World Renew’s Gender Working Group:

Mandate: The Gender Working Group maintains awareness throughout World Renew of our commitment to work for gender equality in all aspects of organizational culture and through all our relief and development programs and provides feedback and encouragement at all levels towards the achievement of this goal. The GWG creates the organization-wide gender plan and reports on it annually in Newdea under World Renew.

The GWG members are:
- Carol Bremer-Bennett
- Ida Mutoigo
- Irene Zepeda Murillo
- Kris VanEngen
- Kristen deRoo VanderBerg
- Nema Aluku
- Rolando Pinzon
- Stephanie Sackett
- Vanessa Mathews-Hanna

Within World Renew’s Gender Policy, domestic violence has been identified as a primary form of gender injustice throughout the world. The work of World Renew staff members and partners in Cambodia to address domestic violence is an excellent example of the organization’s continued efforts to seek gender justice in all aspects of their work, and particularly in their partnerships with local community members.

Before the rise of the Khmer Rouge regime in the 1970’s, gender equality was not identified as a significant issue in Cambodia. World Renew staff in Cambodia have noted, however, the negative impact that the regime had on women’s status and role within the family unit.

“With the death of so many fathers, many children have grown up in a single-mother household. One result of this has been the lack of a strong, male role model for boys growing up to show them how men and women can work together for the benefit of the family,” explained Bun Chanthoun, a program officer with World Renew Cambodia.

Due to the absence of many fathers a belief has been fueled that the father’s role is less pertinent than the mother’s. “Sadly we see many men leaving their

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wives for other women, not recognizing the negative impact this choice will have on their children,” Chanthoun goes on to explain.

Culturally, women have a strong role as caretakers of the family and household manager. However, opportunities for them to further their education are limited, which can adversely affect their ability to make important financial or legal decisions. When this is combined with the prevalence of female-headed households, poverty rates sky-rocket.

A further issue facing Cambodian families is domestic violence. Some men abuse their wives over small things such as not having dinner ready on time, or not completing certain household chores. This violence tends to increase when men are unable to find work or are not working between the planting and harvesting seasons. During these times many turn to alcohol as both a social and recreational activity.

Unfortunately this form of violence is commonly accepted among both women and children, and many women remain silent. In fact, it wasn’t until World Renew staff began interviewing young students that they began to see the prevalence of this issue within various communities.

World Renew has responded to these issues through the implementation of community programs that focus on family value training, gender awareness, and trauma healing – particularly in the area of domestic violence.

Teaching men about the important role they have within the family is one key aspect of this approach. It is coupled with training about the importance of equality for women. Teaching these two lessons in tandem has proven successful in reducing physical violence. Men are beginning to recognize the value of women, and as a result, many women have risen as leaders in the community.

Some men have also begun recognizing their weakness in regards to money and alcohol consumption, and have been giving women additional responsibility in money handling as well, which has been incredibly beneficial for families.

“The key to influencing the community on these issues is to first educate the village chiefs and community leaders,” says Chanthoun. “They are ultimately the ones who influence people’s thoughts and belief patterns. When leaders understand gender equality, the whole village is more likely to follow suit.”

By incorporating all of these gender justice initiatives into its community development program, World Renew has made great strides addressing local poverty, increasing gender equality and reducing violence within Cambodian communities. While verbal abuse still occurs at times, gender equality discussions continue, and World Renew staff both hope and expect continued change in the future.
In 2014, World Renew conducted a gender audit across our organization. A gender audit is similar to a gender evaluation in that it assesses the technical capacity of an organization to promote gender equality and empowerment of women. A gender audit, however, goes beyond technical assessment and includes analysis of personal and institutional biases that may hinder an organization from moving forward on its gender equality objectives.

World Renew’s gender audit included a survey of all staff that explored demographic data, programming and organizational systems and structures. The results of this audit were shared with staff in June 2014 and are also available to World Renew staff on “The Commons.”

Since the audit, World Renew’s co-directors, team leaders and gender working group have been responding to the gaps and needs identified during the audit process. A summary of this work was shared during the FIT meeting in April and is now with each Ministry and Functional Team for their follow-up. The follow up suggestions include:

Ministry Teams:
- Ensure that gender analysis is carried out as part of needs assessment

- Carry out gender analysis specific to ethnic groups with which World Renew works
- Have Ministry Team leaders review program plans with gender mainstreaming/equity lens
- Organize exchange visits between communities where possible
- Share strategies with Gender Working Group
- Utilize staff with background in Biblical teachings on Right Relationships between genders
- Approach CORE Donor Relations staff with proposals to access gender funding as part of block grant-funded program
- Have team gender champions attend Gender Working Group Meetings on a rotating basis

Disaster Response
- Ensure that proposals include deliberate gender equity and gender analysis planning
- Capture gender equity results and share with Gender Working Group and CORE

Delta
- Include information about gender mainstreaming as part of orientation of new staff
- Encourage staff to utilize matching funds for gender justice training
- Periodically add gender tools to organizational planning guide for partners

CORE
- Ensure periodic gender-related communications on website
- Seek Gender-justice funding

Systems
- Include gender mainstreaming responsibilities in job descriptions and performance reviews
- Reward staff for good performance in gender justice work

For additional information, please review the “Post Audit Gender Practices” in the addendum to the “Operational Gender Policy” document on the Commons.

Gender in Evaluations

Once per year, World Renew’s Gender Working Group does an analysis to determine if its meetings its target of mainstreaming gender in its evaluations. Our indicator for this objective is “increased number of situation assessments and evaluations that examine gendered impacts of programs.”

Kristen deRoo VanderBerg took over this task from Jan Disselkoen following Jan’s retirement in June 2014. She found that:

45% of evaluations mentioned gender in the Terms of Reference
82% mentioned it in the final report
73% did some sort of gender analysis
55% mentioned gender in their results
55% made a recommendation related to gender

The stellar evaluations that did well at mainstreaming gender in all five categories were:

- The MDK partner evaluation in Haiti
- The ECJP partner evaluation in Mali
Team Gender Champions

Have a question or a concern about gender on your team? Contact your team’s gender champion.

**Asia:** Kohima Daring

**CORE:** Kristen deRoo VanderBerg or Kris VanEngen

**East Africa:** Nema Aluku

**Latin America:** Irene Zepeda-Murillo, or Rolando Pinzon

**Delta:** Susan Van Lopik or Stephanie Sackett

**Southern Africa:** Susan Van Lopik

**Disaster Response:** Vanessa Mathews-Hanna

**Systems:** Ida Kaastra-Mutoigo

**West Africa:** Mary Crickmore, David Tyokighir, or Marie Harouna