CGIAR GENDER AND AGRICULTURE
RESEARCH NETWORK ANNUAL MEETING

November 1-4, 2016
CIAT Headquarters, Cali, Colombia

ANNUAL MEETING SUMMARY REPORT
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**Introduction**

Science-based innovation is at the heart of CGIAR’s vision of its impact on poverty reduction, food security and climate-smart resource management. Impactful innovation needs to be socially inclusive and gender-equitable. Therefore CGIAR Research Programs (CRPs) aim at improving the gender-responsiveness or transformative effects of CGIAR innovation. The CGIAR Gender and Agriculture Research Network was established to enable CGIAR global research programs (CRPs) to work together in a community of practice that would enhance synergies across programs in gender research. Knowledge-sharing in this community of practice includes the willingness to deepen understanding of how gender disparities and gender relations affect agricultural innovation and to include gender perspectives in technical research. The network members meet once every year to share experience and to address strategic and timely topics. Starting in 2017, the Network will be embedded in a gender platform to be hosted by the CRP on Policy, Institutions and Markets (PIM).

CRPs will launch their second phases in 2017. Expectations are high that CRPs will demonstrate the effectiveness of gender research conducted in Phase I by showcasing measurable benefits delivered to women as well as men in their main target areas.

**Meeting Objectives**

1. Facilitate a broad-based consultation by PIM on priorities for the CGIAR collaborative platform on gender research
2. Getting to grips on how to influence, design and deliver gender research
3. Share progress (approaches, activities and achievements) and promote collective learning essential for getting to impact
4. Support professional networking and knowledge-sharing among CGIAR and other researchers engaged in research on gender
Workshop Roadmap

D1: Meeting of the Gender Research Coordinators
Gender research planning and priority setting
- Putting gender research outputs into use: Progress of the CRPs
- The CGIAR collaborative platform on gender research: Present and Future

D2: Gender Network Meeting
Influencing, designing and delivering gender research
- Gender and Economics
- Training for Gender
- Gender and Breeding (with CIAT breeders)
- Open Space

D3: Gender Network Meeting
Getting to impact
- M&E in Gender Research
- Getting to impact
- Sharing and discussing findings of the IEA
- Effective communication to donors

D4: Gender Network Meeting
Next steps for the platform
- Message by and conversation with Karen Brooks
- The CGIAR collaborative platform on gender research
- Side meetings
Summary of Workshop Sessions

Day 1 (Tuesday, November 1)

Gender Research Coordinators Meeting
Objective: Gender research planning and priority setting

Welcome and Introduction
CGIAR System Office Senior Advisor on Gender Research, Jacqueline Ashby initiated the workshop by detailing the current context of the Gender Network within CGIAR. In summary, she put forward the following points to reflect on as the workshop commenced:

- Expectations are high, is the System Level Gender Strategy fit for the new era of CRP II?
- How will current collaborative work be joined up effectively?
- Will the CRP funding labelled for gender be used to good effect (is there value for money with an amount so large)?
- How do we define capacity relevantly to social and gender analysis?
- How do we use, and what is the future of, communications and knowledge sharing in all of this?

Session One: Research into Use Flash talks by Gender Research Coordinators
This session allowed for individuals from the different CGIAR Research Programs to share the experiences they have had within their programs on topics that have aided their own work. Each talk was fifteen minutes and followed by break-out groups of more in-depth discussions around each topic. Following flash talk guidelines, no powerpoints were used.

Sophia Huyer, Gender and Social Inclusion Leader for the CGIAR Research Program on Climate Change, Agriculture and Food Security, spoke on how gender has been integrated into CCAFS’s focus on climate smart agriculture. As part of this, gender dimensions have been included into research priority setting, climate-smart village design, and scaling strategies.

Nicolline de Haan, Gender Coordinator and Core Theme Leader for Gender, Poverty and Institutions for the CGIAR Research Program on Water, Land and Ecosystems, delved into the topic of looking at gender from a landscapes level and the extra dimensions this perspective adds. WLE has addressed obstacles of working at this level by focusing on issues such as access to resources and by creating resources such as gender basin profiles for their focal regions.

Markus Ihalainen, Gender Specialist and Associate Professional Officer for the CGIAR Research Program on Forests, Trees and Agroforestry, discussed the importance of utilizing partnerships to increase demand for, quality of, and uptake of gender research. Incorporating partnerships from the outset has allowed for FTA’s better alignment of gender research to their partners’ priorities, while direct engagement with the partners allows for the ability to also better influence those priorities.

Rhiannon Pyburn, Gender Coordinator for the CGIAR Research Program on Livestock and Fish, spoke about the issue of qualifying gender integration. In order to do this, Livestock and Fish
worked with the Royal Tropical Institute (KIT) to coach interdisciplinary teams on integrating gender into their projects. Rhiannon shared reflections on the process, the obstacles and the benefits involved in launching this type of project.

**Hazel Malapit**, Gender Research Coordinator for the CGIAR Research Program on Agriculture for Nutrition and Health, discussed the benefit to using both quantitative and qualitative methods in research. She discussed the approach taken of using mixed methods in the Women’s Empowerment in Agriculture Index (WEAI), to better understand women’s empowerment and how project interventions can contribute.

**Cynthia McDougall**, Gender Lead for the CGIAR Research Program on Aquatic Agricultural Systems, spoke on the role that institutions play in gender dynamics by setting ‘rules of the game’ in gender interactions. AAS has approached the question of how to shift these rules when necessary in a way that is locally appropriate and context specific, but also transferable.

**Session One Continued: Research into Use Discussion**

Led by: Jacqueline Ashby, Senior Advisor for Gender Research, CGIAR System Office

Jacqueline Ashby spoke about the need to summarize the gender work that has been done so far and determine who the next users of this work are. Furthermore, though monitoring and evaluation has its obstacles, it is critically important to show the uptake of gender research and outputs.

The room then had a discussion about examples of showing research uptake from within their CRPS. Some examples given were:

- The CRP on Agriculture for Health and Nutrition maintaining a database of everyone they know of who is using or has used WEAI or a modified version of WEAI. They then check in with these individuals or groups to see how the use of WEAI has worked for their proposal or project.
- In the CRPs on Maize and Wheat, the use of measures for monitoring gender sensitivity in Key Performance Indicators has started.
- The CRP on Climate Change, Agriculture and Food Security has one target outcome of its policy flagship being that a certain number of policy bodies integrate gender outcomes.
- In the CRP of Forests, Trees and Agroforestry, they have started to have policy groups reach out to them and have seen the increase of women’s participation in management groups.
- Other examples include the identification of important gender preferences in breeding, as well as the integration of the Minimum Standards for Sex-Disaggregated Research into the work being done by economists.

A final important discussion point was the necessity to go beyond demonstrating uptake, for example in systemizing Monitoring and Evaluation around different outputs or by differentiating between internal versus external use.
Session Two: The CGIAR collaborative platform on gender research
Led by: Patricia Kristjanson, Senior Research Fellow for the World Agroforestry Center (ICRAF)

Patricia Kristjanson has been coordinating the development of the new Gender Platform under the CRP Policies, Institutions and Markets. During this session, she:

1. Gave an overview of the objectives, theory of change, and activities of the platform under the PIM CRP Phase 2 proposal.
2. Pointed to the necessity to determine where gender research is in terms of the overall system, pinpointing the different types of work being done in the different CRPs and the collaborative work being done cross-CRP. This synthesis will aid in determining research priorities and enhancing the impact of the research done as a whole.
3. Called for discussion on what the new role of the platform should be. In terms of research, what is being done, what do we need to do more of, and what will the role of the platform be in aiding this. The room broke into discussion on these three topics, and Patricia presented the main conclusions that came out of this discussion in session three of the following day.

Her full presentation can be found here: https://www.dropbox.com/sh/mpndnejykzdk5xd3/AABPbSnMwBVT1AVVZJ_ZICma?dl=0&preview=CollaborativePlatformOpps_Day1.pptx
Day 2 (Wednesday, November 2)
Gender Network Members General Meeting Day 1
Objective: Influencing, designing and delivering gender research

Session Three: Message from the CGIAR System Organization
Elwyn Grainger-Jones, recently nominated Executive Director of the CGIAR System Organization, provided a video message from the System Organization on gender and answered questions from the Gender Network members present.

Elwyn Grainger-Jones assured the participants that gender research is a crucial facet of CGIAR, being a research partnership which is genuinely embracing the complexity of the environments in which it works and trying to help improve the lives of the people who live there.

He also acknowledged that the challenge now is to implement the proposed gender research in a meaningful way in which it will be able to leave a legacy. Finally, he emphasized that because the principle of subsidiarity is fundamental to the definition of the System Office’s role in the CGIAR system, if there is an important function that nobody else in the system is equipped to fill, then the System Office is prepared to step forward to fill this gap.

Session Four: Moving Forward, Summary of GRC Discussion
Led by: Patricia Kristjanson, Senior Research Fellow for the World Agroforestry Center (ICRAF)

Patricia Kristjanson provided a general background to the entire group on the new platform and also to share the proposed priority research themes and principles for the platform which came out of the previous day’s discussion.

Objectives of the new platform will include: increased visibility of gender research in CGIAR, assessing priorities for gender research, supporting knowledge sharing and synthesized efforts, pushing minimum standards of sex-disaggregation data collection, common approaches on Monitoring, Evaluation and Learning, strategic partnerships, and capacity strengthening.

