

REPORT ON THE TRAINING WORKSHOP

THE ROLE OF WOMEN IN TITLE XII

AUGUST 6 - 23, 1978

Submitted to the Title XII Office of
the Development Support Bureau

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by

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Report on
Training Workshop on
The Role of Women in Title XII
USAID/University of Arizona
Kathleen Cloud - Project Director

The training workshop for women from Title XII universities on "The Role of Women in Title XII" took place as scheduled in Washington, DC, August 6-24, 1978. Participants' written evaluations indicate that it successfully accomplished each of its' five objectives (see appendix A). In addition the group organized itself to produce policy recommendations for the integration of women into development that were presented to the BIFAD board for their consideration. These policy recommendations were subsequently endorsed in substance both by the BIFAD Board and the senate of the National Association of State Universities and Land Grant Colleges. Plans were made among members of the workshop for continued contact of subgroups focused around gardens, small farming systems and small ruminants. In some ways the most important outcome of the workshop may be the sense of community, together with commitment to the needs of women in the developing countries, that evolved within the group during the seventeen days. By the end of the workshop, the group was a very cohesive entity.

People throughout AID as well as in the larger development community were most generous in making themselves available to work with the group, so that participants had input from a wide variety of sources. The interaction of the group with the presenters was very valuable, and often very illuminating for both sides.

Evaluations were done for each session as well as at the end of the week. These have been incorporated into the final report so that any future workshops can build on this experience.

In terms of the structure of the conference there was substantial agreement that the objectives and content were basically appropriate. There was also agreement that there was some unnecessary redundancy in the program, especially with regard to objective 1, AID's policies and procedures. For most participants, two weeks seemed about the right length for such a workshop, and 30 about the right group size.

There was a general feeling that less presentation, and more time for discussion and interaction would have been useful, as well as more open times for professional contacts. These elements had been planned for in the early versions of the agenda but were squeezed out by the pressure to include additional content.

Interestingly enough, one area that received consistent requests for expansion was contact with the BIFAD staff, particularly Woods Thomas. Participants also felt there would have been mutual benefit from more contact with the board and the joint committees. Participants found the sessions they did have with BIFAD staff very useful.

The workshop was not without its problems. The first and happiest was the overwhelming response to the workshop announcement. With less than a month's time between the announcement and the closing of nominations 57 nominations from 35 institutions were submitted. Because of the large number a decision was made to select one participant from each institution rather than the teams earlier envisioned.

A selection committee representing BIFAD, the DSB/XII office, the Women in Development office, the University of Arizona and the Bureaus spent two days rating every participant and then selecting a group that represented the broadest possible array of disciplines. It was not an easy process, the strength of the group was impressive. The committee finally selected a group that included animal scientists, a horticulturist, social scientists, home economists and nutritionists. The institutions represented a good mix of those eligible for Title XII participation.

Some difficulties were created by the shortness of the time line, others by a lack of clear understanding among the various stakeholders of the support responsibilities of each with regard to the logistics of the workshop. These elements, together with the larger group size contributed to a certain raggedness in the details of the workshop, but did not seem to interfere with the main objectives of the training. It would be important however, in any future training that these concerns be addressed, and that any future training build on the lessons learned in this first experience.

The one major problem was the housing. The shortness of the time line meant that in order to move the proposal swiftly through the contracting procedures, the budget had to be kept below \$50,000. This precluded the use of hotels and meant that some type of dormitory housing was required. Several facilities were reviewed; each had problems, either poor location or lack of food service, or an early closing

to prepare for incoming students. Thurston Hall was chosen because of its location, its convenience to the State Department and downtown Washington. It was in the process of renovation when it was inspected. Commitments were given about the conditions of the building and the availability of lounge space that simply were not met. The result was a very justifiable unhappiness on the part of the participants. The facility should not be used again, and in future workshops sufficient money should be budgeted so that hotel accommodations can be provided for participants.

Workshop members have very concrete plans for using what they learned. In addition to the activities mentioned in the DSB/XII evaluation, in our evaluation seven participants mentioned preparing journal articles, nine mentioned proposal writing, four mentioned developing a new course, four mentioned a change in their student advising, and a number mentioned other relevant activities.

A general feeling among participants was that it would be most helpful to have a letter from the Board, through Dr. Thomas's office, to each Title XII officer, encouraging the use of participants on meaningful ways in Campus Title XII activities. In addition to this request they had a number of other suggestions for follow-on activities. Many of them are embodied in the policy recommendations. Others mentioned in response to the question "what would be your personal suggestions for BIFAD follow-on activities from this conference?" were:

With regard to the future activities of the group

- reconvene the group for 2-3 days next spring/summer. Let them

- present to one another what they've done on campus. Give them a briefing on new developments. (Mentioned 5 times.)
- communications be directed to the group to give support, keep motivation and enthusiasm up. (Mentioned 2 times.)
 - follow-up study done to see what participants have done - who is on campus committees, etc. (Mentioned 3 times.)
 - use members of this group to help plan future meetings, conferences, etc. (Mentioned 4 times.)
 - participants be supported in efforts to hold campus workshops (resource people, materials, etc.). (Mentioned once.)
 - find LDC experiences for workshop participants with limited developing country experience. (Mentioned once.)

With regard to resolutions

- implement the workshop recommendations. (Mentioned six times.)
- BIFAD should request a steering committee from the group to advise and suggest ways of implementing our recommendations. (Mentioned 3 times.)

