

# Gender Mainstreaming in NWS

Briefing Packet for Executive Committee

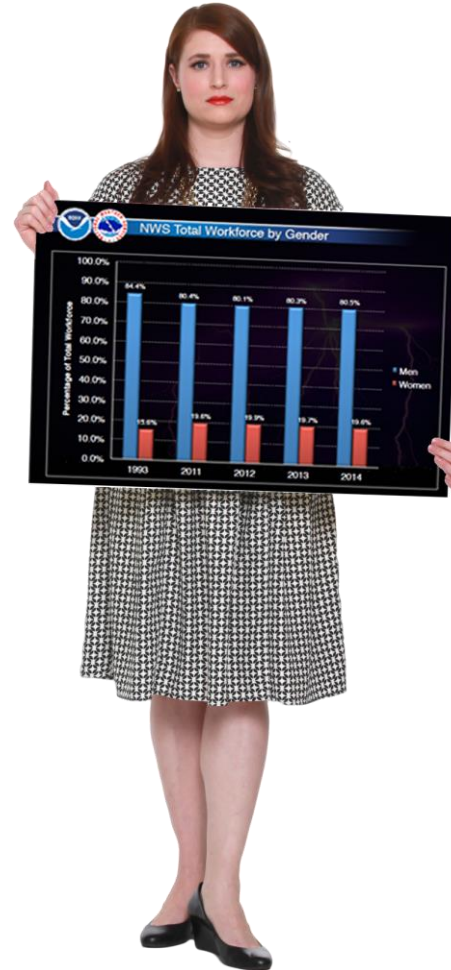
## External Service

Gender can directly cause inequalities and inadequacies in ability to deal with environmental hazards and their impacts.

The goal is to provide improved access to basic and enhanced weather, hydrological, climate and related environmental services that are responsive and sensitive to women's and men's unique priorities and needs – in a balanced fashion.

# Gender Mainstreaming

is the process of **assessing the implications for women and men** of any planned policy action, program design, education, and service.



## Internal Workforce

Balanced organizations that leverage diversity are proven to be higher performing.

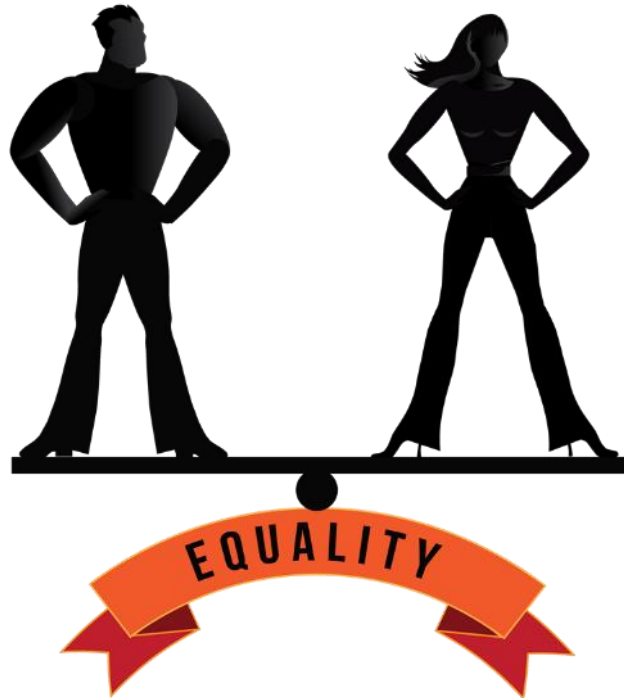
The overall goal of achieving gender equality is to realize fully the professional and human potential of both women and men, and the organization to thrive.



Toward the promise of balanced and equitable impact to all serving and served.

# Gender Mainstreaming

...is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels.



“The ultimate goal is to achieve gender equality.”

– UN ECOSOC 1997

Ultimately Gender Mainstreaming operates as a **lens** through which implications for **both** men and women are viewed and assessed.

# Gender Mainstreaming Working Group (GMWG)

- Work with the **WMO**
- **Document** principles, goals, actions: Gender Action Plan (GAP), NWS Diversity and Inclusion Strategic Plan, Gender Mainstreaming Policy/best practices...
- Improve the **balance** within the organization.
- **Educate**: Webinars, Conference, Social Media...
- Instill principles and practices **operationally** in Products, Services and Partnerships.

**Current Members:** Dr. Vankita Brown(COO), Hope Hasberry (EODMD), Dr. Michelle Hawkins (AFS), Kati McNeil (MEG), David Rowell (NWSTC)

**Support:** Laura Furgione (DAA – Sponsor), Richard Hill (EODMD), Caroline Corvington (IAA)



# Gender Mainstreaming Work in Partnership with the WMO

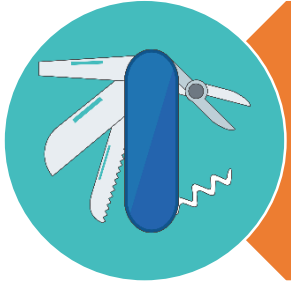
## **Plans and Policies:**

- Gender Action Plan
- Gender Equality policy, resolutions, and decisions
- Gender Mainstreaming goals
- Leadership Workshop



The Gender Mainstreaming Working Group has assisted the WMO with all of the above.

# Key Roles of Gender Mainstreaming



Leverage all gendered traits, skills, approaches, and perspectives



Create a balanced and representative organization



Adjust services to be gender sensitive and impact balanced

## Codifies:

- Policy Design
- Decision Making
- Procedures & Practices
- Monitoring & Evaluation
- Resourcing Programs & Initiatives
- Resources & Services & Opportunities

## Resources/Learn more...

**WMO** – Gender Equality and Empowerment of Women web page:

<http://www.wmo.int/gender/content/policy>

**Sustainable Gender Equality** - a film about gender mainstreaming in practice:

<https://www.youtube.com/watch?v=udSjBbGwJEg>

# FAQ

- Why is this a priority for NWS?

To have gender sensitive practices fully instilled within the agency which uphold the promise of balanced and equitable impact to all served and serving; and in so doing be a *model* agency in the practice of Gender Equality and Gender Mainstreaming principles.

- How will this priority be communicated throughout the organization?

A number of activities are planned by the GMWG and endorsed by the NWS DAA. These activities are very broad and will be communicated via all-hands notifications, webinars, etc...

- Who do I contact for more information?

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