



# Upholding momentum on the women's rights agenda

**10 December 2020**  
14:00 – 18:00 GMT / 09:00 – 13:00 EST



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of impact**

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## Overview

Time	Thursday 10 December
14:00 – 14:10	Welcome and opening remarks from Sara Pantuliano, ODI and Elissa Golberg, Assistant Deputy Minister for Strategic Policy, Global Affairs Canada
14:10 – 14:40	<b>Session 1</b>   Preventing violence through society-wide, community and individual action: a post-Beijing +25 agenda
14:40 – 15:10	Virtual breakout 1
15:10 – 15:30	Coffee break
15:30 – 16:10	<b>Session 2</b>   Charting a forward-looking agenda for gender equality through political voice and leadership
16:10 – 16:40	Virtual breakout 2
16:45 – 17:45	<b>Session 3</b>   New ideas, old challenges: learning and leading across generations and addressing old and new challenges
17:45 – 18:00	Closing

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## How to engage virtually

### Zoom

We are using Zoom to host this conference. Please see the agenda in this booklet, where room links are embedded directly under each session. This is your tailored agenda, so please use this booklet for reference when navigating throughout the day. Click on the grey boxes where you can transition between sessions, as indicated under each section. We have digital shepherds in the main plenary room to share room links if you get lost.

All **plenary sessions** will be recorded and shared on the ODI website.

All **breakout discussions** will be held under the Chatham House Rule.

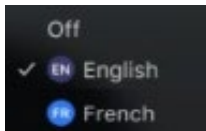
### Languages

This meeting will be run in both English and French. Please follow the instructions below to modify your language to the appropriate setting. By default, you will hear the interpretation at 80 per cent volume and the floor at 20 per cent. You can select the mute floor option in the same menu where you choose your preferred language channel.

1. In your meeting/webinar controls, click Interpretation.



2. Click the language that you would like to hear.



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### **Question and answer**

Within plenary sessions and breakout room discussions, participants can ask questions through the question and answer box. We have a full agenda, though the conference endeavours to address as many questions as possible within the timeframes allocated.

### **Google jam board**

We have created a [Google jam board](#) for breakout sessions. This is for participants to create post-it note style comments and reflections, and add further questions. The board captures key themes explored throughout the breakout discussion groups. We will collate these findings and share them after the conference.

### **Social media**

Please do get involved with the conversation on Twitter, using @ODIdev and @CanadaDev along with #ODI60 and #GenderEquality.

### **Virtual meeting etiquette**

Please mute your microphone when you are not speaking. This helps keep background noise to a minimum, ensuring the best sound quality for all. We encourage all participants to keep their cameras on, especially in breakout room discussions. Please ensure you position your cameras so that you are in frame.

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## Introduction

The [1995 Beijing Declaration](#) committed to ‘equality, development and peace for all women everywhere in the interest of all humanity’. Fast-forward twenty-five years and much progress has been made when it comes to women’s rights. Women’s representation in parliaments has doubled, and women leaders, though few in number, have been lauded for their responses to the Covid-19 pandemic. Maternal mortality rates are falling, access to education is increasing and the number of child marriages is reducing.

But many roadblocks remain. Global challenges, such as Covid-19, the rise of populism and climate change have exposed many barriers in achieving gender equality, setting women’s rights back and showing that not all change is permanent.

Discriminatory gender norms – the informal rules of society that serve to normalise and condone harmful and discriminatory attitudes and behaviours – are one of the most concerning barriers. These require more focused understanding and action as they shape what is perceived as ‘normal’ or acceptable, and can prompt violence, resistance and intimidation against efforts for change. A lack of data and focus, particularly on intersectional issues, can further limit an understanding of these discriminatory norms, and ultimately make addressing them all the more challenging.

Achieving the commitments and aspirations set out in Beijing requires action across multiple spaces and sectors, which are often interlinked. These include the critical need for action around key levers of change such as political voice and leadership, and important change inhibitors such as gender-based violence (GBV). These two issues will be the areas of focus for the conference discussion groups.

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Together with the occasion of Human Rights Day and the 25th anniversary of the Beijing Declaration, this conference reviews progress since 1995 and looks to a forward-looking agenda for upholding momentum on gender equality. The discussions bring an intergenerational lens throughout, highlighting the importance of a society-wide approach that brings forward the voices of young people, men and boys in the effort to build a 'new normal'.

