

Southeast Asia Regional Gender and Diversity Updates

[Gender and Diversity / November](#) 2015

Regional Southeast Asia Gender and Diversity Network

Since the last regional update from Southeast Asia in June 2015, the Southeast Asia Regional Gender and Diversity Network has been gaining great momentum. To date, **10 National Society Leaderships** have endorsed and identified National Society Gender and Diversity Focal Points and have endorsed the Southeast Asia Regional Gender and Diversity Network. This support and commitment from National Society Leaders is extremely important and is an essential component for ensuring that gender, diversity and social inclusion remains a fundamental part of all National Societies activities, plans and programmes. While it is acknowledged that all members of National Societies should be engaged in integrating gender and diversity within their work, having a dedicated Focal Point is valuable: to allow for a better exchange of information and collaboration between IFRC and National Societies; to share resources, opportunities and ideas; and maintain good communication within the region.

Face to face network meeting

On 9th October the Southeast Asia Regional Gender and Diversity Network held their first annual meeting. The meeting was attended by 11 gender and diversity focal points/representatives; 10 from Southeast Asia National Societies as well as a representative from the Pacific. This meeting was the first time focal points met face-to-face and it provided the opportunity to discuss expectations from the network. A key outcome from the meeting was developing a plan of action for the network for 2016.

Regional Gender and Diversity Training of Trainers

The network meeting followed a Training of Trainers (TOT) that was held between 5-8th October in Bangkok, Thailand. Twenty five participants attended from 10 National Societies in Southeast Asia, as well as representatives from five PNSs in the region and IFRC representatives from the Pacific and Indonesia. The key outcomes of the training included:

1. Increased knowledge and understanding of key concepts and issues related with gender and diversity as well as IFRC's frameworks and approaches.



Group photo from the network meeting: apologies to Khun Chamnong, Thai Red Cross Gender and Diversity Focal Point who does not appear but was in attendance earlier in the meeting.

2. The creation of a reference pool of gender and diversity trainers in Southeast Asia
3. Increased awareness of gender and diversity tools and resources through the gender and diversity page of the [IFRC South-East Asia Online Resource Library](#).

The TOT was based on the standards outlined in the [IFRC's Minimum standard commitments to gender and diversity in emergency programming](#) and comprised interactive group activities highlighting the importance of gender and diversity and sessions to develop the skills required for training others on the topic. An importance was placed on violence prevention and sexual and gender-based violence with representatives from the Canadian Red Cross and United Nations holding training sessions on these topics.

A field visit, organized with the Thai Red Cross, provided an opportunity to experience practically how gender and diversity can be integrated within community-based DRR programmes to increase overall community resilience to disasters. Participants had the opportunity to speak with community members about their needs and priorities during disasters and how these needs were met through the current community's 'Disaster Prevention and Mitigation Plan'. All the resources and further details from the training can be found via this [link](#).

First gender and diversity network online meeting

A teleconference meeting was held on the 10th September over WebEx. Representatives from seven countries in the region including six gender and diversity focal persons, as well as members of PNSs and IFRC participated in the teleconference. The meeting began with a round table of introductions as well as an overview of the current and planned activities of gender and diversity within the region. There is a great diversity in the initiatives taking place: from integrating gender and diversity into disaster risk reduction and disaster management, to research on sexual and gender-based violence after disasters, as well as National Societies who are working on policies and tools development for programming. Following this, a briefing on upcoming events in the region and next steps for the network took place. The teleconference was a valuable opportunity to bring the network together for the first time and pave the way for greater collaboration in the future.

