



TOWARDS A GENDER JUST FUTURE

GENDER EQUALITY ANNUAL REPORT

2023

Foreword

“ My name is Alphonsine.

I have four children with my husband, Augustin, and we farm a small plot of land in northwest Rwanda.

The past few years have been difficult. COVID-19 made things hard for business and now there are increases in the prices of major foods. Life has been hard, but we are coping—and I am proud of my role in this.

Our situation as a family used to be very different. I wasn't allowed to work. Everything was in my husband's name, even our land, and I had no say in any decisions about our family. Joining the savings group through CARE was good, but what has made the most difference is how the couples' training changed my relationship with my husband.

Now, we don't have conflict in our home. We manage our money together and make decisions as equals.

I run my own veterinary shop and manage a small kitchen garden, which means we can earn more money and we're eating more vegetables as a family. I would say our family income increased by around 40%.

Considering the situation now, if he hadn't changed his mindset about how he treats me, if I was to be seated at home without earning any money, it would have been much worse. I don't think my husband would have managed alone.

Working as an equal partner in our family has been the key to being able to deal with the hardships we've faced. I see other women are now leading as equals in committees in our village. I hope they can bring the same changes in our community as we have at home. ”

Alphonsine

Rubava Diristrict, Rwanda
Indashyikirwa participant 2014-18

"If he hadn't changed his mindset about how he treats me, if I was to be seated at home without earning any money, it would have been much worse."

"I now lead 1,500 teenage girls. I always wondered what my situation would have been now if I had got married rather than learning about my rights and working for change."

“ My name is Sunita.

I am president of the Girls' Rights Forum in my community in Nepal. Many girls here don't get the same opportunities as their brothers, are forced to stay home, and are pressured into marriage young.

When I was younger, I was someone who always stayed at home. But now, I work to address these issues faced by teenage girls.

We've successfully brought a lot of changes.

We started with a small community of girls in our village, but this didn't seem sufficient to tackle the challenges we faced so we brought many communities together and formed Girls' Rights Forums at three different levels.

Along with my team members I now lead 1,500 teenage girls.

I always wondered what my situation would have been now if I had got married rather than learning about my rights and working for change.

Instead, a lot of girls have been influenced by me and have been empowered to come out of their houses and work along with us. They take me as their role model. I've earned recognition in foreign countries as well. I feel really proud of myself for being able to reach this level. ”

Sunita

Rupandehi, Nepal
Tipping Point participant 2018-22



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Gender equality at CARE: It's at the heart of all we do

At CARE, gender equality isn't just another program. Gender is at our core, embedded within everything we do.

This is what sets us apart in our quest for an end to poverty and inequality. We know the inclusion of diverse women and girls is necessary to reach those most marginalized by their identities and excluded by unjust systems. They are essential to achieving this vision.

But more than this, we see women and girls as the driving force able to create a fairer and better world for all.

As we continue to face new global challenges, again and again we've witnessed how women working together are furthering gender equality—not just for themselves, but for their families, their communities, and the societies in which they live. Our strength as a confederation, working across geographies and sectors in collaboration with diverse partners and allies, allows us to deepen and amplify this impact.

By channeling this potential and working to clear obstacles from their path, CARE's efforts are creating meaningful, lasting change in the power and choices of people of all genders around the world.

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS



**CARE has supported
16.5 million women & girls
to increase their empowerment &
gender equality since 2015.**



©Ana Matia Buitron/CARE

CARE works with women such as Elizabeth in Guatemala, who leads action for the rights of indigenous women as part of [Ixqib' MIRIAM](#).

"Feminist advocacy means actions to convince authorities to implement and enforce actions in favor of women's rights."

About this report:

This report summarizes CARE's progress towards our goal of greater gender equality for all under [Vision 2030](#). It highlights challenges, progress, and how we are leading change as we look toward the future.

