



Society for International Development
Washington Chapter



FY 2019

ANNUAL REPORT

Gender & Inclusive Development Workgroup

TABLE OF CONTENTS

1	Table of Contents
2	Introduction
3	Letter from SID-Washington
4	FY 2019 Workgroup Co-Chairs
5	Event Calendar
6	Event Summaries
12	Contact Us



GENDER & INCLUSIVE DEVELOPMENT WORKGROUP

The SID-Washington (SID-W) Gender and Inclusive Development Workgroup is a group of individuals actively committed to advancing the roles of women, men, girls, and boys in social, economic, and political development. With events ranging from social inclusion in infrastructure to women in the media, this workgroup aims to promote and facilitate collaboration and knowledge-sharing to identify successful solutions to obstacles facing women and girls in particular.

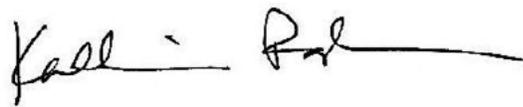


Dear Members of the Gender & Inclusive Development Workgroup,

We are happy to report that we had another exciting year! As we reflect on last year, the workgroup produced several great events, ranging from [A Gender Audit: What is it? How to do it? Why is it essential?](#) to [Gender and Sexual Minorities in International Development](#) to [Experiences and Challenges of LGBTQI Aid and Development Workers in the Field](#). We are currently working on events for FY2020, so stayed tuned for more information! We look forward to providing SID-Washington's spin on advancing the roles of women, men, girls and boys in social, economic, and political development.

Thank you for your continued interest and support of the workgroups. We hope to see you at future SID-Washington events! If you have any questions, please feel free to send an email to events@sidw.org.

Best regards,



Katherine Raphaelson



Paul A. Sherman



**Katie
Cheney**
Manager,
Panagora Group

Currently a Program Associate with Panagora Group, Katie Cheney specializes in gender and women's empowerment, HIV/AIDS, capacity building and organizational development, and private sector engagement. Her gender-focused support to various USAID contracts include supporting child protection protocol implementation for an evaluation tracking gender-based violence, contraceptive security, and integrating gender empowerment principles into project design.

As Communications Manager for First Peoples Worldwide, an Indigenous small-grants organization, Ms. Cheney led the organization's communications program, and as Field Associate conducted a culturally-appropriate needs assessment with the Central Kalahari Game Reserve's Indigenous San population.

Katie has an M.S. in International Development from Tulane University's Payson Center for International Development and a B.A. from Pennsylvania State University, where she majored in Anthropology and minored in Women's Studies and Religious Studies. Her academic background in women's studies included independent field research on socio-political and economic freedoms of Eastern European women before and after State Socialism.



**Denise
Wales**
Consultant,
GameChangers 360

Denise Wales specializes in the design and delivery of democracy and governance programs in fragile and conflict-affected areas. She is dedicated to addressing issues of social inclusion and empowering under-recognized and underestimated actors to foster peaceful, just, and sustainable societies. Denise has held management roles at both the headquarters and field levels for non-profit and for-profit implementers such as: DAI; International Relief and Development; Elizabeth Glaser Pediatric AIDS Foundation; and the International Foundation for Election Systems. She has worked in Asia, Africa and Eastern Europe and served long-term assignments in Afghanistan, Indonesia, and Kosovo. She started her career in international development as US Peace Corps Volunteer serving in the Slovak Republic.

Currently, Denise works as an independent consultant and is affiliated with GameChangers 360, LLC, a women-owned social enterprise, and Steve Kroll and Associates, LLC, a small business consulting firm. She is also a trainer for Humentum, conducting workshops on USAID rules and regulations and financial management.

EVENT CALENDAR

Thursday, October 18, 2018

4:00PM - 5:30PM | SID-Washington

A Gender Audit: What is it? How to do it? Why is it essential?

Thursday, February 28, 2019

4:30PM - 6:00PM | SID-Washington

Gender and Sexual Minorities in International Development

Wednesday, March 6, 2019

4:00PM - 5:30PM | SID-Washington

Digital Solutions - Integrating Gender from Design through Delivery

Tuesday, March 26, 2019

5:30PM - 7:00PM | SID-Washington

Experiences and Challenges of LGBTQI Aid Development Workers in the Field



A Gender Audit: What is it? How to do it? Why is it essential?

Speakers: **Ann Hudock**, Executive Vice President, Counterpart International
Shannon Meehan, Consultant, Humentum and GameChangers 360, LLC

Event Description: SID-Washington successfully re-produced a Humentum Conference session as part of our Series on Harassment & Exploitation in International Development. A gender audit is an essential first step for organizations that want to promote gender equality as well as prevent sexual misconduct; leverage collective intelligence and diversity of thought; and create a workplace culture that values everyone. The Gender Audit session explained the key aspects -- the what, how and why -- of gender audits and shared important research findings showing the linkages between gender equality and the objectives listed above. In addition, the session will discuss how to effectively use gender audit results by applying a human-centered design approach to developing mechanisms and fostering behaviors to create relevant, impactful change in your organization. This session was originally presented at the Humentum Annual Conference in July 2018.

