

"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness"

Ola Joseph

## From the field...

**Afghanistan** GED Advisor recently visited the CO to jointly plan for a Training of Trainers (ToT) for staff. This is a follow-up to an earlier workshop with staff about what is GED and how we could promote it in our programming and in how we work within the organization. It is hoped that the TOT will enable a core group of CO staff to facilitate similar GED workshops for CARE Afghanistan and key partners.

**Sri Lanka:** The country office have been dialoging with the GED Advisors on an upcoming ToT on GED for Care Sri Lanka in Sep/Oct. The GED Team is also facilitating a dialogue between GED, and staff from Talent Management and Staff Well-being to consider a holistic approach to build the capacities of the staff for a stronger CARE Sri Lanka.

### *CI Code of Conduct for Prevention of Sexual Exploitation and Abuse*

The GED Team has been coordinating a process to develop a common policy (a Code Of Conduct) on the prevention of sexual exploitation and abuse (PSEA) for all of CARE International. This resulted from a February meeting on PSEA in Cairo. It is hoped that the common policy could be blessed by CI at the global conference in November.

### *CI Harmonized Gender Policy*

The GED Team has been jointly coordinating a process to develop a common policy on gender via the CI Gender Network. It is also hoped that the common policy could be blessed by CI at the global conference in November.

*Everything that is done in the world is done by hope, Martin Luther*

### Resources

Diversity in the Workplace: Challenge and Opportunity  
Business & Legal Reports Inc., Old Saybrook, CT 06475  
Available.

[www.blr.com](http://www.blr.com) or 1-800-727-5257

**Beyond Race and Gender: Unleashing the Power of Your Total Work Force** by R.

Roosevelt Thomas, R.

Roosevelt Thomas, Jr. -

**Business & Economics** - 1992  
- 208 pages

**The Diversity Toolkit: How You Can Build and Benefit from a Diverse Workforce**

by William Sonnenschein -

**Business & Economics** - 1999  
- 224 pages

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## What's going on?

### E-Learning GED 101

The GED Team and Yid (of L & OD) have been working tirelessly with Inforpro, a consulting firm from India to design an e-learning 101 GED course. The course will provide a basic introduction to gender equity and diversity in light of CARE's commitment to GED. The course will be made available via the internet as a self-study module; and via a CD-ROM version with an e-mail link to advice on the student's progression through the course. It is envisaged that the course would be ready to go by late October - early November.

### GED Video

A short 4 minutes' video on GED is currently developed. The video will be launched at the November global conference to coincide with the Pat Carey Award.

### • Coming Soon:

*Join us for an enriching experience  
as we explore our differences and  
similarities to make a difference in  
fighting poverty!*

GED Training in HQ

101: SEP 08 and DEC 01

201: SEP 09 and DEC 02

301: SEP 10-11 and DEC 3-4

Have Your Say:

Should CARE have an annual "Diversity Day"?

Email [madhuri@care.org](mailto:madhuri@care.org) and [bryan@care.org](mailto:bryan@care.org)