

Gender Equality & Women's Voice Strategy Plan: Summary



Gender Equality and Women's Voice Vision

A world where all people live in peace, are free from fear and the threat of violence, enjoy equal rights, freedoms, access to resources and opportunities. In this world, people across genders, ethnicities, abilities and ages work together to dismantle systems of oppression and build a world of mutual-aid and accountability, acceptance, compassion and understanding. Diverse women's leadership is visible, potent, recognized and supported. Girls and boys grow up with a strong belief in justice and in themselves, with the confidence to explore who they are and pursue their aspirations. In this world, our inter-connectedness and diversity are uplifted and celebrated, and the actions of every generation are undertaken with the welfare of future generations in mind.

The Gender Equality & Women's Voice (GEWV) Strategy Plan outlines key activities until June 2020 to further the **GEWV approach**, a core part of CARE's **2020 Program Strategy**. This Strategy Plan is a living document designed to evolve over time. While the GEWV approach is coordinated by the CARE USA Gender Justice team, CI Head of Gender Equality, and CARE Norway, staff across CARE lead and engage with activities to advance our GEWV approach.

GEWV Strategic Directions: Our Vision for 2020

CONNECT: Bringing together internal and external voices for the courageous pursuit of equality. Connect people, knowledge, and passion within and outside of CARE towards impact in gender equality and social justice. **Overall lead:** Milkah Kihunah (milkah.kihunah@care.org).

Goal 1: CARE staff are connected externally and internally; learn from one another and work in solidarity with gender equality activists.

Goal 2: CARE has a shared commitment to engage with feminist movements and other social movements.

Indicator 1: CARE has supported at least one feminist movement with impact on gender equality at scale.

Indicator 2: There are at least three new modalities where staff learn about GEWV from one another across geographies and programmatic areas and collaborate in a sustainable way.

Indicative activities:

- Advocacy for an International Labour Organisation Convention to end violence and harassment in the world of work
- Implementation of CARE International Gender Network Collective Action Plans by strong interconnected teams
- Collaboration with feminist and other social movement actors

AMPLIFY: Using knowledge and influence as powerful mechanisms for multiplying impact. Curate and share best practices, evidence, and failures to influence major systems players and connect with voices and agendas set forward by movements. **Overall lead:** Diana Wu (diana.wu@care.org) and Sarah Eckhoff (sarah.eckhoff@care.org).

Goal: CARE staff and external parties increasingly access, use and share learning from core GEWV guidance and tools leading to improved practice for gender equality and women's voice.

Indicator 1: 20% of CARE projects globally will have advanced along the gender continuum.

Indicator 2: There are at least five examples where CARE staff or external parties have adopted good/promising practices identified by CARE, leading to improved practice and impact for gender equality and women's voice.

Indicative activities:

- Development of an accessible, one-stop, online GEWV platform
- New/expanded Gender Marker guidance and tools support CARE projects to meet the marker criteria
- Establishment of Center on Savings Groups and Gender Equality in East Africa

GEWV Strategic Directions: Our Vision for 2020

ILLUMINATE: Placing equity, respect and justice at the core of our business. Walking the talk as an organization, raising issues of inequity and misalignment across departments with CARE's values and impact goals. **Overall lead:** Allison Burden (Burden@careinternational.org).

Goal: CARE demonstrates accountability to the values of equity, respect, and justice within internal organizational systems and practices as well as externally-focused programming.

Indicator 1: CARE global reporting of CI Gender Policy and Gender Standards shows increased alignment of CARE's values and actions across all departments.

Indicator 2: There are at least three examples where operational or policy decisions by CARE leadership have put equity, respect, and justice considerations above other organizational interests.

Indicative activities:

- Review, approval, and socialization of CI Gender Equality Policy
- Development of accountability processes for progress tracking and reflection on Gender and PSEA policies
- Clarification of Gender, Equity, and Diversity leadership and support roles and responsibilities

EXCHANGE: Harnessing potential across CARE and meeting demand for technical assistance. Meeting demands for technical assistance, learning and professional development with a ready supply of gender resource individuals globally. **Overall lead:** Elizabeth Cowan (elizabeth.cowan@care.org).

Goal: CARE has institutionalized, coordinated and sustainable global peer-to-peer mechanisms of diverse CARE gender experts that better meet demand for high quality technical assistance (TA).

Indicator 1: CARE gender advisors have improved capacity to provide high-quality gender TA as a result of internal training opportunities.

Indicator 2: CARE Country Offices report increased access to and satisfaction with the quality of internal gender TA.

Indicative activities:

- Exploration of better integrated mechanisms for providing gender-related TA
- Institutionalization of gender cohort and other TA mechanisms
- Establishment of Gender in Emergencies training institute

CATALYZE: Striving towards innovative strategies for gender equality and women's voice. Bringing cutting-edge thinking, resources and practice to CARE's work. **Overall lead:** Hilde Roren (hilde.roren@care.no).

Goal: CARE is providing an enabling environment for innovation in research and practice to further GEWV outcomes.

Indicator 1: CARE has developed cutting edge research, tools and/or practices in at least three new areas related to GEWV.

Indicative activities:

- Roll out of Strategic Impact Inquiry into Gender in Emergencies (2020)
- Development of practice, tools and guidance for women's political/public leadership and representation
- Advancement of approaches to implement and measure social/gender norms change

