



The time has come to reaffirm our enduring spirit; to choose our better history; to carry forward that precious gift, that noble idea, passed on from generation to generation: the God-given promise that all are equal, all are free, and all deserve a chance to pursue their full measure of happiness."

Barack Hussein Obama, in his historic inaugural presidential address on 20 January

### Quick Updates

### HAPPY NEW YEAR

#### **GED responsibility in the new Strategic Talent Advisory and Planning (STAP) Committee**

CARE USA's senior openings for the 2009 summer transfer cycle were announced recently via ALIMIS #6077. The selection process has changed this year and will closely resemble the standard recruitment/selection process. Each hiring manager will be responsible for managing a selection process for their positions and will make a recommendation to the Strategic Talent Advisory and Planning (STAP) on their final candidate(s). We encourage all interested staff to take advantage of this opportunity and are **pleased to point out that one of the four core responsibilities of STAP is "Keeping gender equity and diversity at core of decisions."**

#### **Integration of GED indicator in Ubora**

Gender and Diversity Balance in Staffing in the US and in Country Offices is now integrated as an indicator in Ubora - the organizational performance management system for CARE USA. The review of US based staff data (thanks to Angelena Jackson, HR Business Analyst in Atlanta) for the second quarter shows that we have a good gender balance but still have a long way to go in terms of increasing diversity of staff, especially at senior management levels. The CO diversity information could not be reviewed for all COs because of lack of information.

#### **Reports from recent PSEA Reviews**

The report from the 3-month review coordinated by Food Security team to look internally at the prevention of exploitation and abuse of women and girls within our Title II food programs, is now available. To get a copy write to [campbelln@care.org](mailto:campbelln@care.org). The report from the organizational review of PSEA efforts lead by an external consultant in FY08 has also been finalized and is now available with [madhuri@care.org](mailto:madhuri@care.org).

#### **CI Common PSEA Policy**

The final draft of a common CI PSEA policy is now ready and will be submitted to the Secretary General for formal endorsement by the Executive Committee.

#### **GED session at CARE India Employee Information Program**

At the Employee Information Program organized for CARE India staff this month, a session was included on Gender Equity and Diversity. This is part of the strategy to provide orientation to new staff on what we mean by GED and why it is critical for us to promote GED both in our programs and within our organization.

**Coming Soon:** The production of the GED E-Learning modules has been delayed due to competing priorities and turnover in the GED team. However, we will keep you updated as the work progresses.

### Resources

<http://ochaonline.un.org/HumanitarianIssues/ProtectionfromSexualExploitationandAbuse/SEADocumentLibrary/>

This site provides a variety of information and resource materials on sexual exploitation and abuse including a video, "To Serve with Pride" with an accompanying facilitation guide that can be used to create staff awareness.

### Have Your Say:

Do you have ideas/suggestions/tips to increase the number of women staff in CARE, particularly at senior levels and remote locations? Send your response to Munmun Salma Chowdhury in the Asia Regional Management Unit at [munmun@carebangladesh.org](mailto:munmun@carebangladesh.org)

### CARE USA GED Team

As many of you are aware, Joy Searcie (formerly Shiferaw), Senior Advisor for Emergency Capacity Building based in Atlanta is part of the extended GED team. Joy has now decided to end her journey in CARE after nearly 10 years and move on to pursue an exciting opportunity to promote diversity outside CARE. We want to take this opportunity to say "thank you" to Joy who really was the backbone of the introduction of GED within CARE USA. We will definitely miss her passion and enthusiasm and wish her all the best!

**GED Matters Contact:**  
[madhuri@care.org](mailto:madhuri@care.org)