The figures in this report are drawn from CARE's [Project & Program Information and Impact Reporting System \(PIIRS\)](#) and represent data reported in Fiscal Year 2022 (July 2021 - June 2022).

The FY22 impact figures are cumulative, representing reported impact which may have occurred at any point since 2020, the start of CARE's Vision 2030 strategy.

This report also draws on insights from CARE's Vision 2030 learning review in 2023, which reviewed our extensive evidence base to assess how we are contributing to greater gender equality and how this is advancing our overall impact.

Five things we were excited about in 2022

1. Girls leading activism to forge their own futures

Evidence shows [girl-led shifts in social norms](#) are preventing early marriage, keeping girls in school, and expanding their horizons.

2. Shifting power to feminist organizations

We're finding new ways to [support women's rights organizations](#) to strengthen their actions.

3. Centering the voices of diverse women and girls in our research

Reports such as [Her Voice](#) from the [Women Respond Initiative](#) focus on listening to women's experiences and we're embedding this across more of our programming.

4. Deepened commitment to addressing gender-based violence in all we do

More and more projects are using new guidance for [development](#) and [emergency](#) programming to integrate actions to address gender-based violence.

5. Strengthened focus on the role of men and boys in promoting gender equality

New guidance on [engaging men & boys for gender equality](#) highlights the critical role they play in achieving a more equal world for everyone.

Nancy is an entrepreneur who runs her own agribusiness in Peru. Her husband shares their household responsibilities and supports her with production.

CARE is engaging men and boys to shift the harmful social and gender norms which hold back women entrepreneurs.



Dayna is a performance artist and playwright based in Lebanon who works at the intersection of art and activism.

CARE is working with artists such as Dayna to explore the power of the arts to spark dialogues, commitments and social change toward gender justice.

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Five things we are excited about for 2023 & beyond

1. Bridging the gender digital divide

We're increasing our focus on digital inclusion to overcome barriers to gender equality and amplify the actions of women and girls.

2. Intensifying support to networks and movements

We remain committed to strengthening women's rights organizations and building networks of women leading change.

3. Deepening change for gender equality across all our systems

Efforts to embed gender equality within programs, operations, and commitments [across country teams](#) are increasing our impact, and we are looking to scale these successes in future programming.

4. Harnessing the power of social norms to address root causes of inequality

We have exciting studies underway looking at norms shifts and systemic changes as we continue to explore how to [shift social norms at scale](#).

5. Strengthening our focus on gender in emergencies

New ways of approaching humanitarian programming, such as [Women Lead in Emergencies](#), are deepening our focus on gender in humanitarian response efforts and helping ensure the needs of the most vulnerable are prioritized.

Gender Equality: The challenges we face

Since the COVID-19 pandemic, we have seen increases in poverty and inequality which are being felt across the globe. The challenges posed by ongoing conflict, climate change, and the escalating hunger crisis continue to disproportionately affect women and girls in all their diversity.

How do we know this?
We asked them.

Nearly twice as many women as men reported negative impacts on their food security. Nearly three times as many women as men reported stress and mental health issues, with unpaid work burdens, limited livelihood, food insecurity and gender-based violence mentioned as the main stress factors. Crises are intensifying insecurity and gender-based violence.⁰

Despite this, we continue to see inspiring examples of resilience and success from diverse women and girls who are overcoming obstacles, challenging stereotypes, and leading change around the world.



Nearly three times as many women as men reported stress and mental health issues, with unpaid work burdens, limited livelihood, food insecurity, and gender-based violence.*



Nearly twice as many women as men reported negative impacts on their food security.**

Learn more about the challenges women tell us they face in CARE's 2023 report [HER VOICE: Listening to Women in Action](#).



