Men and Women in War and Peace

A Course for Practitioners and Policymakers

December 2–5, 2014

9:00 a.m.–5:00 p.m., Room B203/204, USIP Headquarters

Lead Instructor:

Dr. Kathleen Kuehnast
Director, Center for Gender and Peacebuilding, USIP
kkuehnast@usip.org

Presenters:

Sanam Anderlini, Co-founder, International Civil Society Action Network (ICAN)
Julie Arostegui, Women, Peace and Security Policy Director, Women’s Action for New Directions (WAND)
Farah Council, Program Manager, South Sudan and Sudan, Institute for Inclusive Security
Georgia Holmer, Deputy Director, Rule of Law Center, USIP
Palwasha Kakar, Senior Program Officer, Religion and Peacemaking, USIP
Jocelyn Kelly, Director, Women in War Program, Harvard Humanitarian Initiative
Alison Milofsky, Director, Curriculum and Training Design, Academy for International Conflict Management and Peacebuilding, USIP
Steven E. Steiner, Gender Advisor, Center for Gender and Peacebuilding, USIP
Joseph Vess, Senior Program Officer, Promundo-US
Angie Wang, Executive Director, Peace Is Loud

Course Description:

“Men and Women in War and Peace” is an inclusive training approach toward understanding the dynamic impact of gender roles in conflict and peace processes. This three and a half-day USIP course will provide both practitioners and policy makers with an overview of the key issues, frameworks, principles and practices in gender and peacebuilding. Through a series of expert lectures, case scenarios, interactive exercises, and mixed media presentations, participants will gain increased understanding about gender and peacebuilding, including the different roles of women and men in preventing, mitigating and resolving conflict.
By the end of the course, participants will have learned a core set of gender analytical skills and be able to address the following questions with depth of understanding:

- What is “gender”? Why is “gender” not a synonym for women?
- Why does gender analysis matter in programming and policy making in violent conflict and post-conflict settings?
- How does violent conflict affect women and men?
- How has sexual violence featured in contemporary wars?
- How does the understanding of gender roles assist in the analysis of conflict and peacebuilding?
- How does a consideration of gender apply to the practice of peace processes, reconstruction and stabilization programs, and conflict prevention?
- What is the women, peace and security agenda? What are the important international and national legal frameworks? How are they implemented? Who are the key stakeholders?
- What is the men, peace and security agenda?

Course Objectives:

Participants will:

- Deepen their understanding of the changing nature of violent conflict and its impact on men and women.
- Learn the central concepts and basic analytic frameworks of gender and peacebuilding.
- Practice applying a “gender lens” to peacekeeping, peacemaking, peacebuilding and peace sharing processes.
- Understand how gender analysis applies to specific peacebuilding sectors such as rule of law, governance, countering violent extremism, and security.
- Explore the roles and relationships of a range of stakeholders involved in the international women, peace and security agenda.
- Examine the implementation of existing international and national frameworks relevant to gender and peacebuilding.
- Learn the emerging efforts around the theme of men, peace and security.

Course Requirements:

- **Participation:** This course is designed to provide skills and knowledge through engaged participation in the class discussions and exercises. Students are expected to attend the entire class and participate actively by drawing on their own professional expertise and experiences.

- **Readings:** Readings are selected to augment the classroom instruction and will be provided in advance of the course. Students are expected to read the selected assignments for each day’s session. A supplemental reading list will be provided to allow students to explore the topic in further depth. All readings can be accessed online by following the steps:
  - Log on to Moodle by clicking at: https://academyonline.usip.org
  - Your user name is your first initial followed by your last name, for example, Adam Smith would use: asmith
  - Your initial password is Usip!123 – this password is case sensitive. You may change your password after your first log-in.

*The syllabus is subject to change.*
Day 1 | Tuesday, December 2, 2014

Module 1: Defining Gender in Peacebuilding

Read-Ahead:

1:00 p.m. Welcome
Kathleen Kuehnast, U.S. Institute of Peace
- Overview of the Course

1:30 p.m. Understanding Gender in the Context of your Society
Alison Milofsky, U.S. Institute of Peace (invited)
- Icebreaker
- Thinking through the relationship between gender and social/cultural contexts

3:00 p.m. Break

3:15 p.m. Film: Men, Peace and Security

3:25 p.m. Gender and Society, Along the Continuum
Joseph Vess, Promundo
- Establish that gender is not another name for women and that gender identities are not simply a dichotomy between male and female