Priority research themes that came out of GRC discussions from the previous day:
1) Gender, landscapes and rural transformation
2) Gendered consequences of AR4D efforts
3) Gender, technologies, and institutions
4) Joint ownership and decision-making

Proposed Priority Principles:
1) Intersectionality
2) Options by context (across the globe and fields of work)
3) Linking qualitative and quantitative approaches and knowledge
4) Gender outcome and impact pathways
Discussion points:

1) Collaborative partnerships need to allow the constituent partners to do something together which they are unable to do alone, in order to gain value from the partnership. The Gender Platform is no different, and as such should focus its efforts in this area.

2) Donors do not expect to give extra money for gender, they expect it to be done as an integral function of the programs, so the gender work already being done needs to be promoted and communicated.

Her full presentation can be found here: https://www.dropbox.com/sh/mpndnejzydk5xd3/AABPbSnmBwBVt1lAVVZj_ZiCma?dl=0&preview=Gender+Platform+Moving+Forward_Day2.pptx

Session Five: Gender and Economics

Led by: Cheryl Doss, General Advisor for the CGIAR Research Program on Policies, Institutions and Markets

Cheryl Doss co-led the workshop “Advanced techniques for incorporating gender in research design, data collection and analysis for economists and other quantitative social scientists” which took place September 14-16, 2016 in Washington, DC. A major challenge in gender and economics is helping quantitative researchers understand gender research. In order to meet this challenge, non-gender researchers can be provided with the proper methods, tools, and concepts in order to allow them to understand gender research.

Link to workshop materials: https://gender.cgiar.org/gender-and-economics-workshop/

Cheryl Doss shared the priorities and process of that workshop, as well as observations that came out of it and opened up discussion on working together on gender and economics with non-gender researchers.

Main points from the presentation:

1) The lack of clear research questions when it comes to gender is a primary issue. Once the gender research questions are better defined, then many other issues often become resolved, such as the questions of who to interview, what is the unit of analysis, and what type of interview questions to use.

2) There is a need to show that qualitative research can be rigorous, can be useful, and can answer questions that quantitative research cannot.

3) If there is found to be no difference from gender, this information is actually relevant and useful for policy.

4) Almost always you need data on both men and women, not just one or the other.
Discussion points:

1) We have to build a bridge between social and technical scientists, in order to do this, we must know their motivations and have a common language so that we can move towards working together.

2) The case usually is that you need to do the qualitative work first in order to nail down your research question, but this can be hard to convince quantitative researchers of.

3) It should be kept in mind that sometimes research has merit outside of answering the research question, for example in building agency or establishing relationships.

Her full presentation can be found here: https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1IAVVZj_ZiCma?dl=0&preview=Gender+and+Economics_Day2.pptx

Session Six: Training for gender
Led by: Carolyn Sachs, Professor of Rural Sociology, and Ann Tickamyer, Professor of Rural Sociology, of Pennsylvania State University

Carolyn Sachs and Ann Tickamyer coordinated the Gender Research Integrated Training Workshop (GRIT), with funding from the CGIAR Consortium, at Pennsylvania State University from June 8-24, 2016. This workshop was created in order to strengthen research capacity on gender, enhance quality of gender research, provide strategies for interdisciplinary collaboration, and promote high quality publications, all with the end goal of empowering women.

Link to GRIT workshop materials: https://gender.cgiar.org/grit-2016-leveraging-partnerships-progress/

In this session, Carolyn Sachs and Ann Tickamyer discussed the process of designing the program, which included creating a one-on-one mentorship component, building a network across cohorts and disciplines, and planning for the publishing of a book on the research collaborations created.

As one of the present attendees of the GRIT workshop stated: “What was unique about the training was that it was not an event, but a process, with discussions and collaborations continuing long after the workshop and far outside of the university campus.”

Their full presentation can be found here: https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1IAVVZj_ZiCma?dl=0&preview=Training4Gender_Day2.pptx

As well, the GRIT workshop team and attendees present held a side meeting on the final day of the Annual Meeting to discuss their agenda for 2017.
Session Seven: Gender, breeding and genomics
Led by: Jacqueline Ashby, Senior Advisor for Gender Research, CGIAR System Office and Luis Augusto Becerra, Cassava Program Leader, International Center for Tropical Agriculture (CIAT)

Jacqueline Ashby and Luis Augusto Becerra presented findings and discussion from the Gender, Breeding and Genomics Workshop, which took place October 18-21, 2016 in Nairobi, Kenya. The aim of this workshop was to identify the essential, “must have” ingredients of successful, gender-responsive breeding initiatives and to explore implications of the revolution in genomics for new opportunities and entry points in the breeding research cycle for effective integration of gender.

Link to Gender and Breeding workshop materials: https://gender.cgiar.org/gender-breeding-and-genomics-workshop/

In addition, an invited panel of CIAT breeders and geneticists, Mathias Lorieux (Rice Program), Cecile Grenier (Rice Program), Bodo Raatz (Bean Program) and Hernan Ceballos (Cassava Program), shared viewpoints and discussion on gender integration into breeding programs.

CIAT’s Director General, Ruben G. Echeverría, also participated in this session and gave a warm welcome to the members of the Gender Network. Echeverría expressed his contentment in seeing social scientists, breeders and geneticists united around the common cause of a successful, gender-responsive breeding initiative at the CRP level. He also reminded the audience that CIAT has been pioneering participatory research and gender analysis for CGIAR since the late 1990s and invited the group look towards CIAT as a place to work on innovative research.

Main points from presentation:

1) Breeding is a dynamic process, and gender interventions can occur at a few different entry points in the process.
2) Breeding programs can benefit from social analysis and private sector strategy: by clearly defining their target populations, establishing their biophysical, social, and spatial parameters, sub-grouping them with relevant social stratification parameters, and then obtaining the sex-disaggregated data for analysis.
3) A successful program would prioritize desired traits that take into account different preferences and trade-offs by using research providing this information up-front through a multi-disciplinary team of social scientists, gender analysts and breeders.

Discussion points:

1) Breeders conveyed doubt in being able to focus on both food security and gender, as well as uncertainty of where to incorporate gender and how much funding to devote to it.
2) Focusing strategically on a few well-known and common gender preferential traits may be one way to help hone focus on breeding for gender.
3) Gender does not always have to be incorporated into breeding, but doing the analysis to know whether or not it should be is an important step in making sure breeding will more fully reach positive social impacts.

Their full presentation can be found here: https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMw8V71A7VZjZiCma?dl=0&preview=Gender+and+Breeding_Day2.pptx

Session Eight: Poster Session
In this session, the post-doctoral fellows presented posters on their current research. Poster presentations included:

- Djalal Arinloye: Women voice in marketing and management decision making in West African Drylands’ Households
- Lemlem Behailu: Gender benchmarking in the fisheries sector: experience from MYCulture and MYNutrition projects in Myanmar
- Edward Bikketi: Importance of sex-disaggregated data: Shifting the frontier in the CGIAR AR4D
- Emily Gallagher: Disaggregating the land grab: Gendered dimensions of large-scale and smallholder-inclusive agricultural investments in Tanzania
- Sujata Ganguly: Changing role of women in rice production
- Tatiana Gumicio: Tree Uses, Decision-making Patterns and Gender: Tuma la Dalia, Nicaragua
- Krista Isaacs: Is gender voice ‘unheard’ in breeding processes? A review
- Stephanie Leder: Reframing Women’s Empowerment in water security and climate resilience programs in the context of male emigration in Western Nepal
- Katie Tavenner: Gendered reporting of dairy practices in Kenya: Implications for equitable low emissions development
- Béla Teekan: Towards a gender responsive cassava breeding program in Nigeria. How to acquire the needed data?

Session Nine: Open Space
This open space allowed for Annual Meeting attendees to share and interact around topics of their interest. Open space sessions included:

- Participatory gender training for communities: A manual for critical discussions on gender norms, roles and relations by Stephanie Leder
- Qualifying Gender Integration by Anouka van Eerdewijk
- “Where”: Further thinking on Geographic Sites of Focus of Our Work by Patricia Kristjanson
- Analyzing sex-disaggregated data by Cheryl Doss
- Inventory of Gender Research Studies by Leroy Mwanzia, Martina Mascarenhas, and Simone Staiger-Rivas
- Gender and Ecosystem Services by Gisella Cruz-García (Social Scientist, International Center for Tropical Agriculture)
Day 3 (Thursday, November 3)
Gender Network Members General Meeting Day 2
Objective: Getting to Impact

Session Ten: Monitoring and evaluation in gender research
Led by: Nancy Johnson, Senior Research Fellow for the CGIAR Research Program on Agriculture for Nutrition and Health

Nancy Johnson presented on the Proposed Integrated Framework for a Performance Management System for CGIAR Research and the new online performance management tool MARLO (Managing Agricultural Research for Learning and Outcomes). She discussed these two Monitoring and Evaluation components and detailed how gender integrates into them, for example:

1) MARLO will collect date on US dollar investment in gender research by project and also tag project highlights for gender.
2) MARLO could also collect gender focus of deliverables and might include some information on compliance with processes (which could include gender).

Discussion points:

1) Not just gender, but the level of gender should be tagged to account for the variability of the gender focus within projects (for example, there could be four different levels: no gender, sex disaggregated data collected, some gender analysis performed, and gender-targeted project).
2) There are already previous M&E tools in place across the CRPs, the added value with MARLO is an attempt at standardization across the CRPs.
3) If incorporating the theories of change, there is a possibility of using these with the framework as an opportunity of shared learning across the systems in terms of gender.
4) There may be a risk of over-inflation of accounting for gender funds, which is largely based on how reporting is done, so changing the process of reporting may be a step towards fixing this.

