

GENDER AND PEACEBUILDING PILOT COURSE

July 16-20, 2012

Monday-Friday

U.S. Institute of Peace, Washington, D.C.

Lead Instructor:

Dr. Kathleen Kuehnast, Director, Center for Gender & Peacebuilding, USIP

Co-Instructors:

Sahana Dharmapuri, Independent gender advisor, and Fellow at the Carr Center for Human Rights Policy, Harvard Kennedy School

Julie Arostegui, J.D., Independent gender and international human rights law consultant

June 13, 2012

The USIP *Gender and Peacebuilding Course* will provide participants with an introduction and overview of internationally recognized gender and peacebuilding issues and terms, frameworks, foundational principles and practices. It will address key questions like: What are the different roles of women and men in conflict? Why is “gender” not a synonym for women? How does the understanding of gender role expectations assist in the analysis of conflict and peacebuilding? What are the key international legal frameworks relevant to gender and peacebuilding? How do they apply? What is the practical impact of gender and peacebuilding in peace processes, reconstruction and stabilization programs, and conflict prevention? What is the women, peace and security agenda? What is the U.S. National Action Plan on women, peace, and security, and how is it being operationalized?

Delivery of the course will be through a variety of methodologies aimed at the mid-career practitioner, including expert lecturers, case scenarios, interactive exercises, and mixed media. Participants will learn a core set of gender analysis skills by the end of this course.

Context:

Gender and peacebuilding is an inclusive approach toward understanding the dynamic impact of gender roles in conflict and in peace processes. This major shift in the security field was internationally recognized through the passage of UN Security Council Resolution 1325 on Women, Peace and Security in 2000. With this resolution, the international community has steadily increased its efforts to support women's participation in peace-building, protection, and conflict prevention activities. In December 2011, the United States launched its first National Action Plan on Women, Peace and Security, with requirements for implementation in policies and programs across US agencies, including but not limited to the Department of Defense, the Agency for International Development and the State Department.

Amid 39 active conflicts over the last ten years, the facts on the ground are that few women have actually been present at peace negotiations. And out of some 585 peace treaties drafted over the last two decades, only 16 percent contain specific references to women. If women are critical to building the peace after conflict, then how can women help set the conditions at the negotiating table?

We can no longer see war and the military response through a 20th-century security lens. Instead, we need to anticipate that this new century will see conflicts that are more amorphous, more related to issues of climate change, and human migration to find land, water and livelihoods. When it comes to figuring out how to navigate with few resources, women are experts at survival and have long been concerned with issues of everyday human security. Moving forward globally in an effective and efficient manner, women will need to play a pivotal role in the security, problem solving and peacebuilding in this new century.

Learning Objectives:

GENDER COURSE OBJECTIVES

Overall Course

- ✓ Increase awareness of the importance of gender issues and the value of inclusive participation in conflict prevention, peace processes and security initiatives.
- ✓ Introduce key gender concepts, including international guiding resolutions.
- ✓ Increase participants' understanding of different roles men and women play in conflict, including women's roles as agents of change.
- ✓ Familiarize participants with elements of gender analysis.
- ✓ Enhance participants' ability to operationalize and apply gender lens to real situations.
- ✓ Develop participants' knowledge of international legal framework on women, peace and security.
- ✓ Increase participants' ability to apply international legal framework on women, peace and security in conflict contexts.
- ✓ Increase participants' understanding of how to institutionalize decision-making and procedures regarding gender and Women, Peace and Security issues.
- ✓ Provide support to achievement of US National Action Plan objectives, including Outcome 1.2, which states "all relevant US personnel and contractors are to receive appropriate training on women, peace and security issues, including instruction on the value of inclusive participation."