4:55 p.m. Wrap-up

5:00 p.m. End
Day 2 | Wednesday, December 3, 2014

Module 2: Wartime Impacts on Gender

Read-Ahead:

Optional:

9:00 a.m. Recap and Overview
Kathleen Kuehnast, U.S. Institute of Peace

9:15 a.m. Film: Missing Peace 2013 Symposium

9:30 a.m. Wartime Sexual Violence
Jocelyn Kelly, Harvard Humanitarian Initiative

10:45 a.m. Break

11:00 a.m. Film: I Came to Testify
* Refer to film description on page 7

12:00 p.m. Lunch

12:45 p.m. Class Photo with Fitz

Module 3: Gender in Peacebuilding

1:00 p.m. Women, Peace and Security: Practical Guidance on Using Law to Empower Women in Post-Conflict Systems
Julie Arostegui, Women’s Action for New Directions (WAND)

2:00 p.m. Background on the Conflict in Sudan and South Sudan and Peace Agreements
Farah Council, Inclusive Security

3:00 p.m. Break

3:15 p.m. Practical Examination of Women’s Inclusion in the Sudan/South Sudan Peace Agreement
Farah Council, Inclusive Security
  ▪ Divide into three groups, each group analyzes one of the Sudan/South Sudan peace agreements

4:45 p.m. Wrap-up

5:00 p.m. End
Day 3 | Thursday, December 4, 2014

Module 4: Women’s Role in Global Security

Read-Ahead:

9:00 a.m. Recap and Overview
Kathleen Kuehnast, U.S. Institute of Peace

9:15 a.m. Women in the Military Panel Discussion:
Opening remarks: Ellen Haring, Ph.D. Candidate, George Mason University (invited)
Sophie Gainey, Senior Army Fellow, Applied Research on Conflict, USIP (invited)
Maura Hennigan, Marines Senior Fellow, Applied Research on Conflict, USIP (invited)
Kathleen Kuehnast, Director, Center for Gender & Peacebuilding, USIP—moderator

10:45 a.m. Break

11:00 a.m. Activity

12:30 p.m. Lunch

Module 5: Women’s Role in Countering Violent Extremism

1:30 p.m. Role of Women in Preventing Violent Extremism
Linda Bishai, Sr. Program Officer, Center for Middle East and Africa, USIP (invited)
Georgia Holmer, Deputy Director, Rule of Law Center, USIP (invited)
Kathleen Kuehnast, Director, Center for Gender & Peacebuilding, USIP—moderator

2:15 p.m. Role of Women in Preventing Violent Extremism
Georgia Holmer, U.S. Institute of Peace (invited)
Using case studies, participants work in groups to increase their understanding of the dynamics of radicalization and explore the unique ways in which women in local communities can—and already do—help prevent extremist violence.

3:15 p.m. Break

3:30 p.m. Breakout Activity and Discussion continued
Georgia Holmer, U.S. Institute of Peace

4:30 p.m. Wrap-up

5:00 p.m. End
Day 4 | Friday, December 5, 2014

**Module 6: Gender, Conflict, and Peacebuilding**

**Read-Ahead:**

9:00 a.m. **Recap and Overview**  
*Kathleen Kuehnast, U.S. Institute of Peace*

9:30 a.m. **Lessons Learned on Women’s Programming in Transitional Countries**  
*Steven E. Steiner, U.S. Institute of Peace*
- Discussion of key insights learned regarding the commonality of challenges related to women’s rights and roles in society

10:00 a.m. **Gender and Religion in Peacemaking**  
*Palwasha Kakar, U.S. Institute of Peace (invited)*
- Overview of three pillars and the Elimination of Violence Against Women (EVAW) Law in Afghanistan

10:45 a.m. Break

11:00 a.m. **Women at the Peace Table**  
*Sanam Anderlini, International Civil Society Action Network (ICAN)*

12:00 p.m. Lunch

1:00 p.m. **Gender in Media**  
*Angie Wang, Peace Is Loud (invited)*
- Discussion on media as a tool for peacebuilding

2:45 p.m. Break

3:00 p.m. **Breakout Activity and Discussion**  
*Angie Wang, Peace Is Loud*
- Activity exploring how gender, media and technology can act to instigate or mitigate violence

4:00 p.m. **Moving Forward: Applying These Concepts**  
*Kathleen Kuehnast, U.S. Institute of Peace*
- Discussion of next steps for implementation of lessons learned
- Presentation of certificates

4:30 p.m. **Final Evaluations**  
*Kathleen Kuehnast, U.S. Institute of Peace*
- Written evaluations and group discussion