Her full presentation can be found here: https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1JAVVZj_ZiCma?dl=0&preview=Monitoring+and+Evaluation_Day3.pptx

Session Eleven: Independent Evaluation Arrangement (IEA): sharing and discussing insights of the evaluation of gender in research
Led by: Sally Baden, Team Leader, and Federica Coccia, Evaluation Analyst, for the Independent Evaluation Arrangement (IEA)

The IEA is evaluating the accountability to the CGIAR at System, Center, and Program levels in terms of gender strategies, analysis, and equity in the workplace. Their presentation was based
on preliminary findings, in order to share initial insights and seek feedback from the members of the network.

Discussion points:

1) Previous recommendations have been made for gender, why have these not been taken up? Is there a cycle here, and if so, what are the forces behind this?
2) A positive institutional environment for gender mainstreaming includes supportive management, funding allocations, and donor pressure.
3) On budgeting for gender, there needs to be better guidance and more standardization in interpretation, as well as an understanding of who is controlling the budget.
4) Does the CGIAR system need to commit itself to a set of standards on gender (such as for policy or representation in management) in order to achieve true progress?
5) The Gender Network may be able to start this process of institutional change by putting their knowledge into a framework, though the institutional change itself may be beyond the capability/scope of the network members.

The presentation from this session is a private document. To request a copy of their presentation, please contact the presenters directly.

Session Twelve: How is gender research being used to influence the way CRPs conduct research to be gender responsive?

Led by:
Sophia Huyer, Gender and Social Inclusion Leader for the CGIAR Research Program on Climate Change, Agriculture and Food Security
Rhiannon Pyburn, Gender Coordinator for the CGIAR Research Program on Livestock and Fish
Hazel Malapit, Gender Research Coordinator for the CGIAR Research Program on Agriculture for Nutrition and Health

Sophia Huyer: Encourage buy-in through leadership support and financial incentives

- Gender research in CCAFS has been encouraged through strong leadership support, representation of gender throughout the organization and strong showing of gender during events, as well as by having recognition of gender in leadership positions and as its own flagship, and finally by having financial incentives in place.

Rhiannon Pyburn: Effective gender mainstreaming through capacity development

- Livestock and Fish has used capacity building in order to mainstream gender by coaching interdisciplinary research teams working on gender. One outcome of this program has been the development of a common language between motivated gender and non-gender researchers. Some reflections to take into account about this type of program include: acknowledging the different start-points of the projects, realizing how far the level of gender integration can go, and understanding the level of investment needed.
• Her full presentation:
  https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0 &preview=CRPtalk_Rhiannon_GenderIntegration_Day3.pptx

Hazel Malapit: Providing a framework to guide integration of gender in research activities

• A4NH has used a pathways framework in order to integrate gender in research and has pushed it into use through heavy presentation and incorporating it into their work whenever possible. The benefit of a pathways framework is that it aids in determining the actual pathways to outcomes, includes specific feed-ins from incorporating gender, and helps identify indicators.
• Her full presentation:
  https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0 &preview=Malapit_Providing+a+framework+to+guide+gender+integration_Day3.pptx

Discussion points:

  1) One important question is how do you create buy in from the organization structure for gender?
  2) There is a need to put in place institutional mechanisms to allow for coaching for gender, as well as having modesty on how far non-gender scientists can go without input from gender experts.
  3) Adapting a pathways framework is a great tactic, but would be more difficult for an ecosystems or landscapes focused program.

Session Thirteen: How are we answering the “So What?” question? Effective communication to donors of gender research

Led by: Martina Mascarenhas, Communications Coordinator for the CGIAR Gender and Agriculture Research Network

The main point of this session was to ask the questions: how is communications and knowledge a key piece of the project process and how are we communicating for impact?

The network was then asked who their donors are and what they communicate to their donors about.

Points that came out of discussion in this session:

  1) The relationship with one’s donor is possibly the most important piece in getting funded, giving donors what they need (reports, publications, updates, personal emails) is an integral part of keeping these relationships healthy.
  2) Framing your work in the larger context can be helpful for your donor, for example how does your work contribute to the sub-IDOs, the IDOs, the SDGs?
  3) In reports to the donors, we need to focus on not just what we’ve done, but why it was important (the ‘so what?’ question). And the documentation to back this up needs to be credible.
Day 4 (Friday, November 4)
Gender Network Members General Meeting Day 3
Objective: Next Steps for the CGIAR collaborative platform on gender research

Session Fourteen: Message by and conversation with Karen Brooks
Led by: Karen Brooks, Director of the CGIAR Research Program on Policies, Institutions, and Markets, who joined via video call

As Director of the CRP on Policies, Institutions, and Markets, Karen Brooks spoke on the process of how the new Gender Platform will be housed within this CRP. She also detailed possible benefits of this arrangement, including the advantage of a strategic positioning of bodies at work in PIM to pull together the high-quality work of the network into strategic messages, as well as the use of the CRP director as a loud instrument in supporting gender.

Karen Brooks then answered questions from the network, as summarized:

1) Regarding clarity on the positioning of the platform in PIM: PIM has a two-part gender flagship, one piece being PIM’s gender research and the other piece being coordination/administration. This second cluster will take on communication, strategic coordination, capacity building and other services that the Platform should be providing. PIM will administer the platform, while being members of it.

2) Regarding funding: Allocation will come from PIM’s direct funding, but this will need to be matched through extra funding. There is already donor support for this, though it is not a large amount, but the Platform is just getting started as well.

3) Regarding the coordinator: The Coordinator will be the cluster leader, not the flagship leader and will be assisted by a program manager. A coordinator should be in place for the January 2017 launch.

Session Fifteen: Available tools and resources for the gender network
Led by: Martina Mascarenhas, Communications Coordinator for the CGIAR Gender and Agriculture Research Network, Simone Staiger-Rivas, Leader of the Data, Information and Knowledge Group, and Leroy Mwanzia, Data and Information Manager, of the International Center for Tropical Agriculture (CIAT)

Martina Mascarenhas, Simone Staiger-Rivas, and Leroy Mwanzia discussed the tools and resources available to the gender network in terms of communications, knowledge sharing, and information management.

1) Communications tools include the website, the newsletter, social media, and communications support for events and campaigns.

2) Knowledge Sharing tools include the annual meeting, the email listserv, webinars, monthly GRC call-ins, and knowledge sharing support to thematic groups.

3) Data/Information Management tools include the inventory of gender research studies, the data navigator, and the information resources library (including dataverse).
4) A survey released previously has shown overall satisfaction with the tools and support, all of which will start to be handed over to the Platform in January/February.

Points that came out of discussion in this session:

1) For the Gender Research Studies Inventory, it is ready to be used but now needs to be populated with studies of gender research (which can be defined by the CRPs based off their research). A good place to start populating before the end of the year would be with current work, or by site integration, or with the post-docs’ work. The GRCs and researchers can define their studies and direct the data managers to the outputs so that the network can work together with the CRPs to start populating.

2) There was discussion of whether an inventory of gender research should include datasets that operationalize gender as female head of household given that this refers to household structure, not sex, and is no longer considered a correct way to operationalize gender. However, there is still a considerable body of work occurring in the CG that uses this approach to ask questions about gender and taking into consideration that this does not meet one of the minimum standards for research to be considered bona fide gender research. The inventory currently includes data sets with this characteristic because the System Council’s Gender Monitoring Framework tracks what proportion of gender-relevant CGIAR data sets meet desirable standards of SDD collection.

Their full presentation on the available tools can be found here: [https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0&preview=Communications%2C+KM%2C+Data_Day4.pptx](https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0&preview=Communications%2C+KM%2C+Data_Day4.pptx)

Their full presentation on the results of the survey can be found here: [https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0&preview=Communications%2C+KM%2C+Data+Survey_Day4.pptx](https://www.dropbox.com/sh/mpndnejyzdk5xd3/AABPbSnMwBVt1AVVZj_ZiCma?dl=0&preview=Communications%2C+KM%2C+Data+Survey_Day4.pptx)

Session Sixteen: Wrap up
Led by: Patricia Kristjanson, Senior Research Fellow for the World Agroforestry Center (ICRAF)

In this final session of the CGIAR Gender and Agriculture Research Network Annual Meeting, Patricia Kristjanson proposed two discussion groups to form: Gender Research Coordinators around the topic of fundraising priorities for the Platform and the Post-Doc Fellows around the topic of their feedback on the meeting.

**Gender Research Coordinators: Priorities for fundraising for the Platform?**

Patricia Kristjanson introduced the issue that in order to fundraise effectively for scarce resources, the Network needs to orient itself around strategic, cross-cutting areas that CRPs are not able to work on individually. As such the Network discussed as a group several ideas for priorities in fundraising, which ended with four main ideas:

1) The ‘early-win’ synthesis of pulling together Gennovate work.
2) Mining the evidence out there and pulling together a synthesis on the agricultural productivity gender gap.
3) Telling the overall story of CGIAR Gender Research, possibly from a site integration or sub-IDO perspective.
4) Continuing the critical capacity development work being done.

Feedback from the Post-Doctoral Fellows

Meanwhile, the Post-Doctoral fellows stepped out of the room to have a discussion on the meeting from their perspective and what feedback they could give to improve the organization of the meeting. The main feedback presented afterwards was:

1) The Network should use the Annual Meeting to take advantage of the opportunity for mentorship by pairing the senior scientists present with the post-doctoral fellows.
2) The Annual Meeting could include more sessions based around different gender topics of interest, which could include feminist theories and their integration into the work being done, as well as topics of practice. It was noted in response to this feedback that although previous Annual Meetings involved a one-day “business” meeting followed by a two day workshop on a special gender topic of widespread interest, this format was not followed this year to allow time for the PIM and IEA consultations.
3) They felt there was a missing middle ground of researchers between the level of post-doc and Gender Research Coordinator, the annual meeting could be adjusted to have a better balance of representation of the network in the future.

Post Meeting Outreach

Follow-up actions are planned as follows and all information will be posted on:
https://gender.cgiar.org/annualmeeting2016/

1. This workshop summary report and related resources (including presentations) are being shared with participants.
2. An evaluation will be conducted and results shared with the network.
3. Gender postdoctoral fellows will have a call on the 6th of December.
4. Post meeting news post to be published on the website.
5. The inventory of gender research studies is being updated and will be promoted among network members and in a focused way with one CRP gender team (possibly ILRI) to test and to demonstrate what can be done. This will aim to be completed by February 28th when the final CIAT report will be turned in.
APPENDIX A. Workshop Agenda

ARRIVAL
Monday, October 31

<table>
<thead>
<tr>
<th>Session Type</th>
<th>Resource person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Research Coordinators (GRCs) arrive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18:00 – 20:00 DINNER</td>
<td>Food and housing, CIAT</td>
<td>Main Dining Room</td>
</tr>
<tr>
<td>20:00 Sandwich &amp; fruit available for late arrivals</td>
<td></td>
<td>In Room</td>
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</tbody>
</table>

PART 1: Gender Research Coordinators Meeting

Day 1: Gender research planning and priority setting

Tuesday, November 1

<table>
<thead>
<tr>
<th>Session Type</th>
<th>Resource person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 – 8:00 BREAKFAST</td>
<td></td>
<td>Main Dining Room</td>
</tr>
<tr>
<td>8:00 – 8:30 Introductions of participants</td>
<td>Plenary</td>
<td>Simone Staiger Africa room</td>
</tr>
<tr>
<td>8:30 – 9:00 Introduction</td>
<td>Plenary</td>
<td>Jacqueline Ashby Africa room</td>
</tr>
<tr>
<td>9:00 – 10:00 Research into Use CRPs progress on putting gender research outputs into use</td>
<td>Flash talks</td>
<td>Gender Research Coordinators Africa room</td>
</tr>
<tr>
<td>10:00 – 10:30 Coffee &amp; snacks</td>
<td></td>
<td>Conferences hall</td>
</tr>
<tr>
<td>10:30 – 11:00 Research into Use (cont.)</td>
<td>Plenary</td>
<td>Jacqueline Ashby Africa room</td>
</tr>
<tr>
<td>11:00 – 12:30 The CGIAR collaborative platform on gender research: (1) The platform under the PIM CRP Phase 2 proposal (2) Where we are as a system in terms of gender research (3) Future opportunities, new role of the platform</td>
<td>Plenary</td>
<td>Patti Kristjanson Africa room</td>
</tr>
<tr>
<td>Time</td>
<td>Event</td>
<td>Type</td>
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<tr>
<td>--------------</td>
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</tr>
<tr>
<td>12:30 – 14:00</td>
<td>LUNCH</td>
<td></td>
</tr>
<tr>
<td>14:00 – 16:00</td>
<td>The Platform (cont.): Future opportunities, new role of the platform</td>
<td>Group Work</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Plenary</td>
</tr>
<tr>
<td>16:00 – 17:00</td>
<td>Wrap up and conclusion of GRC meeting</td>
<td>Group Work</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Plenary</td>
</tr>
<tr>
<td>17:30 – 19:00</td>
<td>Book launch (“A different kettle of fish?”) and Cocktail dinner</td>
<td>Social event</td>
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<tr>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Arrival of Gender Network members meeting participants</td>
<td></td>
</tr>
</tbody>
</table>

### PART 2: Gender Network Members Meeting

**DAY 2: Influencing, designing and delivering gender research**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Session Type</th>
<th>Resource Person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 – 7:00</td>
<td>Early morning walk</td>
<td></td>
<td>Simone Staiger</td>
<td>Meeting point: hotel reception</td>
</tr>
<tr>
<td>7:00 – 8:00</td>
<td>BREAKFAST</td>
<td></td>
<td></td>
<td>Main Dining room</td>
</tr>
<tr>
<td>8:00 – 8:30</td>
<td>Introduction of participants</td>
<td>Plenary</td>
<td>Simone Staiger</td>
<td>Tropics room</td>
</tr>
<tr>
<td>8:30 – 9:00</td>
<td>Introduction</td>
<td></td>
<td>Jacqueline Ashby</td>
<td>Tropics room</td>
</tr>
<tr>
<td>9:00 – 9:30</td>
<td>Highlights from GRC meeting</td>
<td></td>
<td>Jacqueline Ashby Patti Kristjanson</td>
<td>Tropics room</td>
</tr>
<tr>
<td>9:30 – 10:30</td>
<td>Gender and economics mini workshop</td>
<td>Mini workshop</td>
<td>Cheryl Doss</td>
<td>Tropics room</td>
</tr>
<tr>
<td>10:30 – 11:00</td>
<td>Tree planting, group photo, and coffee break</td>
<td></td>
<td>Patricia Fajardo</td>
<td></td>
</tr>
<tr>
<td>11:00 – 12:00</td>
<td>Gender and economics cont. mini workshop</td>
<td>Mini workshop</td>
<td>Cheryl Doss</td>
<td>Tropics room</td>
</tr>
<tr>
<td>Time</td>
<td>Session Type</td>
<td>Resource Person</td>
<td>Location</td>
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</tr>
<tr>
<td>12:00 – 13:00</td>
<td>Training for gender</td>
<td>Plenary</td>
<td>Carolyn Sachs Ann Tickamyer (Pennsylvania State University) Tropics room</td>
<td></td>
</tr>
<tr>
<td>13:00 – 14:00</td>
<td>LUNCH</td>
<td></td>
<td>Main dining room</td>
<td></td>
</tr>
<tr>
<td>14:00 – 15:30</td>
<td>Seminar with CIAT Staff: Gender, breeding and genomics – Based on outcomes of the gender and breeding workshop held in Nairobi, October 2016.</td>
<td>Seminar Chair: Jacqueline Ashby Luis Augusto Becerra</td>
<td>Tropics room</td>
<td></td>
</tr>
<tr>
<td>15:30 – 16:30</td>
<td>Poster session and coffee break</td>
<td>Martina Mascarenhas</td>
<td>Latin America room</td>
<td></td>
</tr>
<tr>
<td>16:30 – 17:45</td>
<td>Open Space</td>
<td>Simone Staiger</td>
<td>Arches</td>
<td></td>
</tr>
<tr>
<td>18:00 – 18:45</td>
<td>Yoga</td>
<td>Liliana Gil</td>
<td>Swimming pool salon (Open room next to pool)</td>
<td></td>
</tr>
<tr>
<td>18:45</td>
<td>Dinner</td>
<td></td>
<td>Snack Bar</td>
<td></td>
</tr>
</tbody>
</table>

**DAY 3: Getting to impact**

**Thursday, November 3**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Type</th>
<th>Resource person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 – 7:00</td>
<td>Early morning walk</td>
<td>Simone Staiger</td>
<td>Meeting point: hotel reception</td>
</tr>
<tr>
<td>7:00 – 8:00</td>
<td>BREAKFAST</td>
<td></td>
<td>Main Dining room</td>
</tr>
<tr>
<td>8:00 – 9:00</td>
<td>Monitoring and evaluation in gender research</td>
<td>Presentation and discussion</td>
<td>Tropics room</td>
</tr>
<tr>
<td>9:00 – 10:30</td>
<td>Independent Evaluation Arrangement (IEA): sharing and discussing insights of the evaluation of gender in research</td>
<td>Presentation &amp; discussion Facilitators: Sally Baden &amp; Federica Coccia (IEA)</td>
<td>Tropics room</td>
</tr>
<tr>
<td>Time</td>
<td>Activity</td>
<td>Facilitators</td>
<td>Location</td>
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<tr>
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</tr>
<tr>
<td>10:30 – 11:00</td>
<td><strong>Coffee break</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00 – 12:30</td>
<td>IEA (cont.)</td>
<td>Discussion</td>
<td>Tropics room</td>
</tr>
<tr>
<td>12:30 – 14:00</td>
<td><strong>LUNCH</strong></td>
<td></td>
<td>Arches</td>
</tr>
<tr>
<td>14:00 – 14:45</td>
<td>How is gender research being used to influence the way CRPs conduct research to be gender responsive</td>
<td>Introduction to session + Short talks (3 x 15 min)</td>
<td>Tropics room</td>
</tr>
<tr>
<td></td>
<td>▪ Sophia Huyer (CCAFS): Encourage buy-in through leadership support &amp; financial incentives</td>
<td>Jacqueline Ashby</td>
<td></td>
</tr>
<tr>
<td></td>
<td>▪ Rhiannon Pyburn (L&amp;F): Effective gender mainstreaming through capacity development</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>▪ Hazel Malapit (A4NH): providing a framework to guide integration of gender in research activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14:45 – 15:30</td>
<td>Work in three groups (CCAFS, L&amp;F and A4NH) on how gender integration is being used to influence the way the CRPs get to impact</td>
<td>Facilitator: Simone Staiger</td>
<td>Tropics room</td>
</tr>
<tr>
<td>15:30 – 16:00</td>
<td><strong>Summary and Plenary</strong></td>
<td>Plenary</td>
<td>Tropics room</td>
</tr>
<tr>
<td>16:00 – 17:00</td>
<td>Are we answering the “So What” Question? Effective communication to donors of gender research</td>
<td>Jacqueline Ashby, Martina Mascarenhas</td>
<td>Tropics room</td>
</tr>
<tr>
<td>Time</td>
<td>Event Description</td>
<td>Location</td>
<td></td>
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<tr>
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<tr>
<td>17:30</td>
<td>Bus leaving for Cali</td>
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<tr>
<td></td>
<td>Dinner in Cali</td>
<td>Social event, Patricia Fajardo, La cocina, San Antonio Cra 10 #4-10</td>
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</tr>
<tr>
<td>20:30</td>
<td>Bus going back to CIAT</td>
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</tbody>
</table>

**DAY 4: Next steps for the CGIAR collaborative platform on gender research**

**Friday, November 4**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Type</th>
<th>Resource person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>6:30 – 7:00</td>
<td>Early morning walk</td>
<td>Simone Staiger</td>
<td>Meeting point: hotel reception</td>
</tr>
<tr>
<td>7:00 – 8:00</td>
<td>BREAKFAST</td>
<td></td>
<td>Main Dining Room</td>
</tr>
<tr>
<td>8:30 – 9:30</td>
<td>Message by and conversation with Karen Brooks</td>
<td>Virtual + f2f</td>
<td>Tropics room</td>
</tr>
<tr>
<td>9:30 – 11:00</td>
<td>Gender platform: Summary of the discussions of the Gender research coordinators + discussion</td>
<td>Patti Kristjanson, Martina Mascarenhas, and Leroy Mwanzia</td>
<td>Plenary</td>
</tr>
<tr>
<td>11:30 – 12:30</td>
<td>Wrap up</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:30 – 14:00</td>
<td>LUNCH</td>
<td></td>
<td>Arches</td>
</tr>
<tr>
<td>14:00 – 16:30</td>
<td>Side meetings</td>
<td></td>
<td>Side meetings (i.e. GRIT workshop follow up for PSU participants)</td>
</tr>
</tbody>
</table>


APPENDIX B. Participant List

**Workshop Organizers:**
CGIAR Gender and Agriculture Research Network Coordination Team

**Jacqueline Ashby**
Senior Advisor, Gender in Research
CGIAR System Organization

Dr. Ashby is a development sociologist, researcher, teacher and senior manager with international development experience in social change, technology development and poverty reduction in agricultural and food systems. She is currently employed at the CGIAR System Organization as senior advisor on the integration of gender in the CGIAR Research Programs (CRPs). Previously, Dr. Ashby worked as Director of Natural Resource Management Research at the international Center for Agricultural Research (CIAT) where she was also responsible for launching, fundraising and coordinating the Participatory Research and Gender Analysis (PGRA) Program from 1997-2000, with a focus on building evidence and publications on the impact of farmer participation, the scientific use of participatory research methods and indigenous technical knowledge in plant breeding and agricultural technology development. Her current research interests focus on comparative research on gender differences in technology adoption.

**Kristofer Karlsson**
Gender Network Coordinator
CGIAR System Office

Kristofer joined the CGIAR Consortium in August 2013 as an Associate Coordinator for the Gender and Agriculture Research Network seconded by Sida (Swedish International Development cooperation Agency). Before joining CGIAR he was working in Zimbabwe for the Swedish organization We Effect. Kristofer has a MSc in Economics and he is working closely with the Consortium Office to integrate gender in research across the CGIAR Research Programs (CRP), in collaboration with SD6 and CCAFS (CRP on Climate Change, Agriculture and Food Security).

**Martina Mascarenhas**
Communications Coordinator
CGIAR Gender and Agriculture Research Network – CIAT

Martina Mascarenhas is the Communications and Knowledge Management Coordinator for the CGIAR Gender and Agriculture Research Network based at the International Center for Tropical Agriculture. In her role, she leads the implementation of the communication strategy and
facilitates knowledge sharing opportunities among the network's various internal communities of practice, in particular, the CGIAR Gender postdoctoral fellows.

**Simone Staiger-Rivas**  
Leader of Data, Information and Knowledge Group  
International Center for Tropical Agriculture (CIAT)

Simone Staiger-Rivas, Knowledge Sharing specialist, is a trained social communicator. She has a Master’s Degree in Administration of Telecommunications from Dauphine University, Paris. Her first professional experience was as a product manager in marketing of electronic advertising in France. In 1996, she moved to Colombia where she started to coordinate web publishing activities at the International Centre for Tropical Agriculture (CIAT), in Cali. As a member of CIAT’s Communications Unit, Simone worked also on projects related to ICTs for Development before getting actively involved in the Knowledge Sharing Project of the ICT-KM Program.

**Leroy Mwanzia**  
Data and Information Manager  
International Center for Tropical Agriculture (CIAT)

Leroy leads CIAT's Data and Information management team which is responsible for managing the Center's research data and outputs in line with CIATs Open Access and Data Management policy. He has 15 years’ experience creating and working with large information management and data management systems. He previously worked with the World Agroforestry Centre (ICRAF) in Nairobi creating research data management systems.

**Natalie Orentlicher**  
Communications, Knowledge, Data Support  
CGIAR Gender and Agriculture Research Network – CIAT

Natalie Orentlicher provides support to the CGIAR Gender and Agriculture Research Network and is based in Cali, Colombia. Previously, she was Communications Fellow for the CGIAR Research Program on Water, Land and Ecosystems, based in the Greater Mekong office in Vientiane, Laos. She has served as a Princeton in Asia fellow, a YPARD (Young Professionals for Agricultural Research and Development) delegate, and a USAID Global Health Fellow.
Workshop Presenters

Sally Baden
Team Leader
Independent Evaluation Arrangement

Sally Baden is an agricultural economist, specialized in gender and development and women’s rights, with a 25 year career in academia, the NGO and private sectors. She has broad interests in equity in economic policy and practice and her specific interests and expertise include rural livelihoods and agricultural markets and the role of collective action in in promoting women’s empowerment. She has recently worked on two major evaluations of agriculture-related programs: an Assessment of CARE USA’s Pathways to Food Security global program (for BMGF); and an evaluation of the Future Agriculture Consortium, commissioned by DFID. Sally joined Social Development Direct in January 2015 as Lead Consultant on Women’s Economic Empowerment. Prior to joining SDDirect, Sally spent 12 years with Oxfam as a regional and global adviser on agricultural livelihoods. From 2010-13, Sally led a research, learning and communications project on Women’s Collective Action in Agricultural Markets in sub-Saharan Africa - funded by the Bill and Melinda Gates Foundation. Sally has also worked as an Independent Consultant for a range of high profile clients including DFID and UN Women – for whom she was substantive editor for the 2015 Progress of the World’s Women Report “Transforming Economies, Realising Rights”. During 1992-1998, she was a Research Officer and Manager of the Briefings on Development and Gender (BRIDGE) project at the Institute of Development Studies, in the UK, where she also co-directed the Masters Programme in Gender and Development from 1998-2000.

Luis Augusto Becerra
Cassava Program Leader
International Center for Tropical Agriculture (CIAT)

Dr. Luis Augusto Becerra Lopez-Lavalle is a Senior Scientist at the International Center for Tropical Agriculture (CIAT). He is also a plant molecular geneticist focusing on the improvement of cassava. He joined CIAT in 2009 after working in cotton molecular genetics at CSIRO (Commonwealth Scientific and Industrial Research Organisation), Division of Plant Industry, Canberra, Australia. He has a strong knowledge of statistical analysis, biometrics, quantitative genetics, molecular marker development, genetic mapping, marker validation, structural genomics and gene discovery. His current work is focused on understanding the evolution and domestication of cassava to deploy modern breeding approaches through the implementation of genomics, metabolomics and phenomics tools. He also holds a master’s degree in Science, majoring in Cytogenetics from Cayetano Heredia University, in Lima, Peru. During his MSc Candidature Augusto joined the International Potato Center (CIP) where he undertook his MSc research work focusing on the mechanism of polyploidization in sweetpotato. He holds a Ph.D. in Plant Molecular Genetics from the University of Sydney, Australia.
Karen Brooks*
Director
CGIAR Research Program on Policies, Institutions and Markets

Karen Brooks joined IFPRI in 2012 as Director, CGIAR Research Program on Policies, Institutions, and Markets. Prior to that she worked for the World Bank for more than 20 years, primarily on agricultural development in Africa, Europe, and Central Asia. For the last 10 years of her tenure at the World Bank, she managed analytical and operational programs in the Africa Region. Brooks has published on issues related to price and land policy in countries transitioning from planned to market economies, and on challenges of youth employment in Africa South of the Sahara. Prior to joining the World Bank, she was Associate Professor in the Department of Applied Economics at the University of Minnesota. Brooks received both her PhD and Master’s degrees in Economics from the University of Chicago, where she was a National Science Foundation Graduate Fellow.

*Karen Brooks presented at the conference through video call.

