

Investing in Women in Development Fellowship Program

**Semi-Annual Technical Report
For the Period
April 1, 2007 to September 30, 2007**

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I. Program Updates
a. Current Fellows

Elisabeth Duban (USAID/Russia)

Elisabeth Duban has already begun to make progress toward the revised goals and strategies outlined in the updated Work Plan for her second year, which will guide her fellowship through its extension to August 2008.

As part of her work to promote the incorporation of gender and youth considerations in HIV/AIDS work under the President's Emergency Plan for AIDS Relief (PEPFAR), Elisabeth accompanied a core PEPFAR team on site visits to Orsk and Orenburg in the Volga Region. This opportunity allowed Elisabeth to see first-hand how partners are working in the region and to investigate how gender issues impact the PEPFAR program in Russia. Her participation in these visits gave her the insight necessary to offer her gender expertise in the writing and revising of this year's PEPFAR strategy.

In September 2007, Elisabeth attended the Europe and Eurasia Bureau's *Investing in People* conference in Tbilisi, Georgia where she made two presentations. The first was a brief introductory presentation on labor trafficking to Russia, and the second was a presentation on how the Democracy Office programs can incorporate gender-based violence with a focus on missions in the Europe and Eurasia region. After her second presentation she led an interactive session that allowed participants to brainstorm creative ways to add activities that address domestic violence to their programs.

Anne Hayes (DG Bureau, USAID/Washington)

IWID Fellow Anne Hayes is continuing her work as Disability and Gender Specialist with USAID's Special Programs to Address the Needs of Survivors (SPANS), located within the Bureau of Democracy and governance at USAID/Washington. SPANS has negotiated an extension of assignment to a second year (December 2007-December 2008). IIE-IWID awaits processing of the associate award modification, expected soon.

Among the impressive accomplishments Anne has made during her tenure as an IWID Fellow to date is her work on the organization and planning of an e-discussion hosted by EGAT. The purpose of this forum was to create an opportunity to discuss how to better include persons with disabilities (PWD) in economic opportunities. Fifty participants from Disabled Person Organizations (DPOs), microfinance institutions, the UN, and USAID took part in the three-day session on disability and microfinance. It was important to the participants that the insight generated be shared beyond the group. The results on the online session are posted on the web and have been disseminated to both the disability and microfinance communities.

Other accomplishments of note for this half-year include:

- work with USAID Human Resources to devise materials and methods for including disability as part of NEP orientation;

- review and revision of Office of Foreign Disaster Assistance (OFDA) Protection training materials to integrate disability;
- development of technical notes including dos and don'ts for the inclusion of PWD in programming and suggestion on how to include disability in RFA and RFP selection criteria;
- creation of presentation on “training for mainstreaming disability in Mission portfolios,” based on recommendations from IWID alumna Susan Somach that was delivered at the Europe and Eurasia Bureau's *Investing In People* program in Tbilisi, Georgia, September 2007

II. Program Development Updates

Highlights from the past six months include:

- The Washington, DC chapter of the Society for International Development featured Anne Hayes at Brown Bag event on October 25. Anne's talk, “Mainstreaming Disability: Policies, Programs and Practices,” considered the challenges to fully implementing USAID's 1997 disability policy and related directives. More than 20 representatives from government and for- and non-profit organizations working in the fields of disability and development had the opportunity to hear about the work Anne is doing with USAID's SPANS Office to bridge this gap: her recommendations for fuller implementation within and outside of USAID, and an exploration of possible funding mechanisms that would aid in USAID's goal to ensure that persons with disabilities have equal access to participation in its programs and activities. At the end of her presentation, Anne led a dynamic brainstorming session that generated actionable feedback from USAID partners or potential partner organizations on how to facilitate cooperation and maximize impact. Participants engaged in productive discussion and expressed a sincere desire to keep the conversation open.
- After completing her two-year assignment as a Monitoring and Evaluation, and Gender Specialist with USAID/Cambodia (February 2005 to February 2007), IWID alumna, Darlene Foote shared the knowledge and insight she gained in the field with two audiences in Washington, DC.

On July 10, Darlene gave a presentation at USAID entitled “Gender Mainstreaming: Indicators and Reality” which addressed the development of a uniform M&E system with a focus on integrating gender dynamics. Attendees included WID Office staff as well as representatives of other USAID offices and bureaus.