This event was followed by a reception sponsored by Counterpart International.

Key Takeaways

1) What is a gender audit and gender equity?

According to **Shannon Meehan (Consultant)**, a gender audit is a useful tool in the assessment of an organization's compliance with advancing and achieving gender equity. Comparable to a financial audit, the purpose of a gender audit is to understand why inequality persists and its consequences for all stakeholders and deliver a thoughtful and accurate assessment of the company's gender equity commitments and outcomes. True gender equity goes beyond equal pay; it requires nuance. For example, it would entail a proportional workforce participation rate, which would require women to fill staff and leadership positions. Furthermore, company policy would need to provide adequate and accessible parental leave. In contrast to simple maternity leave, parental leave facilitates equality by giving women equal opportunity at work and men equal responsibility at home. Parental leave redefines norms that have been undermining the societal value of fathers and allows men more time with their families, while giving women more time and opportunities to advance professionally. **Ann Hudock (Counterpart International)** recommended women ask for 25 percent more than the initial pay offered to them.

2) Gender audits require a deep commitment and immense effort, so why do it?

According to Meehan, research shows more gender equal workplaces experience less sexual misconduct and perform better. Additional benefits include increasing the company's ability to leverage collective intelligence; ensuring balanced, inclusive, and diverse perspectives in designing collaborative solutions; and identifying structural, legal, and social barriers to women's empowerment. Shannon noted that organizations could promote gender equality through an audit because it enables them to collect reliable information, which helps track

challenges, create accountability mechanisms, and identify key management failures. Hudock added how such an assessment will attract quality candidates and become a selling point for an organization as a desirable place of work.

3) Break away from the traditional path to affect real change: Human-Centered Design

Both speakers agreed on the need for breaking away from the conventional mindset and using a new approach. In the past, the development community has attempted to address inequalities pervasive within it. However, practitioners must go beyond reforming policy and procedures by making reform a participatory and inclusive process that can truly affect behavioral change and create solutions that people can easily navigate and better adhere to. People and their behavior lie at the crux of the cause and the solution to persistent inequality. Unlike traditional methods, human-centered design uses diverse human experiences, perspectives, and interactions to generate a wide range of possible solutions to a challenging or complex problem.

4) An Alternative Approach: Gender Self-Assessment

Hudock discussed gender self-assessment as an alternative to a gender audit. A gender self-assessment encourages and demands high leadership and organizational commitment to and ownership of the process. The most important aspect of the gender self-assessment, Hudock argued, is to clearly identify the goal because it will disrupt the status quo. Hudock noted a few key aspects of the self-assessment process: 1) define the scope and practices up for deliberation; 2) have a shared understanding among all stakeholders of why this is needed; 3) be realistic about the necessary resources; 4) support stakeholders in addressing potential concerns and fallout; 5) recognize how policies matter deeply and serve as an indicator of company values.

Gender and Sexual Minorities in International Development

Moderator: **Randal Mason**, Principal, Randal Mason Consulting

Speakers: **Urooj Arshad**, Director, International LGBTQ Youth and Health Rights, Advocates for Youth
Ryan Ubuntu Olson, Technical Advisor, Palladium
Dr. Chloe Schwenke, Adjunct Professor, University of Maryland

Event Description: In recent years, LGBTQ rights have increasingly become a focal point of international development agendas. Governments, corporations, and international organizations have instituted a range of new policies around the protection of gender and sexual minorities, and the world's largest donors have instituted new initiatives (USAID's LGBT Vision for Action and UK Aid's Leave No One Behind). Yet, gender and sexual minorities in aid recipient countries continue to face continued, and in some cases increased, violence and oppression.

In this panel discussion, we addressed key international development issues facing the LGBTQ community, including legal and policy barriers faced by gender and sexual minorities in developing countries, and the importance of supporting the rights of gender and sexual minorities in achieving inclusive development. Our panel also discussed programming examples and best practices to optimize support to gender and sexual minorities through development projects, and the importance of working with local LGBTQ advocacy and development organizations.

This event was co-hosted with the Young Professionals in Development Network (YPN).

Key Takeaways

1) The Importance of Data: The Starting Point to Stop Marginalizing Communities

Dr. Chloe Schwenke (University of Maryland) began the panel by addressing the main challenge of working with minorities in international development. She mentioned that the data marginalization affects policy and program arrangement to provide opportunities and access to minorities. Counting and recognizing their data holistically would help in achieving the goals of inclusivity. In addition, **Ryan Ubuntu Olson (Palladium)** added that communities have always been working underground, increasing the importance of creating supportive environments and encouraging solidarity.