With regard to training for other personnel in Title XII institutions

- Regional and/or Consortium sessions should be held for a mix of campus women and men. (Mentioned 6 times.)
- Similar conferences should be held for others. (Mentioned 5 times.)
- Set up internships and faculty exchange programs for both males and females to get the collaboration between AID and the universities going. (Mentioned once.)

With regard to the BIFAD staff

- Training on Women and Development should be given for (a) the BIFAD staff and (b) Title XII officers. (Mentioned twice.)
- BIFAD staff should take more seriously the mandate to involve women and should provide for this in their proposal review process to assure that the congressional mandate is adhered to. (Mentioned twice.)
- In contacts with Title XII officers, stress the need for, and guidelines requiring, involvement of women in all areas and at all levels of program planning and implementation. (Mentioned 4 times.)
- BIFAD should feel that we are allies/emissaries and call on conference participants to assist in informing other faculty about BIFAD mechanisms. (Mentioned twice.)

Evaluation Summary

In spite of the heat, the poor housing and the length of the workshop, the overwhelming response of the participants to the workshop was positive. There was a general consensus that in spite of the problems caused by the short time line it had been worthwhile to get in on the beginnings of Title XII. The participant responses to the final evaluation question reflect this.

After a series of questions that asked them to detail what had been strengths and what needed to be improved, they were asked "In general terms, what has been your reaction to being a part of this group for 2 1/2 weeks?" Typical responses were:

"This has been a very important part of my life"

"Conference was a great idea"

"Personally stimulated and encouraged"

"An excellent experience and specifically met a large part of the objectives of the workshop"

"I'm glad I came. I feel good about the networks among other very competent women that I have developed."

"I'm grateful to have been part of it."

Recommendations for Follow-On Activities to the Workshop/Seminar

A large number of specific recommendations emerged from conference participants themselves both in their individual workshop evaluations and in their collective Policy recommendations (Appendix C). In analyzing these recommendations it becomes clear that they deal with a wide range of concerns, some specific to women; some dealing with other BIFAD training and program needs. Many of these same concerns became apparent in planning and executing this workshop. Therefore the recommendations contained on this section of the report will reflect both the views of the grantee and of the workshop participants. The recommendations fall generally into two categories - those dealing with training for Title XII personnel not included in this workshop and further activities for participants in this workshop.

Further Training for Personnel in Title XII Institutions

There was a general consensus among workshop participants that more training opportunities should be offered to women not included in this workshop. It was also seen as crucial that men, particularly the Title XII officers, receive information on women and development issues. To serve these ends, three major strategies are suggested.

- 1) On campus seminars, workshops and training sessions dealing with the BIFAD in general and women in development issues in particular. Such sessions could be either directed exclusively to women or to both men and women interested in development.

These on-campus training activities can be undertaken by workshop participants themselves with occasional support from AID and BIFAD in the form of documentation and speakers. In fact these training activities are already in progress in most of the institutions represented at the workshop. They provide a good strategy for disseminating information at the campus level. Their advantage is that they can disseminate information widely. Because of time constraints however, the information they impart is often limited.

- 2) 3-5 Day Regional and/or Consortium Workshops dealing with similar subject matter in greater depth.

These can be open to a number of men and women from each of several schools. Either one school or a consortium could be responsible for organizing and managing such a gathering. Participants from this workshop have indicated interest in being involved in these regional meetings both as members of organizing committees and as workshop leaders. Support from AID and BIFAD could include materials and speakers as well as some part of the conference funding. These regional conferences/workshops offer a more intensive learning experience than on-campus seminars because they extend over a longer period of time. They also provide opportunities for institutions to learn from one another, and to exchange effective strategies. Because they demand a substantial commitment of time and energy there are likely to be few of them in any given year,

but they provide an excellent strategy for getting information about BIFAD to a range of people within an institution.

A Title XII officer could bring a institutional delegation representing varying disciplines and varying points of view to such a regional conference. There they could learn about AID's new directions, and the Congressional mandates regarding women and the rural poor, as well as about BIFAD's funding procedures. Such information would provide a wider base of understanding and support within each institution for activities that are responsive to current foreign assistance legislation.

All of these activities should be seen as supplementary to the workshops and regional meetings held for Title XII officers by the BIFAD staff. It would be helpful if, in the future, such regional meetings included explicit reference to the importance of integrating women into BIFAD development efforts.

- 3) a 10 day national training workshop for other women in Title XII institutions. This should be similar in nature to the current workshop, focusing essentially on the same 5 objectives. It should, however, be framed to profit from the lessons learned in this initial experience. Among these would be: a) at least 6 months lead time is necessary from the effective date of the contract to the workshop date. b) a somewhat higher funding level is necessary to permit better

participant accommodations as well as for more workshop staff time. c) logistical support responsibilities for the workshop need to be more clearly understood by various stakeholders and more clearly spelled out in the contract. In view of the formidable logistical problems involved in the kind of workshop the grantee suggests that serious consideration be given to holding any subsequent workshops at a nearby conference center instead of within the office of training d) Any further conference should utilize the skills and experience of participants in this conference. An advisory committee drawn from this group should be used in planning any future workshops. In addition members of this group should be used as trainers to share their successful strategies with new participants.

