



Man and child in Tanzanian field. 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 the editor.

If you have information to share, please send it to [dinah.ceplis@gmail.com](mailto:dinah.ceplis@gmail.com) to compile and re-distribute once a month.

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## Opportunities and Coming Events

### 1. Connecting Women in Agriculture

<https://www.eventbrite.com/cc/connecting-women-in-agriculture-3572929>

Join our free, four-part virtual series celebrating women in agriculture. Topics: thriving in adversity, farm finances, HR, and farm transitions. Hosted by Katelyn Duban of the Rural Woman podcast.

**January 7, 2025:** Women's role managing HR on family-owned farms

**January 21, 2025:** Proactive transition planning: Empowering family, business, and legacy

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### 2. Advancing Workplace Gender Equity Through Male Allyship

<https://unglobalcompact.ca/take-action/page.php?id=35>

The UN Global Compact Network Canada, supported by The Department of Women and Gender Equality through the Women's Economic and Leadership Opportunities fund, is leading a 30-month initiative to advance women's representation in workplace leadership by fostering male allyship. This groundbreaking project addresses systemic barriers such as gender norms and power dynamics, culminating in a comprehensive Male Allyship Action Guide. Designed to enhance diversity, equity, and inclusion strategies, the project offers actionable insights to empower organizations and individuals to create more equitable workplaces. **Recruitment Drive takes place between January and March 2025.**

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### 3. Opportunity for Young African Women in Agricultural Sciences

<https://awardfellowships.org/news/call-for-applications-award-leadership-program-for-emerging-african-women-in-agricultural-sciences-2/>

AWARD Fellowships is pleased to announce the Call for the 2025 Leadership Program for Emerging African Women in Agricultural Sciences. Are you a young woman under 35 from Ethiopia, Kenya, Ghana, Malawi, or Nigeria who wants to become a leader in agricultural research and development? now someone who should apply? Share this and spread the word. **Application deadline: February 12, 2025.**

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### 4. Advancing Women Conference – West 2025

<https://www.advancingwomenconference.ca/2025west/registration/>

Let's re-new relationships and network with others who are passionate about agriculture and food. Learn new skills and tools, hear new ideas and network with women from across the country and beyond at AWC WEST 2025 being held **March 16, 17, 18, 2025** in **Calgary, Alberta, Canada**. Whether you are in a career with an organization, starting your own business, looking for your dream job, running your own farming operation, operating a company in ag or food, or want to hone our overall life skills, this conference is for you.

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### 5. 2023 AIAEE Conference Registration

<https://www.aiaee.org/2025aiaeeconference>

Get ready to join us for the 2025 Association for International Agricultural and Extension Education (AIAEE) Conference! Hosted by the University of Kentucky, this year's conference will take place in **Inverness, Scotland from April 14 to 17, 2025.**

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### 6. Masterclass on Impact Measurement and Tracking in a Climate Context

<https://aicra.cgjar.org/news/agribusinesses-want-measure-impact-climate-adaptation-so-aicra-launching-masterclass>

The Climate Action Team and AICCRA are organizing an upcoming Masterclass on Impact Measurement and Tracking in a Climate Context. This online, self-paced course aims to equip agribusinesses with the practical skills to identify, measure, and communicate their impact. By combining interactive formats with modular learning, the program ensures accessibility and relevance for businesses operating in various contexts.

This e-learning program, developed in collaboration with the ClimateShot Investor Coalition (CLIC), is **set to launch in 2025.**

If you are an agribusiness, register your interest in participating in the Masterclass for Impact Measurement and Tracking in a Climate Context as a participant, mentor, ambassador, or advocate.

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## This Month's News

### 1. Increasing food security through training, tools, and water accessibility

<https://www.fit-fit.ca/impact-stories/stories/63/increasing-food-security-through-training-tools-and-water-accessibility>

The Roll a Hippo Foundation, in collaboration with FIT, introduced an innovative solution focused on food security, nutrition, and water collection, with an emphasis on empowering women in the region.