THE GLOBAL CONTEXT



150 million

more women are hungry than men, and this continues to increase.¹



1 in 3 women

globally have experienced gender-based violence, and COVID has increased this.²



>3 billion women & girls

lived in countries with 'poor' or 'very poor' scores for gender equality in 2020.³



310 million

fewer women than men use mobile internet in low- and middle-income countries.⁴



36 additional years

to close the gender gap as a result of COVID.⁵



26.5%

of Members of Parliament, globally, are women.⁶



1 in 3 countries

are either making no progress at all towards gender equality or are moving in the wrong direction.³



Only 0.13%

of the total Official Development Assistance (ODA) goes to Women's Rights Organizations.⁷

0. CARE: [HER VOICE: Listening to Women in Action](#) (Mar 2023).
1. CARE: [Food Security & Gender Equality](#) (Jul 2022).
2. UN Women: [From Insight to Action - Gender Equality in the Wake of COVID-19](#) (Sept 2020).
3. Equal Measures 2030: [Back to Normal is Not Enough - The 2022 SDG Gender Index](#) (2022).
4. GSMA: [The Mobile Gender Gap Report 2023](#) (May 2023).
5. World Economic Forum: [Global Gender Gap Report 2021](#) (March 2021).
6. UN Women: [Women in Politics map](#) (2023).
7. Association for Women's Rights in Development (AWID): [Where Is The Money for Feminist Organizing?](#) (2021).

Gender Equality: The progress we see

We want to create lasting change across all areas of people’s lives— and our impact data shows we’re making progress.

CARE’s Gender Equality Framework helps us measure our collective impact on gender equality around the globe. Each change we can track represents a tangible difference in the lives of individual women and girls.

Collectively, these represent a slow but steady shift towards our goal of a more equal world for all.

VISION 2030: OUR PROGRESS



5.9 million people
impacted by programs
focused on gender equality

since the start of our Vision 2030 strategy in 2020.

©Mohammad Hasan Zobayer/CARE



The Tipping Point initiative reduced the risk child marriage by 63% for girls who heavily participated in Bangladesh. Focusing on social norms approaches increased positive attitudes regarding gender roles, girls’ mobility, and their confidence in negotiation.

[Learn more](#)



CARE's impact under Vision 2030



4.8 MILLION

4.8 million people were positively impacted by projects which increased women’s individual agency.

This includes women who are more confident to speak out and negotiate with others. Women with the skills to earn their own income. Girls who are achieving in schools or other forms of education. Girls who are speaking out about the issues that affect them. Women who believe in their ability to succeed.



984,000

984,000 people were positively impacted by projects which promoted more equal relations.

This includes women and girls who are working together for change in their communities. Women who make decisions about their home and family as equals with their partner. Women who are able to make decisions about whether to have children.



483,000

483,000 people were positively impacted by projects which transformed the structures which discriminate against them.

This includes women who are protected by laws and policies which support their rights. Girls who are benefitting from school improvement plans. Women who can access appropriate services if they have experienced gender-based violence. Girls who are no longer being pressured to marry young because social norms have shifted.

How do we measure impact across CARE's Gender Equality Framework?

Impact indicators reported in CARE's Project & Program Information and Impact Reporting System (PIIRS) are grouped according to their contribution to change in agency, relations, or structures. This enables us to track progress against each domain of the Gender Equality Framework.

Learn more about CARE's
[Gender Equality Framework](#)



A note on our impact data: It's important to note that these are just the impacts we know about. CARE is rigorous in our reporting as we believe it is important to capture quantifiable changes in women and girls' lives, rather than simply report on the number of individuals trained or reached by campaigns. These figures reflect the number of people who have experienced a measured change in their lives, influenced by the actions of a project or initiative implemented by CARE and our partners, which then has been captured by an evaluation. That doesn't mean there are not many, many more who have experienced positive benefits as a result of our work— indeed, we regularly hear anecdotal examples of positive change. We just choose not to report impact unless we have solid evidence to back this up.

Our program impact

Together with partners, we will achieve our goal of greater gender equality for 50 million people in two ways:



Leading standalone programs which have a dedicated focus on gender equality.