Further support activities for participants in this workshop

The participants in this workshop constitute a network of women dispersed throughout the country in positions of considerable institutional responsibility within Title XII Universities. They are knowledgeable about BIFAD and committed to the needs of women in developing countries. They are assuming considerable responsibility on their campuses for the transmission of what they have learned, and they are willing to assume more responsibility at the regional, national and international level. Because this is a new enterprise for many of them, as well as for their institutions, they will need continued support and

contact with one another if they are to function optimally. To this end the following strategies are suggested.

- 1) a letter be sent from BIFAD's executive director to the Title XII officers in each participant's school, drawing attention to the knowledge base these participants now possess and urging that the institutions make use of this knowledge by actively involving the participants in their Title XII activities.
- 2) a communication system be instituted to provide these women with continuing in-put in areas connected to the 5 workshop objectives. In addition this communication system should provide feedback from participants about their Title XII experiences, and their perceived needs as they move further into the development process. This system should also have the capacity to put participants in contact with one another for focused activities as well as for making contact between other development practitioners and members of the group on specific issues. This system could be expanded to include other women as they are trained at the regional and national level. Such a system is already under consideration for funding by AID/WID.
- 3) A 3-4 day meeting of this group should be held next summer to permit members to exchange successful strategies for the integration of women in Title XII, to give them additional input in areas of concern to them, and to share with them the

work flowing from the policy recommendations made at their first meeting.

- 4) as recommended in the report of the BIFAD staff concerning policy recommendations proposed by workshop participants, (appendix D). A Task Force should be established under the sponsorship of the joint JRC/JCAD group on education and training to undertake further study and consultation with appropriate AID offices on the issues addressed in the policy recommendations. This task force would be directed to bring forward action recommendations based on this study and dialogue. Since the policy recommendations deal with such a wide range of issues it may be desirable for the Task Force to constitute sub-committees to deal with specific areas, i.e. training and internships, research and documentation needs, projects design and evaluations, women's participation in BIFAD structure, etc.

This Task Force could share their recommendations with the full participant group in their summer 70 meeting for input and reactions.

In summary, the grantee recommends a series of nested training experiences at the campus, regional and national level for both men and women from Title XII institutions. These training experiences should each include some focus of AID's policies and procedures, BIFAD mechanisms and the role of women in development. They should be mutually reinforcing and complementary, reaching a range of audiences with differing interests and responsibilities.

In addition the grantee recommends an information system to service participants as well as a second training session to strengthen the capacity of women already trained.

By making use of the women trained intensively at the national level to assist in training at the regional and local level, a multiplier effect is produced that justifies the initial investment of energy and resources.

Lastly the grantee recommends the adoption of a Task Force such as that outlined in the BIFAD staff report to undertake further study of the group's policy recommendations and bring forth action recommendations based on them.

TRAINING DESIGN

"Title XII Workshop-Women in Development"

August 6-24, 1978

Training objectives are as follows:

- * 1. To familiarize women from Title XII schools with: (a) the policies, (b) the procedures, and (c) the personnel of the foreign assistance programs of the United States Agency for International Development.
2. To develop in participants sufficient competency in working with agency formats and procedures so that they can participate within their universities as equal and informed partners in project development, implementation and evaluation.
3. To familiarize participants with the key issues affecting the impact of development on women in the developing world, so that they may bring this understanding to bear on the development activities of their own universities. The regional and national plans of action will be utilized as resources in this area to assure that the views of women in the developing world are accurately represented.
4. To familiarize participants with the role of universities in foreign assistance and to assist them in understanding how they, as university owmen, can become meaningfully involved in development activities.
5. To develop a network of professional contacts between development practioners and university women. To the maximum extent possible, this will include contacts with women practioners from the developing world.

* Each training session noted in the schedule is designed to relate to one or more of these objectives, as indicated in the last column on the right of the schedule.

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECTIVE
1 August, 7, 1978	8:30- 10:00	1	Lounge Thurston Hall, GWU Walk to State Dept	Orientation - Introduction Practical Arrangements -- money, geography, etc.	Kate Cloud, Workshop Director	Presentation & Group Discussion	# Information Packets	1b,2
	10:00- 12:00	2	State Dept Rm. 1205	Focus & Objectives for 3 Weeks Training Introduction of Partici- pants	K. Cloud Marianne Dulansey, Workshop Leader	Presentation & Group Discussion	# Schedule & Objectives	1,2,4
	12:00 1:30	3	State Dept. Rm. 1207	Geography of State Dept. Building--Cafeteria, bank, etc.	Cloud/Dulansey	Small Group Movement		1b, 4
	1:30- 3:00	4	State Dept Rm. 1107	Plenary Session Role of Women in Title VI	Governor Gilli- gan Woods Thomas, BIFAD Arvonne Fraser, PPC/WID	Brief Welcoming State- ments and Welcoming Remarks	# <u>Women in Africa</u> # <u>Boserup & Lil- jincrantz - Integration of Women in De- velopment</u> * <u>Cloud - Sex Role Division of Labor . . . in Sahel</u>	1,3
	3:00- 5:00		State Dept Rm. 1107	"Development Needs of African Women"				Panel of African Women Leaders from Opera- tion Crossroads/Afri- ca Group (followed by open discussion)
5:00- 8:00	5	GWU Univer- sity Club	Reception for Title XII Women & African Women Leaders		Conversation		1c,5	
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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJE
2 Aug. 8, 1978	8:30- 9:00	1	Thurston Hall	How to Get From Here to There	K. Cloud Barbara Buchanan, Workshop Leader	Small Group Move- ment	o ILO Blue Book	1b,2
	9:00- 11:00	2	OPT/ Rosslyn Rm. 428	Basic Human Needs in the Developing World: The Magnitude of the Problem	Cloud/Dulansey	Films	*AID's Challenge in an Inter- dependent World	1a,3
	11:00- 12:30	3	OPT/ Rosslyn Rm. 428	<u>History of Foreign Assis- tance from Point IV to Basic Human Needs</u>	Jonathan Silver- stone, PPC/PDA/ CP	Presentation	# Ethiopian Women's State- ment	1a
	1:30- 2:15	4	OPT/ Rosslyn Rm. 430 428 457	Integration of Material of First Two Days	Cloud/Dulansey Buchanan	Small Group Dis- cussion		1,3,4,
	2:15- 3:45	5	OPT/ Rosslyn Rm. 428	The New International Economic Order	Dr. Richard Blue, OPT/ PSCD/DSP	Video Tape and Dis- cussion	PASITAM Tape and handout	1a
	4:00- 5:00	6	OPT/ Rosslyn Rm. 428	Alternative Approaches to Development in Extremely Low Income Societies	Montague Yudelman, Dir, Agr. & Rural Develop- ment IBRD	Presentation and Dis- cussion	o Economic De- velopment: <u>Competing</u> <u>Paradims,</u> <u>Competing</u> <u>Parables,</u> DSP Paper No. 3	
Code # Read before session o Scan * Optional								

