



Daylily [*Hemerocallis*]. Photo courtesy of D. Ceplis.

The Gender Equality Mainstreaming (GEM) Digest provides a compilation of information and articles gathered on an ongoing basis on gender equality mainstreaming within agriculture, scientific research, rural development, climate change, organizational development and international development. Information is shared with members, colleagues, scientific societies and diverse organizations.

The views and opinions presented are not necessarily representative of AIC.

If you have information to share, please send it to dinah.ceplis@gmail.com to compile and re-distribute once a month. Back issues of the GEM Digest are available at <http://www.aic.ca/gender/resources.cfm>.

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Opportunities and Coming Events

1. Agriculture Mentorship Program in Manitoba

<http://cwse-prairies.ca/pages/mentorship/mentorship.php>

Application deadlines – mentors: August 31, 2018; mentees: September 28, 2018

The Agriculture Mentorship Program began in the 2017-2018 academic year and is modelled after the success of its sister program, the CIPWIE Engineering Mentorship Program.

This program is the first of its kind in Manitoba, and carefully and specifically matches university student mentees to mentors with relevant expertise and compatible mentoring goals. The student-led initiative introduces students to the structure and environment of the professional world in a supportive community. Students have the opportunity to explore their career goals, network with women in the field and develop new skills with the guidance of their mentors.

Successful applicants will be matched in groups of 2 mentors to 1 student based on career goals, area of expertise, and other mutual interests. Preference will be given to students who are in the last two years of their program and have not previously participated in the program.

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2. Documentary *Women Bending the Curve on Climate Change in Vancouver*

<https://www.eventbrite.ca/e/public-screening-and-discussion-women-bending-the-curve-on-climate-change-in-vancouver-tickets-48615421033>

Join us for a public screening of the documentary *Women Bending the Curve on Climate Change in Vancouver*. Set in the context of the Paris climate change agreements, the new film tells the stories of climate change leaders from Canada's West Coast working in renewable energy, city government, energy conservation, community engagement, sustainable food, finance and indigenous land stewardship. Their inspiring stories explore how climate science, meaningful action and women's collaborative leadership intersect to bend the curve on climate change. After the screening there will be a discussion with the filmmaker Dr. Joanna Ashworth and special guests.

Wed, 19 September 2018, 7:00 PM – 9:00 PM PDT at SFU Harbour Centre Campus Vancouver

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3. Excellence and Gender Equity in Science and Technology (EGEST) Conference 2018

<https://uwaterloo.ca/science-technology-society/egestconference2018>

Gender diversity drives innovation, bolsters research, and strengthens the science and technology workforce.

The Excellence and Gender Equity in Science and Technology (EGEST) conference will showcase the research of social science and humanities scholars working in partnership with industry leaders, educators, and outside experts to foster gender diversity in a wide range of sectors.

EGEST will feature keynote presentations by world-class scholars on cutting-edge research. These speakers include Katherine Phillips, Andrei Cimpian, Amanda Diekman, Corinne Moss-Racusin, and Carla Fehr. Panels will engage leaders in industry and education to discuss strategies for fostering diversity within their organizations. Participants will come away with new knowledge and partnerships to strengthen gender equity in science and technology.

EGEST will take place in Federation Hall at the **University of Waterloo** on **September 20, 2018**. Registration deadline extended to August 30, 2018.

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4. Gender Equality Week

<https://www.swc-cfc.gc.ca/commemoration/gew-ses/index-en.html>

Canada is celebrating the first ever Gender Equality Week from **September 23 to 29, 2018!**

This week is an opportunity for people from coast to coast to coast to celebrate the progress we've made in advancing gender equality in Canada, while reflecting on the work that remains to make sure that everyone – regardless of their gender – can reach their full potential.

Gender Equality Week is the result of Bill C-309, the Gender Equality Week Act, which received Royal Assent on June 21, 2018. This legislation designates the fourth week in September as Gender Equality Week.

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5. "My Food, My Future" Short Video Contest

<https://www.ifpri-faobangkokconference.org/video-contest/>

IFPRI is currently hosting a video contest and seeking submissions from young thought leaders with their ideas for how the world can accelerate progress in ending hunger and malnutrition. We're seeking 1 to 2 minute video submissions from anyone between the **ages of 10 and 25** explaining their ideas.

This contest is part of the lead up to the IFPRI-FAO conference on accelerating progress to end hunger and malnutrition, in Bangkok this November, and we hope will inspire energy and excitement around the theme that we can eliminate hunger and malnutrition by 2030 if we accelerate progress by sharing knowledge, learning from success stories, and scaling up promising approaches and technologies.