5:00 p.m. **End**
Optional Readings and Resources:


* Film Description: I Came to Testify *

When the Balkans exploded into war in the 1990s, reports that tens of thousands of women were being systematically raped as a tactic of ethnic cleansing captured the international spotlight. *I Came to Testify* is the moving story of how a group of 16 women who had been imprisoned by Serb-led forces in the Bosnian town of Foca broke history’s great silence—and stepped forward to take the witness stand in an international court of law. Now, as Bosnia is once again in the headlines with the capture of Bosnian Serb wartime general Ratko Mladic, the women agree to speak for the first time since then, on condition that we keep their identities hidden for their protection. “Witness 99,” who was held at gunpoint for a month with dozens of other women in a sports hall in the center of town remembers: “We were treated like animals. But that was the goal: to kill a woman’s dignity.” Their remarkable courage resulted in a triumphant verdict that led to new international laws about sexual violence in war. Returning to Bosnia 16 years after the end of the conflict, *I Came to Testify* also explores the chasm between this seismic legal shift and the post-war justice experienced by most of Bosnia’s women war survivors. Narrated by Matt Damon. Produced by PBS in the Women, War and Peace five-part series.
Facilitator Biography:

Kathleen Kuehnast

Kathleen Kuehnast is director of the Gender and Peacebuilding Center at the U.S. 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 such as 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. Kuehnast holds a PhD in socio-cultural anthropology from the University of Minnesota.

Presenter Biographies: (in order of participation)

Alison Milofsky

Alison Milofsky is the director of curriculum and training design in the Institute’s Academy where she specializes in curriculum development and teacher education as well as training design, facilitation, and intergroup dialogue. Milofsky also develops curricula and workshops for the Institute’s Global Peacebuilding Center, which introduces young audiences to peacebuilding through multimedia exhibits and educational programs. Milofsky edited the Institute’s Peacebuilding Toolkits for Educators and provides workshops for educators on how to infuse peacebuilding concepts into their teaching. She has conducted programs for educators in Southeast Asia, the Middle East and Central Asia, as well as workshops at conferences throughout the U.S. Milofsky teaches the Academy’s facilitation course and teaches intergroup dialogue at the University of Maryland. She regularly conducts trainings on communication and negotiation skills for U.N. peacekeepers in Africa. Before joining the Institute in 2002, Milofsky was associate director of the Anti-Defamation League’s Washington, D.C. regional office, where she designed and implemented anti-bias education programs and trained police officers on hate crimes and extremism. Earlier, she served in Peace Corps/Slovakia as a teacher trainer. Milofsky holds a bachelor’s degree from McGill University and a doctorate in education policy, with a specialization in curriculum theory and development, from the University of Maryland.

Gary Barker

Gary Barker is Executive Director of Instituto Promundo, a Brazilian-based NGO that works locally and internationally to promote gender equality and end violence against women, children, and youth. He has coordinated research and program development on engaging men and boys in gender equality in Africa, Latin America, and Asia, and served as a consultant to the World Bank, World Health Organization (WHO), United States Agency for Development (USAID), The Joint United Nations Programme on HIV/AIDS (UNAIDS), United Nations Children’s Fund (UNICEF), United Nations Population Fund (UNFPA), and the government of Brazil. Barker holds a PhD in Child Development from Loyola University, Chicago, and a Master’s Degree in Public Policy from Duke University.

Jocelyn Kelly

Jocelyn Kelly, MS is the Director of the Women in War Program for Harvard Humanitarian Initiative (HHI) where she designs and implements research projects based in the Democratic Republic of the Congo to examine the experiences and attitudes of community groups regarding sexual violence. She has been conducting health-related research using both qualitative and quantitative research methods for over
seven years both in national and international settings, including Mexico and Africa. After graduating with full and departmental honors from Johns Hopkins University, Ms. Kelly worked as a journalist in Mexico where she also helped conduct public health interventions in remote, indigenous areas. Prior to joining HHI, Ms. Kelly worked as an Emergency Management Specialist in Hurricane Katrina-affected areas and acted as a liaison to the FEMA Public Assistance Chief in Louisiana. Ms. Kelly's international work has focused on understanding the health needs of vulnerable populations in Eastern and Central Africa and has included working with Uganda Human Rights commission to launch the first office in Africa promoting the Right to Health.