This ODI conference in partnership with Global Affairs Canada aims to:

- Build on research and experience that identifies critical factors and potential approaches to address key challenges for gender equality, including GBV and women's leadership
- Share strategies and opportunities to further the resilience of women's rights organisations and social movements to continue to work towards gender equality, including in times of global crisis, recovery and beyond, in collaboration with other key stakeholders
- Bridge generational gaps to bring together gender equality practitioners and activists to collaborate on innovative strategies and solutions to ensure the Beijing Declaration is actionable in the 25th anniversary roadmap
- Build understanding among international assistance policymakers, practitioners and those within government, academia and civil society by contributing to the evidence on how norm change is pivotal to achieving gender equality.



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## Thursday 10 December

**14:00 – 14:10 Welcome and opening | 25 years of progress towards gender equality: reflecting on the road since Beijing and looking to the future**

### Welcome remarks

Sara Pantuliano, Chief Executive, ODI

### Joined by

Elissa Golberg, Assistant Deputy Minister for Strategic Policy, Global Affairs Canada

### Towards gender equality: changing society at large and changing hearts and minds

Sessions one and two examine the range of actions necessary to enable gender norm change. This involves society-wide actions such as legal protection, political leadership, jobs for women and quality services, alongside action to change the hearts and minds of individuals, such as social movements, behaviour change programmes and mass media.

To examine progress these sessions will focus on:

1. Gender-based violence
2. Political voice and leadership



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**14:10 – 14:40 Session 1 | Preventing violence through society-wide, community and individual action: a post Beijing +25 agenda**

### Agenda

While we are increasing our knowledge on GBV, violence remains a critical brake on norm change across sectors. It keeps children out of school and women out of the workplace. It compromises freedom of movement and it is endemic within domestic settings. The rise of internet technology has brought new opportunities, as well as threats and dangers as online GBV and harassment proliferate.

Large-scale actions to prevent violence through the enactment and delivery of policies, laws and services, can be critical areas for supporting change. These, however, can be limited when their implementation is weak, or populations are unable to access protection and services. Alongside these provisions, social movement action, mass media and behaviour change programmes can make a difference.

Changing both attitudes and behaviours in relation to GBV – what people think and what they do – is critical to sustain change. This session looks at progress over the past decades and unpacks what enables and what stops change, and the critical actions for a post-2020 agenda.

In this session, expert insights in both plenary and breakout rooms will address the following key questions:

- What do we know about the role of society-wide actions such as policy enactment, legislation and service provision in preventing and protecting against gender-based violence and violence against women and girls, in different settings and in relation to different forms of violence?

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- What is the best learning so far and what gaps remain in our knowledge?
  - Beyond these society-level changes, how can hearts and minds be changed to cement and progress action to eliminate gender-based violence?
  - How can this learning inform specific action in light of current challenges?

### **Panellists**

**Rachel Jewkes**, Director of Global Programme, What Works to Prevent Violence

**Poonam Muttreja**, Executive Director, Population Foundation of India

**Gary Barker**, CEO and President, Promundo US

**Lori Michau**, Co-founder and Director, Raising Voices

### **Chair**

**Caroline Harper**, Director of Programme, Gender Equality and Social Inclusion, ODI

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## 14:40 – 15:10 Virtual breakouts

### Agenda

Share ways of working to advance gender equality, exploring the themes of gender-based violence, progress and intersectionality.

### Session 1

**Facilitator:** Megan Daigle, Senior Research Fellow, Humanitarian Policy Group

**Firestarter:** Lori Heise, Johns Hopkins University

**Intervention:** Isabelle Solon-Halal, Global Affairs Canada

### Session 2

**Facilitator:** Rachel George, Senior Research Fellow, Gender Equality and Social Inclusion

**Firestarter:** Poonam Muttreja, Executive Director, Population Foundation of India

**Intervention:** Annik Lussier-Rez, Global Affairs Canada

### Session 3

**Facilitator:** Rachel Marcus, Senior Research Fellow, Gender Equality and Social Inclusion

**Firestarter:** Ana Buller, Research Fellow, London School of Hygiene and Tropical Medicine

**Intervention:** Louise Holt, Global Affairs Canada

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## 15:10 – 15:30 Coffee break

### Agenda

Participants are encouraged to take a screen break for refreshments and reconvene for the next session. We screen an ODI Bites on 'Women and the future of work' in the plenary room. Participants are encouraged to watch during this break.

## 15:30 – 16:10 Session 2 | Charting a forward-looking agenda for gender equality through political voice and leadership

### Agenda

Discriminatory gender norms that shape the political space appear to be weakening in many contexts around the world. Women's representation in parliaments has, on average, doubled since Beijing, rising from 12 to 25 per cent, and women leaders, though few in number, have been lauded for their responses to the Covid-19 pandemic.

