



Gender & Diversity Annual Report 2016



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INTRODUCTION

In its 2015-2018 Strategy, the GICHD has reaffirmed its commitment to gender & diversity, and 2016 has certainly been a year of accomplishments. In January 2016, the GICHD joined the International Gender Champions Network. In July 2016, the GICHD adopted its first Centre-wide Gender & Diversity Action Plan. In September, the GICHD created two positions on gender & diversity—Programme Officer (30%) and Junior Programme Officer (50%). In addition to those three milestones, the GICHD has also been promoting gender & diversity by sharing its knowledge, holding events for GICHD staff and the public alike, and encouraging discussions and debates on gender & diversity.

This report measures the progress made on gender & diversity at the GICHD. It documents what actions have been taken and what results were achieved. With more complete and accurate information on gender & diversity, the Centre will be able to move onwards, make decisions supported by evidences, and steer its actions towards measurable results. The GICHD will continue to champion gender & diversity in mine action, and in the human security sector.

INTERNATIONAL GENDER CHAMPIONS

International Gender Champions

In January 2016, GICHD Director Ambassador Stefano Toscano joined the International [Gender Champions \(IGC\)](#). Amb. Toscano signed the Panel Parity Pledge and agreed to undertake at least two commitments to advance gender equality within the GICHD. By joining the IGC, the Centre has joined a network of 123 Gender Champions in Geneva and in sister networks emerging around the world.

Thanks to regular meetings with other IGC member organisations, the GICHD has been able to benefit from good practices and tools to promote and mainstream gender & diversity in its work. As member of the IGC, the GICHD will continue to participate in this growing network.



Ambassador Stefano Toscano at the Champions' Annual Meeting, November 2016.

Panel Parity Pledge

The Panel Parity Pledge is both a concrete process and a thoughtful internal exercise to increase women's visibility and influence on panels. By joining the IGC, Champions like Ambassador Toscano pledge to push for gender balance on any panel in which they participate. In addition to gender balance, the GICHD advocates for more diversity among panelists.

2016

From January to September, 7 panels



6 mixed panels*

1 all-male panel**

*Panels are considered mixed when there is at least one female moderator or panelist.

**The all-male panel was neither organised nor hosted by the GICHD.



INTERNATIONAL GENDER CHAMPIONS

Additional Commitments

In addition to the Panel Parity Pledge, Ambassador Toscano adopted 5 additional gender & diversity-related commitments under the International Geneva Champions.

Commitment	Status	Actions taken
1. Work with our partners towards national mine action strategies that mainstream gender & diversity (Outcome 1.1 of the 2015-2018 Strategy).		<ul style="list-style-type: none"> • Delivery of sessions on G&D in strategic planning in Afghanistan, Sri Lanka, Tajikistan and Bosnia and Herzegovina
2. Ensure that all GICHD employees are equipped with gender & diversity competencies through regular training, including those organised by the Gender & Diversity Hub.		<ul style="list-style-type: none"> • Introduction of a yearly training on G&D during Planning Weeks (October 2016) • Systematisation of GMAP's induction training to new employees • Unconscious bias training session (March 2016)
3. Mainstream G&D throughout our work using the GICHD Gender & Diversity Policy as a guide and setting new targets each year.		<ul style="list-style-type: none"> • Adoption and Reporting on the 2016 G&D Action Plan • In 2017, each staff member will set one individual, measurable goal to advance gender equality and diversity
4. Build links and draw on the knowledge of partner organisations that have tools and expertise on gender & diversity.		<ul style="list-style-type: none"> • Strong relationships with GMAP and the Gender & Diversity Hub • Member of the International Gender Champions Network since 2016 • Other external partners
5. Strive for gender balance and diverse participation in GICHD training sessions and workshops.		<ul style="list-style-type: none"> • Adoption of the Objectives 1 and 2 of the G&D Action Plan • Collection of sex and age disaggregated data on training and workshop participants