Our particular focus areas for this include addressing **gender-based violence**, promoting **women's voice and leadership**, and ensuring equal access to quality **education**.



Addressing inequalities through integration of gender into our programs in other sectors.

This means we include approaches which **address the root causes of gender inequality** — such as activities to shift harmful social norms or engage men and boys in support of gender equality — as part of broader efforts to promote health, climate justice, food and nutrition security, and economic justice, as well as in humanitarian programming.



Women in north-east Nigeria will be better protected from gender-based violence as a result of a new law. The Violence Against Persons Prohibition (VAPP) Act was passed in Yobe State in 2022 following CARE's collaboration with campaign partners to advocate for stronger formal structures to protect women and girls.

[Learn more](#)



Program impact: Gender equality focus areas

CARE focuses on furthering the rights of women, adolescent girls, and marginalized groups in three priority program areas critical to achieving gender equality.

ADDRESSING GENDER-BASED VIOLENCE

Unequal gender roles and social norms may be enforced through the use of violence, which in itself is rooted in unjust and unequal power relations, structures, and rigid social and cultural norms. CARE has deepened our efforts to stop gender-based violence from occurring in the first place, addressing the consequences of gender-based violence after it has occurred and advocating for formal protections. This is centered in our [long-term programs](#) and in [emergency contexts](#). Learn more about our approach to [addressing gender-based violence](#).

Impact on gender-based violence under Vision 2030

500,000

people impacted by specific changes related to gender-based violence.

This includes:



259,000 people rejecting intimate partner violence



21,400 women and girls in development and nexus settings accessing GBV response services



135,000 people in emergency contexts obtaining access to lifesaving GBV prevention and response services

PROGRAM HIGHLIGHTS:

Preventing and responding to gender-based violence in Bangladesh

In response to increasing rates of gender-based violence resulting from the COVID-19 pandemic, the 2022 Prohori project in Bangladesh took action to prevent further increases in violence and improve access to support services for survivors.

The project worked with more than 44,000 people to shift social norms which normalize intimate partner violence, creating more equal power dynamics within relationships and strengthening services to support those who have experienced violence. Participants reported reduced intimate partner violence and increased ability to speak up about their rights.

PROGRAM HIGHLIGHTS:

Strengthening the actions of feminist organizations

CARE worked with 5 partners - 2 NGOs, and 3 feminist funds – to launch the [Feminists in Action](#) project. Through this collaboration, more than 140 women in feminist organizations in 30 countries around the world are receiving funding tailored to their realities, needs, and projects. At the same time, CARE is supporting these grassroots partners to strengthen their operations, deepen their expertise, and build collective action between organizations.

PROGRAM HIGHLIGHTS:

Strengthening, leadership, and life skills in nexus contexts

Despite the shocks of COVID and the worst drought in 40 years, more girls are enrolling in school and fewer are dropping out as a result of the [Adolescent Girls' Education in Somalia \(AGES\)](#) project. Among girls participating in non-formal education in 2019, their average income nearly doubled; for minority girls, this increased by 400%. Among girls who completed non-formal education in 2022, this is even higher despite drought. Alongside this, evidence shows girls are acting as role models to lead change in their communities and there are shifts in social norms which were preventing girls from going to school, such as girls previously being kept home to do household chores.



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PROMOTING WOMEN'S VOICE & LEADERSHIP

Women have a right to influence the decisions that affect their lives and yet this right is frequently denied. This continued exclusion of women from spaces of public decision-making and movements for change hinders our fight against gender inequality and injustice in the world. CARE has deepened our focus on supporting women's leadership in rights organizations, promoting girl-led activism, and engaging with women leading new forms of social change initiatives. Learn more about our approach to [promoting women's voice & leadership](#).

