

Southeast Asia Regional Gender and Diversity Network Meeting

Philippine Red Cross Tower, Manila, Philippines

4th August 2017, 8.00am to 2.00pm



This summary report includes the following:

- Introduction and opening remarks from Chair – Philippines Red Cross Society
- IFRC presentation on regional networks and priority areas 2017-2018 (See attached full presentation)
- Review of Action Plan 2016-17 – update and plans for 2017-18
- Presentation to Movement Partners (see attached full presentation)
- How to build a sustainable network
- Highlights and achievements from pre-network meeting

Present / full day network meeting:

NAME	ORGANIZATION
Bunsopheaktra Yin	Cambodian Red Cross
Agapito da Silva	Cruz Vermelha de Timor Leste
Yuli Arinta Dewi	Indonesian Red Cross
Ketkeo Oupalavong	Lao Red Cross
Soulany Chansy	Lao Red Cross
Saiful Izan Bin Nordin	Malaysian Red Crescent
Oyu Baatar	Mongolian Red Cross
Khin Khin Shein	Myanmar Red Cross
Lee Qing Lydia	Singapore Red Cross
Chamnong Sangmahachai	Thai Red Cross Society
Sunisthida Phetduang	Thai Red Cross Society
Norwina Eclarinal	Philippine Red Cross
Christina Haneef	IFRC Bangkok CCST
Nora Mustacisa	Australian Red Cross

Present / sharing session

NAME	ORGANIZATION
Sandra Romero	IFRC Philippines
Ulf Edqvist	IFRC Philippines
Ly Nguyen	IFRC Vietnam
Ritva Jantti	IFRC Myanmar
Ana de Castro	Spanish Red Cross
Sonia Hernandez Morales	Netherlands Red Cross
Paul Drossou	Canadian Red Cross
Ida Zaliza Binti Zainol Abidin	Malaysian Red Crescent

1) Introduction and opening remarks from Chair – Philippines Red Cross Society

- Welcome by Norwina Eclarinal, Chair of the Network
- A pre-meeting had been held on Wednesday 2nd August to: decide on the agenda for the network meeting; start discussions on the achievements to date; plans for 2017/18; and a reflection on what has worked well and some of the challenges.
- This was all documented and circulated for feedback before the meeting (See notes at the end of the report)
- A discussion on the importance of the network's sustainability led to agreement by the members to develop a presentation for the 4th August meeting and invite partners to discuss the network to date and next steps.
- Draft presentation was presented by the Chair for feedback by the members and revised accordingly.

2) IFRC presentation on regional networks and priority areas 2017-2018 (See attached full presentation)

- Overview of the APRO Regional Gender and Diversity Networks
- Updates on thematic priority areas and how members can support / feed into these processes including:
 - Next steps for SGBV training programme and development of PSEA policy (IFRC and NSs)
 - Sex, age, disability disaggregated data – guidance note circulated.
 - Minimum Standards Commitments revision process. E-mail circulated with google docs link for feedback
 - Organisational self-assessment tool
 - NEW [Online library pages](#) for gender and diversity and SGBV
 - Gender and Diversity in VCA field school was conducted in Thailand in May 2017 and was participated by 6 NS. Guidance note developed and circulated for feedback. National level initiatives ongoing
 - GBV Advocacy day from November 25 to December 10. NS can submit concept note of activities to IFRC for funding support.
- Suggestions for the way forward to strengthen the network
 - **Sustainable and functioning networks:** Link the regional networks for information sharing and webinars
 - **Effective integration of GD, SGBV through priority areas:** Form a recognised / endorsed working group in the NS, to share the responsibility and role of the key focal point
 - **Advocacy and linking with others:** prepare a communication update for the October Global GD meeting
 - **Follow up from the SGBV training:** As a first step all ‘map the field’ and connect with agencies on SGBV – perhaps through GBV day to work towards commitments of resolution
 - **Share** the action plan 2018-2020 with leadership, in advance of the next Leadership meeting.

3. Review of Action Plan 2016-17 – update and plans for 2017-18

Members reviewed the plan developed at the last annual face to face meeting and updated their joint priorities for 2017-18.

a) Information sharing in the network / peer to peer support

- Face to face meeting is the most effective meeting
- Challenges continue for all members to access the online meeting. Many NS cannot participate in teleconferences because of the connection and personal schedules.
- To enhance information sharing, a whats app group will be set up. In addition, Singapore Red Cross will lead as the admin for the Facebook page. Review alternatives to Skype for Business e.g. Zoom, Skype

- Production of IEC materials for each National Society e.g. videos or posters

Network Newsletter 2017

- Network newsletter will be released in December 2017
- Deadline of stories will be end of November
- Communications should be short summaries with pictures. IFRC will send a template in November.

