

Gender and diversity brief

The purpose of a gender and diversity brief is that delegates representing NorCross shall be conscious of gender roles and diversity, and take this into account in their work. Natural disasters, conflicts, political and social unrest have different impacts on women, men, boys and girls. Various vulnerable groups are also discriminated against in societies (elderly, disabled, sexual minorities, immigrants, ethnic groups, tribes, dalits etc.). They are exposed to different risks and have different needs, and they have different capacities and opportunities to participate. To ensure that the Red Cross fulfills our humanitarian mandate to prevent and alleviate human suffering without discrimination, it is important that we take a gender perspective in all our areas of work.

Anyone traveling for the Norwegian Red Cross as delegates is offered a gender and diversity brief. Delegates have very different experiences of working with gender and diversity and it is therefore important that we adapt the brief to his or her experience and knowledge. It also varies due to the function the delegate will have and how long they will stay.

Below is a small list that can be used if the Gender and Diversity Adviser is not present and can conduct a briefing.

Name :

Position / location:

Length of stay :

Tips to topics that may be addressed:

- Based on the delegate's previous experience, make sure that s/he understands that
 - gender relates to more than just women's issues, and that all groups of society need to be consulted, included and informed in activities which concern them.
 - Our work is to assist the most vulnerable and marginalized.
- Inform that all delegates should complete the mandatory gender training (IASC) course (must be completed within 3 months after they have started the assignment).
- Ask if the delegate has reflected over how they will be perceived as a woman/man from a Western country in terms of work relationships with colleagues and beneficiaries, both professionally and in private.
 - Examples of gender issues you can meet in the field
 - As a woman you may not invited to participate in meetings where decisions important to the work is being made
 - One can experience that no women appear at the site where necessary survival items are distributed in disaster situations
 - Some cultures look upon white, single, childless women as easily accessible and treat them thereafter
 - As a woman you can get stopped by vice squad for not wearing head scarves

Important to have thought through beforehand to be better prepared for those situations

Tips:

- ✓ Read up on the cultural and religious situation in the respective country beforehand
- ✓ Be open, humble and ask the locals how to behave and fit in to the cultural setting
- ✓ Build up trust among the locals

- Delegates can be encouraged to show through attitudes and behavior that they support gender equality and non-discrimination towards colleagues and beneficiaries through ways which they feel comfortable with. They should be made aware that their behavior will reflect on all foreigners. Homosexual delegates should be careful with disclosing their own orientation depending on laws and attitudes in the country as it negatively can affect their work situation, but should be supported to sensitively voice their opinions on non-discrimination of LGBT persons, supported by NorCross and the Movement.
- According to the Code of Conduct there is a zero tolerance policy on sexual exploitation and abuse of beneficiaries by humanitarian staff, and also to engage in sexual relationships with girls under 18 years. Humanitarian staff also has a responsibility to report suspicions of cases by colleagues, also aid workers in other organisations. If the delegate wants to report a case they can do it to the UN appointed GBV Cluster/Task Force Coordinator, the RC/RC representative/supervisor, or to the NorCross Gender and Diversity Adviser.

Make sure that the delegate gets Gender and Diversity's Adviser's contact details for any questions or concerns!

Hand out :

- IFRC Strategic Framework on Gender and Diversity Issues 2013-2020

Questions asked by delegate to follow up on: