

Concurrent Facilitated Sessions: Changing Organizational Culture and Structure

DISCUSSION NOTES: Working Group 6

Pago Pago Room

9:00 am – 12:00 pm

Team Leaders: Pratima Singh & Yolanda Gomez

Facilitator: Carol Amaratunga

Recorder: Bill Lovekamp

Participants: Giselle Addison, John Egan, Mary Hope Schwoebel, Darlene Williams, Niki Rattle

5 Themes Discussed:

Legal/Institutional Frameworks

Human Resources Policies

Communications

Comparative Evaluation/Auditing

Cultural Impact on Organizations

1) Need to make sure that we and others understand what 'Gender' really means?

-It is different than sex!

-it is about both women and men

2) What are the enabling mechanisms?

-Women in organizational leadership positions is a necessity...but not enough

-every woman does not have to take on a 'gendered' role but we do have to have them in leadership positions

-it takes both women and men for gender sensitivity to occur

-establishment and awareness of laws of accountability

-education, training and communication across community, org's and gender

-Gender Sensitivity Training: Implementation of Training modules that integrate gender at every point.

-need international law and treaties pertaining to disasters with gender in the forefront

- incorporation of gender language
 - offer incentives (performance bonuses, budget, awards, scholarships) for creating gender-sensitive culture integrated with policy with teeth
 - need time
- 3) Policy needs/Changes in practice
- Equity Wage Gap
 - Gender-Responsive Policies
 - identify organizational pressure-points ... Play Politics
 - Find the opportunities to integrate gender sensitive policy
 - Need top-down approach within organizations as well as a bottom-up approach!
- View women as resources and critical decision-makers in disaster mitigation and integrate women's knowledge into policy/practice within all phases of the disaster process
- 4) Gaps to Policy implementation
- 5) Constraints in making changes
- CULTURAL BARRIERS TO WOMENS AND MENS ROLES: work toward changing the traditional notions of masculinity and femininity that will filter across organizations, community, society.
 - Change Culture of Relief from being viewed as a masculine activity
- 6) Opportunities?
- Ensure that disaster plans are in place and are implemented
 - documentation of experiences across all regions

CALL TO ACTION RECOMMENDATIONS?

Changing the media...what are we giving the media, what is being portrayed, how are disaster images being displayed

Gender audits <overall assessment for institutions and organizations of programs, budgets, policy, action, delivery of services, etc> (www.interaction.org) become standardized across all levels

Establishment of checklists for accountability...this would identify

gaps and opportunities for change and action

How do we get gender sensitive women and men to the top!

How to get women to the top!

Facilitated by gender sensitive personnel policies, job performance reviews, etc.

- I. InterAction has a Gender Audit Training: www.InterAction.org
- A. Capture women's unpaid work

UN Peacekeeping Operations – STM Standardized Training Modules for military – one is on gender.

Group 7