

World Relief Gender Scorecard

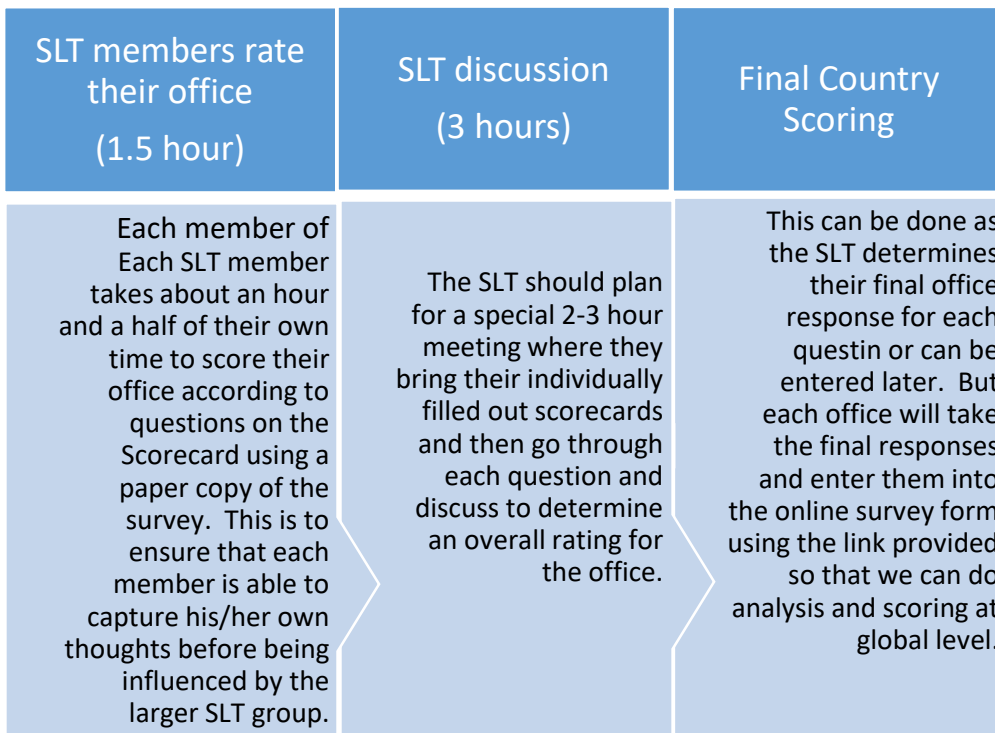
Purpose of Scorecard: For country offices to assess the current level of gender mainstreaming and commitment to gender equality within their offices. This tool will help provide country offices with key information for areas where they need to strengthen gender mainstreaming while also generating a standard score that can be compared across offices. Country offices will be able to use their results to help them form more detailed Gender Action Plans for improvement. This information will also go into a global level dashboard to track progress on WR’s organizational commitment to gender equality.

Targeted Group: Senior Leadership Teams at country offices and Gender Focal Points

Support: Global gender focal points will serve as a resource for country offices and lead the global analysis. An orientation call for country gender focal points and country directors will be provided the week of 23rd of November and will be recorded to be used as a resource. Country gender focal points are meant to help in orienting Senior Leadership Teams on how to perform the process and support in facilitating the process.

Content of the Scorecard: The scorecard is a total of 72 questions that either use a yes/no response or a 5 point Likert scale. The questions are broken down under five main groupings: Theological Foundation, Gender-sensitive project and program design, Staffing and Leadership, Dedicated Gender-Mainstreaming Strategic Resources, and Policies & Procedures. This will allow offices to see their scores within the individual sub-sections as well as their overarching score.

Proposed Rollout Process for Gender Scorecard:



Definition of Terms Embedded in the Survey Form

- **Compassionate Leave** (*question 60*): a period of absence from work granted to someone as the result of particular personal circumstances, especially the death of a close relative or in cases of needed recovery from abuse/trauma.
- **Gender Equality and Social Inclusion Self-Assessment** (*question 46 and 47*): An in depth self-assessment process that combines focus group discussions and a survey that is used with all staff at every level to gauge their perceptions on gender and social inclusion mainstreaming.
- **Gender Parity** (*question 24*): the proportionate representation of men and women in a given group; so in this case balanced representation of both men and women in all levels of staffing.
- **Gender Wage Gap** (*questions 39 and 40*): systemic differences between the average wages or salaries of men and those of women.
- **Gender Ratio** (*question 17*): proportion of males to females.
- **Gender Sensitivity** (*question 33*): The process by which people are made aware of how gender plays a role in life through their treatment of others.
- **Gender Sensitive Indicators** (*questions 10 and 11*): An indicator that measures gender-related changes in society over time.
- **“Men and Women Leading Together”** (*question 66*): This is a workshop from DAI Institute that has a trained facilitator who guides participants through content that looks at how both men and women can lead organization together, in contrast to what our cultures and traditions recommend. An aim of the global gender team is to roll out this training or a similar training to all country offices over the next two years.
- **WR’s Christian Identity Statement** (*questions 3-5*): This document created by the WR Executive Committee in 2019 provides 7 affirmations on WR’s Identity as a Christian organization, including Affirmation 2 on *Created in the Image of God* that goes in depth on WR’s theological position regarding gender equality.