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJE
3 Aug. 9, 1978	9:00- 10:30	1	State Dept Rm. 1105	AID's Development Objec- tives and Priorities	Charles Paolillo Deputy, AA, PIC	Presentation and Dis- cussion	# AID Bilateral Strategy Paper o HR 12222	1a,c
	10:45- 12:30	2	State Dept Rm. 1105	Overview of Women and Development	Arvonne Fraser PFC/WID	Presentation and Dis- cussion	# Fraser, Chaney, <u>Congressional Presentations World Plan of Action</u> # Percy Amendment	3,5
	1:30- 3:30	3	OPT/ Rosslyn	AID Sectors: Agriculture	John Westley, OPT/PSCD	Presentation and Dis- cussion	# AID organiza- tional Charts # AID Agricul- tural Policy Paper # AID Circular 255	1,2
	4:00- 5:00	4	OPT/ Rosslyn Rm. 428 430 457	Discussion and Feedback on Day's Activities *(Dispersion and Assign- ment of BIFAD Reading Materials)	Cloud/Dulansey Buchanan	Small Groups		1,2
	<u>1st Evaluation sheet circulated and collected</u>							
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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJE
4 Aug. 10, 1978.	9:00- 9:45	1	OPT/R. 428 Rosalyln	BIFAD: Legislative History and Purposes	Paul Whyke - Legislative liason office AID	Presentation and Dis- cussion	R BIFAD Hand- book	4
	10:00- 11:00	2	OPT/R. 428 Rosslyn	BIFAD: History of rela- tionship between universities and AID	Woods Thomas, BIFAD	Presentation and Dis- cussion	R BIFAD Hand- book	4
	11:00- 12:00	3	OPT/ Rosslyn R. 428	Title XII Program Over- view - What it is, what kinds of tasks it can perform; relationship to AID structure and univ- ersities; its major programs: 1. Research - Con- tract Collabora- tive 2. University Strengthening 3. Country Programs	Dr. Erven Long, Dir. Title XII Coordination and University Relations, LSB	Presentation and Dis- cussion	R BIFAD Hand- book	2
	1:00- 2:00	4	OPT/ Rosslyn R. 428	Integration of Material Presented: Participants generate questions	Cloud Dulansey/Buch- Buchanan	Small Groups	Chart Paper - markers	2
	2:00- 3:00	5	OPT/R. 428 Rosslyn	Clarification and Elabora- tion of Issues/Questions	Drs. Long and Thomas	Participant/Pre- sender Dialogue	R BIFAD Hand- book	2
				Code: # Read before session (Day 4 continued next page)		Scan I Optional	R Reference	