b) Capacity building and training

7 Moves Training

- 6 NSs already rolled out the training
- 4 NSs planning to conduct the training in the following year
- Important to have the Minimum Standard Commitments translated into local languages
- Important to have follow up after the training to ensure the MSCs are being mainstreamed into programmes

SGBV Sensitization / Training

- 6 NS plan to conduct sensitization or awareness workshops in 2017- 18 following the training

c) Advocacy Initiatives:

- Engaging with external agencies (Gov., INGO, NGO's, CSO's)
- Engagement in Elimination of Violence Against Women Day (25th November to 10th December)
- Interested National Societies to submit concept note by 8th September to IFRC based on the e-mail circulated.
- Some ideas for advocacy were discussed and included:
 - Online Quiz
 - Dissemination: Training and meeting
 - Social media updates
 - Essay writing contest
 - Picture / poster competition
 - Kick-off Activity e.g. marathon or organized walk

d) Policy development

- National Societies will continue to work on establishing gender and diversity policies. Those who have already had their policy endorsed are disseminating and sensitizing teams in their NS.
- IFRC is able to support 5 National Societies per year to develop a policy on prevention of sexual exploitation and abuse. Members to let IFRC know if they are interested to work on this in 2018.

Key outcome joint actions for 2017:

- Prepare a 2 pager snapshot to be used as an advocacy document for the following three events in 2017. The snapshot will be based on the key messages developed in this meeting and updates from each National Society:
- The next Southeast Asia leadership meeting,
- The Global Gender and Diversity network in October 2017.
- Statutory meetings 2017 – members to brief their leadership on the network before the meetings. In addition to the network snapshot, IFRC to circulate a list of key meetings and side events that relate to gender, diversity and SGBV in advance of the meetings (as in 2015)

4. Presentation to Movement Partners (see full presentation attached)



Key messages included:

“We, the focal points of the Gender and Diversity South East Asia network acknowledge the following:

- The network has, since its establishment in 2015, provided peer to peer support and increased coordination and cooperation among all its members and felt that we have together grown as a single entity
- The network would not stand where they are today without the support from our partners.
- The growth would not have been possible without the support, dedication and commitment of our colleagues from the IFRC in Bangkok and Kuala Lumpur which include Ms. May Maloney, Ms. Christina Haneef and Ms. Warongrong Tatrakom.
- The network hope to receive the continued support and commitment of all of the above mentioned and leaders from the National Societies within the region of South East Asia, IFRC and ICRC in accordance to the third resolution of the 32nd International Conference of the Red Cross and Red

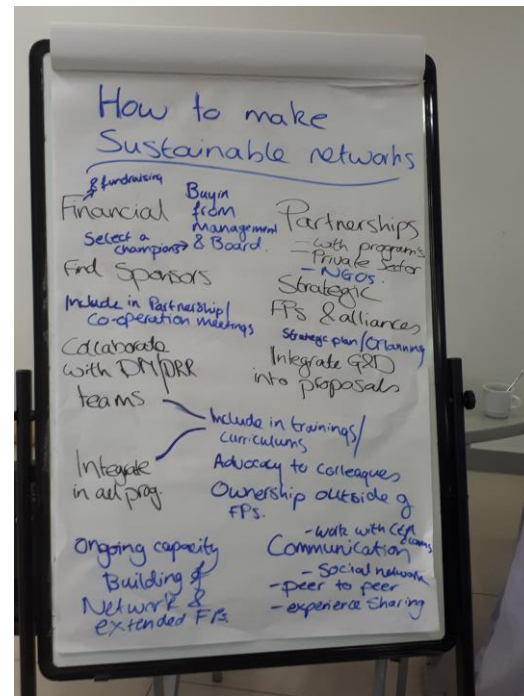
Crescent Societies of 2015: Sexual and gender based violence: Joint action on prevention and response.

- The network warmly welcome any type of support that would ensure its future growth.”

5. How to build a sustainable network

Members had a discussion on what factors contribute to sustainable networks and what they could do within the gender and diversity network to build its sustainability. Ideas included:

- Ensure buy in on gender and diversity issues from management and governing board, and select a champion at this level to support the work
- Appoint strategic focal points in the National Society and build good alliances e.g. Collaborate with the DRR/DM teams to ensure GD is integrated in all their programmes and training agendas
- Ensure gender and diversity is mainstreamed and include stand-alone activities in annual and multi-year strategic planning processes
- Create opportunities for ongoing capacity building of the network and of the focal points
- Information and communication: work closely with communications and CEA (Community engagement and accountability) colleagues, update success and achievements on social media, share links and documents for information sharing within the network
- Increase and explore opportunities for peer to peer
- Create new and strengthen partnerships – within the NS through programmes, but also externally, with NGOs, private sector
- Integrate gender, diversity and SGBV within new project proposals and look at including HR costs
- Fundraising and financial resources are important to ensure the network sustains
- Include key messages and achievements of gender and diversity in partnership and leadership meetings