Another essential aspect of the innovation was the provision of hippo water rollers - tools that resemble re-engineered wheelbarrows designed to transport water easily and efficiently. This tool is innovatively designed to allow the weight of the water to rest inside the wheel, allowing women and children to move more water in less time (a full hippo roller holds a maximum of 90 litres - enough water to meet the daily needs of a family of seven). These rollers were included alongside other essential gardening tools in a Survival Garden Kit distributed to community members.

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## 2. How an App Transformed Farming for Rural Tanzanian Women

<https://www.ipsnews.net/2024/12/how-an-app-transformed-farming-for-rural-tanzanian-women/>

The Kiazi Bora app, designed specifically for small-scale farmers, focuses on helping them grow nutritious orange-fleshed sweet potatoes (OFSP) to feed their families and earn income. The app offers simple instructions on planting and pest control to farmers with little education.

The app, Kiazi Bora (“quality potatoes” in Kiswahili), wasn’t just another farming tool—it was powered by cutting-edge AI voice technology. And for the first time, it spoke their language.

Creating Kiazi Bora wasn’t easy. Kiswahili, a language spoken by over 200 million people, presented unique challenges for AI developers. The problem? There simply wasn’t enough high-quality voice data to train the technology.

In Tanzania, the Kiazi Bora app is now used by over 300 women, empowering them with knowledge on how to grow and market their crops. The app taught them how to manage soil health, optimize planting schedules, and handle pest outbreaks. Through the app, Njau and Rajabu learned how to process potatoes into flour and pastries, which fetch a higher market price.

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## 3. Women's cooperative in Kenya uses agricultural innovations to improve food security, income and resilience

<https://aicra.cgiar.org/news/womens-cooperative-makueni-county-use-agricultural-innovations-improve-food-security-income>

In the heart of Makueni County in Makindu, Kenya, the Kimatwa Women Savings and Credit Cooperative (SACCO) is making remarkable strides in agricultural innovation and community empowerment around climate-smart agriculture. Supported by AICCRA, this group of dedicated women is transforming their farming practices and expanding their reach through a home-grown model that goes beyond traditional demonstrations and training sessions to ‘Climate-Smart Production Farms’ and aims for large production volumes in lucrative cereal and legume markets.

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## 4. In Indonesia: Building the skills of female-led farmer groups

<https://postharvestinstitute.illinois.edu/i-saw-what-they-could-do-and-i-joined-them-building-the-skills-of-female-led-farmer-groups-in-indonesia/>

Earlier this year a group of researchers from IPB University in Bogor Indonesia and the University of Illinois trained 51 extension workers on techniques to strengthen female-led farmer groups in Indonesia. Since that training, the extension workers have been visiting farmer groups in their areas to implement the new techniques.

Anna Snider, associate director of ADAMI, recently visited six of the groups, meet the members, and observed their progress. "It was impressive to see the range of products the groups are producing and selling and their enthusiasm for their work. In

Bogor City we met a group named Bina Tani that produces a wide range of products made from nutmeg. In addition to the nutmeg we are all familiar with and mace, the similarly flavored spice from the outer covering of the nut, the group makes products from the fruit which surrounds the spices. Some of their products include nutmeg jam, candies, crackers, and syrup. The group of 30 women aged 17-70 have increased their sales by 30% since the training they received about writing a business plan. They say their husbands have seen them developing their skills and support them by helping out around the house."

ADMI is grateful that ADM Cares has seen the potential in this project and has funded a scale out of the training activity. In January 2025, the research team will start compiling lessons learned from the pilot project and prepare an improved training program which aims to impact 2000 farmers.

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## **5. 5 things to know from the latest global survey on school meal programs**

<https://www.devex.com/news/5-things-to-know-from-the-latest-global-survey-on-school-meal-programs-108913>

School meal programs have the potential to improve child nutrition, model healthy eating, and transform food systems. The latest available data however shows there's much to be done in many countries globally to achieve these goals. The data shows only 13% of school-aged children are receiving such meals in low-income countries versus 48% in high-income countries. The full survey is expected to be released in the first quarter of 2025.