Despite these gains, many gender-unequal attitudes and stereotypes continue to hold back equality achievements and pose significant challenges to more widespread deep and lasting change. When women do enter political spaces, they can suffer gender-based abuse and harassment, in person and online. Their voices can also be ignored or muted based on gender-biased attitudes. Gaining more gender-equal voice through positions of influence is a challenge, including within the judiciary, in finance and policing, and in business.

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This session unpacks what has led to progress over the past years and what critical forward action is necessary to speed up change. We address the following key questions:

- What are the key barriers in the space of women’s leadership and political voice, including deep-set discriminatory gender norms which can sometimes act as ‘invisible’ barriers to many women in politics? What changes have been achieved and what has driven this change?
- How do these dynamics differ between settings e.g. in conflict settings, local vs. national politics, and in issue-based leadership?
- How do intersectional issues shape the political space and what actions can support diversity and representation in leadership and politics?
- What does gender-sensitive/feminist leadership look like? How can leaders help progress gender equality aims? How can we foster more gender-sensitive and intersectional leadership, including among men? What are some of the examples and lessons from the Covid-19 response?

### Panellists

**H.E Wafa Bani Mustafa**, MP, Chair, Coalition of Arab Women MPs to Combat Violence Against Women

**Meredith Preston McGhie**, Secretary General, Centre for Global Pluralism

**Shannon O’Connell**, Senior Gender Adviser, Westminster Foundation for Democracy

**Laurel Weldon**, Distinguished Professor of Political Science, Simon Fraser University (SFU)

### Chair

**Kathryn Nwajiaku-Dahou**, Director of Programme – Politics and Governance, ODI

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## 16:10 – 16:40 Virtual breakouts

### Agenda

Share ways of working to advance gender equality on the themes of women's political voice and leadership.

### Session 1

**Facilitator:** Kerrie Holloway, Senior Research Officer, Humanitarian Policy Group

**Firestarter:** Tam O'Neil, Senior Gender Advisor, Care International UK

**Intervention:** Amina Doherty, Equality Fund

### Session 2

**Facilitator:** Rachel George, Research Fellow, Gender Equality and Social Inclusion

**Firestarter:** H.E. Wafa Bani Mustafa, MP

**Intervention:** Katrina Burgess, Global Affairs Canada

### Session 3

**Facilitator:** Pilar Domingo, Senior Research Fellow, Politics and Governance

**Firestarter:** Roberta Clarke, Chair in office (East and Southern Africa), UN Women

**Intervention:** Women's Rights and Gender Equality, Ministry of Foreign Affairs, The Netherlands

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**16:45 – 17:45 Session 3 | New ideas, old challenges: Learning and leading across generations and addressing old and new challenges**

### Agenda

Covid-19 has laid bare many of the challenges and faultlines holding us back from the goals set out in the 1995 Beijing Declaration. The rise of populism has presented multiple global challenges for the women's equality agenda. There are also opportunities to build a 'new normal', within which young people are both driving and deeply affected by many of the decisions being made today.

This 'in conversation' style panel facilitates a dialogue between young activists and experienced gender equality practitioners, to discuss shared ideas and challenges, as well as unique lessons and perspectives. In this solution-focused final session, we explore what should be prioritised in a forward-looking agenda for gender equality.

We address the following key questions:

- What lessons from past movements and from women's experience can be raised for the next generation of feminist leaders?
- What do challenges reveal about progress towards gender equality?
- What are some of the strategies for addressing particularly the most pressing impacts on women and girls?
- Can some of the past challenges inform some of the ones to come?

### Keynote remarks

**Helen Clark**, Global Leader in Sustainable Development and Gender Equality and former Prime Minister of New Zealand

### Leader panellists

**Grace Kyomuhendo Bantebya**, Professor of Women and Gender Studies, Makerere University, Uganda

**Roberta Clarke**, Chair in office (East and Southern Africa), UN Women

### Youth panellists

**Chamathya Fernando**, Sri Lanka Girl Guides Association, Sri Lanka

**Steve Lee**, Executive Director, Foundation for Environmental Stewardship, Canada

**Sagar Sachdeva**, The YP Foundation, India

**Zoey Roy**, poet and community educator, First Nations, Nehiyaw-Dene Métis

### Chair

**Sara Pantuliano**, Chief Executive, ODI



## Pre-event reading and resources

Gender norms and women in politics: evaluating progress and identifying challenges on the 25th Anniversary of the Beijing Platform

Gender, power and progress: how norms change

Why look back? It's not where we are going: the value of history in understanding gender and development

Historical lessons on gender norm change, with case studies from Uganda and Nepal

Beijing +25 and the road ahead for gender parity

Canada's Feminist International Assistance Policy

With special thanks and acknowledgement to the organising contributors:

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