Impact on women's voice & leadership under Vision 2030

871,000

people impacted by specific changes related to women's voice and leadership. This includes:



-  668,000 women and girls have participated in formal/informal decision-making spaces
-  37,000 girls have led advocacy initiatives
-  144,000 women and girls reporting confidence in their own negotiation and communication skills
-  101,000 women and girls influencing public decision making and structural changes

ENSURING EQUAL ACCESS TO INCLUSIVE EDUCATION

Every child has the right to a quality education, but girls still face numerous and disproportionate barriers, especially in conflict-affected contexts and at the secondary level and above. In addition, girls often lack opportunities to develop individual agency, including valuable leadership and other life skills. CARE continues to work with girls, parents, and communities to shift social and gender norms around girls' expectations for their futures. We aim to build safe, inclusive opportunities for girls to access education and other skills in both formal and non-formal education spaces. CARE has increased our work with governments and other support structures to create more gender-equitable education systems. Learn more about our approach to [education & adolescent empowerment](#).

Impact on education under Vision 2030

735,000 people impacted by specific changes related to education. This includes:



-  412,000 students benefitting from the implementation of school improvement plans addressing gender issues
-  353,000 students with improved learning outcomes

PROMOTING GENDER EQUALITY IN EMERGENCIES

Gender inequality is a key barrier to equitable access to humanitarian assistance and the protection of human rights. Activities and approaches implemented during an emergency response are not neutral; they can either increase and reinforce existing inequalities, or challenge them.

Similar to CARE’s focus on gender equality in our development programming, our humanitarian responses include a focus on women’s leadership, addressing gender-based violence, and integrating gender equality approaches across all sectors.

Impact on women and girls in emergencies includes:

-  135,000 people in emergency contexts obtaining access to lifesaving GBV prevention and response services supported by CARE and partners
-  415,000 people supported through gender sensitive assistance in the form of cash or vouchers

Emerging evidence shows centering gender equality in humanitarian programming helps get services and support to those most in need. We’ve seen examples of groups who were not previously included gaining access as a result of women’s advocacy and leadership.



Women & Girls’ Safe Spaces are a key part of CARE’s emergency response. In Egypt these provide an entry point for women and girls to access gender-based violence response services while offering opportunities for developing skills, building support networks, and having their voices heard.

[Learn more](#)

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PROGRAM HIGHLIGHTS:

Women refugees leading change in Uganda

The lifesaving protection project in Uganda purposely centered women’s leadership alongside efforts to adjust gender-based violence and improve access to health services for refugees.

The focus on Women Lead in Emergencies meant women reported high levels of confidence in their ability to negotiate for improvements which affect their homes and communities. As a result, women are negotiating for improved services in their communities and pregnant mothers are getting better healthcare.



©Ekinu Robert/ CARE

"When a woman is in leadership, they understand better the issues faced by other women and can raise these."

CARE supports women such as Halatu in Uganda to take the lead in emergencies.

Program impact:

Gender integration in all programs

CARE's broader efforts to reduce poverty and inequality in sectors such as health, agriculture, climate, and livelihoods provide abundant opportunities to further gender equality—and in doing so further increases our overall impact.

We focus on approaches which address root causes of gender inequality. There are many ways this helps improve the lives of women and girls around the world. It increases the positive changes women and girls experience in their lives, such as increasing rice yields or access to health services. It creates change which is resilient to shocks and stresses, such as the impacts of climate change or conflict. And these changes are more likely to be sustained in the long term, so women see lasting change in their lives.

How do we integrate gender equality into all of our programming?

In 2022, we made a concerted push to amplify our gender impact through new guidance for teams in [engaging men and boys for gender equality](#) and addressing gender-based violence in both [development](#) and [emergency](#) settings.

Since then, we have deepened our support for teams working across all sectors through new training packages. Examples of this include piloting GBV integration training for Country Offices to address GBV considerations across all their programs, and social norms training to support more programs to address underlying causes of inequality within communities. Many of our partners have joined training on core approaches and strengthened their understanding of key gender themes.

Nearly 3/4 of CARE projects reporting impact in 2022 were able to report at least one change related to gender equality, such as women being more able to speak out and negotiate or couples making decisions as equals in their homes.