- 1) Inflation hits budgets to feed children in schools
- 2) Unhealthy food is served in school meals, although this is 'more common' in wealthier economies
- 3) External funding remains a critical lifeline for school meal programs in some countries
- 4) Support for small-scale farmers varies
- 5) Most programs have nutritional and health objectives

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## **6. Career advice from a food systems program officer**

<https://www.devex.com/news/career-advice-from-a-food-systems-program-officer-108232>

Food systems planners take a broad view of how these issues are interconnected with how we produce, process, and consume food. And so they work on diverse projects — from improving food distribution networks and ensuring equitable food access to reducing food waste.

Devex recently spoke with one such professional: Alexandra Payne, a program officer at The Rockefeller Foundation. Payne shared insights into her role at The Rockefeller Foundation and the varied experiences, roles, and skills that have shaped her system-thinking approach and focus on community cohesion. Ultimately, she reminded us of the connective power of food in bringing people together. This conversation has been edited for length and clarity.

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## **7. Bamboo bonanza: how a village in India used its forest to go from poverty to prosperity**

<https://www.theguardian.com/global-development/2024/dec/17/india-advansi-tribal-village-pachgaon-forest-law-traditional-rights>

Pachgaon's bamboo forest is in the central Indian state of Maharashtra. Pachgaon's rags-to-riches story follows the implementation of two longstanding Indian laws that restored to the local adivasi (tribal) community its traditional ownership rights over the forest, which they lost to rulers and colonisers several generations ago.

The gram sabha (village assembly) has also struck a blow for equality, with the same pay for men and women , and all villagers involved in the business treated the same. There is no hierarchy – the person chairing a meeting becomes the decision-maker for that day and could be chopping wood the next.

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## **8. What development professionals need to know about working in food science**

<https://www.devex.com/news/what-development-professionals-need-to-know-about-working-in-food-science-108207>

Levels of hunger around the world remain high, as do levels of malnutrition and noncommunicable diseases, reflecting the pervasive issues of the current global food system. At the same time, the current methods of food production contribute to greenhouse gas emissions while crops also remain vulnerable to climate impacts. It’s against this backdrop that food science is becoming increasingly called upon as a path to potential solutions.

Food science is a relatively new field that combines chemistry, biochemistry, nutrition, microbiology, and engineering to tackle food system challenges. Traditionally, there has been more of a focus on the agriculture side, particularly looking at how to create more efficient production in food systems, Willoughby said. Examples might include crop breeding to produce more climate-resistant crops that continue to grow despite cyclones, floods, and droughts.

Looking ahead, he sees more potential in food science to change what people eat through future proteins, such as plant-based meat substitutes, which are designed to support a reduction in emissions produced by the meat industry.

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## **9. Working in conservation: 3 things for development pros to know**

<https://www.devex.com/news/working-in-conservation-3-things-for-development-pros-to-know-108197>

Amid the triple planetary crisis of climate change, pollution, and biodiversity, conservation work is vital. Its intersection with other SDGs, such as access to water, health, poverty, and hunger, is ever more obvious.

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## **10. Why work-life balance still isn't working for women, especially moms**

<https://www.cbc.ca/news/canada/work-life-balance-women-1.7403143>

A new poll provides fresh numbers to illustrate what many exhausted working women have been reporting for decades — work-life balance isn't exactly working for them.

The U.S. report from Gallup, released December 4th, suggests that competing demands of work and home are part of the problem. Compared to the men surveyed, women were more likely to report having to address personal or family responsibilities at work daily, or several times a day, and conversely, were more likely to say they needed to address job-related responsibilities outside of working hours at least daily.

Gallup also found that working mothers are nearly twice as likely to say they have considered reducing their hours or leaving their jobs altogether because of child-care issues compared to working fathers.

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## **11. Australia overhauls its international aid policy**

<https://www.devex.com/news/australia-overhauls-its-international-aid-policy-ups-china-competition-106058>

The Australian government has overhauled its foreign aid policy for the first time in almost a decade, pledging to develop aid programs in consultation with country, development, and civil society partners.

