Men and Women in War and Peace
A Course for Practitioners and Policymakers

March 26 – 28, 2014
9:00 a.m. – 5:00 p.m., Room B203/204, USIP Headquarters

Lead Instructor:
Dr. Kathleen Kuehnast
Director, USIP Center for Gender & Peacebuilding
kkuehnast@usip.org

Course Facilitators:
Gary Barker, Executive Director, Promundo-US
Robert Egnell, Visiting Associate Professor & Director of Teaching, Georgetown University
Georgia Holmer, Senior Program Officer, USIP Center for Gender & Peacebuilding
Palwasha Kakar, Senior Program Officer USIP Governance, Law and Society
Jocelyn Kelly, Director of Women in War Program, Harvard Humanitarian Initiative
Alison Milofsky, Senior Program Office, USIP Academy for International Conflict Management & Peacebuilding
Steven E. Steiner, Visiting Expert, USIP Center for Gender & Peacebuilding

Course Description:
“Men and Women in War and Peace” is an inclusive approach toward understanding the dynamic impact of gender roles in conflict and peace processes. This three-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 lecturers, case scenarios, interactive exercises, and mixed media presentations, participants will gain increased understanding of 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 analysis skills and be able to address the following questions with depth of understanding:

- What is “gender”? Why is “gender” not a synonym for women?
- How has the changing nature of conflict impacted women and men? How has sexual violence featured in contemporary conflicts?
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?

Course Objectives:

- Participants will deepen their understanding of the changing nature of conflict and its impact on men and women.
- Participants will learn the central concepts and basic analytic frameworks of gender and peacebuilding.
- Participants will practice applying a “gender lens” to peace processes and conflict prevention scenarios.
- Participants will understand how gender analysis applies to specific peacebuilding sectors such as rule of law, governance, and security.
- Participants will explore the roles and relationships of a range of stakeholders involved in the women, peace and security agenda.
- Participants will examine the implementation of existing international and national frameworks relevant to gender and peacebuilding.

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 personal experience.

- 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: Overview of Gender and Peacebuilding
Wednesday, March 26, 2014

Read-Ahead:

Optional:

9:00 a.m. Welcome
Kathleen Kuehnast
- Overview of the Course

9:30 a.m Understanding Gender in the Context of your Society
Alison Milofsky

10:45 a.m. Break

11:00 a.m. Gender and Society, Along the Continuum
Gary Barker
- Overview of Concepts

12:00 p.m. Film: Jason Katz, It’s A Men’s Issue, TedxFiDiWomen

12:30 p.m. Lunch (Class Photo with Fitz)

1:30 p.m. UN Security Council Resolution 1325 Overview
Kathleen Kuehnast

1:45 p.m. Film: Men, Peace and Security Symposium 2013 Video

2:00 p.m. The shaping of gender roles in society, how gender roles in society are especially malleable in times of heightened social change
2:30 p.m. Activity
3:00 p.m. Break
3:15 p.m. **Dialogue: Conflict, Post-Conflict and Gender**
4:15 p.m. **Wrap-up**
5:00 p.m. **End**
Day 2: SECURITY
Thursday, March 27, 2014

Read-Ahead:

9:00 a.m. Recap and Overview
Kathleen Kuehnast

9:45 a.m. Missing Peace Symposium 2013 Video
Introduced by Kathleen Kuehnast

10:00 a.m. Sexual Violence in Conflict and Post-Conflict Settings
Jocelyn Kelly
- Insights from DRC

10:45 a.m. Break

11:00 a.m. Gender, Military Effectiveness & Organizational Change
Robert Egnell
- Transformative Changes, Integrating UNSC Resolution 1325 into the Military
- Framing the goals, an issue of operational effectiveness

12:30 p.m. Lunch

1:30 p.m. Publication Book Sale

1:45 p.m. The Role of Women in Preventing Violent Extremism
Georgia Holmer

2:30 p.m. Breakout Activity & Discussion
Georgia Holmer
- Considering the sectors discussed, students divide into three groups, and address a given scenario by designing a gender sensitive multi-sectorial project. They share their ideas in plenary.