HOW ARE WE LEADING CHANGE?

EMBEDDING GENDER EQUALITY IN ECONOMIC EMPOWERMENT EFFORTS

Savings groups are not just a route to financial independence. CARE is harnessing their potential to address the root causes of gender inequality.

In 2022, CARE examined how four projects in Eastern and Central Africa had intentionally added [gender equality approaches to support Village Saving and Loans Associations \(VSLAs\)](#). Women reported more equal power relations in their household, reduced gender-based violence, and greater increases in income. Gender equality approaches which worked closely with men and boys by engaging families and communities in dialogue to shift harmful social norms, alongside efforts to strengthen women's capacity and agency, are clearly helping women overcome the barriers they face.

Gender equality is helping women from ethnic minority groups in Vietnam lead change for the region's coffee industry.

Women coffee farmers in north-west Vietnam such as Lo Thi Hoi saw increased income, reduced gender-based violence, and more opportunities to be leaders in their communities because gender equality was made central to efforts to improve their livelihoods. She is a member of the first women-led coffee cooperative in the region, which has increased the purchase price of specialty coffee beans by 15%.

[Learn more](#)



Program impact



Gender equality through health

- 1.1m more women can meet family planning needs
- 74,000 women made informed decisions regarding their reproductive health care



Gender equality through food and agriculture

- 431,000 women have participated in decisions about agricultural production and household income



Gender equality through climate justice

- 1.25m people were able to build their resilience to the effects of climate change
- 100,000 women have participated in household decisions relating to climate adaptation and resilience
- 23,000 women have actively participated in climate decision-making spaces



Gender equality through economic justice

- 102,000 women increased their capability to participate equitably in economic activities
- 296,000 more women are using formal financial services
- 303,000 women have participated in household financial decisions

Gender equality is helping adolescent girls in Benin make their own decisions about their futures.

Centering girls' rights in health programming had many benefits for girls like Hawa and her community. The Projeunes project halved child, early, and forced marriage, reduced the birth rate among youth from 41-30% and doubled contraceptive use, with 78% of adolescents reporting their needs for modern contraceptives were met.

[Learn more](#)



HOW ARE WE LEADING CHANGE?

BUILDING UNDERSTANDING OF SOCIAL NORMS IMPACT ACROSS SECTORS

Social norms and expectations stand in the way of women and girls achieving their goals. CARE views a broad and deep focus on shifting harmful social norms as key to promoting gender equality.

In 2022, CARE published findings from a [decade of work to end child, early, and forced marriage](#), which showed shifting social norms around girls' role in their home and community reduced their risk of child marriage while also increasing their mobility and confidence. Our [experience](#) shows that addressing the root causes of early marriage through a focus on social norms has led to ongoing benefits for girls' education, health, economic situation, and risk of violence. We are now examining how social norms approaches are improving the lives of women and girls across more sectors.

Moving forward, we're exploring tough questions on how changing norms can support large-scale change in people's lives across sectors and geographies, and invite others to join us on this learning journey.