In response to the consultation, a range of new strategies, targets, and funding mechanisms have been introduced, including a reintroduction of gender targets in development spending and new strategies to support the LGBTQ+ community.

Among strategies expected later this year are those dealing with international gender equality, LGBTQ+ issues, disability inclusion, and a new humanitarian strategy that will support people affected by crises, reduce humanitarian need, and improve resilience.

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## 12. Feminist Foreign Policy: what can Europe learn from Latin America?

<https://odi.org/en/insights/feminist-foreign-policy-what-can-europe-learn-from-latin-america/>

In October 2024, the European Union (EU) - Latin America and the Caribbean (LAC) Feminist Foreign Policy Forum took place in Barcelona, as the two regions attempted to share lessons in relation to Feminist Foreign Policy (FFP). Here, the Ambassador at large for Women’s Issues of Honduras, Noemi Espinoza Madrid and our European Policy expert Aline Burni, explore the issues that came out of the discussions - from the plurality of approaches to FFP, to the question of its continued relevance in a context of global crisis.

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## 13. Opinion: 2025 is the year to stop playing defense on gender equality

<https://www.devex.com/news/opinion-2025-is-the-year-to-stop-playing-defense-on-gender-equality-108803>

Our sector has long been on the defensive, fighting to hold the line while the rights of girls and women are relentlessly attacked. It’s easy to understand why.

In the past three years alone, we’ve seen gender apartheid in Afghanistan that erased two decades of progress. We’ve watched genocide and crimes against humanity unfold in Gaza with girls and women bearing the brunt, met with silence and complicity from many global leaders. In Sudan, girls and women endure the horrors of sexual violence as war’s currency. Now, Donald Trump’s return looms, promising a resurgence of regressive policies that will harm girls and women everywhere.

Today’s fight feels just as daunting, but the mission hasn’t changed: We must dream beyond what feels possible and fight for a world where justice and equality are not just our goals but our lived reality. Here’s where we can focus our energy.

- Reclaim the narrative
- Shift power to young people
- Build collective power

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## 14. Opinion: Standing Up for Science with Science Communication

<https://www.ipsnews.net/2024/12/standing-science-science-communication/>

New research shows that AI-generated summaries of scientific writing made the information more approachable and easier to understand, and thus created more public engagement with the information. This is notable because most scientists

aren't trained in science communication tactics and so their jargon affects many people's ability to understand and trust scientific papers and findings.

Science communication has always been an important part of the scientific process because discoveries, solutions and findings that can help solve our world's greatest challenges cannot be adopted or understood by the public without clear communication. Communicating science well also can shape and inform public policy.

Scientists, therefore, have a responsibility to make sure that they communicate their knowledge and findings in a way that the public and policymakers can understand, but too often that is not happening.

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## 15. Where to now for Syria's women?

<https://newint.org/women/2024/where-now-syrias-women>

Throughout the chaos of the last two weeks, every single individual involved in the decision-making around Syria's new reality has been a man. Hayat Tahrir al Sham (HTS), the *de facto* authority which toppled the regime and now claims it will tow a more moderate line during its transitional governance, has made zero effort at female representation. And the scant international reporting on women's rights in the country characterizes Syrian women as merely the victims of conservatism and religion, when the reality is in fact much more complex.

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## 16. Iranian women could face death penalty for defying new morality laws

<https://www.theguardian.com/global-development/2024/dec/11/iranian-women-death-penalty-jail-fine-defy-new-morality-hijab-improper-dressing-islamic-penal-code>

Women in Iran could face the death sentence or up to 15 years in prison if they defy new compulsory morality laws due to come into effect this week. Those whose conduct is considered by the authorities to amount to "corruption on Earth" could be sentenced to death under article 286 of Iran's Islamic penal code.

Iranian journalists, activists, clerics and human rights lawyers have expressed outrage over the law, which they say will legitimise the increasing restrictions on women in the country. Speaking anonymously to the Guardian, women in Iran said the new laws were part of an ongoing assault on their ability to choose how to live their lives.