Federica Coccia
Evaluation Analyst
Independent Evaluation Arrangement

Federica works as an Evaluation Analyst for the CGIAR-IEA, based at FAO in Rome. Prior to joining the CGIAR, She worked for FAO for 12 years, mainly in project management, gender, evaluation and administration. She collaborated with the Evaluation Service of FAO on various evaluations including the 2006 Independent External Evaluation (IEE) of FAO. Following the IEE, She was also closely involved in FAO’s reform process. Her academic background is in development economics and she speaks English, French and some Spanish. These various field-based assignments gave her insight into several aspects of conducting evaluations, including first-hand experience on data collection, survey development, data analysis, field team coordination and most recently evaluation management. She likes working in Evaluation as she believes that evaluation is key for better decision making and for the achievement of development results. Her academic background is in development economics and she speaks English, Italian and Spanish. She enjoys travelling, hiking and playing capoeira.

Cheryl Doss
Gender Advisor
CGIAR Research Program on Policies, Institutions and Markets

Currently, Cheryl’s primary teaching is with the M.Phil. in Development Studies at Oxford. Previously, she has taught extensively at both the graduate and undergraduate levels at Yale University. Among her research projects, she co-leads the Gender Asset Gap Project, a large-scale effort to collect data and measure individual asset and wealth holdings for men and women in Ecuador, Ghana, and Karnataka, India. This research examines best practices for collecting individual data on assets and also quantifies women’s ownership of and control over

27
productive assets. Cheryl Doss works with a range of international organizations on issues including best approaches for collecting sex-disaggregated data, gender and agriculture, intrahousehold resource allocation, and women’s asset ownership. Currently, she is the gender advisor for the CGIAR Research Program on Policies, Institutions, and Markets led by the International Food Policy Research Institute (IFPRI). In recent years, she has also worked with UN Women, the UN Food and Agriculture Organization, the Bill and Melinda Gates Foundation, the World Bank, DFID the Africa Development Bank, and the UN Foundation on issues of women’s asset ownership.

Elwyn Grainger-Jones*
Executive Director
CGIAR System Organization

A British national, Mr. Grainger-Jones has more than 20 years’ experience and expertise in development, agriculture and climate change, including previous positions at the UK’s Department for International Development (DFID), the International Fund for Agricultural Development (IFAD) and the World Bank. An economist by training, Mr. Grainger-Jones is a dynamic leader and team-worker with a wealth of experience, talent and strength, having played a leading role in establishing the World Bank’s Climate Investment Funds and IFAD’s Adaptation for Smallholder Agriculture Program.

*Elwyn Grainger-Jones presented at the conference through video call.

Nicoline de Haan
Gender Coordinator/Core Theme Leader Gender, Poverty and Institutions
International Water Management Institute (IWMI) / CGIAR Research Program on Water, Land and Ecosystems

Nicoline de Haan is a rural sociologist with expertise and interest in gender, natural resources and small holders. She holds a master’s degree in development sociology from Wageningen Agricultural University and was awarded a PhD in rural sociology, with a minor in economics, from University of Missouri, Columbia. She started her working career in Nigeria at the International Institute of Tropical Agriculture, researching the interaction between gender and natural resources, including issues of resilience and adaptive capacity. In 2007, she joined FAO, to work on the avian influenza pandemic as socio-economic coordinator on animal health, initially at regional level, later at global level. In this role, she was actively involved in ensuring that the impacts of animal diseases on women and smallholder were kept at a minimum, working with national governments and national veterinary services in the process. She was also engaged in understanding how women deal and integrate risk within their livelihood strategies. She joined IWMI and WLE, as coordinator for the gender, poverty and institutions portfolio, where her role is to provide guidance and inputs on gender within the strategic research on water, land and ecosystems within agriculture, where issues of gender inequity play an important role.
Sophia Huyer
Gender and Social Inclusion Leader
CGIAR Research Program on Climate Change, Agriculture and Food Security

Before taking on her current position with CCAFS, Sophia Huyer was Executive Director of Women in Global Science and Technology – WISAT. She has been a leader in research and policy analysis on global gender equality issues relating to science, technology and sustainable development for over 20 years. She provided strategy and capacity development support to the Organization for Women in Science for the Developing World (OWSD) as their Senior Advisor from 2009-2013 and is affiliated with the Gender Advisory Board of the UN Commission on Science and Technology for Development (GAB-CSTD). She has been a consultant to FAO, UN Women and UNDP on gender equality relating to agriculture, climate change, disaster and risk reduction, energy and infrastructure, most recently as advisor to the FAO initiative on Reducing Women’s Work Burden and author of the UNDP / Government of Macedonia report Gender and Climate Change in Macedonia: Applying a Gender Lens to the Third National Communication on Climate Change.

Markus Ihalainen
Gender Specialist / Associate Professional Officer
Center for International Forestry Research (CIFOR) / CGIAR Research Program on Forests, Trees and Agroforestry

Markus works in the CIFOR Gender Integration team on the integration of gender across CIFOR’s research portfolio. Based in Nairobi, Kenya, he is also involved in the coordination of the gender integration work between the FTA centers. Markus holds an MA in Development Studies from the University of Uppsala, Sweden, and a Bachelor’s in Geography from the University of Stockholm, Sweden. Before joining CIFOR, he worked in Namibia on gender and LGBT-issues.

Nancy Johnson
Senior Research Fellow
International Food Policy Research Institute (IFPRI)

Nancy Johnson is an agricultural economist who studies the economic, poverty and gender impacts of agricultural and natural resource management research and development. Working with partners, she has analyzed the impacts of crop and livestock improvement; land and water management; and institutional innovation in Latin America, Eastern and Southern Africa, and South and SE Asia. She is a Senior Research Fellow at the International Food Policy Research Institute (IFPRI) in Washington DC where she leads evaluation and impact assessment for the CGIAR Research Program on Agriculture, Nutrition and Health (A4NH). Prior to joining IFPRI she was a senior researcher in the Poverty and Gender program of the International Livestock Research Institute (ILRI) in Nairobi, Kenya (2008-2012) and the Impact and Policy program at the International Center for Tropical Agriculture (CIAT) in Cali, Colombia (1997-2008).
Patricia Kristjanson
Senior Research Fellow
World Agroforestry Center (ICRAF)

Dr. Kristjanson is a Canadian agricultural economist whose expertise includes poverty and livelihood analyses, impact assessment, agricultural system analyses and innovative research approaches for linking knowledge with action. She has over 25 years of experience leading and managing interdisciplinary agriculture research for development teams from international and national agricultural sectors across Africa and Asia. Based in Nairobi from 1992-2014 and now working out of Washington DC, from 2009-2014, Patti led the 'Linking Knowledge with Action' research theme and coordinated the gender research for the CGIAR programme on Climate Change, Agriculture and Food Security (CCAFS). She continues to work on strengthening partnerships and co-developing innovative gender-transformative research methods and social learning approaches that increase the likelihood that CGIAR's highly collaborative research will lead to actions contributing to sustainable and more equitable poverty reduction. In the past year, Patricia Kristjanson has been coordinating the development of the new Gender Platform under the CRP Policies, Institutions and Markets.

Hazel Malapit
A4NH Gender Research Coordinator
International Food Policy Research Institute (IFPRI) / CGIAR Research Program on Agriculture for Nutrition and Health

Hazel Malapit is a Research Coordinator at the Poverty, Health and Nutrition Division at the International Food Policy Research Institute (IFPRI). She coordinates research, training and technical assistance on the implementation of the Women’s Empowerment in Agriculture Index (WEAI), manages and coordinates the integration of gender into the research of the CGIAR Research Program on Agriculture for Nutrition and Health (A4NH), and conducts research on gender, women’s empowerment, agriculture, health and nutrition issues. Before joining IFPRI, she held the Herman Postdoctoral Fellowship in Gender and Economics at the University of Michigan, Ann Arbor in 2009-2010, and conducted research on gender, labor market and data issues at the World Bank’s Gender and Development unit (PRMGE). She received her MA in Economics from the University of the Philippines, and her PhD in Economics from American University.

Cynthia McDougall
Gender Leader
Worldfish / CGIAR Research Programs on Aquatic Agricultural Systems and Livestock and Fish

Cynthia McDougall is the gender and equity theme leader for WorldFish and the CGIAR Research Program on Aquatic Agricultural Systems (AAS). She is a social scientist with a background in systems and interdisciplinary research including community forestry and food security. She undertook her graduate work at Wageningen, Netherlands and Cambridge
University, UK with the knowledge tech and innovation group and the geography department respectively. She is the author of many works in the fields of social learning equity and natural resource governance.

**Rhiannon Pyburn**
Gender Coordinator
CGIAR Research Program on Livestock and Fish

Rhiannon is Senior Advisor on Sustainable Economic Development at KIT in Amsterdam, with a background in resource management, international development and the management of agricultural knowledge systems. Over the last 20 years, Rhiannon has gained experience in social and environmental standards and certification, gender issues in agricultural development and agricultural innovation systems, as well as formal and non-formal cross-cultural and development education. She has experience in East and West Africa, Indonesia as well as India, and parts of Latin America. In Livestock and Fish she is the interim leadership of the Gender Initiative and supports gender integration in technical flagship research.

**Carolyn Sachs**
Professor of Rural Sociology
Pennsylvania State University

Carolyn is a professor of rural sociology and women's studies and head of the Women's Studies Department at Pennsylvania State University. Her research examines issues of gender and agriculture and gender and environmental issues. Her extension and outreach interests include working with the Pennsylvania Women's Agricultural Network to provide hands-on agricultural, entrepreneurship and leadership training. She also serves on an expert panel to the United Nations on gender, water and sanitation. She and Ann Tickamyer coordinated the Gender Research Integrated Training Workshop (GRIT), with funding from the CGIAR Consortium, at Pennsylvania State University.