2) Decriminalizing Sexual Identity and Creating Inclusive Spaces: South Asia Study Cases

Urooj Arshad (Advocates for Youth) shared her experience while working with communities in South Asia, especially in India and Pakistan. She stated that there are two important points for promoting inclusive spaces: (a) mutual acknowledgment and understanding that sexual identities are moral discourse subjects, not laws, and (b) using the term diversity inclusion instead of LGBTQIA, which would by itself deliver a robust foundation (most cases of inclusivity consist of the intersection of many identities, such as race, education, culture, gender, and sexual identities).

3) The Role of Promoting Diversity and Inclusivity in International Development's Traditional Sectors

Randal Mason (Randal Mason Consulting) highlighted the panelists' input about how policy analysis and best practices of programs has shown that political willingness of local and national governments in diversifying representatives for the social minorities played crucial roles in supporting international organizations' projects. According to Arshad, the international advocacy movement was often labeled as a neo-colonialist agenda while the binary gender perspective was perceived as westernization. Therefore, it is important for international organizations to have an in-depth understanding of the local context regarding gender and identity.

4) Moving Forward

Olson also agreed that in terms of preparing for future programming, the upcoming five years would focus on engaging young people with cross-sector networks and organizations. Organizations should work with young people to duplicate what works for them at the local level using the previous policy reports and global best practices as the foundation. Dr Schwenke also mentioned the urgency of strengthening a "do no harm" approach in every aspect of program design and implementation, especially while working with the local activists and organizations.

Digital Solutions - Integrating Gender from Design through Delivery

Moderator: **Sarah Romorini**, Senior Associate, Abt Associates

Speakers: **Yolanda Janse van Rensberg**, Head of Content & Communities, Every1Mobile
Galia Nurko, Digital Associate, Center for Digital Acceleration, DAI
Blerta Picari, Project Director, Chemonics

Event Description: Increasing numbers of development projects are choosing digital and mobile technologies to reach beneficiaries, particularly women and girls. This session explored the crossroads of digital solutions and gender integration from design through delivery. It featured:

- Effective methods of assessing the digital landscape from a gender lens to optimize program strategy and design
- Best practices for designing effective and human-centered digital solutions for women and girls
- The opportunities and challenges faced during project delivery

Effective tools for conducting comprehensive digital ecosystem assessments were discussed from DAI's Center for Digital Acceleration. Every1Mobile covered the process of optimizing human-centered design principles and approaches to ensure technology adoption and inclusion during the early stages of any program design process. A case study of the USAID Moldova Competitiveness Program highlighted the importance of including women in the design phase and the value realized from empowering them to design their own digital tools.

Key Takeaways

1) Analyze projects through the digital ecosystem layers to address different needs

The digital ecosystem is an effective tool to understand a greater array of acting components and socioeconomic barriers to digital tools. As **Galia Nurko (DAI)** explained, by analyzing projects and issues on various social scales at the individual, community, and national levels, one can have a holistic understanding of a project's impact. However, the digital ecosystem is only valuable if teams look to their partners on the ground, such as regional women's rights organizations, who understand the local context. This can help more effectively bridge the gender gap by leveraging their institutional and national knowledge and thus address the issues of a target population.

2) Put communities at the forefront of project design and implementation

Yolandi Janse van Rensburg (Every1Mobile) stressed the need to have empathy for communities when developing projects. It is paramount for gaining insights, addressing the unknown, and ultimately relying on listening to the users, as they are the experts of the challenges in their lives. This can

begin by surveying community members rather than geography and demographics. Janse van Rensburg also reminded attendees that implementers should retest tools through communication and negotiation to increase effectiveness and empower users.

3) Redefine Gender Systematically

Blerta Picari (Chemonics) urged organizations to integrate their projects into other institutions. Her assignment regarding Moldovan educational robotics – which initially started as a side project – was to be formalized into the official curriculum. This helps enforce equal access among students to digital tools. It also increases opportunities for finance as the project is professionalized and becomes more permanent.

4) Community role models are key to honest dialogue and restructuring cultural norms

The power of role models can be a major factor in shifting gendered perceptions in technology. Organizations need to mitigate social barriers to help girls and women feel comfortable expressing themselves. In Janse van Rensburg's case, she relied on artistic mediums like Play-doh to allow girls

EVENT SUMMARIES

Every1Mobile thus created Rosy as the face of their project to emulate role models and act as an older sister to whom girls could relate and trust. Picari also emphasized incorporating institutional role models, like teachers, to be more effective at restructuring gender cultural norms for children particularly in rural areas, as families may express engrained norms.

