GENDER EQUITY AND DIVERSITY (GED)

What we do: WE FACILITATE: Gender Equity and Diversity (GED) awareness; dialogues and processes promoting GED; the leading and coordinating of innovations; knowledge generation and management to identify breakthroughs on selected GED challenges from within and outside of CARE

How our work links to CARE's mission and vision: CARE upholds the equal human rights of all people, to enable them to achieve CARE's vision. CARE recognizes that promoting GED within the organization and via our programs, will reduce poverty, strengthen the fabric of societies and increase the potential for creative solutions to development challenges. CARE recognizes that GED must be modeled by CARE staff and be reflected in the program, strategic support, external relations and human resources decision-making systems of the organization itself. CARE commits itself to embrace diversity, through valuing, respecting and fully benefitting from each individual's unique qualities and abilities in order to fulfill and strengthen our vision and mission.

An example of our work in action: Training/dialogue on GED in HQ and in COs; conducting assessment on GED for COs; providing technical assistance and capacity building on GED and on the prevention of sexual harassment, sexual exploitation and sexual abuse; establishing annual priorities, processes and promoting (via partnerships with other teams/units) compliance to GED, and to organizational changes.

FRAMEWORK FOR ACTION

Representation
The ability of an organization to attract and retain talented staff representing different backgrounds, gender, ethnicity, age groups and experiences; and staff who offer different perspectives, and opinions in order to collectively foster relationships that contribute towards the organization's effectiveness. Advancing representation implies not only a focus on demographic patterns, but works toward ensuring that all staff have an opportunity to contribute to a variety of ideas for effective decision-making and innovation.

Learning
The ability and willingness of staff to learn from each other, to respect, value and fully capitalize on diverse people, perspectives and new knowledge and innovation.

Trust
The quality of relationships within an organization. In order for diversity to contribute to effective decision-making and innovation, relationships built upon trust must exist, and systems and structures that support trust building must be available.

Accountability
The organization's ability to accomplish and sustain its commitments. In order for progress to be made in advancing representation, trust and learning, we need strong and vital systems to hold staff at all levels accountable for progress. Leadership support and accountability at all levels is integral to this process.
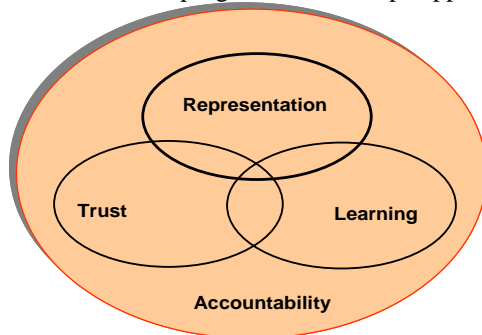
Outcomes:
- We have increased the diversity of our staff to reflect the communities where we work; in particular in our senior management positions we have achieved gender balance, and greater diversity
- We have diversity and inclusiveness in our governance and decision-making structures and processes
- We have an organizational culture where staff at all levels feel trusted, authorized to contribute fully to CARE, and valued for who they are.
- We understand, analyze and address power imbalances within CARE and in our program areas
- We partner and collaborate with diverse organizations to achieve CARE's vision and mission

Indicators: Once there is organizational agreement on the key outcome areas, 1-2 indicators (both qualitative and quantitative) will be identified against each area, time-bound targets will be set for different levels/departments and progress will be measured periodically.

Pre-requisites for achieving these outcomes

- Political will and commitments at the senior-most levels – Board, Executive Team, Regional Directors and CDs
- Integration of GED goals and behaviors in core organizational accountability structures and processes
- CARE's Gender Equity and Diversity Team and a GED Council with sufficient link and mandate to hold Senior Managers/ Management Teams accountable for GED progress. GED Council will have a TOR and include external GED experts from USA and different regions as members to provide overall guidance to GED strategy implementation and make recommendations for ET's decisions
- Incentives/Rewards for GED
- Appropriate investment of financial and human resources for achieving the GED outcomes

FY09/2010 PRIORITIES (AOP and APAA details available upon request)

1. Increase diversity of our staff at all levels
2. Increase diversity and inclusiveness in decision-making teams and processes
3. Create and strengthen an organizational management culture that promotes trust and values diversity
4. Establish clear accountabilities for GED progress and promote compliance

GED Team

(reporting to SVP Patrick Solomon)

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Walter Fordham provides support on a needs basis.

Regions	GED Focal Point
Asia	Madhuri
East and Central Africa	Amelia
Southern Africa	Amelia
West Africa	Madhuri
Latin America/Caribbean	Amelia
Middle East	Madhuri
Headquarters	Amelia