



Offer of Services

Gender Integration and Technical Support

Organizations that address and promote gender equity and diversity multiply their impact and help to ensure their missions are sustainable - whether in the nonprofit, private or public sector. With the vision of multiplying impact, CARE's gender services aim to take best practice to scale, expand our reach and increase efficiency in gender and development/emergencies practice.

At CARE, gender equality is at the heart of what we do. Over the past 65 years, CARE's has built an incredible wealth of knowledge of, passion for and commitment to addressing the relationship between poverty and gender inequality.

Offer of Services

CARE offers a menu of services to support and advance gender and development practice. The range of services fall across programmatic and operational considerations, and span the programmatic cycle:

- **GENDER AND DIVERSITY TRAINING:** Effectively integrating gender in programming requires all those involved to build critical awareness, dialogue and action at all levels, starting with staff and partners. This is a crucial starting point for effective programming, and a niche field of work around which CARE has invested and innovated over the past two decades. CARE's curricula facilitate critical self-awareness, dialogue and action around gender, masculinities, and GBV to build skills to manage gender and diversity in work, while also tying these issues to organizational sustainability goals
- **GENDER ANALYSIS:** Increasingly, gender analysis has become a requirement for projects among institutional donors. Gender analysis sheds light on how existing gender relations

and inequality may interact with programming interventions as well as identify ways forward to advance gender equality through interventions. Over the past decade, CARE offers a holistic framework and tools for gender analyses with teams.

- **PROGRAMMATIC DESIGN:** Considering issues of gender inequality right from the start ensures program interventions build upon gender analysis, and can be leveraged for gender transformative impact. CARE's gender experts work across the globe to articulate programmatic designs that build on a nuanced understanding of the situation on the ground, harness promising practices from the field and test innovations for gender-integrated programming.
- **MONITORING, EVALUATION AND LEARNING:** CARE's measurement expertise can support the development of practical, gendered measurement systems. This work can also support teams to review and adapt existing measurement systems for gender and GBV integration, as well as facilitate learning and review on programmatic practice to strengthen gender integration and impact. This work is essential not only to ensure we Do No Harm, but to generate knowledge and tell our impact story as an organization.
- **GENDER AUDITS AND ORGANIZATIONAL DEVELOPMENT:** CARE's commitment to gender-transformative programming and a diverse and equitable workplace has been honed over two decades and tested in over 80 offices around the world. The gender audit package aligns with CARE's gender equity and diversity framework for action, which helps organizations critically assess gains and gaps, and identify practical steps toward more effective and accountable institutions that are built upon and reflective of the richness of the diverse staff that comprise it.

The Team

The heart of the CARE Gender Collective are the global gender staff and consultants that comprise it. Members include:

Doris Bartel (*Gender Integration*) has over 24 years of programming, clinical, research and management experience in gender integration and health. She has a passion for working to develop innovative, community-based programming strategies to prevent and address gender discrimination and violence. She currently leads CARE USA's Gender and Empowerment Team.

Nidal Karim (*Gendered Monitoring, Evaluation and Learning*) has over a decade of experience in applied research on gender, women's empowerment and GBV. She has done extensive work on monitoring, evaluation, and learning (MEL) for gender and GBV programming, and specifically focuses on the development of mixed methods designs, and MEL systems that are responsive to gender transformative programming.

Walter Fordham (*Gender Equity and Diversity Training*) is an exceptional facilitator, coach and training expert. Over the past 15 years, he has pioneered CARE's work on gender equity and diversity across the Americas, Europe, the Middle East/North Africa, Sub-Saharan Africa and Asia.

Leigh Stefanik (*Gender and GBV Training, Analysis and Design*) has expertise in supporting teams around gender-based violence and protection, including emergencies contexts. Her work has spanned across sub-Saharan Africa, the Middle East/North Africa and South Asia.

Vindhya Fernando (*Gender and Conflict*) brings 10 years of development experience, and programming, learning and management expertise in gender and conflict sensitivity. She has strong skills in training and facilitation, programmatic design as well as documentation and learning.

Theresa Hwang (*Gender Integration*) is a highly skilled trainer & facilitator on gender, integrating gender into programs, and mainstreaming gender organizationally. She has successfully designed multi-country initiatives utilizing participatory action research and learning, cohort studies, reflective practices, and mixed methods. In the past 13 years, she has integrated gender in HIV/AIDS, family planning, food security and nutrition, and livelihoods, and worked on child marriage, GBV, and engaging men and boys for gender equality.

Jean Nimubona (*Gender and Masculinities*) has worked in the development sector since 1993, taking on a specific focus on gender integration over the past 10 years. He brings training and programming expertise in rural livelihoods programming, engaging men and boys for gender equality, GBV and gender in emergencies - particularly across the Great Lakes, East Africa.

Note: This list is illustrative. More profiles are available upon request

EXPERIENCES TO DATE

Already, CARE gender staff have been supporting CARE offices and other organizations for:

- Gender equity and diversity training
- Gender-based violence training
- Gender in emergencies training
- Gender and social norms measurement systems
- Gender transformative measurement review
- Gender analysis support for USAID programming
- GBV and gender integration guidance
- Design support for women's political participation

SELECTED CLIENTS AND COLLABORATORS



Have inquiries or want to get involved? We would love to hear from you. Contact:

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