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## Reports, Publications, Resources

### 1. Unlocking Climate-Smart Farming in Rural Areas

<https://efficiencyforaccess.org/publications/simusolar-unlocking-climate-smart-farming-in-rural-areas/>

In rural sub-Saharan Africa, millions of smallholder farmers face mounting challenges due to limited access to reliable electricity, financing, and infrastructure, all compounded by the effects of climate change. For many of these farmers, especially women, the lack of connectivity and affordable, sustainable equipment restricts their ability to improve productivity, increase incomes and build climate resilience. Without consistent mobile network coverage, rural areas can be excluded from Pay-As-You-Go (PAYG) financing models, which depend on connectivity to manage, maintain and secure equipment remotely.

Simusolar, a grantee of our Efficiency for Access Research and Development Fund, is bridging this gap by delivering solar-powered equipment and flexible PAYG financing tailored to the needs of off-grid communities. Through resilient technology, accessible payment options, and a focus on reaching underserved communities, Simusolar empowers rural



farmers with tools and financing that help them adapt to changing conditions. This report highlights how Simusolar is adapting to challenges like mobile network limitations, supply chain disruptions, and the effects of Covid-19, while prioritising inclusivity and support for women farmers.

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## 2. Climate Resilience: The Farmer Perspective

<https://60decibels.com/insights/climate-resilience-farmer-perspective/>

How are farmers adapting to climate change? A new report from 60 decibels, *Farmer Perspectives on Climate Resilience*, shares insights from 4,915 farmers across 17 countries, revealing where they're thriving and struggling. While 73% feel prepared for climate shocks—thanks to training, insurance, and access to better tools—challenges remain. Unpredictable weather disrupts productivity and income for 34% of farmers, and nearly a third still lack reliable water access during tough seasons. Farmers using climate-smart practices, however, are doubling their productivity and income. This isn't just data—it's a roadmap for resilience and a call to action for supporting farmers' futures.

- Female farmers have lower access to resilience-enabling services, making them more vulnerable to shocks. Women report lower access to electricity, credit, insurance, and pest monitoring services, and are less likely to practice biological pest control or soil or water conservation.

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## 3. Blog: African women entrepreneurs driving change in agriculture

<https://aicra.cgiar.org/news/african-women-entrepreneurs-driving-change-agriculture>

Accelerating Impacts of CGIAR Climate Research for Africa (AICCRA) has taken deliberate steps to support women entrepreneurs in agriculture. Through its gender and climate-smart acceleration programs, AICCRA aims to strengthen the capacity of women-led agri-businesses to adopt climate-smart practices, access financing opportunities, and build resilience to climate change. These programs not only provide technical assistance but also create spaces for peer learning and collaboration, fostering an empowering network for women entrepreneurs to share experiences, strategies, and solutions.

In this context, AICCRA, in partnership with the Women's Investment Club (WIC), organized a series of events on the side of the Women's Investment Forum (Forum de l'Investissement au Féminin) held in November in Dakar, Senegal. The Forum aims to unite entrepreneurs, investors, support organizations, and the broader public to exchange ideas, share experiences, and collaborate on critical issues related to entrepreneurship and access to funding. The side events organized with AICCRA provided a platform for women entrepreneurs, particularly those who had participated in various CGIAR-led accelerators, to exchange insights on their journey, discuss the challenges they face, and explore strategies for overcoming them.

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## 4. Blog - Replicating agri-SME success across West Africa and the Sahel: Scaling gender-smart agribusiness accelerators

<https://aicra.cgiar.org/news/replicating-agri-sme-success-across-west-africa-and-sahel-scaling-gender-smart-agribusiness>

An SMEs accelerator program for women-led and women-focused businesses in Senegal is demonstrating how the agriculture sector can address financial barriers that hinder women in accessing and using climate-smart innovations.

