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CARE's focus on Gender Equality

How the Gender Justice team supports CARE to place gender equality at the heart of our programs and organization

CARE is known for our commitment to the rights of women and girls and our expertise in gender transformative programming. The Gender Justice team aims to ensure this is embedded in all aspects of our work and shares learning to promote gender equality across all programs. We achieve this by focusing on gender equality in three ways:



The Gender Justice team supports CARE and our partners to place gender equality at the heart of our work, ensuring these efforts are underpinned by gender transformative tools, approaches, programs, evidence and learning.

The team includes technical experts on gender, GBV, social norms and MEAL who work in partnership with gender advisors around the globe, impact area leads, programmers, fundraisers, MEAL colleagues and more to ensure best practice across CARE's programs and operations.

The Gender Justice team also leads CARE's Global Gender Cohort, a group of gender experts trained to deliver a broad range of technical assistance across CARE's programs and partnerships.

How are we achieving our goal of delivering gender equal impact?



Integrating gender best practice across all of CARE's programs

Gender justice technical experts **develop and share resources** which support teams to implement gender transformative programming. Team members **work alongside program staff** to apply these within their setting and embed gender equality within country-level operations. This includes:

- Supporting meaningful and consistent use of the **gender marker**, enabling CARE to measure change across every project around the globe and highlight best practice.
- Mainstreaming approaches to address **GBV** across programming.
- Adapting **MEAL systems** to capture gender issues and outcomes.

Key tools, resources & support include: [Gender Marker](#) | [Gender MEL Toolkit](#) | Gender-transformative MEAL guidance | [GBV Risk Mitigation guidance](#) & GBV Integration Toolkit | Social Norms measurement guidance | Organizational gender and diversity assessment |



Building evidence of impact through gender-focused programs

We develop **gender transformative programming** and **build evidence of what works** to create meaningful change in the lives of women around the globe. Our teams **share learning with partners** and allies working towards the same goals and strive for greater impact through advocacy.

We work to **scale promising practices**, especially through transforming harmful gender and social norms, with a particular focus on:

- Women small scale producers in the Global South
- Women frontline health workers
- Unbanked women and adolescent girls

Recent evidence includes: Gender analysis supporting priority impact groups | Innovation Briefs on ending Child, Early & Forced marriage | Learning Briefs on Gender Transformative VSLAs |



Living our values as an organization

CARE strives to model a culture and network that **shifts power** to lift up voices of women and girls from the global south and **lives our values** of diversity, equity, belonging, and inclusion.

Within our organization and with our partners, our gender technical experts—through the Global Gender Cohort—support this via regular sessions offering **reflective space and dialogue**. We seek to develop more **equitable partnership models**, especially with Women's Rights Organizations and Women-Led Organizations.

Key resources & platforms include: Reflections on Equity, Diversity and Inclusion (REDI) curriculum | Gender Cohort | [CARE Shares Gender Equality Hub](#) | [EMBARK toolkit](#) for funders |