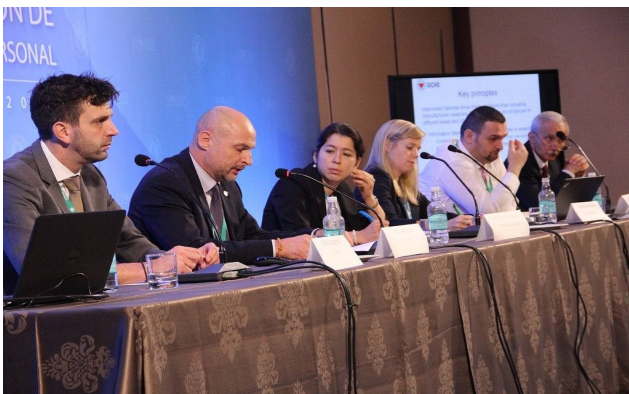
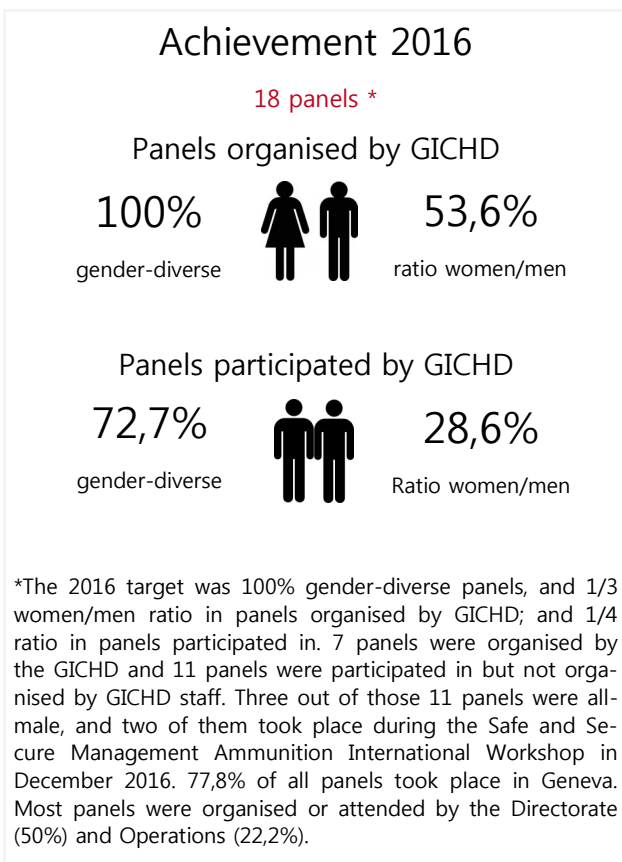
International Gender Champions 2017

Ambassador Toscano and the GICHD will continue to uphold the Panel Parity Pledge, as well as the 5 additional commitments, to ensure sustainable results.

GENDER & DIVERSITY ACTION PLAN 2016

The GICHD adopted the [Gender and Diversity Action Plan](#) (GDAP) in July 2016. The objectives of the action plan are based on the commitments made to the IGC. It is a concrete tool to transform the goals of the GICHD [Gender & Diversity Policy](#) into measurable and realistic targets.

Objective 1: Panels organised or participated in by GICHD staff are gender-mixed and diverse.



GICHD and MAG (Mines Advisory Group) Side Event "Improvised Explosive Devices (IEDs) and improvised landmines", December 2016.

Actions taken

- Design and implementation of monitoring tools for the collection and analysis of sex and age disaggregated data on panels organised or participated in
- The inclusion of a Panel Participation form in the online Back to Office Report
- If despite efforts the outcome is a non-diverse panel, the employee organising or speaking at the panel will make a remark during the event

Analysis

The collection of data for this Objective was particularly challenging since there were no mechanisms in place to systematically record all panels organised or participated in by GICHD staff. In addition, many panels are co-organised or facilitated by the GICHD, which makes it difficult to define which ones the GICHD should be held accountable for. Upholding diversity in panels is more difficult since there are no clear definition of diversity in panel representation, and no clear actions in the Gender & Diversity Action Plan targeted to increase diversity.

2017

For 2017, greater awareness to parity should be raised during the early planning process. Moreover, panel parity concerns not only the representation of gender & diversity during panels, but also the length and importance of the intervention of women and members of minority groups, which is almost impossible to measure. One area where diversity can be easily promoted is in interventions from the public in Q&A sessions. Concretely, GICHD staff can instruct the microphone runners and the audience to give the floor for questions in a balanced manner.

GENDER & DIVERSITY ACTION PLAN 2016

Objective 2: Workshops organised by the GICHD are gender-mixed and diverse; a significant amount of sponsorships for GICHD workshops are granted to women.



Actions taken

- Add to all invitations, courses or workshops a notice to further encourage women, minorities, and people with disability to apply to training courses and sponsorships
- Raise awareness of GICHD staff on gender & diversity considerations when granting sponsorships

Analysis

In 2016, there was a significant increase in the proportion of female participants to trainings courses. In addition, more than 70% of female participants were under 40 years old, whereas an equal number of male participants were aged above and below 40. This means that despite limited female participation in training courses, the GICHD was able to reach a younger demographics of women, thus empowering a new generation of women to be leaders in the human security sector.