**Julie Arostegui**

Julie is a lawyer and international human rights and gender expert with extensive experience in the rule of law, access to justice, peace building, combating gender-based violence, women’s political participation, and women’s empowerment. Julie currently leads WAND’s Women, Peace and Security (WPS) Program, which builds the leadership capacity of women both in the U.S. and abroad as leaders on critical issues of conflict prevention, peace building, violence against women, and national and global security. As an international advocate Julie works with domestic groups to build local capacity, strengthen institutions, create legal frameworks, build awareness, and share global best practices. In recent years she has worked with groups in the Great Lakes region of Africa to integrate gender equality and women’s rights into post-conflict legal structures in order to further the women, peace and security framework. Julie has managed programs related to women’s rights and the rule of law in Africa, Asia, Eastern Europe, and Latin America, and has advised, trained, and published extensively on women’s rights, human rights, international human rights law, women, peace and security, and human trafficking, with audiences including judges, legal practitioners, law enforcement, government, social workers, religious and cultural leaders, and civil society. She has worked with the U.S. Institute of Peace, SIPRI North America, NDI, Freedom House, the International Association of Women Judges and other groups.

**Farah Council**

Farah Council leads Inclusive Security’s work in South Sudan and Sudan promoting the inclusion of women in national and bilateral peace processes. Her team’s efforts aim to support women coming together across divisions to determine how to add value to any process striving to bring peace. Often, citizens have little or no access to high-level decision making following conflict. Yet their engagement, especially that of women, remains a critical component of effective, relevant, substantive peacebuilding and reconstruction. Farah also directs Inclusive Security’s strategic advocacy efforts to multilateral and bilateral institutions working in both countries in order to link women’s voices and priorities directly to policymakers nationally, regionally, and internationally. Previously, Ms. Council worked with World Learning in the Civil Society and Governance division, consulted with the UN Development Programme on issues of inclusion of civil society, and coordinated the School for International Training’s acclaimed course, Policy Advocacy for Effective Governance. She has over a decade of experience working in localized community development. She received her MA in Conflict Transformation from the SIT Graduate Institute.

**Chantal de Jonge Oudraat**

Chantal de Jonge Oudraat is an independent consultant on international peace and security issues, and the president of Women in International Security (WIIS). She was executive and founding director of the Stockholm International Peace Research Institute (SIPRI) North America. Chantal serves on the advisory council of the Global Center on Cooperative Security, formerly called the Center for Global Counterterrorism. Before heading up SIPRI North America, Dr. de Jonge Oudraat was associate vice president and director of the U.S. Institute of Peace Jennings Randolph Fellowship Program, an adjunct associate professor at the Edmund A. Walsh School of Foreign Service, Georgetown University, and a senior fellow at the Center for Transatlantic Relations, Paul H. Nitze School of Advanced International Studies, Johns Hopkins University. She has also held senior positions at the Carnegie Endowment for International Peace in Washington, DC; and the United Nations Institute for Disarmament Research (UNIDIR) in Geneva. Her areas of specialization are: international organizations, arms control and

Georgia Holmer

Georgia Holmer is the deputy director of the GLAS Rule of Law Center. Her areas of expertise include counter violent extremism, community policing and justice and security sector reform. Previously, Holmer led the Women Preventing Extremist Violence project in Nigeria for the GLAS Center for Gender and Peacebuilding. Holmer has over 16 years of experience in the international justice and security field and has served as an analytic advisor at the Department of Homeland Security and as an analyst for the FBI for ten years. She was assigned to the Office of the Legal Attaché at the U.S. Embassy in Copenhagen from 2004-2006 and the U.S. Embassy in Athens from 2000-2004, and has worked extensively in the Eastern Mediterranean, the Balkans, Europe and sub Saharan Africa. She holds a master’s degree in international relations from Boston University and a bachelor’s degree from the School of International Service at American University.

Steven E. Steiner

Amb. Steven E. Steiner (ret.) is the Gender Advisor to the Center for Gender and Peacebuilding at the U.S. Institute of Peace. He has served previously in the Department of State’s Office of Global Women’s Issues and the Office to Monitor and Combat Trafficking in Persons. He also was the director of the Department’s Iraqi Women’s Democracy Initiative. Steiner served for 36 years in the United States Foreign Service. He completed tours of duty at the Embassy in Moscow and the State Department’s Offices of Soviet Union and West German Affairs and served as the Deputy Director of the Department’s Operations Center, its 24-hour crisis management facility. He served from 1983 to 1988 as Director of Defense Programs on the National Security Council Staff. He was named by President Reagan as the U.S. Representative to the Special Verification Commission, the implementing body for the Intermediate-Range Nuclear Forces Treaty (INF), and was named by President Bush in September 1991 to serve as the U.S. Representative to the Joint Compliance and Inspection Commission, the implementing body for the Strategic Arms Reduction Treaty (START). Ambassador Steiner received the Secretary of State’s Distinguished Service Award in 2002, Presidential Meritorious Service Awards in 1990 and 1992, and the Arms Control and Disarmament Agency’s Superior Honor Award in 1993. In May 1983, he received the Department of State's Superior Honor Award for his work on European security issues. Born in Pennsylvania, Steiner received a BA in Political Science from Yale University in 1963 and a Master’s Degree in International Relations from Columbia University in 1966. He is a member of The Council on Foreign Relations, The Washington Institute on Foreign Affairs, and the US-Afghan Women's Council, and serves on the Board of the Council for a Community of Democracies.
Palwasha Kakar

