital Strategy, Marketing Communication and Marketing & Sales Excellence for Animal Nutrition and Health at DSM. Corinne is someone compelled to make the food and ag industry a more diverse and inclusive place. As a gay mother she has first-hand experience as to why inclusion is so important, and in this podcast she shares her journey of how to create a true culture of inclusion within a business and take it to the next level. We discuss how at DSM they went about driving D&I strategies forward, the work they have done to support the LGBTQ+ community in the workplace, and advice for businesses of all sizes aiming to create an inclusive environment.

This story is not one to miss for those who want to be inspired to make a difference within their own organisation and make the world more inclusive place to live.

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9. Focus on female farmers in Northumberland and the Scottish Borders

<https://www.bbc.com/news/in-pictures-60985943>

Award-winning documentary photographer Joanne Coates has created an exhibition featuring portraits of women in agriculture across Northumberland and the Scottish Borders.

A collaboration with more than 40 women, Daughters of the Soil explores questions around land inheritance, farming stereotypes and the history of who has traditionally worked the land.

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10. Supporting Survivors of SEA: A How-to Guide for Creating Support Resources – Digna

<https://www.digna.ca/docs/supporting-survivors-of-sea-a-how-to-guide-for-creating-support-resources-digna/>

Everyone in your organization should have a grasp on what to do when someone comes forward with an allegation or seeking support following an act of sexual violence. Survivors may go to anyone in the organization, so ensuring a consistent, safe and supportive reaction and reception is key. That is the reason why we created a guide to support organizations in preparing to support survivors of sexual exploitation and abuse, before an incident occurs.

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11. SPUR Change Supporting Small and Medium Organizations, Educators and Canadian youth

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

The Resource Library includes links to 15 different training resources, including the Gender Learning Series. Our collection of resources will support Small and Medium Organizations (SMOs) with program/project design, development, implementation and assessment. Explore, download or use any resource that will help you effect social change.

Our collection is continually growing, so check back often or subscribe to our newsletter for more information.

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12. ‘Indigenous Voices – Sharing our Agricultural History and Journey’

<https://www.manitobacooperator.ca/news-opinion/news/indigenous-voices-sharing-our-agricultural-history-and-journey/>

In 1975, a program called the Manitoba Indian Agriculture Program (MIAP), funded by the Department of Indian Affairs, was established to boost agricultural output in Manitoba First Nations communities. The program also sought to improve the agricultural knowledge base in Indigenous communities by funding and encouraging young Indigenous students to earn a diploma in agriculture from the University of Manitoba School of Agriculture. The program was dismantled in 1993 as a result of shifting priorities in the federal government.

Ardell Cochrane, Robert Maytwayashing and E.J. Fontaine were among the last MIAP-funded students to graduate from the diploma program and are featured in a recently finished video called, “Indigenous Voices – Sharing our Agricultural History and Journey.”

The next two films in the series will include a video about The Community Gardens in Peguis and another about E.J. Fontaine’s and Eva Wilson-Fontaine’s Cedar Lake Ranch.

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13. “The Ants and the Grasshopper” Shows How Denial Can Be a Win for Activists

<https://foodtank.com/news/2021/11/the-ants-and-the-grasshopper-shows-how-denial-can-be-a-win-for-activists/>

Around the world, the fight for climate action will also be a battle for food sovereignty, racial justice, and gender equality. A new documentary by James Beard Award-winning activist and New York Times bestselling writer Raj Patel, “The Ants and the Grasshopper,” tells this story through the journey of Anita Chitaya, a small farmer and local leader in the village of Bwabwa, Malawi.

Like many other villages in developing countries, Bwabwa is heavily impacted by the climate emergency. The nearby river is running dry, and rains only come three times a year. Each day it takes longer for women to collect water from the boreholes. But Chitaya’s work has successfully helped to restore depleted soils and decrease child nutrition in her community—all while fighting against the patriarchy for gender equality.

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14. Postcards: Trailblazing Women in Climate Science

<https://www.ualberta.ca/women-in-scholarship-engineering-science-technology/resources/women-in-climate-science/index.html?>

Over the course of history, women have lacked proper recognition and acknowledgement for their contributions in STEM (science, technology, engineering, math) fields. We want to change that narrative. We want generations now and generations to come to learn the names and stories of influential women in STEM. To celebrate Science Odyssey Week 2022, we highlight five trailblazing women in climate science that you should know about.

You can order your free set of postcards featuring five incredible women and their stories.

If you are a teacher or group leader, we encourage you to order a full class set for your students! We have both English and French versions.

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15. Examine Linkages Between Education and Gender Equality

<http://sdg.iisd.org/news/desa-event-examines-linkages-between-education-and-gender-equality>

In preparation for the 2022 session of the High-level Political Forum on Sustainable Development (HLPF), the UN Department for Economic and Social Affairs (DESA) convened a Global Policy Dialogue to examine the linkages between SDG 4 (quality education) and SDG 5 (gender equality), with SDG 17 (partnerships for the Goals) underpinning the discussions. All three Goals are among the SDGs to undergo in-depth global review in July.

During discussion and responding to questions from the audience, the panelists highlighted the need to, inter alia:

- Address data collection and availability gaps as without adequate gender and education data women are “invisible”;
- Promote inclusivity in data and policies;
- Ensure that disaggregated data look at different dimensions of exclusion to help identify who is falling behind and why; and
- Use “different language” to encourage girls’ interest in STEM.

The second panel focused on mobilizing innovation and building new public-private partnerships (PPPs) for gender-equal education. During the question-and-answer session, the panelists emphasized, among other issues:

- Community-level engagement to ensure interventions’ success;
- The importance of identifying a common issue that can be addressed through partnership;
- Psychology as a tool to ensure transparency and encourage more PPPs;
- The role civil society and grassroots organizations play in partnerships that support access to education for girls and boys alike;
- Cultivating relationships and getting buy-in from the partners involved; and
- Transforming adult learning and education.

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