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## 5. Towards Economic and Climate Justice: A Feminist Analysis of Critical Trends

<https://economytrends.wedo.org/>

This 2024 edition of the Critical Trends Report examines the progress and challenges in realizing the vision of the Feminist Action Nexus for Economic and Climate Justice, as outlined in the Blueprint for Feminist Economic Justice and distilled into our seven key demands.

In this 2024 update, we focus on four thematic areas: 1) debt, 2) the Bretton Woods Institutions (the World Bank and International Monetary Fund), 3) taxation, and 4) climate finance, highlighting key developments and releases of data between late 2023 and October 2024. While this report focuses primarily on global-level advocacy and context trends, we reaffirm our commitment to standing in solidarity with, and amplifying the voices of, those on the frontlines of resistance.

As in 2023, the full Critical Trends Report 2024 is available in four languages: Arabic, French, English and Spanish.

*Climate Finance: Global North, or “developed,” countries are obligated under the UN Framework Convention on Climate Change (UNFCCC) and its Paris Agreement to provide climate finance to “developing” countries. This finance is essential to address the climate crisis, particularly since the Global South is disproportionately impacted not just by climate change and ecological debt, but also by austerity and a sovereign debt crisis. Yet, wealthy countries consistently fail to deliver adequate, public, and grant-based finance for mitigation, adaptation, and loss and damage, despite modest targets. This negatively impacts the women, girls, and gender-diverse people who have the least resources and take on increased care burdens in the face of a climate crisis, all while remaining at the forefront of resisting the extractive systems driving this crisis.*

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## 6. Supporting a decent living for food producers

<https://idrc-crdi.ca/en/stories/supporting-decent-living-food-producers>

IDRC is supporting innovations that make a difference by equipping farmers and food producers with tools to improve productivity, ease workloads, reduce health risks, protect the environment and secure sustainable incomes.

In Benin, Southeast Asia and Algeria, innovative initiatives are empowering producers, particularly women, by introducing eco-friendly practices and sustainable business models. These stories reflect a shared goal: helping food producers build better lives and incomes for themselves and their communities.

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## 7. Global Trends: A potential plateau in solar energy kit sales in 2024?

<https://www.gogla.org/reports/january-june-2024-sales-and-impact-data/>

Every six months, GOGLA, The World Bank Group’s Lighting Global program and the Efficiency for Access Coalition publish the Global Off-Grid Solar Market Report, a market intelligence series on sales and impact of off-grid solar lighting products and appliances, sold by GOGLA affiliates.

GOGLA’s sales and impact data is the bedrock of information on the off-grid solar and energy efficient appliances sector. It is used to track the stand-alone off-grid solar industry’s contribution to energy access by the Sustainable Development Goal 7 custodians and feeds into key research and reports on energy access.

Year-on-year, sales of lanterns, multi-light systems and small SHS (11-20Wp) have grown, while sales of larger systems have decreased.

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## 8. Video series: Stories of gender and social inclusion in Zambia

<https://aiccra.cgiar.org/news/video-series-stories-gender-and-social-inclusion-zambia>

From AICCRA's team in Zambia, a new five-part video series showcasing stories from participants in our gender and social inclusion bundles on aquaculture, solar irrigation, seed systems and value chains.

## 9. The path to healthier pregnancies in the plains of Nepal

<https://devex.shorthandstories.com/the-path-to-healthier-pregnancies-in-the-plains-of-nepal/index.html>

A photo-essay describing rural women’s access to a varied diet with what they can grow as subsistence farmers. But for some women in Nepal, as in other low- and middle-income countries, maternal undernutrition is a significant issue.

Despite being the part of the country with the most fertile and productive land, the Terai region lags behind the other parts of Nepal on several health indicators.

It’s the norm for pregnant women in high-income countries to be given prenatal multivitamins that contain a variety of micronutrients to support their nutrition — known as multiple micronutrient supplements, or MMS. However, most women outside of high-income settings, and in Nepal, receive a prenatal vitamin that contains just two micronutrients: iron and folic acid, or IFA. Research has proven MMS to be as effective as IFA in preventing anemia, and more effective at preventing babies from being born too small or, tragically, stillborn.