Are there lessons to learn from particular success stories in reducing hunger and malnutrition that could be applied elsewhere? Do any new technologies provide promise for helping us reach the goal? Do you know of successful interventions that can be scaled up for greater impact? Send us a video with your ideas and a chance to win \$500 and have your video screened at the IFPRI-FAO global conference on accelerating progress to end hunger and malnutrition.

The deadline for submissions is midnight (EST) **on October 15, 2018 and** must be accompanied by signed entry and consent forms. There is no fee to enter into this contest.

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6. Call for Abstracts – The Right to Be Rural: Citizenship Outside the City

<http://rplc-capr.ca/call-for-abstracts-the-right-to-be-rural-citizenship-outside-the-city/>

The editors of this new collection, tentatively titled *The Right to be Rural*, wish to assemble an international group of authors to reflect on the question of rural citizenship, and to connect their empirical investigations of rural and small-town

life to sociological theories of citizenship and rights. The University of Alberta Press has formally expressed interest in the title and will be the main target of the full proposal.

Interested authors should submit a working title and abstract of no more than 300 words, by **October 30th, 2018**.

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7. Ontario Municipal Internship: Youth Engagement Strategies project

<http://www.ruralontarioinstitute.ca/programs/youthengagementstrategies>

The Municipal Internship: Youth Engagement Strategies project will support 12 communities in Ontario to hire an intern, develop and implement youth engagement strategies, and actively provide a voice for local youth in the ongoing development of their communities. The youth engagement activities communities take on is not prescribed, but may include:

- Strategic Planning: laying a foundation for youth engagement activities.
- Community Research: listening to what youth have to say on community needs.
- Political engagement: youth advisory/action committees.
- Story-telling: sharing and/or helping youth to tell their stories.
- Youth-serving functions: networking events, volunteer opportunities, etc.
- Youth engagement education: workshops, communications materials, etc.

The Rural Ontario Institute gratefully recognizes the support of the Ontario government which has enabled us to undertake this initiative for the benefit of rural municipal stakeholders.

Deadline to Submit Expressions of Interest: November 16, 2018

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8. Women for Innovative Fair Trade

<https://wfto-asia.com/events/>

The **Asia Fair Trade Summit 2018** is WFTO Asia's 11th Biennial Conference. The conference is taking place from **22-25 November 2018 in Kathmandu, Nepal** and is jointly organised by WFTO Asia and Fair Trade Group Nepal. It is Asia's largest gathering of Fair Trade Organisations, government representatives, certifying bodies, and buyers to exchange best practices in the Fair Trade supply chain. The theme of this year's conference is *Fair Trade: A Path to Sustainable Development*. The summit will include workshops by representatives of the WFTO network and other organisations who specialise in areas ranging from gender, living wage, product design, impact measurements, and more.

Speaker Tanya Lutvey (WFTO Asia) will address the topic Women for Innovative Fair Trade.

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9. Courage and Passion: Canadian Women in Natural Sciences

<https://nature.ca/en/plan-your-visit/what-see-do/our-exhibitions/courage-passion-canadian-women-natural-sciences>

<https://ottawacitizen.com/news/local-news/courage-and-passion-twenty-female-scientists-profiled-in-new-museum-exhibit>

Until March 31, 2019. This exhibition at the Canadian Museum of Nature in **Ottawa** celebrates Canadian women who broke barriers to pursue their passion for science.

A Privy Council Office policy instituted in 1920 and maintained until 1955 prohibited married women from holding full-time federal government jobs, unless their husbands were unable to work. A copy of the marriage ban letter is now part of the exhibition, which profiles 20 Canadian women in natural sciences fields who either had to overcome gender barriers to succeed professionally — or had their careers derailed by those obstacles.

Every featured woman in the exhibition made remarkable, if under-recognized, contributions to their various fields, from botany, to physics, to palaeontology, between the 1600s and present day.

Another section offers museum-goers the chance to explore opportunities and challenges that exist today for women interested in a career in science, from games to interactive videos.

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This Month's News

1. SWAN (Scientific Women's Academic Network) Initiative

http://www.nserc-crsng.gc.ca/NSERC-CRSNG/EDI-EDI/Athena-SWAN_eng.asp

Canada's greatest potential can only be realized when all people are welcomed into the lab, the classroom and the field. That is why the Government of Canada is taking action to improve equity, diversity and inclusion in the research community.

