

**“Be who you are and say what you feel because those who mind don’t matter and those who matter don’t mind.”**

Dr. Seuss quotes (American Writer and Cartoonist best known for his collection of children's books. 1904-1991)

### Quick Updates

#### Approval of CI gender policy

The CI Executive Committee last month approved a CI policy on gender and diversity and asked that the CI Gender Network (which produced the policy) to establish a CI member level baseline in relation to the key commitments required by the policy. The Gender Network will then review this baseline every other year in order to measure implementation progress. While most CI members have already approved the policy, management teams of each member were asked to again review its provisions, and as needed agree steps to ensure their full realisation. An accompanying implementation guideline sets out mechanisms and common standards for all CARE members and Country Offices for increased accountability. For details, visit [the CI Gender Policy](#) on the CARE portal or contact Lori Handrahan ([lhandrahan@care.org](mailto:lhandrahan@care.org)).

#### HIV/AIDS organizational self assessment tool

The HIV/AIDS unit, has developed the “Women and Girls, and HIV” self-assessment checklist tool for the NGO Code of Good Practice. You can find the checklist on the Code’s website: [www.hivcode.org](http://www.hivcode.org). For further information, please contact Theresa Hwang ([thwang@care.org](mailto:thwang@care.org))

#### Highlights from CO PSEA Pilots

CARE Ethiopia has been using a video titled “No Excuse” produced by Film Aid International to spread awareness on PSEA among staff. They plan to translate the video into local languages for use with communities. CARE Timor-Leste has conducted 10 workshops for 179 participants in the Dili head office and in the districts. In addition to orientation for all new staff, CARE Niger has established pilot complaints mechanism in two projects. CARE India conducted an awareness workshop with 10 staff identified as PSEA champions along with 14 members of the HIV program staff that work closely with vulnerable groups of sex workers. CARE Kenya produced and distributed 100 T-shirts with messages on SEA to refugees on International Women’s day.

#### CARE Bangladesh PSEA Initiative

Senior GED Advisor visited CARE Bangladesh in late January and had the opportunity to observe the orientation of program participants that was carried out by using popular theater method and meet with some staff and partners. It was an extremely creative and attractive way to break the ice about a sensitive topic and orient community members on sexual exploitation and the ways to respond and report concerns. If you are interested to read more about her observations and suggestions from the visit, please visit CARE’s new Gender Wiki.

#### Coming Soon

Gender Equality Matters in Humanitarian Action – a new E-learning course has been announced by InterAction. This course will allow you to learn how to effectively integrate gender equality into your humanitarian programs at time convenient to you. For course updates, invitations to launch events, and more information on how you can take this course, email Julie Montgomery at [jmontgom@interaction.org](mailto:jmontgom@interaction.org)

### Resources

Sometimes, a term of endearment can be anything but endearing. **Things NEVER to Say to Women Executives** by Zayda Rivera. For this and other interesting diversity articles and insights, please visit <http://www.diversityinc.com>

PLAN International has recently launched a report entitled **Break the Silence: Prevent Sexual Exploitation and Abuse in and around Schools in Africa**. To access the report please visit [here](#).

You can find many such reports and resources on our new **Gender Wiki** at <http://gender.care2share.wikispaces.net>

### Have Your Say:

**What’s Next for Gender Equity and Diversity?** Please find attached a reflective article on GED by Patrick Solomon, SVP for Global Support Services. Share your reactions on the article and any ideas you may have for the roadmap for the next phase of our GED journey with [psolomon@care.org](mailto:psolomon@care.org)

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