A crucial backbone of the Nepali health system is the network of female community health volunteers that has operated throughout the country since the 1980s and now numbers more than 50,000. Highly respected within their communities, female community health volunteers provide advice and guidance on a range of health issues and deliver services including family planning and vaccinations.

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## 10. Rural Women Addressing Climate Change

<https://imaginingruralfutures.org/rural-women-addressing-climate-change/>

Oladele Olamide John writes: “Rural women around the world are making extraordinary strides in overcoming these barriers. Through their leadership in sustainable farming, water management, and climate adaptation, they are not only improving their own lives but also contributing to broader environmental solutions. This topic has gained increasing attention in recent years as it has become clear that women are disproportionately affected by the impacts of climate change. This blog explores the critical role rural women play in tackling climate change and why empowering them is key to achieving a sustainable future.”

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## 11. Gender-Based Analysis Resource Guide

<https://mansomanitoba.ca/reports/gba-plus-national-resource-guide/>

This GBA Plus Resource Guide is a national effort across all seven umbrella organizations that represent the immigrant and refugee sector in their respective provinces and regions of Canada.

The purpose of this National Project is to support the settlement and integration sector in addressing the diverse needs and intersecting identities of newcomers by enhancing the capacity of settlement agencies to apply Gender-Based Analysis (GBA) Plus approaches to their policies and programs. By embedding these principles into their organizational structures, policies, and service delivery, this guide provides essential tools and resources for organizations to begin or refine their GBA Plus implementation in their daily operations.

What's inside the guide? Over 20 + different tools, resources and practical guides and activities to:

- Assess and modify internal policies
- Enhance organizational strategies
- Take Practical steps to break down systemic barriers

This guide was created to support your organization in deepening its understanding and application of GBA Plus, intersectionality, and equity-based practices. Engaging with these topics, especially when applied to real-world experiences, can be challenging. Before engaging with the content, take a moment to review the content warning, tips for navigating the material, and support resources.

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## 12. Pathways to Growth: Gender-smart business actions that work

<https://acumen.org/reports/pathways-to-growth/>

The business case for gender inclusion is clear: When companies build gender-diverse teams, promote women to positions of leadership, and focus on women customers, it leads to increased profitability, higher sales, and multiple other commercial benefits.

Despite the strong evidence base, few examples and case studies show how change happens for early-stage companies and what types of gender interventions can be effective in early-stage contexts. This is understandable given the myriad challenges that startups face, yet until now, early-stage companies have had limited cases to draw on, which made it hard for investors and funders to encourage or suggest gender-inclusive practices in the early days of business building.

This report seeks to fill this gap by adding multiple concrete and relatable examples to the public domain in three parts:

- Part 1, “Investing in equity,” offers a detailed account of the journey that one investor, Acumen, has embarked on to address gender inclusion internally and across its portfolio.
- Part 2, “Pathways toward growth and impact,” by Value for Women, shares case studies and actionable pathways for early-stage companies to take decisive action to improve gender equality.
  - This includes Pathway 2: Agriculture Increase volumes by connecting women smallholder farmers to formal supply chains.
- Part 3, “Beyond counting women,” documents the work of 60 Decibels and Acumen to capture and utilize gender-based data and insights by surveying customers from 2020 to 2024.

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## 13. Tripartite Committee on Agricultural Statistics (NATCAS) Website Launched

<https://natcas.com/>

Statistics Canada, in partnership with our North American partners on Agricultural Statistics (United States Department of Agriculture – National Agriculture Statistics Service, National Institute of Statistics and Geography, and the Agricultural and Fisheries Information Service), is pleased to announce the launch of the brand new North American Tripartite Committee on Agricultural Statistics (NATCAS) website.

NATCAS is a joint initiative by the lead agricultural statistical agencies of Canada, Mexico, and United States of America that was established to advance the development and publication of North American agriculture and agricultural related statistics. The sections on Sustainable Development Goals are in progress.

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