DAY 1—Introduction

Monday- July 16, 2012

- 9:00 am **Overview—War is Gendered; Peace is Gendered**
- Overview of the week
 - Introduction of the facilitators and course
 - Introduction of participants
- 9:45 am Gender awareness activity—Vote with your feet
- 10:15am Break
- 10:30 am “Women, War and Peace,” Introductory Film (14 minutes)
- 10:45am **Setting Expectations**
- Identifying gender needs and concerns
 - Setting ground rules for discussion
- 11:15 am **Introduction to Key Gender Concepts in Conflict & Peacebuilding**
- 12:30 pm Lunch provided by USIP Academy
- 1:30 pm **Introduction to Conflict Analysis**
- USIP Academy – Debra Liang-Fenton
- 2:15 pm **Film, “War Redefined”** (50 minutes)
- 3:05 pm Break
- 3:20 pm **Drawing Lessons from “War Redefined”**
- 3:45 pm **Small group activity**
- 4:15 pm **Debrief the day, Q&A, review tomorrow’s goals**
- Daily Evaluation
- 5:00 pm End of day

DAY 2

Tuesday- July 17, 2012

9:00 am **Welcome Back, Q&A**

- 9:15 am **The Women, Peace and Security Agenda – What it Means on the Ground:
A Conversation with USIP Senior Jennings Randolph Fellow Veronica Eragu**
- 10:15 am Break
- 10:30 am **Overview of the International Frameworks Related to Women, Peace and Security**
- 11:30 am **Small Group Activity to Analyze the International Agreements Related to Women,
Peace and Security**
- 12:00 pm Lunch provided by USIP Academy
- 1:00 pm **Presentations and Discussion of Group Work**
- 2:00 pm **UN Security Council Resolution 1325 and the Women, Peace and Security Framework**
- Overview of pillars: Participation, Protection, Prevention, Gender Mainstreaming
 - UNSCR 1325 and its companion resolutions: UNSCR 1820, 1888, 1889, 1960
 - International implementation approaches: constitutions, legislation, and National Action Plans
- 2:45 pm Break
- 3:00 pm **Introduction to the US National Action Plan on Women, Peace, and Security**
- Background and Executive Order
 - Five objectives: National integration and institutionalization; participation in peace processes and decision-making; protection from violence; conflict prevention; access to relief and recovery
- 3:15 pm **Expert Panel and Discussion**
- With members of the US Civil Society Working Group on the National Action Plan
- 4:45 pm **Debrief the day, Q&A**
- Daily Evaluation
- 5:00 pm End of day

Day 3

Wednesday, July 18, 2012

- 9:00 am **Welcome Back, Overview, Q & A**
- 9:15 am **Introduce Simulation: Women’s Participation in Peace Negotiations**

- 9:30 am **Simulation**
- 10:45 am Break
- 11:00 am **Simulation**
- 12:00 pm Lunch provided by USIP Academy
- 1:00 pm **UNSCR 1325: The Protection Pillar**
- Resolution 1820
- 1:45 pm **FILM “I CAME TO TESTIFY”** (50 minutes)
- 2:40 pm Break
- 3:00 pm **Analysis and Discussion of film**
- 4:15 pm **Debrief the day, Q&A**
- Daily evaluation
- 5:00 pm End of Day

DAY 4

Thursday, July 19, 2012

- 9:00 am **Welcome Back, Q&A**
- 9:15 am **Introduction to Gender Analysis**
- Four “domains” of gender and power
 - Legal Status and Rights
 - Access to Resources
 - Participation and Practices
 - Knowledge and Beliefs
- 10:30 am Break
- 10:45 am **Gender Analysis Activity**
- 11:45 am **Debrief the Gender Analysis Activity**
- 12:30 am Lunch provided by USIP Academy
- 1:30pm **Introduce Simulation: Increasing Women’s Representation in New governments**

1:45 pm **Simulation**

3:00 pm Break

3:15 pm **After-Action Discussion of Lessons Learned**

4:15pm **Debrief the day, Q&A**

- Daily Evaluation

5:00 pm End of day

DAY 5

Friday, July 20, 2012

9:00 am **Welcome Back, Q&A**

9:30 am **Expert Panel: “Gender Perspectives through Other Thematic Lenses”**

11:00 am **Discussion on Expert Panel and Lessons Learned**

12:00 pm Lunch, provided by USIP Academy

1:00 pm **Mini Simulation: Increasing Gender-Sensitivity in Peacekeeping Operations**