Palwasha L. Kakar is a senior program officer for Religion and Peacemaking at the U.S. Institute of Peace (USIP). Kakar joined USIP after four years with The Asia Foundation where she was the Afghanistan director for Women’s Empowerment and Development. Prior to joining the Foundation, Kakar led the Gender Mainstreaming and Civil Society Unit in the United Nation Development Program's Afghanistan Subnational Governance Program managing a small grants program for Afghanistan's civil society initiatives. Kakar also served as program manager for The Gender Studies Institute at Kabul University. She has experience working with the World Bank Group on gender, social justice and environmental issues surrounding their various projects in the region. Kakar moved to Afghanistan 2004 to work with the Afghanistan Research and Evaluation Unit (AREU), an independent research organization, on women's participation at the local levels in the National Solidarity Programme (NSP). Before moving to Afghanistan, she was the director of the Newton Peace Center (currently Peace Connections) a faith-based civil society organization. An Afghan-American, she has experience teaching and researching religion, gender, security and local governance. Kakar has published research regarding women’s participation in local governance, Pashtunwali-Afghan customary law, Afghan women's identity, and social spaces in Afghanistan. Her research has taken her to Afghanistan, Pakistan, Bangladesh, Egypt, Israel, Palestine, Jordan and Syria. She earned a Master's degree focusing on gender, politics and religion from Harvard University’s Divinity School and a Bachelor's degree in Religion and Global Studies focusing on peace and conflict from Bethel College in North Newton, KS.

Sanam Anderlini

Sanam is co-founder of the International Civil Society Action Network (ICAN) and a Senior Fellow at the MIT Center for International Studies. In 2011, she was the first Senior Expert on Gender and Inclusion on the UN’s Mediation Standby Team. For nearly two decades she has been a leading international advocate, researcher, trainer and writer on conflict prevention and peacebuilding. In 2000, she was among the civil society drafters of UN Security Council Resolution 1325 on women, peace and security. Between 2002 and 2005, as Director of the Women Waging Peace Policy Commission, Ms. Anderlini led groundbreaking field research on women’s contributions to conflict prevention, security and peacemaking in 12 countries. Since 2005, she has also provided strategic guidance and training to key UN agencies, the UK government and NGOs worldwide, including leading a UNFPA/UNDP needs assessment into Maoist cantonment sites in Nepal. Between 2008–2010, Ms. Anderlini was Lead Consultant for a 10-country UNDP global initiative on “Gender, Community Security and Social Cohesion” with a focus on men’s experiences in crisis settings. She has served on the Advisory Board of the UN Democracy Fund (UNDEF), and was appointed to the Civil Society Advisory Group (CSAG) on Resolution 1325, chaired by Mary Robinson in 2010. In 2013, she was appointed to the Working Group on Gender and Inclusion of the Sustainable Development Network for the post-2015 agenda. Ms. Anderlini has published extensively on gender, peace and security issues, including Women building peace: What they do, why it matters (Lynne Rienner, 2007). She holds an M.Phil in Social Anthropology from Cambridge University. Iranian by birth, she is a UK citizen, and has twin daughters.

Angie Wang

Angie is the director of Peace Is Loud, where she oversees the organization’s programs and operations. Previously, Angie was the outreach director for the documentary film series Women, War & Peace. She has held senior leadership positions at The New York Women’s Foundation, The September 11th Fund and Safe Horizon. Prior to coming to NYC, she worked as a community organizer and advocate in the areas of public health and housing and homelessness prevention in Northern California. Angie is a founding member of the Asian Women Giving Circle, an all-volunteer group pooling their resources to invest in projects that combine the power of arts and activism, led by Asian American women. She also is a long-time board member of the Coalition for Asian American Children and Families and a founding board member of People’s Production House. She is a graduate of the University of California, Davis.