Pre-network meeting – 2nd August 2017



National Society Gender and Diversity Focal Point updates 2015 – 2017

Myanmar Red Cross

- Policy development – 2016 draft completed and submitted to the central council meeting
- Dissemination to senior managers and governance has been completed. Next step to present to the new governance structure
- Mainstreaming in projects and programmes – ongoing. When requested sensitisation to the DRR teams
- Project which focuses on persons with disabilities
- MRCS supported the self -assessment tool development
- Gender spider web as a core tool in assessments (Khin Khin to share)

Plans for 2017:

- 7 moves training for senior staff and field managers
- IFRC mission in September 2017
- Produce 2 video clips on gender and DRR

Thai Red Cross

- Partnership with the Bank association – supported the employment of 700 staff with disabilities

- Khun Chamnong is Chairman for the GD working group – 12 participants. First objective of the group is to develop a gender and diversity policy
- GD in VCA workshop – Thai RC supported the field school

Plans to:

- Conduct a seven moves training for the TRC personnel
- Plan to develop a database which include SADD across the whole NS
- Look at TRC law and regulation to make sure it is gender and diversity sensitive

Laos Red Cross

- Strategy for the Advancement of Women 2016 – 2020 in line with IFRC Strategic Framework
- Translation of Minimum Standard Commitments – health and DRR
- Produced posters on DAPS
- Trained staff on 7 moves, on the MSCs and Strategic Framework for the advancement for women
- SGBV research ongoing – data collection almost completed

Plans:

- Monitor the progress of the strategic framework under 4 programmes.
- Conduct advocacy for gender and diversity work especially SGBV (focus on domestic violence).
- Follow up on the recommendations of the research in both provinces
- 2018 – plans for a policy for LRC on Prevention of Sexual Exploitation and Abuse
- Before end of 2017 – conduct an impact analysis
- GBV day – advocacy day
- Workshop to identify the impact of the new strategy

CVTL

- Gender policy is finalised
- Concept note and agenda for gender policy socialisation is drafted – this is also linked with the Asia Foundation who have a focus on SGBV. Start 14th August 2017
- Basic SGBV volunteer sensitisation to CVTL branches by Asia Foundation
- Training on gender and diversity for staff for the ICBRR programme

Future plans: IEC materials for gender (to work together with communication teams for policy dissemination) and a second gender training on GBV and gender equality to include the new policy and IEC materials

PMI

- GD meeting in 2016 and identified 9 GD FPs from 9 provinces in Western part of Indonesia (5 females and 5 males)
- Conducted the self assessment to sensitise the focal points and develop recommendations for the National Society

- Research on SGBV - planning bureau is the lead of the research and data collection is ongoing
- Indonesia POA has integrated gender and diversity

Plans 2017:

To look at PMI's strategy on Disaster Management – to include gender and diversity. From the health teams, the plan is to develop a pilot project for survivors of sexual violence – to provide health services, PSS and increasing capacity of PMI on the issue of sexual violence.

Malaysia RC

- After flood in East Malaysia – a new committee in the National disaster management agency was set up. Month of October was decided be the month of disaster preparedness – for awareness raising and co-ordination with other agencies.
- MRCS held a workshop for sharing on gender and diversity. NGOs and civil society were interested in areas of sexual harassment, SGBV, Gender and Diversity
- Two GD 7 moves trainings – one in Peninsular Malaysia and one in East Malaysia. Widely accepted, including in conservative contexts (October 2016)
- Diversity in health care workshop (August 2016)
- Technical person appointed for gender and diversity (Dr Ida)
- MRCS made a pledge on SGBV during 32nd International Conference
- In 2016 introduced the policy on GD for MRCS.
- Dissemination on GD in the Malaysian peacekeeping center on IHL and International Human Rights law.

Plans:

- Law students from University of Malaysia have approached MRCS to learn about SGBV in conflict.
- Integration into all MRCS tools and policies. Look especially at PSEA policy

Philippines RC

- Training in Sweden (Masters) and Australia (7 moves)
- Sensitisation workshop in National HQ and nearby local chapters (2015)
- Co-facilitated the regional refreshers training (August 2016)
- ToF in April 2016 with participants from 3 different regions
- Peer to peer support with Malaysia – for 7 moves training (October 2016)
- Organisational self assessment in 2016 in 8 local chapters chosen due to those affected by major disasters, conflict and NHQ. June – Aug 2016 – field survey: focused on board of governor, volunteers and staff at HQ, staff and volunteers in the field, FDGs in the community
- Survey results have been discussed and analysed. Workshop in 2017 – with WG of GD and SM meeting for self-assessment results. July 2017 for final presentation of organisational self assessment with Secretary General and executive management. Followed by action planning workshop from NHQ and chapter level
- In 2016 PRC had workshops to identify the strategic direction in PRC and this included GD and social inclusion

