

2018 WEE Working Group Annual Meeting Notes

Date: October 1, 2018

Time: 1:30 – 5:00 pm (EDT)

Relationship Building & Exchanges

- Leveraging Youth related platforms
 - Global Youth Economic Opportunities Summit & Network, Youth Power, and Youthlead.org
 - Potential involvement from Making Cents International (holds an IDIQ)
- Financial Inclusion
 - MasterCard Foundation's Financial Inclusion Network
 - Nigeria – Association of Professional Women Bankers
- Other
 - SHE Counts – funded by ExxonMobil (opportunity building, funding, and sharing)
 - 16 Days of Activism – sexual harassment in the workplace
 - Deliver for Good network & allies (gender lens on the SDGs)
 - BEAM/DCED Conference/Exchange – especially MRM standards for measuring WEE
 - Business Compact – strategic engagement
 - Scan of social enterprise & women's advocacy, gender lens & impact investing groups in the South – strategic engagement, support in investment-readiness (CRITERION)
- Continue cross-programming/promotion of events; Coordination of WG quarterly calls (Lis and Raksha)

Webinars

- Brainstorm of Topics
 - Measurement/women's agency
 - Potential involvement from Market Development Facility (MDF); JPAL – have a guide on this
 - Attracting/retaining women in the workplace
 - Potential involvement from DOL Better Work, Value for Women tool, BSR, MDF
 - Focus on leadership – how do organizations do career development?
 - Taking it beyond agriculture (women as ag workers or microfinance owners) – how do we take it a step further?
 - Diversity & Inclusion Toolkit for microbusinesses
 - Potential involvement from World University Service of Canada

- Ensuring intersectionality
 - Financial inclusion
 - Showcase case studies/success stories, models from banks
 - Go beyond microfinance and focus on the missing middle
 - Potential involvement from We-Fi, CARE
 - Soft Skills in entrepreneurship/workforce development
 - Which are most impactful?
 - Potential involvement from Making Cents International, Youth Power
 - Walking the walk – building organizational capacity in diversity and inclusion/gender integration and leadership
 - Gender lens investing/impact investing, Criterion Institute
 - WEE and health
- Final/narrowed down list of webinar topics:
 - Webinar series on taking women to the next level/beyond
 - In Ag/production industry – potential speaker: World Vision, CARE Bangladesh
 - Financial inclusion – potential speaker: World Vision, CARE Bangladesh
 - Women at work – potential speaker: MDF
 - Organizer: Encompass (COP of AWEF)
 - Measurement tools
 - Soft skills
 - Potential involvement: Making Cents International
- Timing – anchor/hold around a day like International Women’s Day or similar

Blogs and Learning

- Toolkits for Diversity and Gender
 - Example: TAAP
 - Do an inventory of existing toolkits
 - Answer questions such as:
 - Where to post/collect/curate?
 - How to narrow or widen within certain work streams
- Blog topics (could group around themes or open it to all topics)
 - Business case for WEE
 - Working with private sector partners
 - Agency & decision making
 - Linkages to other areas of women’s lives: health, livelihoods, nutrition, etc. overall goals of change for women
 - Social norms and behavior change: measurement, tracking, case studies
 - Gender norms
 - WEE beyond production in value chains

- Time poverty
- Technology and changing the face of tech
- Engagement and trust in financial services/FFIs
- Tech – pros and cons, limitations and opportunities
- Tech at scale
- GBV & business development
- Applying gender to management/project management
- Limitations of “gender-based” products & challenges with uptake
- Personal development/personal changes around understanding gender & self
- Institution & system-level change
- Goal: structured dialogue. Have a monthly blog/video/twitter chat?
 - Question of whether video blogs would be ok for SEEP
- Next steps: finding writers/videographers, making deadlines/schedules
- Potential involvement from Kat at Palladium; Tosan – MaTontine; Wade Channell (?); Grameen Foundation, MDF

Women Deliver and Other Events

- Attendees for Women Deliver:
 - Trias
 - Oxfam
 - World Education
 - MUVA
- Ideas to engage:
 - SEEP Scholarship fund to support small NGOs – seeking support from Lis/Raksha to ask SEEP about this.
 - Showcase best practices – power (in work plan & our decisions)
 - Connection of WEE to other empowerment domains
 - Research
 - Panel to explore open questions and have mixed perspectives (e.g. small biz, global south)
 - Develop a brief concept note on how we can share/synthesize the learnings from the conference to other members (Ellen Wong of World Vision to take the lead on this). Potentially share learnings through a blog.
- Women Deliver – what to get out of it:
 - Build community and networks
 - Cross-sectoral links & intersections (like health violence)
 - Bring in new practitioners and perspectives
 - Hear from global south beneficiary perspectives
- Other Events

- AIARD (ag)
- Global Youth Economic Opportunity (YEO) Summit
- ANDE Conference in October
- European Dev. Days
- CGD in November in Tanzania
- CGAP COP Conference in November in NYC
- Rockefeller Resilience Conference in November
- WWB Conference in November
- SVRI / Sexual violence conference in Cape Town in 2019
- ILO Conference in Dakar in November
- New/proposed Events
 - Boston practitioner meet up or brown bags; Boston SEEP member listserv
- Questions to consider:
 - How do we promote learnings from other conferences to SEEP members?
 - What does a successful side event look like? (Mansi from Oxfam)

Communications

- Discussion: Listserv options
 - CGAP; through email; A2F community of practice
 - Pros: simplicity, direct, fast
 - Cons: volume of emails, no documents
 - Guidelines – need help
 - Application that creates digest on emails
 - Networking/expert finding
 - Message board
 - Reddit
 - D Groups
 - Slack
 - Pro: channels/threads
 - Cons: another app; institutionalizing
 - Conference App
 - Pro: Captures everything
 - Con: will people visit it?
- Goal: Pick a platform
 - Narrow down w/ ITE
 - Survey members
 - Summary of trade offs
 - Pilot solution for quarter
 - Check-in via another survey on how the pilot is going



- Adapt and change as needed
- Potential involvement from Frenki at Chemonics, and Zahra (org?)
- Jen to support as accountability partner

AWEF Learning Series

- Webinar on how to talk to firms effectively and tailor the approach effectively to different sectors ex. agriculture vs garments vs finance
- Webinar on supporting women's decision-making relating to entrepreneurship, bringing in different regional perspectives
- Webinar on different approaches for getting women into non-traditional sectors and jobs
- Blog/webinar on challenging social norms among local staff and building capacity on WEE
- Next steps: MarketShare Associates will develop next year's work plan for the AWEF Learning series in November and try to integrate these ideas into the planning.

Resources Shared

Measuring Gender Inclusivity of Businesses

Gender Diagnostic Toolkit for Inclusive Businesses: <http://giabiz.v4w.org/>

How to make agriculture better for women: <http://www.v4w.org/index.php/our-blog/77-how-to-make-agriculture-better-for-women.html>

Strengthening Organizational Capacity, Measurement and Learning to Promote Women's Economic Empowerment: The Minimum Standards for Gender Mainstreaming

Minimum Standards for Mainstreaming Gender Equality: <http://www.genderstandards.org/>