3:15 p.m. Break

3:30 p.m. Breakout Activity & Discussion continued
Georgia Holmer

4:30 p.m. Wrap-up

5:00 p.m. End
Day 3: Gender, Conflict, and Peacemaking  
Friday, March 28, 2014

Read-Ahead:

9:00 a.m. Recap and Overview

9:30 a.m. Lessons Learned on Women’s Programming in Transitional Countries  
*Steven E. Steiner*

10:00 a.m. Gender and Religion  
*Palwasha Kakar*

10:30 a.m. Break

10:45 a.m. Breakout Activity & Discussion  
*Gender Team*

12:30 p.m. Lunch

1:30 p.m. Women at the Peace Table  
*Sanam Anderlini*

3:00 p.m. Break

3:15 p.m. Activity

4:00 p.m. Moving Forward: Applying these Concepts  
*Kathleen Kuehnast*  
- Discussion of next steps for implementation of lessons learned  
- Presentation of certificates

4:30 p.m. Final Evaluations  
*Kathleen Kuehnast*  
- Written evaluations and group discussion

5:00 p.m. End
Optional Readings & Resources:

Instructor Biographies:

**Kathleen Kuehnast**
Kathleen Kuehnast is director of the Gender & 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.

**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.

**Robert Egnell**
Robert Egnell (PhD London) is a Visiting Professor and Director of Teaching with the Security Studies Program, as well as a senior faculty advisor for the Georgetown Institute for Women, Peace and Security. He is currently on leave from a position as Associate Professor at the Swedish National Defence College. Robert is also the founding director of the Stockholm Center for Strategic Studies, a think tank created in 2005 in response to a growing demand for accurate, objective, and non-governmental research and policy advice in the Swedish and international contexts. Dr Egnell is also a captain in the Swedish Army reserves with operational experience from the first Swedish battalion in Kosovo in 1999-2000. Dr Egnell's research and expertise can perhaps best be summarized as “the conduct and effectiveness of peace and stability operations”. This means that he over the years has studied state-building and security sector reform, counterinsurgency in Iraq and Afghanistan, gender in military operations, civil-military coordination for effectiveness in peace operations, as well as the connection between security and development.

**Georgia Holmer**
Georgia Holmer is a senior program officer in the Center for Gender and Peacebuilding at the U.S. Institute of Peace. Holmer leads the Women Preventing Extremist Violence (WPEV) project, which seeks to identify and strengthen the roles that women play in building community resilience to violent extremism. Since 1996, Holmer has worked on programs to understand and prevent violent extremism, terrorism, radicalization, and conflict. She served as a terrorism analyst for the Federal Bureau of Investigation (FBI) for ten years, assigned long-term to the U.S. Embassies in Athens and Copenhagen, and spent four years working as an analytic consultant and trainer in the U.S. national security
community. 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.

Palwasha Kakar
Palwasha Kakar is a Senior Program Officer in the Governance, Law and Society Department at the U.S. Institute of Peace (USIP). Prior to joining the USIP, Palwasha Kakar led the Gender Mainstreaming and Civil Society Unit in UNDP’s Afghanistan Sub National Governance Program managing a nationwide small grants program with UNDP for Afghanistan's civil society initiatives, connecting communities to the state and community consultations for local governance policies. Ms. Kakar has also served as Program Manager for The Gender Studies Institute laying the foundation for the establishment of the institute, development and approval of curriculum and resource mobilization. She has experience working with the World Bank Group as a Social Development Specialist dealing with Gender, Social Justice and Environmental issues surrounding their various projects in the region. Ms. Kakar was previously the Local Governance Research Officer specifically focused on researching women's participation at the local levels in the National Solidarity Programme (NSP) at the Afghanistan Research and Evaluation Unit (AREU). An Afghan-American, she has experience teaching and researching gender and local governance in Afghanistan for over eight years now. Prior to joining AREU, she was involved in research regarding Afghan customary law, Afghan women's identity, and social spaces in Afghanistan. She has also published papers on female prophets and saints in Islam. Ms. Kakar holds a master’s degree focus on gender, politics and religion from Harvard University, MA and a bachelor’s degree in Religion and Global Studies from Bethel College, KS.

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.

Alison Milofsky
Alison Milofsky is a senior program officer 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.
Steven E. Steiner
Amb. Steven E. Steiner (ret.) is the Gender Advisor to the Center for Gender & 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.