Recently the Government of Canada announced it would move forward with implementing a made in Canada Athena SWAN initiative.

The UK Athena SWAN (Scientific Women's Academic Network) is an internationally recognized initiative that celebrates higher education institutions that have implemented practices to advance equity, diversity and inclusion (EDI) in the sciences.

The Honourable Kirsty Duncan, Minister of Science and Sport, is currently consulting with post-secondary education institutions to discuss their views on how to adapt the Athena SWAN (Scientific Women's Academic Network) initiative for a "made-in-Canada" approach.

The Athena SWAN program will be adapted to the context and realities of Canada, including changing the name and developing a Canadian version of the Charter. Specifically, the Charter will cover the Employment Equity Designated Groups and be relevant to all areas of research, and all post-secondary institutions.

The Government is in ongoing discussions with AdvanceHE to conclude agreements to allow the Government to adapt the Charter to the Canadian context.

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2. New Feminist Open Government Initiative

<https://www.idrc.ca/en/news/new-feminist-open-government-initiative>

IDRC is pleased to announce an innovative new project to build knowledge and evidence around the concept of Feminist Open Government (FOGO). Its aim is to advance gender equality and better governance through increased transparency, participation, accountability, and government responsiveness. Open government is a broad set of practices, processes, and reforms aimed at advancing change by engaging citizens and civil society in policymaking through a process of transparency and accountability.

To date, open government practices have been gender blind. Gender is mentioned in only 1% of the 3,000 commitments made by governments, and there are important gaps in how women participate in leadership and civil society. Women's participation is often limited because of a variety of social and cultural factors. FOGO aims to investigate how improving women's participation in responsive government decisions improves governance and development overall.

3. Women take the wheel at combine clinic

<https://www.manitobacooperator.ca/crops/women-take-the-wheel-at-a-combine-clinic/>

Two of the lead voices behind Ag Women Manitoba set off for Neepawa and the group’s inaugural combine clinic July 13 in the hopes of getting women more comfortable in the cab. The pair took their cue from a women’s mentorship program at the University of Manitoba’s faculty of agriculture. As mentors, they saw the need for more connection and education among farm women.

Female farmers are on the rise, according to the last census. As of 2016, 28.7 per cent of farm operators were female, compared to 27.4 per cent five years before. Over seven per cent of farms were exclusively female run, still minor compared to the over 60 per cent that had no women at the helm, but up from 2011 and more than double the numbers from 1991.

4. The Sun Powers a Women’s Bakery in Brazil’s Semi-arid Northeast

<http://www.ipsnews.net/2018/08/sun-powers-womens-bakery-brazils-semi-arid-northeast/>

Nineteen women run the Community Bakery of Varzea Comprida dos Oliveiras, a settlement in the rural area of Pombal, a municipality of the state of Paraiba, in Brazil’s semi-arid Northeast. Community life was revitalised by the women, and the bakery’s need for inputs foments greater local production of potatoes, milk, butter, eggs, cassava, carrots and maize, that thus gain added value.

The Semi-Arid Renewable Energy Committee (CERSA) provided the facilities for the generation of energy. In addition to the equipment, it offered courses on the meaning and operation of solar energy to dozens of local people.

Varzea Comprida dos Oliveiras is a traditional community of family farmers, dedicated to the production of vegetables, corn, beans, fruit and milk in Brazil’s semi-arid Northeast, which suffered a severe drought in the last six years.

The active local association promotes agro-industrial activities, which is why it has attracted the interest of CERSA in turning it into a pioneering example of the successful use of solar energy. It is part of a regional trend. In the same municipality of Pombal, another rural community, São João, created the Fonte de Sabor Agro-industry, which processes fruit pulp. Here too, solar energy played an important role, reducing costs by 70 percent.

Marketing is the bottleneck faced by the bakery, which relies heavily on the National School Feeding Programme, which stipulates that 30 percent of the food served to students in public elementary and secondary schools must be purchased locally from family farmers.

5. From Bean to Bar: Ghanaian Chocolate Companies Chasing a Billion-Dollar Gap

<https://foodtank.com/news/2018/08/ghanaian-chocolate-revolution/>

Ghana is the second-largest supplier of cocoa to the global market—cocoa beans from Ghana make up about 25 percent of the global supply. The country is widely known for its cocoa beans, but not its chocolate.