5) The Reality of Digital Divide

Despite the progress that has been made, **Sarah Romorini (Abt Associates)** reminded attendees that the digital divide remains a profound issue. 1.7 billion people still do not own a mobile phone, and women are 14 percent less likely to have one. Lack

of access to the Internet is even greater for women (approximately 30 to 40 percent less than men). Women are still often left behind for various technological reasons such as security, technological literacy, confidence, and cost above all. This issue cannot be ignored any longer and diversifying the digital landscape can provide women worldwide a voice and unprecedented access to knowledge.



Experiences and Challenges of LGBTQI Aid Development Workers in the Field

Moderator: **Jordan Long**, Director, Sexual Orientation & Gender Identity Programs; Senior Counsel, Center for Human Rights, American Bar Association

Speakers: **Miguel Baca**, Director of Environment and Health for the Latin America & Caribbean/Global Region, DAI
Panelist 3, Legal Advisor, Program Director Research, Evaluation, and Learning, American Bar Association Rule of Law Initiative

Event Description: What is it like to live and work in a context in which homosexuality is considered “nonexistent”, perhaps illegal, or dangerous even? And what is it like to identify with others in the context where you work who are also LGBTQI but live without the same protections you do because of nationality?

These questions are part of an often-neglected discourse that has been missing among development and aid circles. In discussions of power and privilege in international development, the theme of sexuality remains both taboo and neglected. From a high-level perspective in our context, the challenges and policy inequities that LGBTQI persons experience are often projected in the media and produce a public discussion that enables solidarity and activism. In the professional sphere, however, these experiences are far less evident, and strong barriers inhibit open dialogue about workplace inequities. This is far more compounded across the international development and aid sectors, which span globally across contexts where respect for local norms may be at odd with individual rights.

This panel featured LGBTQI aid and development professionals with experience working in the field who addressed the above questions and more. Panelists examined the challenges and barriers queer professionals face personally and professionally while working in this industry and offered insights and resources for coping and mobilizing change.

This event was co-hosted with the Gender & Inclusive Development Workgroup, who hosted an earlier event on February 28, 2019 on Gender and Sexual Minorities in International Development.

Key Takeaways

1) The Importance of Visibility and a Role Model in the Professional Environment

Jordan Long (ABA) opened the discussion by asking the panelists about their experience navigating their identities in the workplace and the diverse community. **Panelist 3 (ABA ROLI)** shared the challenges that she faced during the early stage of her career. As the visibility of LGBTQI professionals in the workplace is low, it is important to have a LGBTQI role models to feel included and to adapt with the professional world. She also shared her experience in protecting her personal information because of how people could react to her identity in a professional context, which has created limitations in her job.

2) Navigating the Environment: to be Open or to Protect Your Identity?

Miguel Baca (DAI) mentioned how a sexual identity is a

political tool. He explained how it makes a statement to others and adds additional value because of the way a LGBTQI professional views a situation compared to a cisgender heterosexual professional. Baca also stressed that with sexual orientation in the field, international development workers should be smart about acknowledging the safety of a working environment. Baca shared his story of navigating his identity professionally, as certain people in society and the working community made his situation more difficult. Another challenge in advocating for inclusive and safe spaces in the field is how local communities consider a professional's identity. They may have labeled the international development worker as a stranger or visitor with temporary placement. It creates an expiration date for the tolerance and inclusive space in the workplace. This could harm local LGBTQI professionals who came out when the safe space was there but become vulnerable when that safe

EVENT SUMMARIES

3) Training and Knowledge Learning About Gender Identity and Sexual Orientation in Headquarters (HQ) and the Field

Jordan Long (ABA) shared his experience working and living in the field and being part of the political process in promoting policy to support non-cisgender heterosexual partnerships. Moreover, Long mentioned two critical points: (1) the spectrum of gender identity and sexual orientation is developing, and policies must be revised at both the main office and in the field; (2) striving to eliminate discrimination in the workplace is

a work in progress. Long supports a community that builds an awareness and an understanding about gender identity and sexual orientation at the workplace through tools such as offline trainings or online platforms. It helps to create inclusive and minority-friendly workspaces as well as provide teams the knowledge about identities that creates a safe working environment for all.





For more information, contact us at events@sidw.org.

SID-Washington Staff

Katherine Raphaelson - President
kraphaelson@sidw.org

Paul A. Sherman - Senior Programs Manager
psherman@sidw.org

FY 2019 Workgroup Co-Chairs

Katie Cheney - Panagora Group
katiecheney@panagoragroup.net

Denise Wales - GameChangers 360
denise.wales@gmail.com

Acknowledgement

We would like to thank former Program Associates Maame Esi Eghan and Lauren Faloni for their hard work to create this report.

Society for International Development Washington Chapter

1129 20th St. NW, Suite #500
Washington, DC 20036
+1-202-331-1317

@SIDWashington | #SIDWLive