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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJE
4 (cont'd) Aug. 10, 1978	3:00- 4:30	6	OPT/ Rosslyn R. 428	BIFAD: Structure and How It Works	Earl Brown, BIFAD Nicolaas Luykx, Foundation for Technical Coop- eration	Presentation and Dis- cussion	BIFAD briefs	2
	4:30- 5:00	7	OPT/ Rosslyn R. 428	Feedback & Discussion	Cloud/Buchanan Dulansey			
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DAY	TDE	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJEC
5 Aug. 11, 1978	9:00- 10:00	1	OPT/ Rosslyn Rm. 428	DIFAD PROGRAMS "Research: Collaborative and Mission Contract"	Dr. Erven Long, DSB/XII	Presentation and Dis- cussion	R DIFAD Handbook	1,2,
	10:30- 11:30	2	OPT/ Rosslyn Rm. 428	University Strengthening	Curtis Barker, DSB/XII	Presentation and Dis- cussion		1,2,
	11:45- 12:15	3	OPT/ Rosslyn Rm. 428	Overview: University Participation in Country Programs	Cloud, Barker	resentation		1,2,
	1:30- 3:30	4	OPT/ Rosslyn Rm. 428	AID's Programming Process (Key Event) Documenta- tion	John W. McCarthy, Jr. Asia/DP	Presentation and Dis-	R Flow Chart of Events R AID Handbook #3	1,2
	3:30- 4:30	5	OPT/ Rosslyn Rm. 428	Examination and discussion of documents linking policy to country strategy - country strategy to project identification	K. Cloud Mary A. Doyle Asia/Technical Resources		* DAP's, CDSS's, PID's, PP's CDSS for Mauritania	1,2,
	4:30- 5:00		OPT/ Rosslyn Rm. 428	Assimilation & Discussion	Cloud/Dulansey/ Buchanan	Discussion		
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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECTIVE
1 Aug. 14, 1978	9:00- 1:00	1 2,3,4	OPT/ Rosslyn Rm. 428	How AID Projects are Conceived, Developed, and Implemented (PIO's, PP's, PIO/T's, PIO/C's, PIP/P's) a. Country Process - b. Washington Pro- cess - c. Collaborative Assistance Method- d. BIFAD Process -	Ferguson, C., XII Olson, R., NE/ TECH Barker, C., XII Cesal/Impsey, XII	Presentation and Discussion	R AID Hand- book #3, Various Program Docu- ments # AID program- ming Process Diagram	1,
	1:00- 2:00			AID's Nutrition Activi- ties	Marian Frazio DS Nutrition	Lunch Discussion		1,2
	2:00- 5:00	OPT	OPT/ Rosslyn Rm. 428	Planning & Evaluating Pro- grams	Herb Turner, PFC	Presentation/Work- shop	# Readings	2
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WEEK II

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJEC
2 Aug. 15, 1978	9:00- 12:00	1	OPT/ Rosslyn Rm. 430 Asia Rm. 457 Africa	<u>Bureau Presentations</u> <u>ASIA - AFRICA</u> Topics: a. Program Priorities (what and why) b. Structural and mechanisms for - policy development - project development - relationship to field c. Needs and situations of women in this geographic region	John H. Sullivan, Assistant Administrator, Asia Bureau Keval Gulhati International Center for Population Activities John Koehring, Dir. Development Resources, Africa Bureau Peter Weil University of Delaware	(Participants choose one Bureau for session) Presentation and Discussion	R Regional Policy Papers, Organizational Charts R International Women's Decade Regional Plans of Action	1,2
	1:00- 4:00	2	OPT/ Rosslyn Rm. 430 L.A. Rm. 457 Near East	<u>Bureau Presentations</u> <u>LATIN AMERICA - NEAR EAST</u> Topics: a. Program Priorities (what and why) b. Structural mechanisms for - policy development - project development - relationship to field c. Needs and situations of women in this geographic region	Robert Culbertson, Dir., Development Program, Latin America Bureau Sally Udeleman Near East Bureau Representative Nadia Jasaff - International Center for Research on Women	(Same as above)	(Same as above)	1,2
				Code // Read before session (Day 2 continued on next page)	Scan * Optional R Reference			

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECT
2 (cont'd) Aug. 15, 1978	4:00- 5:00	3	OPT/ Rosslyn Rm. 428	Discussion & Synthesis	Cloud/Dilansey Buchanan	Discussion		
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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECTIVE
4 Aug. 17, 1978	9:00 - 11:00	1	OPT/ Rosslyn Rm. 428	Focus for Congress	M. Dulansey	Group Discussion to Generate and Pri- oritize Questions About Appropriate Roles on Team with Regard to Women's Concerns	Chart Paper for Recording Questions	3,5
	11:00- 2:00	2	Congress - Various Locations	Visitation of Con- gress People		Individual Visitation of Congressional Offices		4,5
	2:30- 4:30	3	OPT/ Rosslyn Rm. 428	<u>Team Roles:</u> 1. Roles of Techni- cal Experts Added Roles of Women Team Mem- bers	Francis Johnson Janet Tuthill Joan Kertis	Panel and Discussion	List of Ques- tions from a.m. for dis- cussion	1,2,3,4,
	4:30- 5:00	4	OPT/ Rosslyn Rm. 428	Synthesis and Feed- back	K. Cloud M. Dulansey E. Buchanan	Discussion		

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJEC
5 Aug. 18, 1978	9:00- 10:00	1 & 2	OPT/Rosslyn Rm. 428	How to get into the system - review and discussion of BIFAD mechanisms At the Campus Level - "How can Women Move Into the System?"	K. Cloud	Presentation and Discussion Discussion - List- ing of action possibilities	# Copies of Briefs Airgrams, etc. R BIFAD Handbook- Various Work- sheets	4 3,
	10:00- 12:00	3	OPT/Rosslyn Rm. 428	A Practicum on How to Prepare Acceptable Proposals 1. Research - Collaboration - Contract	Curtis Barker, DSB/ XII Earl Brown, BIFAD	Workshop		1,
	1:30- 3:00	4	OPT/Rosslyn Rm. 428	A Practicum on How to Prepare Acceptable Proposals - Univer- sity Strengthening	Terry Boyd - U of Wisconsin	Workshop		1,
	3:30- 5:00	5	OPT/Rosslyn Rm. 428	How Country Projects are designed	Lon Cesal, BIFAD C. Ferguson, DSB/ XII	Workshop		1,
	<u>2nd Evaluation sheet distributed and collected</u>				Code	# Read before session	o Scan * Optional	R Reference