Statistics from 2014 to 2016 show Ghana imports are between US\$2.23 million and US\$8.06 million worth of chocolate a year, but exports between US\$1 billion and \$US2 billion of cocoa beans a year.

In 2014, Ghanaian sisters Kimberly and Priscilla Addison returned home after taking a chocolate factory tour in Switzerland. They started wondering why Ghana wasn’t producing chocolate with its abundance of cocoa beans and were inspired to set

up their boutique chocolate company, '57 Chocolates, in homage to Ghana's independence in 1957. They make chocolate engraved with visual symbols originally created by the Ashanti of Ghana.

'57 Chocolates officially launched in 2016, and since then the Addison sisters have been working on made-to-order chocolates, with plans to start retail sales in the new future.

Other companies like '57 Chocolates are beginning to tap into this market. After moving home to Ghana from England three years ago, Ruth Amoah started making Moments Chocolate.

While both '57 Chocolates and Moments are currently only working on a per-order basis, Niche Chocolates is available in supermarkets and fuel station shops through the country.

American Steve Wallace's factory just outside of Accra sees cocoa beans plucked from trees across the nation, turning into premium chocolate products which are then exported across the world. Wallace started Omahene in 1991 as the first commercial chocolate maker in Ghana, and perhaps the first brand in the world to offer bean to bar single origin chocolate.

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6. 'Think beyond farm jobs' to reach sustainable development, UN agriculture chief advises African youth

<https://news.un.org/en/story/2018/08/1017492>

A two-day event was co-organized recently by FAO, the Rwandan Government and the African Union (AU) to share knowledge and best practices on agriculture, youth employment, entrepreneurship and ICT innovations to prioritize interventions going forward.

"Youth must perceive agriculture as a remunerative and profitable sector and the dissemination of information and communication technologies (ICTs) in rural areas play an important role in this regard," said José Graziano da Silva, Director-General of the Food and Agriculture Organization.

"In the coming years, more and more of the agricultural activities and employment will require digital skills," he stressed, calling cooperatives "the best way to provide family farmers and young professionals with technical assistance, capacity building, and access to modern technologies."

Mr. Graziano da Silva also encouraged youth to "think beyond farm jobs" and explore employment opportunities across the agri-food chain, such as in food processing, distribution, marketing and retail.

Over 60 percent of Africa's estimated 1.2 billion people are under the age of 25 –mostly living in rural areas.

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7. The most famous song about farming just got rewritten

<https://www.landolakesinc.com/Blog/Aug-2018/land-o-lakes-old-macdonald-song>

Remember that childhood song, "Old MacDonald?"

*Old Macdonald had a farm, E-I-E-I-O
And on his farm he had a cow, E-I-E-I-O*

With women comprising approximately one-third of all U.S. farmers, Land O Lakes felt it was time for a rewrite. The Dairy Foods business is kicking off a new campaign, All Together Better, that does just that with a new song and video called, "She-I-O." The company is celebrating women in farming with a re-write of the classic children's' farming song.

This fresh rendering of the song recognizes the valuable role of women in farming.

*You know Old MacDonald had a daughter **She-I-She-I-O**
Look what she does with what he taught her **She-I-She-I-O**
She's got the future in her hands
She's proud her roots are where she stands.*

*She had a dream. It made her strong.
Makes her work as hard as the days are long.*

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8. Communities in Ghana are Restoring Once-Barren Land

<http://www.ipsnews.net/2018/08/poverty-stricken-communities-ghana-restoring-barren-land/>

In the scorching Upper East Region of Ghana, the dry seasons are long and for kilometres around there is nothing but barren, dry earth. Deforestation and indiscriminate bush burning in the Upper Region has reduced the natural water cycles band, a natural cycle of evaporation, condensation and precipitation, and resulted in the reduced rainfall pattern and unproductive land.

According to the report, 53 percent of women in the Kpikpira and Worinyanga area councils migrated with their children to the southern part of Ghana to engage in menial jobs, exposing their children to various forms of abuse, and depriving them of basic needs such as shelter, education, health care and protection.

Ghana has adopted Land Degradation Neutrality (LDN) and set nationally determined contributions (NDCs). NDCs are commitments by government to tackle climate change by 2030. As part of Ghana's NDCs, the country has committed to reforesting 20,000ha of degraded lands each year.