2:15 pm **Concrete Steps for Implementation of Lessons Learned**

3:00 pm Break

3:15 pm **Application of the Frameworks**

- Small group activity on gender action steps
- Discussion

4:15 pm **Final Evaluation**

5:00 pm End of day

BIOS

Dr. Kathleen Kuehnast is director of the Gender and Peacebuilding Center at the United States Institute of Peace (USIP). She is co-editor of the volume, *Women and War: Power and Protection in the 21st Century* (2011), which focuses on the gap between international commitments like UN Resolution 1325 and the harsh realities facing women in war, as well as the critical role women play in peacebuilding

efforts. As a socio-cultural anthropologist, her work examines the impact of political and economic transitions on societal gender roles, including how social networks and social capital intersect with local practices of conflict resolution. For fifteen years of her career, she worked in the international development field, primarily with the World Bank and the Asian Development Bank, where her research included such topics as conflict drivers in Central Asia; community driven development in post-conflict reconstruction; migration impacts on gender roles; qualitative studies of poverty in transitional countries; and systematized guidance notes on social analysis for economists. Kuehnast is a recipient of the Mellon Foreign Fellowship at the Library of Congress (2000) and the Kennan Institute for Advanced Russian Studies Fellowship (1999) at the Woodrow Wilson International Center for Scholars. She lived several years in Kyrgyzstan, where she researched and wrote extensively on the impact of post-Soviet transition on Muslim women of Central Asia. Among her related works is the co-edited volume, *Post-Soviet Women Encountering Transition: Nation Building, Economic Survival, and Civic Activism* (2004). Kuehnast holds a Ph.D. in socio-cultural anthropology from the University of Minnesota. Her master's degree in education is from the University of St. Thomas.

Sahana Dharmapuri is an independent gender advisor with over a decade of experience providing policy advice and training on gender, peace, and security issues to USAID, NATO, The Swedish Armed Forces, The United States Institute for Peace, international development consulting firms, and NGOs. Ms. Dharmapuri is the creator of the Carr Center's Gender and Security Seminar series, which she has led since 2011. She has lectured on gender and security issues at a wide variety of institutions including, USAID, Harvard University, the State Department's Foreign Service Institute, the Swedish Armed Forces International Training Center, NATO, and at three of the major U.S. combat and command centers. Her field experience includes Liberia, Sierra Leone, Rwanda, Israel and the Palestinian Territories, India, Uzbekistan, Thailand, and Vietnam. Ms. Dharmapuri served as the gender advisor on conflict and complex emergency situations for the Office of Women in Development at USAID from 2003 to 2006. She was an Investing in Women in Development Fellow at USAID from 2003-2005. Prior to her work at USAID, she worked in Washington, DC at The Ashoka Foundation for Social Entrepreneurship, The Fair Labor Association, and the Center for Middle East Peace. Ms. Dharmapuri was selected to be a member of the American Council of Young Political Leaders in 1999. She received both of her Masters Degrees (a Masters in Middle East Studies and a Masters in Public Policy) from the University of Chicago in 1997. Sahana is a member of the US Civil Society Working Group on the US National Action Plan on Women, Peace and Security. She is currently a board member of Made by Survivors, an anti-trafficking organization dedicated to caring for survivors of trafficking.

Julie Arostegui, J.D. is a human rights and gender specialist and a consultant with USIP's Gender and Peacebuilding Center. Her work focuses on promoting the empowerment and participation of women through strengthening the rule of law and access to justice, impacting policy, and building capacity. She also has extensive experience with program development and management and research and writing on human rights and gender issues. She has worked with the National Democratic Institute (NDI), the International Association of Women Judges, the American Association of People with Disabilities, Internews, and the National Underground Railroad Freedom Center, and has served as an editor of the *Human Rights Quarterly*. In addition to the course on the International Frameworks Related to Women, Peace and Security, Julie has developed trainings for lawyers, judges, government

officials, civil society, social service providers, media, educators, and students on women's rights, human rights, international human rights law, and human trafficking. Julie is a member of the Civil Society Working Group on the National Action Plan on Women, Peace and Security and is also involved in congressional advocacy around women's rights and other human rights treaties and legislation. Julie holds a law degree from the University of Cincinnati/Urban Morgan Institute for Human Rights and a Masters in International Relations and Communications from the Universidad Complutense of Madrid, Spain. She completed her undergraduate studies at Brandeis University.