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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECTIVE
1 Aug 21, 1978	9:00- 10:30	1	State Dept Rm. 1406	Development Support Information Sys- tems	Maury Brown, Dep. Dir., PPC/ DIV	Presentation	R DIR - Catalog of Research	2
	10:30- 12:00	2	State Dept Rm. 1406	Other Information Support Services: (a) I.C.R.W. (b) New Trancentury Women and De- velopment Sec- retariat (c) Academy of Edu- cational De- velopment (d) Overseas De- velopment Cor- poration (e) Overseas Season Comm. of Ameri- can Council of Education	Representatives of groups chaired by Representative of SID/WID	Panel and Discussion	R Information Sources for Economic Devel- opment	2
	12:30- 2:00	3	G.W.U. Club	Role of the Multilat- eral Donors	Pierre Sales, Chief UN Relations Division IIA/IA/ UNR	Luncheon-Talk-in- vitees of all presenters		4
	2:00-	4	Various Locations	Exploration of Infor- mation Resources		Visitation of Infor- mation Resources		5

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DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJE
2 Aug. 22, 1978	9:00- 10:30	1	State Dept. Rm. 1406	Role of Private Voluntary Agencies and the Peace Corps (a) Africare (b) Home Ec. Assoc. (c) Overseas Ed. Fund	Representatives of groups - chaired by Helen Strow - American Home Economics Soc.	Panel and Discus- sion		2,
	10:30- 12:00	2	State Dept. Rm. 1406	Career Opportunities for Women in Development A. International Development Interns B. Consultant Firms C. FAO D. Peace Corps	Representatives of groups - Chaired by Kate Cloud	Panel and Discus- sion		4,
	12:30- 2:00	3				Lunch - GWU All morning pre- senter		4,
	2:00- 5:00	4	OPT/ Rosslyn Rm. 428	Title XII System on Campus	J. Burke - Missouri	Workshop		5

DAY	TIME	SESSION	LOCATION	TOPIC	LEADER/ PRESENTER	FORMAT	MATERIAL REQUIRED	OBJECTIVE
3 AUG. 23, 1978	9:00- 10:00	1	PP, Rm. 428	Assimilation and Accomo- dation		Large group dis- cussion		2,
	10:00 12:00	2	PP, Rm. 428 457 430	Strategies for involve- ment in university development efforts	J. Burke	Small group dis- cussion followed by large group discussion and sharing		4,
	12:30 2:00	3		Foundation for Technical Assistance - Purpose and Possible Roles	R. Smuckler	Presentation and Dis- cussion		3.
	2:00- 4:00	4	PP, Rm. 428	Women in Title XII next steps	A. Fraser, WID J. Prothro, BIFAD	Large group		4
	4:00- 5:00	5	PP, Rm. 428 430 457	Small group assess- ment of training - suggestions for follow-up and change - present in P.M.		Small groups - dis- cussion and re- cording for pre- sentation		4
	7-10 PM	6	Adam's Rib Restaurant	Presentation of group Resolutions	Dr. Abby Maralett and group rep- resentatives	Presentation	Policy Recommendations	1,2

POLICY RECOMMENDATIONS

Proposed By Workshop Participants

"ROLE OF WOMEN IN TITLE XII"

Sponsored By

Agency for International Development
Department of State

In Cooperation With
The University of Arizona

August 6 - 24, 1978
Washington, D.C.

POLICY RECOMMENDATIONS PROPOSED BY WORKSHOP PARTICIPANTS

Women representing 34 Title XII eligible universities focused on the role and representation of women as researchers and team members under the Agency for International Development (AID) contracts, and on the impact and relationships of women and development in the Less Developed Countries (LDC).

Workshop participants recognized the significant contributions of women in developing countries to production and utilization of foods that constitute the family's food supply. The participants recognized also the need to incorporate into the design of agricultural assistance programs specific plans to improve the nutritional status and to increase the disposable income of all family members. Additionally, priority was placed on the need to safeguard personal, social and cultural relationships simultaneously with an increase in economic progress among populations of the LDC.

Many women on the staffs of the universities in the United States and host countries are sensitive to the needs of indigenous women, but historically have had little opportunity to participate in AID's agricultural assistance programs.

As a result of an increased awareness and understanding of the needs of women and of the policies of AID, the participants agreed that:

WHEREAS:

The goal of development is to achieve a society in which each individual functions without limitations imposed by poverty, ignorance, or inadequate states of nutrition and health, AND

WHEREAS:

A major portion of food production in the LDC is the responsibility of women and children, AND

WHEREAS:

Individuals, families, and communities often have been adversely affected by development programs, AND

WHEREAS:

The congressional mandate (Percy Amendment, Foreign Assistance Act) and the resulting policy determination by AID (PD-60) require that women be fully integrated as agents and beneficiaries into development programs supported by the United States, AND

WHEREAS:

AID/BIFAD (Board for International Food and Agriculture Development) have recognized the need to encourage the participation of women as equal partners in the development process, AND

WHEREAS:

Title XII eligible universities are becoming increasingly responsible for development of agricultural assistance programs, AND

WHEREAS:

AID/BIFAD and Title XII eligible universities have committed resources to strengthen programs to prepare women as well as men to assume responsible roles in international programs

the following policy recommendations are offered for consideration to appropriate staff in AID, BIFAD, and universities participating in Title XII programs.

