*Participants at CARE’s Gender Equality and Women’s Voice (GEWV) conference in Dubai: a first of its kind, organized by the CARE International Gender Network (CIGN).*

CARE’s Gender Equality & Women’s Voice Conference

Dubai, April 2016

**Communique**



**Conference Highlights**

* **Immense energy and enthusiasm**: We leave inspired by the diversity and enthusiasm of the 70 CARE gender champions from over 40 countries who attended. Participants came from all of our regions, representing programming, human resources, and advocacy. We had representation from regional directors, national directors, country directors, program managers, advisors, and partner staff. Global program strategy leads and representatives also joined. This is diversity to celebrate!
* **Exciting innovation in gender programming across CARE**: over 30 staff presented on promising practices in gender, including project-level, multi-country, regional, and global programming; as well as advocacy examples, and organizational practices that support this innovation.
* **Gathering our collective wisdom to take impact to scale**: CARE has a treasure trove of experience and knowledge in gender programming but we have yet to fully leverage this across the globe.
* **Modelling interdependence**: CARE International Gender Network (CIGN) is a clear example of the future for CARE that represents a network of peers, with rotational leadership, as a networked vibrant working group that is agile and evolves to the ever-changing contexts of our organization and work.

**Recommendations to Scale Up Impact**

1. **Our best gender resource is our people**.

* Beyond gender experts, invest in building gender capacity across all functions. Focus on resourcing capacity building for all CARE staff, including a comprehensive orientation process for new colleagues, so that everyone can take a gender approach to their work.
* **Gender specialists** are often “isolated islands” and **need better connection across the CARE global network for support and coaching, and to function as an interconnected global team.**
* **Identify the reasons for** the ongoing turnover of staff with gender expertise and **make the case for better support** systems that facilitate gender expert retention.

1. **Build in mechanisms for resourcing gender specific capacity building, incremental learning and improvement, evaluation and research, advocacy and fundraising**. The Gender Equality and Women’s Voice guidance note provides details on this, and the new CIGN working groups will carry forward key actions on: GEWV; life free from violence; knowledge management; institutional practices and accountability; measurement; and the gender marker.

**Don’t Miss Out on These Global Gender Updates!**

* GEWV guidance note launched, C/US to lead with support from C/Norway and CI Secretariat.
* New global gender marker shared, to be piloted imminently.
* Life Free from Violence strategy shared, CI Secretariat to lead and C/US to support.

1. **What does accountability look like as we roll out the CARE Program Strategy?** Enact a gender equality accountability system all the way up to the leadership level. Put gender equality at the centre of what all staff do and support a sense of shared responsibility for promoting gender equality.
2. ***Innovation in CARE abounds*!** Our high quality achievements using unique approaches to the problems of gender inequality are impressive. Support and sustain our achievements by:
   * **Strengthening knowledge management for gender learning.** Tools and guidelines are present and of high quality. Specifically, we endorse the [Gender Wiki](http://gender.care2share.wikispaces.net/home). Support teams to locate tools, use information sharing platforms and incorporate tools into daily work. Ensure staff is able to generate knowledge and to share experiences and lessons learned.

* Offer programming teams with time and **flexible resources over multiple years to iterate, test and leverage good practice to reach scale quickly**. Identify resources tied to regional growth impact strategies to strengthen knowledge generation and management.

1. Rethink our approach to the “eco-system of actors” and **strengthen strategic partnerships necessary to achieve gender equality**.
   * Join forces and express solidarity with those who share our gender equality vision and who are working hard to change systems of injustice.
   * Analyse how our partnerships and efforts to multiply impact actually achieve gender results.
   * Clarify CARE’s philosophy of change when it choses choose partners. Clarify our discourse about why, when and how we partner and what we hope to achieve.
2. **Measure** **gender equality impacts and extent of gender mainstreaming appropriately**. To this aim, we celebrate the new gender global indicators that help speak to CARE’s aggregate impact. At the same time,
   * Simplify the operationalization of the global indicators, and provide training and orientation for staff. Provide clear guidance to understand indicator definitions and expectations for routine data collection and reporting. Provide technical assistance and real time coaching.
   * Complement a systematic focus in CARE’s program strategy implementation on the target numbers of people with indicators that show deep impact on sustainable social justice, defined by communities themselves.
   * Provide an additional choice of gender equality indicators that more fully speak to changes in power and justice.
3. We note the guidance for GEWV has recommended a vision for “all genders” so we recommend **building a stronger understanding on how to integrate all genders in our programming**, collect gender disaggregated data, and learn from the country offices and regions that are pioneering how to do that.

**Want to Know More?**

Full workshop report and presentations will be made available [here](http://gender.care2share.wikispaces.net/CI+Gender+Equality+%26+Women%27s+Voice+Global+Conference+2016) shortly. For further information, contact CIGN’s 2016-17 co-chairs: [Diana Wu](mailto:dwu@care.org) (CARE USA), [Sue Finucane](mailto:Sue.Finucane@care.org.au) (CARE Australia), and [Vindhya Fernando](mailto:vindhya.fernando@care.org) (CARE Sri Lanka); or CI’s Head of Gender Equality [Laura Taylor](mailto:Ltaylor@careinternational.org).

1. GBV is of increasing interest to regions and teams responsible for outcomes in the program strategy. **Resource and facilitate more CO-level and regional learning on GBV** to maximize our most promising practices.

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