Debra Liang-Fenton is senior program officer with USIP's Academy for International Conflict Management and Peacebuilding. Her focus is on exploring strategies for establishing good governance in post-conflict environments, and creating institutional networks for successful transitions. Liang-Fenton is a specialist on issues of human rights, preventing electoral violence, and building foundations for sustainable peace. From 2000 to 2007, Liang-Fenton served as the founding executive director of the U.S. Committee for Human Rights in North Korea, a nongovernmental organization dedicated to promoting human rights in North Korea. Under her leadership, the organization launched (with partner organization DLA Piper) a major campaign invoking the Responsibility to Protect doctrine with Nobel Laureate Elie Wiesel, former Czech President Vaclav Havel, and former Norwegian Prime Minister and founder of the Oslo Center for Peace and Human Rights Kjell Magne Bondevik. She is also responsible for exposing North Korea's political prison camp system, publishing for the first time prisoner testimonies and satellite images of North Korea's gulag. Prior to her work for the committee, Liang-Fenton directed USIP's Human Rights Implementation Project, where she led a working group over a three-year period, distilling best practices for U.S. human rights policy based on lessons learned from 14 countries. Liang-Fenton also served as a founding editor of the *Journal of Democracy*, and was a program officer with the National Endowment for Democracy, exploring issues of accountability, political party development, and transitions. Liang-Fenton serves on the Board of Directors of the Committee for Human Rights in North Korea (2007-present). She was awarded a Reagan-Fascell Fellowship at the National Endowment for Democracy (2004), and delivered the keynote address at Amnesty International's Annual General Meeting in 2003.

Veronica Isala Eragu Bichetero is a lawyer and an advocate of the Courts of Judicature of Uganda. She is a senior consultant with EDG Venture Consult and is deeply involved in women's rights, children's rights, vulnerable persons' rights, conflict resolution, and peacebuilding in Africa. Bichetero currently works with the World Bank as Gender and Conflict Advisor, focusing on a special program, Learning on Gender in Conflict Affected Areas in Africa (LOGICA) Trust Fund. Veronica also does consultancies in human rights, governance and rule of law for the United Nations Development Programme (UNDP) and the International Development Law Organization (IDLO). Her project focuses on promoting women's participation in conflict resolution and peacebuilding in the Great Lakes Region. Bichetero will share her personal experiences as an observer, negotiator and mediator at the local and national level during the Ugandan conflicts, and at the regional level where she has implemented best practices in developing women's substantive participation in mediation in Africa. She will write about the challenges to women's participation in peacebuilding and practices that promote women's involvement in peacebuilding processes. She will also compile a comprehensive database of women involved, or with the potential to be involved, in peacemaking to improve the network of female mediators in the Great

Lakes Region and the whole of Africa. Bichetero previously held an international position with UNICEF and served as commissioner at the Uganda Human Rights Commission, a national human rights institution in Uganda. Her experience at the negotiation table and peacemaking forum dates back to 1985 when she contributed at the government of Sierra Leone and the Revolutionary United Front as the UNICEF representative, advocating for the early release of women and children. From 2006 to more recently she was involved in the Juba peace process between the government of Uganda and Lord's Resistance Army, first as a representative of the Human Rights Commission and later at the mediation table providing technical expertise and advice. Bichetero has worked in Juba supporting the government of Southern Sudan on post-conflict issues, especially the empowerment of women and human rights. She participated as a technical expert in the April 2010 Sudanese election and the South Sudan Referendum.

Reading list

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Anderlini, S. (2010). *What Women Say: Participation and UNSCR 1325*. Cambridge, MA: International Civil Society Action Network, 2010.

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(http://www.usip.org/files/resources/PB29%20Afghan%20Peace%20Jirga_Hassan.pdf)

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Maguire, R. (2012). *Haitian women: The centerposts of reconstructing Haiti* (PeaceBrief No. 119). Washington, DC: United States Institute of Peace.
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(http://www.usip.org/files/resources/PW76_Gender_Conflict_and_Peacebuilding.pdf)