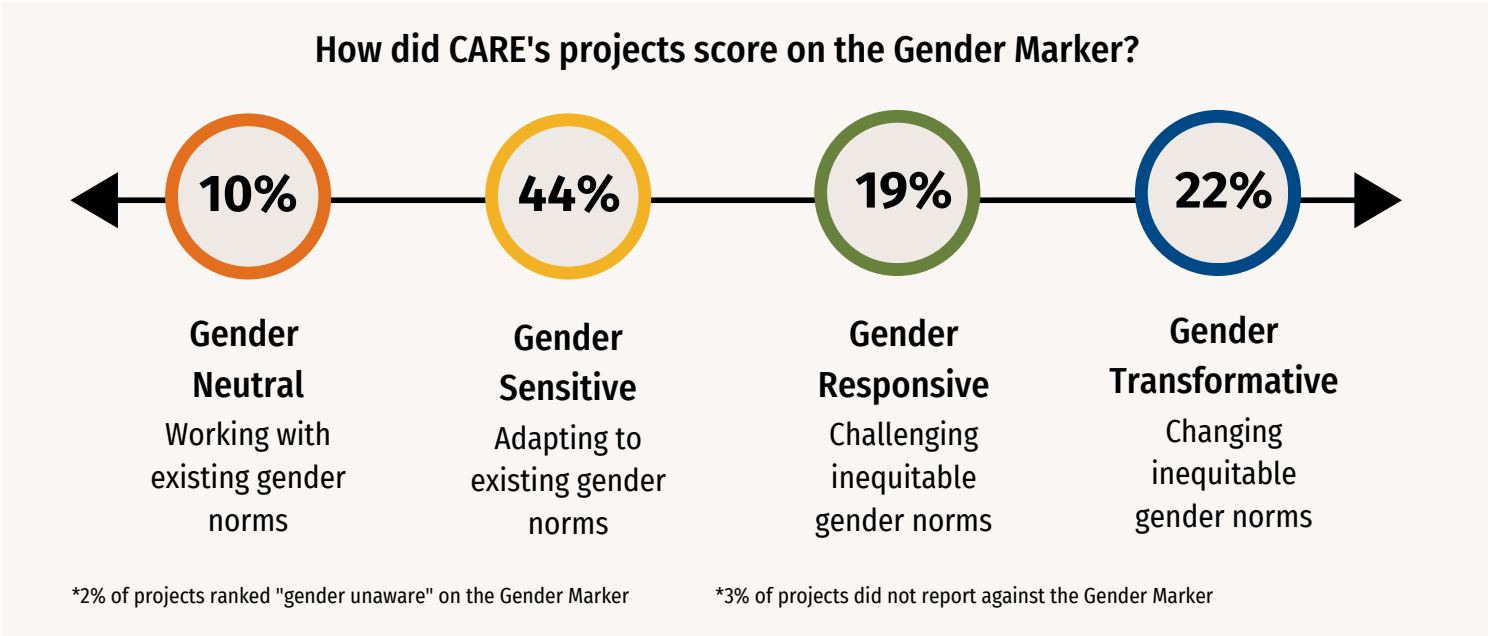
Program impact:

Tracking our progress

From start to finish, CARE’s goal is for all of our programming to contribute to lasting change for women and girls. That’s why we measure how well projects are **including gender at every stage of their efforts** and how they are **incorporating core gender equality approaches** so we can continually improve.

The Gender Marker

CARE’s Gender Marker helps us measure transformative change by considering whether we’re including gender in our analysis, activities, participation, and monitoring & evaluation. This self-assessment tool enables us to track whether projects are considering existing gender norms and relations, how they are adapting to these, and whether they are actively challenging or changing inequalities.



CARE uses the Gender Marker tool to identify where we’re having the most impact on gender inequality and find ways to continuously improve.

Learn more about CARE's [Gender Marker >](#)



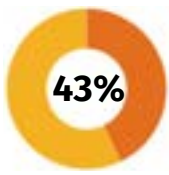
Core gender equality approaches

CARE’s global PIIRS data enables us to monitor the extent to which all of our projects are incorporating approaches which address the root causes of gender inequality.



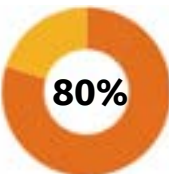
Fully or partially addressed GBV

Equality is not possible where people are subject to violence as a result of their gender. Nearly 2/3 of our projects, regardless of sector, are considering the implications of gender-based violence.



Worked on social norms

Challenging harmful social norms which create barriers to gender equality, such as women not being able to work outside the home, girls not be valued equally alongside their brothers, or stigmatization and criminalization of LGBTQI+ identities, is key for achieving lasting change.