The South-East Asia Regional Community Safety and Resilience Forum

The Community Safety and Resilience Forum took place from 4-6 August 2015 hosted by Palang Merah Indonesia (PMI) in Jakarta, Indonesia. This was an important opportunity to provide [updates on gender and diversity](#) from the region and to highlight the important role it takes in contributing to community resilience. Khun Chamnong, Thai Red Cross' Assistant Secretary General for Personnel and Gender and Diversity focal point was present and was able to share his views on gender and diversity, as well as the progress that Thai Red Cross has been making. As a result of Forum, gender, diversity and violence prevention is now integrated within the Southeast Asia Community, Safety and Resilience roadmap for 2016-2020. The importance of violence prevention as a crosscutting issue was highlighted. It was also noted, as a recommendation for the leadership meeting 2016, that sexual harassment in the workplace should be more strongly addressed as a priority in our organisations.

Gender and Diversity Resources

Over the past five months the [gender and diversity page](#) of the International Federation of the Red Cross and Red Crescent Societies South-East Asia Regional Delegation's online library has been growing. Within this, a [Gender and Diversity for Resilience Resource Library](#) has been evolving. The library contains resources of trainings that have been conducted in the region, as well as resources both regional and global, from inside and external to the Red Cross Red Crescent Movement. The aim of building this resource library is to support the practical integration of gender and diversity within all aspects of National Societies' work. Summary information has been developed for each of these resources detailing the key purpose, content and audience of the resource. This page will be ever-evolving, with the next stage being to include tools and resources developed by National Societies on gender and diversity. Further, the aim is to translate key information in the library into the nine languages of the region. On request, resources can be translated, in part or in full for National Societies.

[Gender and Diversity >](#)
Welcome to the Gender and Diversity for Resilience Resource library!

New to this resource library? See [About](#).

Already a user? Go to the Gender and Diversity for Resilience Resource library in [English](#) (see categories below) (coming soon!) in:
Burmese | Bahasa Indonesia | Bahasa Melayu | Khmer | Laotian | Tagalog | Tetum |

This resource library is organized in the following categories:

 Framework and Policies	 National Society Assessments	 Building Resilience	 Planning, Monitoring, Evaluation and Reporting
 Human Resources	 Training	 Community Engagement and Accountability	 Communication and Advocacy



Introduction to Resilience Training – Thai Red Cross

An 'Introduction to Resilience Training' was conducted with the Thai Red Cross between 9-12th November. This aimed to ensure Thai Red Cross' DRR programmes are more inclusive of cross cutting issues such as gender and diversity and climate change. There was a specific focus on gender and diversity sensitive VCAs. The training comprised of in-house training and a one-day field visit for participants to practically use the VCA tools. All resources from the training can be found [here](#).

Introduction to gender and diversity – Cruz Vermelha de Timor-Leste (CVTL)

Gender and diversity awareness raising training was conducted in August 2015 with CVTL. A total of 76 participants were trained over three one-day sessions, including CVTL HQ staff members, Branch Directors, National Governing Board Members, IFRC staff, AVID volunteers and youth leaders. Participants were introduced to the basic concepts of gender and diversity, as well as some key risks and considerations with regards to disaster management and health programming. This training will form the basis for an advanced training to be held later this year.



Development of the Strategy for the Advancement of Women – Laos Red Cross

In November, the Laos Red Cross conducted their first workshop towards the development of the National Society's Strategy for the Advancement of Women 2016 – 2020. Thirteen attendees from Headquarters level attended to establish a committee responsible for drafting the strategy. This is the start of a series of nine workshops over the next 6-8 months for: the development of the Laos Red Cross Strategy for the Advancement of Women; the development of gender and diversity sensitive tools for DRR; and training on these tools.

The way forward

- 1) Teleconferences will continue to take place during 2016 on a quarterly basis and will be designed based on the Network's priorities and interests.
- 2) A second face-to-face network meeting will be held with the Southeast Asia gender and diversity network in the first half of 2016.
- 3) Following the Regional Training of Trainers on gender and diversity, participants will now conduct training at the national level within their National Societies.
- 4) Country-level activities will continue throughout 2016 with plans including tools development for gender and diversity sensitive disaster risk reduction, policy and strategy development.

Contact information

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