Best practices to utilize gender analysis to promote U.S. foreign policy priorities in strategy drafting.
EQUALITY

The state or condition that affords men and women of all gender identities equal enjoyment of human rights, socially valued goods, opportunities, and resources.

EQUITY

Making provisions to ensure fairness.
Sex is the classification of people as male, female, or intersex. At birth, infants are assigned a sex based on a combination of bodily characteristics including chromosomes, hormones, internal reproductive organs, and genitalia.

Gender is the socially constructed set of roles, rights, responsibilities, entitlements, and behaviors associated with being a woman or a man in societies.
### Gender and U.S. Foreign Policy Goals

Closing the gender gap directly contributes to U.S. national security interests

| Women’s participation is a predictor of peace | Women moderate extremism | Women promote dialogue and build trust | Women bridge divides and mobilize coalitions | Women broaden societal participation | Women experiencing lower rates of GBV is an indicator for stability | Women break the “conflict trap” |
Gender and U.S. Foreign Policy Goals

Closing the gender gap increases U.S. prosperity

<table>
<thead>
<tr>
<th>Event</th>
<th>Impact</th>
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<tbody>
<tr>
<td>If 600 million more women have access to the internet, annual GDP will increase by US$13-US$18 billion across 144 countries</td>
<td>Women with bank accounts are more likely to invest their income or start a new business</td>
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<td>Addressing violence against women and girls improves productivity for businesses</td>
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Using a gender lens when planning and making decisions means understanding our work can have different implications based on gender.

Start using a gender lens by conducting a gender analysis, which organizes and interprets information about gender relations to better understand how to achieve diplomacy and development objectives.
Activity: Consider Questions to Ask

What questions can we ask to apply a gender lens to the political sector?

Are men expected to run for office?  
Gender Roles, Responsibilities, and Time Use

Can women vote?  
Laws, Policies, Regulations, and Institutions

Can women get campaign funding?  
Access to Assets

Are women perceived as less corrupt than men?  
Norms and Beliefs

Are women able to make decisions once in office? Or do other elected officials or the party hold sway?  
Patterns of Power and Decision-making
**MO 1:** Burma consolidates its democracy to become more inclusive, accountable and responsible to its people through good governance and protection of human rights.

**MO 2:** Burma makes meaningful progress toward peace and national reconciliation and begins to construct a shared national identity.

**MO 3:** Burma becomes a globally integrated market economy that supports inclusive, sustainable growth, improved health and higher quality of life for its people.

**MO 4:** Burma people and their government support close ties with the US and increased cooperation on regional and global issues.

Using a gender lens improves activities in support of Mission goals, and contributes to closing the global gender gap.
## Gender Analysis Tool

<table>
<thead>
<tr>
<th>Domain of Analysis</th>
<th>Relevant information and/or research to YOUR Post Strategic Objectives</th>
<th>Create Next Steps:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laws, Policies, Regulations, and Institutional Practices</td>
<td></td>
<td>1) Policy</td>
</tr>
<tr>
<td>Cultural Norms and Beliefs</td>
<td></td>
<td>2) Programs</td>
</tr>
<tr>
<td>Gender Roles, Responsibilities and Time Use</td>
<td></td>
<td>3) Public Diplomacy</td>
</tr>
<tr>
<td>Access to and Control over Assets and Resources</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patterns of Power and Decision-making</td>
<td></td>
<td></td>
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<tr>
<td>What other factors should be considered?</td>
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</tr>
</tbody>
</table>

Examples include age, religion, race, ethnicity, education, marital status, care of children or elderly, class, sexual orientation, gender identity, geographic location, rural/urban residence, disability status, and nationality.
Post Strategic Priority: Advancing Nuclear Non-Proliferation by promoting alternative energy in Country Z.

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| Laws, Policies, Regulations, and Institutional Practices | Institutional Practice- women not hired in leadership roles for most businesses, women who do enter energy business facing harassment, leading to women not involved in energy decision making, policy design, or laws/regulations | 1) Advocate for legal protections for women in the workplace  
2) Provide legal drafting support to government  
3) Embassy with community program on benefits of women in business leadership                                                          |
| Cultural Norms and Beliefs                             | Women’s participation in economic sector and scientific research not the norm                                                        | 1) Create Post Gender Working group to craft an action plan on how best to address gender issues in relation to Post Strategic Objectives |
| Gender Roles, Responsibilities and Time Use            | Women largely responsible for elder and childcare, which is serving as a bar to higher education                                        | 1) Work with Z government on policies that support women’s entrance to tertiary education  
2) Programs? Maybe scholarships- contact IVLP and USAID  
3) Design PAS campaign on benefits of women’s education for whole family/country                                                                 |
| Access to and Control over Assets and Resources        | Most owners of energy companies and researchers in energy field are men                                                              | 1) Policy?  
2) Programs- scholarships for women scientists  
3) Speaker series on women in the alternative energy field                                                                                |
| Patterns of Power and Decision-making                 | Most energy decisions made by men- leaders in industry and government                                                              | 1) Advocate for women at the negotiation table                                                                                      |
| What other factors should be considered?               | Not sure on how to proceed with risk assessment for vulnerable populations                                                          | Contact DRL team of experts on how to proceed here, incorporate into Gender working group/Gender strategy for Post                     |
Activity: Practice
Using a Gender Lens

[Insert ICS goal]

[Insert ICS goal]

[Insert ICS goal]

[Insert ICS goal]
Best Practices for Engaging Governments, the Public, Civil Society, and Colleagues on Gender Equality

• Make women’s issues part of bilateral, regional, and multilateral diplomacy
• Engage with all ministries, and elevate the ministry charged with women’s issues
• Avoid all-male meetings and panels
• Leverage the international/thematic calendar
• Report what’s happening through front channel cables
• Start a gender working group
• Include gender perspectives in talking points, BCLs, background papers, schedules, high-level meetings

S/GWI Toolkits provide best practices for diplomatic engagement, public diplomacy, and programming, and are available at womenandgirls.state.gov