- TOT on ADCAP in Manila 5 days

Plans 2017:

Research on SGBV to start in September

Before end of 2017 – ToF on 7 moves

Cambodia RC

- Gender policy since 2003, 2015 reviewed to include Diversity. December 2016, the Secretary General approved the policy
- G & D Training in 2016
- CBHFA, training for volunteers on G & D

Plans for 2017

- Refresher course, G & D training in VCA, Impact Analysis
- GBV training sept – Dec 2017
- 16 day activism (November 2016)

Singapore RC

- RCY is a key entry point
- Team working on social inclusion
- Working to support persons with hearing impairment
- Youth Summit, discussion on migration and elderly
- Working on diversity more than specifically gender
- Plans include to: Develop a plan for gender inclusion in the NS

Mongolia RC

- Violence prevention project supported by Australian RC
- British red cross – integrated within social care programme – more focused on elderly care
- 2016 MRC led a national campaign on gender and diversity. MRC has 7000 volunteers. 70-80% of volunteers are female, after the campaign, male volunteers have increased.
- PSS training and gender and diversity will also be integrated within the violence prevention programme

Challenges identified:

- Focal points/persons have many roles within the national society (multi tasking).
- Lack of internal coordination and support on mainstreaming Gender and Diversity. This may arise out of lack of experienced staff within the various department within the national society.
- Lack of funds and resources for Gender and Diversity activities
- Capacity Building for staff, board members and volunteers on integrating gender and diversity into programmes and within the culture of the National Society
- It is not enough for the decision makers of the National Societies to support the gender and diversity initiatives but they need to attend the trainings as well.

- Sometimes too many concepts – gender, diversity Child Protection, SGBV, how to bring this all together?
- Policy may be endorsed but need to have follow up, dissemination and activities which requires budget and resources
- Communication within the National Society and with external agencies. Sometimes there are difficulties in information sharing. Sometimes communication sits with one person

What has worked well:

- Support of the decision-makers from among the National Societies within the region.
- Finding an entry point to mainstream gender and diversity e.g. through trainings on first aid, or social care programmes, IHL etc.
- Human resource - training other focal points so to expand those responsible for gender and diversity work in the National Societies.
- Governments have highlighted gender and diversity as a priority. Hence, National Societies need to work together with them
- Support from senior management for focal points to participate in network meetings and to share information within the National Society
- Whenever opportunities arise, gender and diversity are inserted into other programmes and projects as an alternative to conduct a specific gender and diversity initiative and training because of lack of financial resources.

Recommendations to consider during the network meeting

- Shall we request a working group per NS to support the focal point
- Good to have a champion in the board / senior management
- Link with PNS and other National Societies
- Networking with other organisations
- Develop a 3 year plan and present this to the leaders

Gender and Diversity network meeting

Agenda: Manila, Philippines August 04, 2017

Time	Friday 4 August
0830-0930	<p>Group photo</p> <p>Introduction by Chair</p> <p>Introduction of members (roundtable)</p> <p><u>Updates from IFRC (Christina Haneef)</u> Updates from IFRC on regional priorities and developments in Southeast Asia / Asia Pacific, including:</p> <ul style="list-style-type: none"> • Updates on the Pacific and South Asian gender and diversity networks • GBV Day and thematic priorities • 14th SEA RCRC Leaders Meeting September 2017 • Preparation of the network for the upcoming General Assembly
0930-1030	<p><u>Regional action plan and progress</u></p> <ul style="list-style-type: none"> • Review of the regional action plan 2017-18 and actions <p><u>Going forward / New Regional action plan/ Commitments</u></p> <ul style="list-style-type: none"> • Discussion on what the network can do, who should lead on activities, develop new regional action plan 2016-17 and indicators to measure success. • Action plan endorsed at the leadership meeting in September 2017, Hanoi , Vietnam • Review of the focal points ToR (Saif) • Personal Data Protection Policy & Law (Saif)
1030-1100	BREAK
1100-1200	<p><u>Presentation of Gender and Diversity Network</u></p> <ul style="list-style-type: none"> - Accomplishments - Challenges - Way Forward - Questions & Answers session.
1200-1300	LUNCH
1300-1400	<p><u>Impact and sustainability of the network/ Wrap Up</u> How can we ensure sustainability in the network?</p> <ul style="list-style-type: none"> • Funding Support (RRI ending December) • Plan key dates – next network meeting, teleconferences, themes for teleconferences • Any other arising matters.