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# Good Practices to Attract & Retain Women in Long-Term Training

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# ATTRACTING & RETAINING WOMEN IN LONG-TERM TRAINING



ASSOCIATION OF  
PUBLIC AND  
LAND-GRANT  
UNIVERSITIES



## Webinar for Implementers, Funders and Designers of Training Programs

September 12, 2013

Approximately 50 participants  
from around the world.

Focused on practical strategies  
and tools that programs can use.



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**Agrilinks** Achieving agriculture-led food security through knowledge sharing



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## Knowledge Network on Long-Term Technical and Leadership Training

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### Group Members

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**Paula Villegas**  
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 Netherlands



**Bharat V**  
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**marco noordeoos**  
African Women in Agricultural Research and Development (AWARD)  
 Kenya

### Group Resources

**AWARD's M&E Framework and Theory of Change**

Jul 21, 2013

**Tools and Resources on Monitoring your Program's Results**

Jul 3, 2013

### Active Members



**Yvonne Usanase**  
Association of Public and Land-Grant Universities (APLU)  
Posted How to Attract and Retain Women in Long-term Training  
5 days ago



**Alexandra Colevas**  
Association of Public and Land-grant Universities  
Posted Tools and Resources on Monitoring your Program's Result...  
5 days ago

GROUP DIRECTORY ▾



# Overview

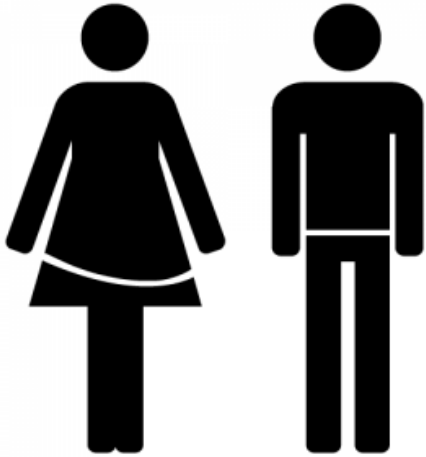
## I. New lenses

- 1 Focus on institutional strengthening
- 2 Focus on leadership, not just numbers
- 3 Responsibility for the long-term pipeline
- 4 Need men and women to make an impact

## II. Three major questions

- 1 How to recruit women when there are so few “in the pipeline”?
- 2 What to do about gender equality when most trainees are men?
- 3 What to do when family constraints hold back women from training?

# Lens #1 – A focus on institutional strengthening



**H**uman and **I**nstitutional **C**apacity **D**evelopment

## Lens #2 – Focus on leadership, not just numbers

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Gender



Leadership

# Lens #3 – Need a longer perspective



# Lens #4 – Need men AND women to tackle gender challenges

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# Challenge 1:

## Pipeline constraints – too few women

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*How can we recruit women when there are so few “in the pipeline”?*

### Strategies

1. Targets for recruiting – be *deliberate*
2. Identify country context
3. Involve well-known women

# Challenge 2:

## Furthering gender objectives with men

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*What can we do about gender when most trainees are men?*

### Strategies

- 1. Action Planning**
- 2. Awareness Raising**
- 3. Mentoring and Networking**

# Challenge 3:

## Support for women and families

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*What can we do when family constraints hold back women from training?*

### Strategies

- 1. Regional training venues**
- 2. Family-friendly policies**
- 3. Increased age limits**

# Recap

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## **New lenses:**

- 1 Focus on institutional strengthening**
- 2 Focus on leadership, not just numbers**
- 3 Responsibility for the long-term pipeline**
- 4 Need men and women to make an impact**

## **Major challenges:**

- 1 How to recruit women when there are so few “in the pipeline”?**
- 2 What to do about gender equality when most trainees are men?**
- 3 What to do when family constraints hold back women from training?**

# Share and discuss on Agrilinks

**Join the Knowledge Network on  
Long-Term Technical and Leadership Training:**

<http://agrilinks.org/working-group/26/about>



The screenshot shows the top portion of the Agrilinks website. At the top left is the 'FEED THE FUTURE' logo with the tagline 'The U.S. Government's Global Hunger & Food Security Initiative'. To its right is the text 'This project is part of the U.S. Government's global hunger and food security initiative'. Below this is a dark navigation bar with links for 'ABOUT', 'CONTACT', 'FAQ', 'JOIN AGRILINKS' (with a green plus icon), and 'LOG IN'. On the right side of this bar are 'TRANSLATE SITE', a language selection dropdown, 'SUBSCRIBE', and social media icons for Twitter, Facebook, and RSS. The main header area features the 'Agrilinks' logo in green and orange, followed by the tagline 'Achieving agriculture-led food security through knowledge sharing'. To the right is the USAID logo with the text 'FROM THE AMERICAN PEOPLE'. Below the header is a green navigation bar with icons and text for 'HOME', 'BLOG', 'EVENTS', 'RESOURCES' (with a dropdown arrow), 'ACTIVITIES', and 'GROUPS'. A search bar is located on the right side of this bar. A blue banner below the navigation bar contains the text 'Knowledge Network on Long-Term Technical and Leadership Training'. At the bottom is a light gray footer bar with icons and text for 'HOME', 'ABOUT', 'UPDATES', 'DISCUSSIONS', 'RESOURCES', 'DIRECTORY', and 'DATES'.

# Contacts

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