Fully or partially engaged men and boys

Engaging men and boys to shift beliefs, behaviors, and practices which result in gender inequality is integral to CARE’s goals.

HOW ARE WE LEADING CHANGE?

DEEPENING THE EVIDENCE OF HOW GENDER EQUALITY LEADS TO FURTHER IMPACT

Our data shows that our programs achieve gender impact and positive changes in other sectors. Emerging evidence supports our assertion that gender equality results in greater sectoral impact.

CARE's programs have generated several compelling examples.* However, so far these remain focused on a number of specific contexts rather than across all our efforts. Moving forward, we wish to build systematic evidence — generated across contexts and sectors — to influence the global discourse on how gender equality is key to eradicating poverty and social injustice. Given the great depth and scale of CARE’s programming through our presence in more than 100 countries, we see tremendous opportunity in this investment in learning.

* Program evidence includes: [Abdiboru](#) | [Digital Sub-Wallets](#) | [HATUTAN](#) | [IMAGINE](#) | [Indashyikirwa](#) | [SOMGEP-T](#) | [SPIR](#) | [Tipping Point](#) | [Win Win](#)

Which projects are having the most impact?

These 19 projects reported tangible changes across all aspects of women and girls' lives.



* India had particularly high impact data as a result of COVID interventions in 2022.

Phearong Sdeung leads Banteay Srey, a women's rights organization in Cambodia.



Banteay Srey receives funding in support of their goals through the Feminists in Action project. Members of CARE's Global Gender Cohort from the region have worked with Phearong to strengthen her team's work on gender justice, particularly in support of their efforts to reduce gender-based violence.

Living our values: Gender equality within CARE as an organization

CARE believes that achieving gender equality requires change through our programming, but also within ourselves as an organization.

Living gender equality as individuals

To promote equality in all we do, staff must lead by example and model the behaviors we seek to challenge and change. In 2022, the Gender Cohort re-launched a revised, online version of CARE's [Reflections on Equity, Diversity and Inclusion](#) training, which encourages staff to confront power imbalances in their own lives and work. We have built a global network of staff able to offer this in four different languages to team members around the globe.

Our network of gender experts

CARE's Global Gender Cohort centers our gender expertise within teams around the globe. Our own staff are the best people to meet the growing demand for support on our gender approaches, so we've built this strong group of experienced people from diverse teams, locations and backgrounds. They support our programs to increase their gender impact, while gaining opportunities to continuously learn, share, and grow.

Diversity in our leadership

Centering gender equality means ensuring diverse women are equally represented at all levels across the organization. We go further than this to integrate gender equality principles as part of our organizational culture, through initiatives such as CARE Colombia's feminist leadership training.

CARE Cuba and CARE Honduras have the highest proportion of women in senior roles, at 75%.

Our global average is 48%.

Striving for equality in partnerships

Our focus on equality extends to our partnerships and we continue to strengthen how we work with women's rights organizations and feminist movements. New forms of engagement are shifting the ways in which we develop our partnerships.

In 2022 CARE co-authored a publication on [What Do Feminist and Women's Rights Organizations Want From Partnerships With INGOs?](#)

"The support that came to Sudan through the Go Deeper Initiative enabled a truly transformative shift in our work. I have worked in this sector a long time and this is easily the most impactful change initiative I have seen."

Country Director

HOW ARE WE LEADING CHANGE?

CENTERING GENDER EQUALITY IN OUR COUNTRY OFFICES

The impact of gender equality created across an entire country is more than the sum of its parts. CARE has shifted our focus beyond project level engagement to encompass all aspects of a Country Office.

In 2022, CARE launched the Go Deeper Initiative to embed gender equality not just in our programs and operations but as a shared commitment across the whole team within each country. [Learn more about how we are achieving this.](#)



care.org/gender-in-all-we-do

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This report would not have been possible without the tireless efforts of CARE's teams and partners around the globe and, of course, the inspirational actions and achievements of the diverse women and girls we serve.

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