**Ann Tickamyer**
Professor of Rural Sociology
Pennsylvania State University

Ann is a professor of rural sociology in the Department of Agricultural Economics, Sociology, and Education at Pennsylvania State University. Her research interests focus on poverty, livelihood practices, and welfare provision in rural Appalachia and Indonesia. Her extension and outreach interests include seeking ways to communicate her research and scholarship in a variety of public arenas, ranging from community groups to policy makers with the goal of providing knowledge for informed social policy, advocacy, and decision-making. She and Carolyn Sachs coordinated the Gender Research Integrated Training Workshop (GRIT), with funding from the CGIAR Consortium, at Pennsylvania State University.
**Workshop Participants**

**Lone Badstue**  
Strategic Leader, Gender Research  
International Maize and Wheat Improvement Center (CIMMYT)

Lone is the Strategic Leader for Gender Research and Mainstreaming at CIMMYT. She is also the Chair of the Executive Committee of GENNOVATE- a cross-CRP, global comparative study on gender norms and agency. She works with the CGIAR Research Programs on MAIZE and WHEAT.

**Lemlem Behailu**  
CGIAR Gender Post-Doctoral Fellow  
WorldFish

Lemlem works with the gender and research program for Livelihoods and Food Security Trust Fund (LIFT) initiatives in Myanmar and Livestock and Fish (L&F) in Bangladesh. She also leads the CGIAR Global Gender Study (GENNOVATE) analysis of the Bangladesh gender benchmarking study as well as providing support the Bangladesh gender team in relation to outputs from the data. Lemlem holds a PhD in Agricultural science from BOKU University of Natural Resources and Life Sciences, Vienna, Austria. Her PhD thesis was entitled “Resilience of communal grasslands in the Ethiopian highlands: Integrating gender and social learning.” She obtained her MSc. in Rural Sociology from Wageningen University, the Netherlands and her BSc in plant Science from Alemaya University, Ethiopia.

**Edward Bikketi**  
CGIAR Gender Post-Doctoral Fellow  
The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) / CGIAR Research Program on Grain Legumes

Edward’s interests include transformative research for gender and sustainable development, transdisciplinary research in social learning and governance of natural resources, climate change and adaptation in African Agriculture, and Policy Analysis. A social anthropologist with a rural sociology background, as a Doctoral Fellow with the National Swiss Centers for Competence in Research (NCCR North- South) Edward worked in Kenya with farmer groups in farmer field schools. His work experience also includes more than 10 years with the Kenya Agricultural Research Institute as a social scientist in the socioeconomics and applied statistics programme based at KARI-KABETE. He has a PhD in Social Anthropology and Sustainable Development from the University of Bern, Switzerland, an MA in Rural Sociology and Community Development from the University of Nairobi, and a BA in Sociology and Economics from the Catholic University of Eastern Africa.

**Brian Chiputwa**  
Post-Doctoral Fellow, Research Methods Group
Brian received his PhD in Agricultural Economics and Rural Development from the University of Goettingen in Germany. He holds a Master’s degree in Applied Agricultural Economics from the University of Georgia, USA, as well as a BSc and MSc in Agricultural Economics and Extension from the University of Zimbabwe. He is currently a Postdoctoral Fellow in the Research Methods Group at ICRAF where his main role is developing livelihood indicators and analytical flows for aggregating and analyzing multi-country household data for Sentinel Landscapes. His research interests focus on food security, poverty, gender and nutrition, high-value supply chains and adoption of climate-smart technologies. He has over 8 years’ experience in designing, implementing & analyzing quantitative and qualitative surveys in Eastern & Southern Africa.

**Arinloye Ademonla Djalal**  
Gender Focal Point  
Dryland Systems and Marketing Specialist  
World Agroforestry Center (ICRAF)

Djalal Ademonla Arinloye is a Marketing Scientist at the World Agro-forestry Center (ICRAF), based in Bamako, Mali. Djalal is investigating markets, value chains and institutions in the Sahel Node (Mali, Niger, Burkina-Faso, Sierra Leone and Guinea), and is also the the Gender Focal Point for the Dryland Systems in the West African Sahel and Dry Savannas. He holds a PhD in Management Studies and Business Administration from Wageningen University, the Netherlands. His focus is on value chain analysis and development, gender equity and governance issues, multi-stakeholder innovations platforms, agroforestry innovation scaling up and out, and public-private-partnership (PPP). He is the Manager of the USAID / Feed-The-Future Program on upscaling agroforestry technologies and PPP development in Mali.

**Anouka van Eerdewijk**  
Senior Gender Advisor  
KIT- Royal Tropical Institute

Anouka van Eerdewijk has worked for over fifteen years in the field of gender equality and women’s rights in international development, mostly in sub-Sahara Africa. Her areas of expertise include gender mainstreaming, institutional change and women’s empowerment; social movements and policy change; sexual and reproductive rights; and qualitative analysis and mixed methods designs.

**Marlene Elias**  
Gender Specialist  
Bioversity International / CGIAR Research Program on Forests, Trees and Agroforestry

Marlène Elias joined Bioversity International in 2013 to support the integration of gender in research on forest genetic resources carried out within the CGIAR Research Program on Forests,
Trees and Agroforestry. Her efforts focus on coordinating gender-specific research projects, mainstreaming gender institutionally and strengthening the capacities of Bioversity International staff to conduct participatory, gender-responsive research that will deliver positive and equitable benefits to men and women beneficiaries. Before joining Bioversity International, Marlène conducted research on gender, forest-based livelihoods, and tree resource management in Latin America and Africa. Among other positions, she has worked in UNESCO’s Division for Gender Equality and in the Department of Anthropology of Université Laval in Canada. She is the founder of the NGO Association Burkina Canada that facilitates education to underprivileged girls and boys in Burkina Faso.

**Emily Gallagher**  
CGIAR Gender Post-Doctoral Fellow  
Center for International Forestry Research (CIFOR) / Equal Opportunities, Gender, Justice and Tenure (EGT)

Emily’s work contributes to CGIAR Research Program on Forests, Trees and Agroforestry ongoing research on the social, economic, and gendered effects of agri-business investments in forested landscapes, as well as Policies, Institutions and Markets’ continuing work on natural resource property regimes and Water, Land and Ecosystems concern with water enclosures as part of large-scale land acquisitions. Emily holds a PhD in Geography from the Graduate School of Geography, Clark University, USA, and a MS in Horticulture from Cornell University, USA. Her prior research has focused on landscape perceptions and preferences in agriculture-forest mosaics, rural development, and the political ecology of renewable resource management. Her dissertation research examined cocoa and forestry extension as different modes of agri-environmental governance through REDD-plus pilot initiatives, cocoa certification programs, and government extension schemes in the Central Region of Ghana.

**Sujata Ganguly**  
Gender Specialist  
International Rice Research Institute (IRRI)

Dr. Sujata Ganguly’s professional career is to be associated with the multidisciplinary fields of research and programmatic involvement with communities in areas like gender, health, agriculture etc. Her PhD dissertation focused on ‘Husbands’ Out-migration and Negotiated Role of Left-behind Wives: A Study of Rural Varanasi, Uttar Pradesh’. She is based at the International Rice Research Institute (IRRI) in New Delhi, India.

**Tatiana Gumucio**  
Gender Post-Doctoral Fellow  
International Center for Tropical Agriculture (CIAT) / CGIAR Research Program on Forests, Trees and Agroforestry

Tatiana Gumucio is a Gender Postdoctoral Fellow in the Decision and Policy Analysis research area at the International Center for Tropical Agriculture (CIAT) based in Cali, Colombia. She is
also the CIAT gender focal point within the Gender Integration Team of the CGIAR Research Program on Forests, Trees and Agroforestry (FTA). At CIAT she has been involved in developing stakeholder engagement strategies to support policymakers to integrate gender in climate change adaptation and mitigation policies in Latin America.

Krista Isaacs
CGIAR Gender Post-Doctoral Fellow
International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) and CGIAR Research Programs on Dryland Cereals and Grain Legumes

Krista’s research interests combine crop ecology, human nutrition, and participatory research in order to co-create sustainable agricultural systems with smallholder farmers. Since completing her dissertation, she has performed research to understand the context, knowledge, resources, and perspectives of women and men farmers. Her role as a Gender Post-doctoral Fellow, based at ICRISAT Mali, provides the opportunity to learn and apply more systematic gender analysis to ongoing and new research in the West and Central Africa region. She has a PhD in Crop & Soil Sciences from Michigan State University, an MPS in International Agriculture & Rural Development from Cornell University, and a BA in Rural and Environmental Sociology from University of Montana. In addition, Krista was also a Peace Corps Volunteer in Paraguay.

Padmaja Kamtam
Senior Scientist – Gender Research
International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)

Dr. Padmaja Ravula has over 15 years of experience in interdisciplinary quantitative and qualitative research on issues related to gender, nutrition, social capital and empowerment, as well as project management and training experience both at field and program level. She holds a PhD in Humanities and Social Sciences with specialization in Sociology from the Indian Institute of Technology in Bombay, India. Her research work focuses on gender-nutrition research in agriculture, empowerment of women, gender-related aspects of social networks and social capital, multidimensional poverty analysis, social impact assessments of agricultural research, sociological perspectives of climate variability and vulnerability, social impacts of HIV/AIDS, technology diffusion, and policy analysis. She currently serves as Gender Research Scientist in the Research Program on Policy, Institution and Markets at ICRISAT.