However, the increase in the total number of female participants has been met with a significant decrease of sponsorships granted to women. The 2016 target was 25%, but only 6,9% of sponsorships were given to women. The target will be revised for the 2017 G&D Action Plan.

2017

The Online Training Platform (OTP), which will be piloted in 2017, is meant to centralise information on training courses and their participants. In the future, it will provide more comprehensive and systematic sex and age disaggregated data on training participation.



Non Technical Survey Training in Hammelburg, September 2016.

GENDER & DIVERSITY ACTION PLAN 2016

Objective 3: All staff members participate in competence development sessions on gender & diversity.

Achievement 2016

20%

Staff followed competence development session(s) on G&D outside the mandatory Planning Weeks training

72%

Employees who agree/strongly agree that they have relevant gender competencies

Actions taken

- Addition of a dedicated G&D section of the Circle News to share information, events, and training opportunities on G&D to GICHD staff
- Systematisation of GMAP's induction training to new employees
- Every staff member received a training on Communication and Gender & Diversity during the 2016 Planning Weeks, October 2016. The 3 hour session was delivered by Sabine Finzi, coach at The FutureWork Institute

Objective 4: Every staff member has at least one measurable objective towards gender & diversity relevant to their area of work.

Actions taken

- In December 2016, Heads of Divisions were coached by GMAP and the GICHD gender team on identifying individual objectives on gender & diversity for each of their division's staff member
- The GICHD appraisal form has been edited to include a specific section for gender & diversity objectives.

2017

In 2017, all staff members will have identified and worked towards a specific gender & diversity objective relevant in their area of work. Their individual objectives will be reviewed and assessed. The appraisal of these objectives will point towards new areas of challenges and opportunities in gender & diversity in GICHD's work.

Survey on the Gender Training in October 2016

[34 respondents](#)



76%

the presentation was of good quality



79%

the training met their expectations

52%

contributed to their work within GICHD

44%

did not contribute to their work within GICHD

74% dissatisfied with the length; 1/3 of participants commented it was too short

G&D Annual Survey 2016

As per the Gender and Diversity Action Plan 2016, a Centre-wide survey was conducted in December 2016. The goal of the survey was to measure the perceived competencies and needs of GICHD staff. The results will serve to contrast the perceptions with the G&D targets and indicators of the Gender and Diversity Action Plan. They also indicate self-reported needs and ideas to further the G&D agenda.

35 respondents



84%

believe G&D is relevant to their area of work

72% think they have good or very good G&D competencies

88%

Good or sufficient Centre-wide resources available on G&D

Division-wide resources available on G&D?



Relevancy of G&D training to staff



Perceptions on G&D at the GICHD

53%

G&D in external services is satisfactory

77%

Diverse participation in trainings is satisfactory



Suggestions for further G&D mainstreaming:

- Training and guidance on dealing with local stakeholders and partners
- More training for, and diversity in, senior management staff
- Concrete procedures on sanctions in case of inappropriate behaviours from staff/external partners
- GICHD-wide project or research to champion G&D in the broader human security sector

Analysis

In the survey, a wide variety of needs and demands for tools and resources was expressed by the participants. Therefore, a one-size-fits-all approach to gender & diversity seems inappropriate; there needs to be different, targeted types of assistance provided simultaneously in order to properly answer current staff needs with regards to G&D. Examples provided in the survey were Centre-wide trainings, division-wide trainings, better coordination on cross-divisional G&D work, guidance on designing inclusive projects, better awareness of GMAP services, etc.

OTHER G&D ACTIVITIES

Gender & Diversity Working Group

The [G&D Working Group](#) is made up of at least one member of each division and a representative of GMAP. Each member acts as the G&D focal point for their respective division. The G&D Working Group observes the implementation of the G&D Policy and provides inputs in G&D-related activities and developments. The members also help distribute relevant G&D-related information within their own division. In 2016, the group has been highly involved in the drafting of the commitments towards the IGC, the development of the GDAP as well as the preparation of the Centre-wide staff training. The group has met on a regular basis at least every other month.

International Women's Day

For International Women's Day on 8 March 2016, the GICHD held an informal lunchtime discussion on gender bias and its personal and professional impacts. Approximately 20 staff members participated, took a test on their unconscious bias, and discussed their results together, and were delivered a toolkit on dealing with their bias.



NATO Seminar on Gender Mainstreaming in SALW, Mine Action, and Arms Control, Brussels. November 2016.