WE RECOMMEND THAT:

The AID Policy Determination Paper 60 (PD-60) of September 1974, entitled Integration of Women into National Economies, be fully implemented (See Appendix);

The total contribution of women to agricultural production, storage, and distribution systems be documented systematically and made available to program planners;

Development programs include strategies for improving women's skills and abilities to participate actively in the total development process through projects aimed specifically at increasing quantity and quality of family food supply and family income;

Programs be designed to facilitate the transition of all members (men, women, and children) of the target population from dependence on assistance to independence and self-help at the grass-roots level;

The social, cultural, and psychological impacts on the target population be given greater emphasis in design and implementation of programs;

Nutrition be designated as a primary program area of equal importance with sectors such as agriculture and health;

All evaluations assess the effects of the project on nutrition, health, and social factors as well as on agricultural production;

AID/BIFAD seek proportionate representation of disciplines and of qualified women on the Board and its committees, the Joint Research Committee (JRC) and the Joint Committee on Agricultural Development (JCAD);

All eligible universities have a Title XII committee composed of women and men representing a wide range of disciplines.

SUMMARY STATEMENT

The adoption of these recommendations by AID, BIFAD, and universities participating in Title XII programs will reaffirm the AID policy on the Integration of Women into National Economies (PD-60).

APPENDIX

Suggestions for implementation of Agency for International Development Policy Determination Paper 60 (PD-60):

1. AID Policy Handbook 1, Part IV, "Sector Policies", should be amended to include Section 5, "Women in Development Efforts."
2. AID Handbook 3, Part I, Appendix 4A, "Social Soundness Analysis Guidelines", should be revised to require inclusion of baseline data on women and children. It should also include an assessment of the potential impact of the program on the family unit.
3. Evidence that women's issues in host countries have been adequately addressed should be one criterion for evaluation of PIDs and PPs.
4. Evidence that women in Title XII eligible universities participated in the formulation of strengthening grants and collaborative research proposals should be one criterion for evaluation.
5. An official "Women in Development Review Board" should be established in each host country for the purpose of assuring that all AID projects address and respond to the needs of women in agriculture and rural development.
6. AID should initiate regional training conferences which would:
 - a. Improve dissemination of information about contributions of women to the development process and the impact of social and economic change on women;
 - b. Contribute to the creation of collaborative communication networks among universities on a regional or consortium basis;
 - c. Facilitate university understanding of changes in AID/BIFAD policies, structures, and priorities for Title XII implementation.

POLICY RECOMMENDATIONS OF WORKSHOP PARTICIPANTS

We, the undersigned, endorse these policy recommendations as representing our concerns in relation to the role of women in Title XII programs.

PARTICIPANTS

Name	Title	Discipline	Institution
Mary E. Fugua	Associate Dean	Nutrition	Purdue
Gail House	Researcher	Family Economics	Texas Tech
Patricia B. Swan	Professor	Nutrition	U. of Minnesota
Mavis L. Moore	Asst. Prof	Leadership Dev.	U. of Maryland
Margaret E. Meyer	Professor	Veterinary Public Health	University of California
Gail H. Disney	Asst Prof	Nutrition	University of Tenn, Knoxville
Charlotte B Burns	Assoc. Prof.	Horticulture	Cal Poly San Luis Obispo
Beth Yetley	Asst. Prof	Nutrition	Texas A M University
Wjania M. de Colon	Asst. Prof.	Home Economics Ext.	Iowa State University
Barbara A. Cozpe	Assoc. Prof.	Nutrition / Home Econ.	Western Carolina Univ
Virginia Boyd	Asst Prof	Home Economics	University of Wisconsin
Lerna Michael Butler	Assoc. Prof.	Anthropology & Extension	Washington State University
Sue Ellen M. Chertton	Assoc. Prof.	Political Science	Colorado State Univ.
Eloise Carter	Head, Dept. H. Sciences	Home Economics	Quekge Institute
Lalene M. Kettingling	Asst Professor	Nutrition	South Dakota State Univ.
E. Thomas Crawford	Research Assoc	Rural Sociology	Port Valley State College
Mary Louise Johnson	Director and Prof	Nutrition and Food	University of Washington

PARTICIPANTS

Name	Title	Discipline	Institution
Josephine Miller	Assoc. Prof	Nutrition Research	University of Georgia
Hetty J. Banatti	Asst. Prof.	Human Nutrition	Fl. A. M. UNIV.
Ally S. Marshall	Prof.	Human Nutrition	University of Kentucky
Loon W. Hoak	prin. invest.	Nutrition Research	Va. State College
Mavis C. Nymon	Prof.	Food + Nutrition	North Dakota State University
Barbara Daboll	Research Assoc.	Animal Physiology	University of Arizona
Alfreda Webb	Professor	Veterinary Medicine	North Carolina A. + T. State
Patricia Connell	Asso. Prof.	Developmental Psych.	Mich. State Univ.
Mary Futrell	Prof.	Nutrition	Miss. State Univ.
Louise Bates	Asst. Prof	Family Development	U. T. & S. U.
Mary Tompkins	Professor	Agricultural Economics	West Virginia University
Margaret Thornbury	Professor	Food + Nutrition	Univ. of Maine, Orono
Jane McCullough	Asst. Prof.	Family Econ + Mgt.	Mich. State Univ.
Ruth S. Finney	Assoc. Prof.	Anthropology	Univ. of Hawaii
Patricia Drayton	Asst. Prof.	Nutrition + Food Sci.	So. Ill. Univ.
Gwendolyn Hewkirk Ink	Professor	Home Economics	Univ. of Neb., Lincoln