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Reports, Publications, Resources

1. Linking Women to Markets: A Closer Look at Women's Market Readiness

<https://seepnetwork.org/Webinar-Post/Linking-Women-to-Markets-A-Closer-Look-at-Womens-Market-Readiness>

This webinar explored different approaches of linking women to markets in the context of market systems and private sector development programming, and some of the examples and lessons coming out of the AWEF Jordan country program, the International Trade Centre's SheTrades Platform, and ACIDI/VOCA's program supporting women in agribusiness. The discussion examined practical lessons of different approaches for promoting women's access to markets, specifically examining the extent to which women require training, capacity building and safeguarding measures to reduce risks such as exploitation. Speakers showcased how different approaches can work effectively in diverse contexts, but also the implication for replication, sustainability, and scale.

This webinar is the second event in a two-year learning series: "In Practice: Women's Economic Empowerment in Market Systems," which will feature a thought-provoking sequence of webinars, e-discussions, and practitioner briefs, followed by an in-person learning event. The learning partnership is brought to you by the Arab Women's Enterprise Fund (AWEF) together with DAI Europe, MarketShare Associates, the SEEP Network and UK's Department for International Development (DFID).

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2. Spanish Language Conceptual Framework For Women’s Land Tenure Security

<https://resourceequity.org/2018/07/24/spanish-language-conceptual-framework-womens-land-tenure-security/>

<https://consortium.resourceequity.org/un-marco-conceptual/>

Resource Equity announces the release of the Spanish-language translation of our Conceptual Framework on women’s land tenure security.

The Conceptual Framework is designed to identify core issues that shape the discussions around women’s tenure security and to suggest critical dimensions that should be included in analyses of women’s tenure security. The Framework also attempts to develop shared definitions and concepts to facilitate aggregation of the lessons from individual analyses and case studies. In addition, because women’s tenure security is not static, the framework identifies the types of factors that may change women’s tenure security, both to strengthen it and to undermine it.

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3. Aspirations matter: what young people in Ghana think about work

<https://www.odi.org/publications/11170-aspirations-matter-what-young-people-ghana-think-about-work>

<https://www.odi.org/sites/odi.org.uk/files/resource-documents/12335.pdf>

Social messages around what constitutes meaningful work also influenced young people’s assessments of their labour and their achievements. These messages may come from members of their community, the media, their religious organisations and schools. Interestingly, in cocoa-growing areas of rural Ghana young people had absorbed the message that the crop was of great value to the country, there was pride in cocoa’s role in Ghana’s economy and how established cocoa farmers were respected members of the community.

See Chapter 2 on “Who Wants to be a Cocoa Farmer”.

How gender and gender norms shape aspirations

Strong gender norms determine the distribution of social roles and work between men and women in both rural and urban Ghana. In rural Ghana, as mentioned above, cocoa farming is a respected profession, but one that is generally considered too physically demanding for women. In urban Ghana, both men and women struggled with the perception that construction work and associated trades are for the uneducated and those who do not have the means to continue in education. However, women were strongly discouraged, by their peers, parents and even strangers, from manual labour as this is thought to make women too masculine, unable to bear children and unlikely to find a husband. While there were notable, brave exceptions, young women in general preferred the type of work that was socially acceptable and would not jeopardise their social standing, such as trading, catering or dressmaking. In both rural and urban areas, young women voiced a strong preference for professions that lend themselves to self-employment, given that many had experienced inappropriate behaviour by male superiors.

Gender-focussed recommendation:

The issue of gender is important, with many young people being held back by gender norms around what constitutes appropriate work. Employers and employment programmes should also help to ensure that women are able to provide for themselves when they are pregnant, and there is also need for a national discussion around the safety of women in the workplace.

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4. Webinar Series on Gender and Nutrition in Livestock Systems

<http://livestocklab.ifas.ufl.edu/events/webinars-on-gender--nutrition/>

How can livestock researchers incorporate important gender and nutrition dimensions into their projects? This three-part webinar series addresses the integration of gender and nutrition into the:

- 1. design
- 2. data collection and analysis, and
- 3. final reporting of livestock research projects.

Watch the series and learn how to integrate gender and nutrition into each stage of the project lifecycle.

Increasingly, the integration of gender and nutrition is a requirement for research for development projects, particularly if they are in developing countries, to increase the impact of such projects. Yet relatively few resources are available on how to integrate gender and nutrition into livestock projects across the entire project life cycle.

- Webinar 1: Integration of gender and nutrition into the design of livestock research projects
- Webinar 2: Integration of gender and nutrition into data collection and analysis of livestock research projects
- Webinar 3: Integration of gender and nutrition into final reporting of livestock research projects

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