The previous day, she offered a similar presentation at IIE's office to a capacity crowd consisting of representatives of the local development community including USAID implementing partners. IIE/IWID partnered with the Gender and Development Workgroup of the Washington, DC Chapter of the Society for International Development (SID) for this event.

Both audiences could relate to Darlene's experiences and were eager to share both their frustrations and suggestions during a dynamic discussion period. Darlene described her legacy as a "huge change" in the way the Mission deals with gender as well as a better appreciation among the staff of how indicators can be effectively used.

- IWID Newsletter: We have recently developed new design and more targeted reporting approach for the IWID Newsletter. Current and past editions of the newsletter are available on the IWID website at: www.iwid.org/about_news.html. The Autumn 2007 edition will be posted in early November 2007

III. Program Administration

a. Program Outreach

Director Bill Dant traveled to Ethiopia and Madagascar in June 2007 and made presentations on IWID to relevant Mission staff. Ethiopia in particular expressed a renewed interest in possible recruitment of a Fellow in FY 2008 after a two-year experiment using a local PSC which did not yield the desired impact. The IWID office has since been following up with Mission Director Anders and Deputy Director Rushing.

Senior Program Officer Usha Balakrishnan visited the mission in Armenia in May 2007 related to IIE's activity there under EMDAP, and also discussed IWID. No interest at this time—the mission previously hosted a Fellow in 2000-2001

b. IWID staff transitions

With the departure of IWID Program Officer Sue Rollins in early August 2007, administration of the IWID Fellows Program was carefully considered and reorganized to maximize efficiency and impact. Former IWID Senior Program Officer, Aaron Mitich, is now leading IIE's Emerging Markets Development Adviser Program (EMDAP), and Senior Program Officer Usha Balakrishnan was reassigned to another IIE division in August. IWID staffing has been right-sized to 1.4 FTE for FY 2008: 0.4 FTE for director William Dant and 1.0 FTE for a Program Officer who was recruited in August-September 2007.

Ms. Kelly Reid joined IWID as its new Program Officer at the end of September 2007. Kelly comes to IIE with a strong background in program management, developed through her tenure as Operations Coordinator with Oceana, an

environmental NGO, as well as earlier assignments as Clinical Projects Coordinator at *Survivors of Torture International* and educational advocacy with the *Sudanese Refugee Network*. After earning a Bachelor's degree in Political Science from the University of Kentucky, Kelly went on to complete a Master's degree in Gender from the London School of Economics, and has also earned a certificate in Development Project Management from the Monterey Institute of International Studies.

IV. Upcoming Events

- a. Newsletter
 - i. The IWID Quarterly Newsletter has a new look! It has been re-formatted with a more exciting presentation that better showcases the impressive work IWID Fellows are doing in the field. The IWID Program Officer will continue to make improvements to the Quarterly Newsletter in both form and content.
- b. Consultation with WID Office – IWID will contact the WID Office concerning an opportunity to schedule a meeting on project progress in the coming quarter.
- c. Site Visits will be scheduled in the coming quarter to both current Fellows and their respective office/mission. The purpose of the site visit is to discuss the program, progress towards objectives and assess the opportunity for future accomplishments. IWID Fellowship Program staff will meet with the Fellow, her mentor and other relevant team members or Mission staff.
 - i. SPANS: IWID Fellowship Program staff are looking forward to visiting Fellow Anne Hayes at the SPANS office in late November.
 - ii. Moscow: The Mission office in Moscow hosting IWID Fellows Elisabeth Duban has requested a site visit in late January 2008.
- d. Outreach
 - i. Ethiopia: IWID Program staff will continue reaching out to Ethiopia Mission Director Anders and Deputy Director Rushing to identify opportunities to augment the Mission's capacity to address critical gender issues with the expertise of an IWID Fellow.
 - ii. Jordan: IIE has earned an outstanding reputation with the Mission in Jordan through the administration of the Emerging Markets Development Advisor Program (EMDAP) which has placed 51 Advisors over 11 years with the Mission. IWID Program staff intends to capitalize on this relationship to explore opportunities to augment the Missions capacity to address critical gender issues. A site visit to Jordan is tentatively scheduled in late November 2007, piggy-backing on a trip supported by IIE's EMDAP project.
 - iii. Additional outreach targets will be identified with WID office input, and may include Missions in Indonesia, West Africa and Latin America