Marion Provencher giving the opening remarks for the International Day of the Girl. October 2016.

International Day of the Girl

On 11 October 2016, Marion Provencher, JPO Gender and Mine Action, gave the [opening remarks](#) for a roundtable discussion organised by the Graduate Institute (IHEID) and Plan International titled *Celebrating International Day of the Girl 2016*.

NATO Seminar on Gender Mainstreaming in SALW, Mine Action and Arms Control

In November 2016, the GICHD was invited to participate in the *Seminar on Gender Mainstreaming in Small Arms and Light Weapons, Mine Action, and Arms Control* organised by [NATO](#) in Brussels. Anna-Lena Schluchter represented the GICHD and participated in the working group on mine action to help NATO in their soon-to-be-adopted guidelines.

MAISON DE LA PAIX GENDER & DIVERSITY HUB

What is the G&D Hub?

The [G&D Hub](#) is a joint initiative of the GICHD, DCAF, the IHEID Gender Centre, GCSP, GMAP, and SAS, all organisations based at the Maison de la Paix. The G&D Hub aims to foster gender & diversity inclusive peace and security policy, research and practice.

Events and Activities

[The Power of Gender in Preventing Violent Extremism](#) | 17 June | GCSP in collaboration with the Hub | Interactive dialogue and panel discussion.

[Persons with Disabilities in Countries in Conflict](#) | 8 July | In collaboration with GMAP and the GICHD | Brown Bag Lunch with Ms. Rose Diakite, Vice-President of the Malian Federation of the Associations of Persons Living with Disabilities (FEMAPH).

Welcoming the Gender Centre and Official Website Launch | 11 October | www.gdhub.ch.

[Yemeniettes](#) | 8 November | As part of the Geneva Peace Week | Screening and discussion with Yahya Khalil, ICRC.



Collaborate for Social Impact (C4SI) | September to November | Experiential program that challenges students to answer real-life problems identified by international organisations. In September, the G&D Hub challenged a team of students to identify what type of initiative could promote and enhance engagement on gender & diversity in peace and security among the MdP. The team presented their solution to the challenge in November. Their solution is currently being revised by G&D Hub members.



The team of C4SI students during Demo Day, presenting their innovative solution to a live audience. November 2016.

2017

The GICHD is looking forward to continue and further participate in the strengthening of the the Maison de la Paix Gender & Diversity Hub.

Screening of *Yemeniettes*. Q&A session with Yahya Khalil, Operations Coordinator Near and Middle East at the ICRC, and Jovana Carapic, Associate Researcher and Gender Focal Point at the Small Arms Survey. November 2016.

SUMMARY AND THE WAY FORWARD

Conclusion

2016 was the first year of GICHD's involvement in the International Gender Champions, as well its first year of implementation of the G&D Action Plan. These two milestones and the commitment to gender & diversity required the development of two new job positions on gender & diversity. It led to the first assessment of the Gender and Diversity Action Plan through measurable indicators. Monitoring and evaluation mechanisms have been implemented, and systematic recording and analysis of G&D-related events are now taking place. A first GICHD-wide Annual Survey was conducted, and the results will inform upcoming projects, events, and training courses.

The Way Forward in 2017

The GICHD will carry on its panel parity pledge and its five commitments with the International Gender Champions.

The targets and commitments of the Gender & Diversity Action Plan 2016 have been reviewed based on the results of this first assessment, and the new Gender & Diversity Action Plan for 2017 has been adopted.

Among other findings, the following points were highlighted as key actions for further G&D improvements:

- Working towards a concrete definition of what constitutes diversity and design concrete actions to promote it

- Establish clearer definitions of panels and workshops under GICHD's responsibility
- Produce better and more complete data on training participants
- Thoroughly revise individual G&D objectives and the opportunities and challenges they present at the end of 2017
- Plan and organise trainings that are diverse in scope and nature, tailored to targeted G&D needs
- Further increase communication on G&D-related events and training courses
- Diversify the tools and resources at the disposition of GICHD staff
- Provide division-specific support for mainstreaming gender by developing resources, tools and activities
- Ensure that G&D are mainstreamed in relevant Centre-wide, and division-specific documents
- Improve G&D integration into the project cycle management

Finally, the GICHD should strive to secure and strengthen its role as a gender & diversity champion in International Geneva, and in the field of human security at large. A GICHD-wide research on gender & diversity in the sector would greatly enhance the engagement on gender & diversity in peace and security.

Cover photo GICHD Staff 2016
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