Stephanie Leder
Post-Doctoral Fellow for Gender and Poverty
International Water Management Institute / CGIAR Research Program on Water, Land and Ecosystems

Stephanie Leder is a postdoctoral fellow for gender and poverty at the International Water Management Institute (IWMII), based in Nepal. She conducts research on gendered relations regarding access to and control over water resources in Nepal, India and Bangladesh within the CGIAR research program Water, Land and Ecosystems (WLE). She is interested in social and
ecological transformations in relation to the feminization of agriculture, women’s empowerment and climate resilience. She holds a PhD in Cultural Geography and Geography Education from the University of Cologne, Germany.

**Pricilla Marimo**  
CGIAR Gender Post-Doctoral Fellow  
Bioversity International

Pricilla is based with Bioversity International in Kampala, Uganda, with field activities working with local partners in the five project areas in Uganda and Tanzania. She will conduct research on how to integrate gender-oriented research, especially gendered trait preferences, into the banana-breeding process. Pricilla received her PhD in Economics at the University of Exeter. She also holds a Master’s in Agricultural and Applied Economics from Virginia Tech University and a BSc in Agricultural Economics from the University of Zimbabwe. She has previously worked as a Research Manager at the Center for the Study of Development Economics at Northwestern University and as Research Fellow for the United Nations Economic Commission for Africa.

**Florent Kinkingninhoung Medagbe**  
Research Fellow  
Africa Rice Center

Florent Kinkingninhoung Medagbe is an Agricultural Economist and a Research Fellow in the Policy, Impact Assessment and Innovation Systems Program of Africa Rice, based in Cotonou, Benin.

**Esther Njuguna**  
Gender Research Coordinator  
International Crops Research Institute for the Semi-Arid Tropics (ICRISAT)

Esther Njuguna-Mungai is a social scientist, currently working as a Gender Specialist for the CGIAR Research Program on Grain Legumes. She has been working with smallholder farmers, especially women since 1996. She is coordinating a portfolio of research that seeks to understand the ‘Gender Yield Gap’, ‘Women’s participation in agricultural capacity building’, ‘interface between gender research, women and crop breeding processes’ ‘Gender Norms’ ‘and capacity enhancement for gender research implementation’ in SSA and SA. She is also working in the East and Southern African Region to integrate gender in grain legumes research mainly focusing on inclusion and participation of women farmers in the grain legumes and dryland cereals value chains. Esther obtained her BSc in Agriculture and Home Economics in 1993 from Egerton University, in Njoro, Kenya. She then went on to obtain a Master’s in Agriculture and Development Economics in 2001 from Wageningen University and Research Centre and a PhD in 2009 in Agricultural Economics from the University of Nairobi.
Mary Nyasimi  
Science Officer  
CGIAR Research Program on Climate Change, Agriculture and Food Security

Dr. Mary Nyasimi holds a PhD in Sustainable Agriculture and an interdisciplinary Masters in Sustainable Agriculture and Anthropology from Iowa State University, Ames, Iowa. Mary’s professional experience revolves around integration of sound agricultural and environmental science with indigenous knowledge and policy. Mary has considerable research and development experience working on improving rural livelihoods, especially women. In particular, while working at the World Agroforestry Centre (ICRAF), she was involved in developing and disseminating agroforestry technologies for improving soil fertility levels amongst farmers in western Kenya and Uganda, and initiating a consortium of 62 partners to scale up agroforestry practices. Her research experience has been on assessment of sustainable livelihood systems; food systems; social-cultural practices and their impacts on development interventions; stakeholder analysis; participatory research and gender analysis.

Ranjitha Puskur  
Senior Scientist, Gender Research Coordinator  
International Rice Research Institute (IRRI) / CGIAR Research Program on Rice

Dr. Ranjitha Puskur is a Senior Scientist leading the gender research program at the International Rice Research Institute (IRRI). She has been part of CGIAR since 2002, working at the International Water Management Institute (IWMI), the International Livestock Research Institute (ILRI) where she led the research team working on ‘Innovation in livestock systems’ and, WorldFish where she led the gender research program. Her work focuses on generating knowledge, learning and evidence that can translate into technical and institutional innovation and lead to more equitable outcomes for women in agriculture.

Katie Tavenner  
CGIAR Gender Post-Doctoral Fellow  
International Livestock Research Institute (ILRI) / CGIAR Research Program on Climate Change, Agriculture and Food Security

Katie works with ILRI’s Livelihoods, Gender, and Impacts (LGI) and Livestock Systems and Environment (LSE) programs. She is currently working to identify emerging gender issues in the East African dairy value chain, with a focus on Kenya. Her following project will explore how climate change mitigation strategies can be used to foster social equity and gender empowerment in rural Tanzania. Prior to joining ILRI, Tavenner was a U.S. Borlaug Fellow in Global Food Security and a visiting research scholar at Bioversity International in Rome. Her PhD project explored the gender dimensions of agrarian change, biodiversity conservation, and resource co-management in a South African protected area community. She holds an MSc in Gender and International Relations from the University of Bristol, UK and is finishing her doctorate in Rural Sociology and Women’s Studies at the Pennsylvania State University, USA.
Bela Teeken  
CGIAR Gender Post-Doctoral Fellow  
International Institute of Tropical Agriculture (IITA) / CGIAR Research Program on Roots, Tubers and Bananas

Béla Teeken is especially interested in how agricultural technology development (including plant material) is related to the local ecology, community and society—how the natural environment, local institutions and culture shape and determine local innovations and agricultural practices and in turn how these innovations and practices relate to those of formal scientific research. He has an interdisciplinary background covering an MSc thesis in social science (rural sociology/anthropology) and in agricultural science (agronomy and plant physiology); both with fieldwork in West-Africa. His PhD research at the chair group TAD (Technology and Agrarian Development), now called Knowledge Technology and Innovation (KTI) part of the social science department of Wageningen University, combined these disciplines, working within a larger project on farmer rice seed innovation and adoption in West Africa. Within the NextGen Cassava project at IITA he is now focused on studying gender dynamics within the cultivation of cassava in West Africa in order to develop better breeding strategies for cassava through connecting cassava farmers’, processors’ and consumers’ preferences to agronomic, genetic and food science data.

Cecilia Turin  
Post-Doctoral Fellow on Climate Change Adaptation and Gender  
International Potato Center (CIP)

Cecilia Turin is an interdisciplinary scientist with a PhD in Rural Sociology, a Master degree in Rural Development and BA degree in Animal Science. She has 10 years of experience in multidisciplinary research for development of small-holders of the Peruvian and Bolivian Andes, especially with pastoralists of the Andean dry lands. Her work focused on the social dimension of socio-environmental conflicts and on the adaptation of rural livelihoods to climate, social and institutional change. Cecilia currently serves as a postdoctoral scientist on Climate Change Adaptation and Gender at the International Potato Center (CIP). Her work focuses on the adaptive capacity of livelihood strategies of farmers of the Andes of Peru and Bolivia. More specifically, she is working to formalize indigenous knowledge, climate risk perception and adapting capacity of farmers to climate change with gender approach.

Jennifer Twyman  
Gender Research Leader  
International Center for Tropical Agriculture (CIAT)

Jennifer Twyman with a PhD in agricultural economics, provides leadership in the gender work of the CRP Climate Change, Agriculture and Food Security (CCAFS) as well as for projects with CGIAR’s HarvestPlus initiative and CIAT’s Rice Program. Jennifer received her PhD in Food and Resource Economics from the University of Florida in 2012, with specializations in international
development and natural resource economics. She also holds certificates in Latin American Studies and Tropical Conservation and Development. She received her master’s and bachelor’s degrees in Agricultural Economics from the University of Missouri-Columbia.

**Ana Maria Paez Valencia**  
Social Scientist – Gender  
World Agroforestry Center (ICRAF) / CGIAR Research Programme on Forests, Trees and Agroforestry

Ana Maria supports ICRAF Gender unit in developing an operational framework for effectively integrating gender and inclusion into ICRAF’s work and in the coordination of the gender cross-cutting theme in the CGIAR research programme on forest, trees and agroforestry. Before joining ICRAF she worked with the Statistics Division and the Gender, Equity and Rural Employment Division at FAO, supporting the capacity development strategy for Member Countries on production and use of gender-disaggregated agricultural data and addressing gender and social equality in agricultural and food security programmes. She has nine years of work experience on the design, planning, execution, and M&E of development projects, particularly on indicators design with a gender lens.
APPENDIX C: Resources and References

Academic papers:


Websites:

- The CGIAR Gender and Agriculture Research Network
  - 2016 Annual Meeting Page
  - Gender and Economics Workshop Page
  - Gender, Breeding and Genomics Workshop Page
  - Gender Research Integrated Training Workshop Page
  - CGIAR Research Programs’ Websites and Gender Strategies Page
  - “A different kettle of fish? Gender integration in livestock and fish research” Livestock and Fish book landing page
- IEA: Evaluation of Gender in Research and in CGIAR workplace
- Penn State: Gender Research and Integrated Training (GRIT)
- Penn State: Gender Research and Integrated Training (GRIT) Guide
- Managing Agricultural Research for Learning and Outcomes (MARLO)

Communications, Knowledge Sharing and Data Management Tools:

- Gender Publications and Data
- Gender and agriculture data navigator
- Gender research studies inventory
- List of CGIAR donors