RESOURCE PERSONNEL

Name	Title	Discipline	Institution
Helen Strow	International Program Coordinator	Home Economics	American Home Economics Assoc
Martha Herwin	Consultant	Rural Women's Issues	
Jean M. Stue	Professor	Agri. Economics	Univ. of Ill. UIC
Judith L. Burke, Ph.D.	Assistant Professor	Education and Human Development	University of Missouri Columbia

COORDINATORS

Name	Title	Discipline	Institution
Barbara S. Buchanan	Administrative Assistant Women in Tech XII	Anthropology	University of Arizona
Marganne Sulancey	Pres. Consultants in Development	Pol. Sci.	
Kathleen Cloud	Project Director	Educational Psychology	University of Arizona



BOARD FOR INTERNATIONAL FOOD AND AGRICULTURAL DEVELOPMENT
Department of State
Agency for International Development
Washington, D.C. 20523

OCT 19 1978

MEMORANDUM TO: Chairman and Members of BIFAD
FROM : D. Woods Thomas, Executive Director
SUBJECT : *D. Woods Thomas*
Policy Recommendations Proposed by Workshop Participants
Regarding Women In Development

The Staff recommends that the Board support enthusiastically the objectives of the workshop participants and that it support an action program to increase the interest, awareness, capability and involvement of university women in Title XII. The staff believes that many of the workshop recommendations are relevant to both men and women faculty, especially the younger faculty members and that the action program should involve both even though the primary focus may be women.

The Staff recommends that the Board ask the joint JRC/JCAD Group on Education and Training to work with the BIFAD Staff, AID's Office of Women in Development, Professor Kate Cloud and two of the women workshop participants (to be selected by Ms. Frazer and Professor Cloud) to formulate and recommend an action program aimed at implementing the following recommendations:

1. The AID Policy Determination Paper 60 (PD-60) of September 1974, entitled Integration of Women into National Economics, should be implemented including:
 - .1 AID Policy Handbook 1, Part IV, "Sector Policies," should be amended to include Section 5, "Women in Development Efforts."
 - .2 AID Handbook 3, Part I, Appendix 4A, "Social Soundness Analysis Guidelines," should be revised to require inclusion of baseline data on women and children whenever possible. It should also include an assessment of the potential impact of the program on the family unit.
 - .3 Evidence that women's issues in host countries have been adequately addressed should be on criterion for evaluation of PIDs and PPs.
- Consideration should be given to establishing a "Women in Development Review Board" or some other appropriate mechanism to monitor this.

- .4 There should be evidence that women's issues have been adequately addressed and that participation of women faculty members has been adequately encouraged in university strengthening, research and technical assistance programs. Consideration should be given to establishing a Title XII committee of men and women at each university.
- .5 AID should initiate regional training conferences or some other mechanism which would:
 - a. Improve dissemination of information about contributions of women to the development process and the impact of social and economic change on women;
 - b. Contribute to the creation of collaborative communication networks among universities on a regional or consortium basis;
 - c. Facilitate university understanding of changes in AID/BIFAD policies, structures, and priorities for Title XII implementation.
2. The total contribution of women to agricultural production, storage, and distribution systems should be documented systematically and made available to program planners.
3. Development programs should include strategies for improving women's skills and abilities to participate actively in the total development process through projects aimed specifically at increasing quantity and quality of family food supply and family income.
4. Programs should be designed to facilitate the transition of all members (men, women, and children) of the target population from dependence on assistance to independence and self-help at the grass-roots level.
5. The social, cultural, and psychological impacts on the target population should be given greater emphasis in design and implementation of programs.
6. All evaluations should include an assessment of the effects of the project on nutrition, health, and social factors as well as on agricultural production.
7. AID and BIFAD should seek to expand representation of disciplines and of qualified women on the Board and its committees, the Joint Research Committee (JRC) and the Joint Committee on Agricultural Development (JCAD).

cc: Federal Attendees
BIFAD Staff
DS/XII Fred Johnson

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Appendix A

Summary of evaluation ratings: achievement of training objectives -N-27.

1. Did the content and presentation of content give you a familiarity with AID's policies.

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (4) (9) (14)
 great familiarity

procedures.
 1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (1) (3) (12) (11)
 great familiarity

personnel.
 1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (11) (2) (11) (3)
 great familiarity

2. Did the workshop content give you sufficient familiarity with agency formats and procedures so that you have the ability to participate as an equal and informed partner on your campus in development planning, implementation and evaluation.

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (1) (16) (10)
 great familiarity

Comments:

Depends on campus situation (5)

3. Did the workshop content give you familiarity with the key issues affecting the impact of development on women?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (1) (2) (11) (13)
 great familiarity

4a) Did the workshop give you familiarity with role of universities in foreign assistance?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (2) (13) (8)
 great familiarity

4b) Did it assist you in understanding how university women can become meaningfully involved in development activities?

1 _____ 2 _____ 3 _____ 4 _____ 5 _____
 very little familiarity (6) (1) (9) (10)
 great familiarity

Appendix (continued)

5. Did the workshop content and format help you to develop a network of professional contacts with others involved in development activities?

1	2	(3)	(9)	(15)
very little		3	4	5
help				great help