



# TOP REPORTS ON WOMEN AND GIRLS

SUPPORTING GENDER LENS GIVING AND INVESTING

Before I became a full-time philanthropist and investor, I worked on Wall Street. I was a trader at Goldman Sachs, and I relied heavily on research to inform my investment decisions. Which securities and sectors had value and which did not? The answers to these questions were to be found in the research. After leaving Wall Street and turning my attention more fully to the issue of gender equality, and more specifically women's inclusion, empowerment, and leadership, I found myself once more looking to the research to inform my decisions and my path. I not only wanted to know the facts in order to be able to "make the case" for investing in gender based issues, but I wanted to find out which strategies for social change had the most impact. So I began collecting and reading research, and quickly discovered that there was a lot of it out there. There were times when it felt like a new study was coming out every day, and I grew increasingly frustrated with the fact that there was no centralized location, a hub of sorts, that aggregated all of these reports on women and girls. I spent so much time forwarding on links that I knew others would want access to that I finally began collecting these links all together in one location.

This document is the culmination of that work. It contains 400 reports across 18 different categories, including arts and entertainment, economic empowerment, health and reproductive rights, science and technology, and political representation. I hope that this aggregated list will serve as a great resource for those currently working on research on women and girls, both to see what is already out there so as not to needlessly repeat research, as well as to get a better picture of what questions still need to be answered. Furthermore, as a philanthropic movement builder, I hope it inspires greater giving and investments in gender based strategies.

I invite you to dive in, as I have, and not take on faith that a world that more fully supports and empowers women and girls is a better world for everyone, but knows it to be true. The evidence is in.

## Jacki Zehner

Former Partner and Managing Director, Goldman Sachs  
President, The Jacquelyn and Gregory Zehner Foundation  
Chief Engagement Officer, Women Moving Millions

**When we invest in women,  
we invest in a powerful source of global development.**

- Melinda Gates



# TABLE OF CONTENTS

I.	AGRICULTURE, CLIMATE & LAND RIGHTS	4
II.	ARTS, ENTERTAINMENT, FILM & MEDIA	7
III.	BUSINESS CASE FOR WOMEN, CORPORATE BOARDS, DIVERSITY & INCLUSION	14
IV.	ECONOMIC GROWTH, DEVELOPMENT, EMPLOYMENT & EQUALITY	27
V.	ENTREPRENEURSHIP	45
VI.	GIRLS	49
VII.	GIVING TO WOMEN & GIRLS & GENDER LENS PHILANTHROPY	56
VIII.	HEALTH & REPRODUCTIVE ISSUES	61
IX.	IMPACT INVESTING	64
X.	IMPACT INVESTING WITH A GENDER LENS	70
XI.	PEACE, CONFLICT, REFUGEES & MIGRATION	74
XII.	PHILANTHROPY	78
XIII.	POLITICAL REPRESENTATION	81
XIV.	SCIENCE & TECHNOLOGY	84
XV.	SPORTS	88
XVI.	VIOLENCE AGAINST WOMEN & TRAFFICKING	90
XVII.	WEALTH & ECONOMIC CLOUT	95
XVIII.	MASCULINITY & ENGAGING MEN IN GENDER EQUALITY	98

# I. AGRICULTURE, CLIMATE & LAND RIGHTS

## 1 **APPLYING A GENDER LENS TO AGRICULTURE: FARMERS, LEADERS, AND HIDDEN INFLUENCERS IN THE RURAL ECONOMY.** ROOT CAPITAL. 2014.

In this 14-page issue brief, the second in Root Capital's Issue Brief Series, we share our experience of applying a gender lens to our work in smallholder agricultural finance. Through our Women in Agriculture Initiative, we have been able to better understand the areas in which we know we support women (as farmers, agro-processing employees, and leaders). This work has also identified new areas for potential impact that further foster economic empowerment for women, underscoring the vital nature of women in less conspicuous—but high-impact—roles and positions.

<http://info.rootcapital.org/applying-gender-lens-to-agriculture>

## 2 **CAPTURING THE GENDER EFFECT: GUIDANCE FOR GENDER MEASUREMENT IN AGRICULTURE PROGRAMS.** INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2013.

This technical brief, produced for the Tanzania Gender and Agriculture Forum (TaGAF), draws on the experiences of two projects in Mbeya, Tanzania—Faida Mali's Integrated Soil Fertility Management and TechnoServe's Coffee Initiative—focusing on the steps they have taken to measure the 'gender effect'. It is a follow-on to an earlier TaGAF brief that presents some of the promising gender responsive practices these projects have underway.

<http://www.icrw.org/wp-content/uploads/2016/10/ICRW-TZ-Gender--Agri-II-v7-1FINAL.pdf>

## 3 **CLIMATE JUSTICE AND WOMEN'S RIGHTS: A GUIDE TO SUPPORTING GRASSROOTS WOMEN'S ACTION.** GLOBAL GREENGRANTS FUND, THE INTERNATIONAL NETWORK OF WOMEN'S FUNDS, AND THE ALLIANCE OF FUNDS. 2015.

This guide emerged from the Summit on Women and Climate in Bali Indonesia and aims to increase timely and appropriate funding for worldwide climate action initiatives led by women and their communities. The guide is not a comprehensive resource on climate change or women's rights. Instead, it addresses an urgent need within the funding community, and offers concrete, practical guidance.

<http://www.womenandclimate.org/wp-content/uploads/2015/03/Climate-Justice-and-Womens-Rights-Guide1.pdf>

## 4 **FAO POLICY ON GENDER EQUALITY: ATTAINING FOOD SECURITY GOALS IN AGRICULTURE AND RURAL DEVELOPMENT.** FOOD AND AGRICULTURAL ORGANIZATION OF THE UN (FAO). 2012.

This policy document provides a framework to guide FAO's efforts to achieve gender equality in all its technical work and to assess results. The policy specifies FAO's goal and objectives related to gender equality, and delineates an accountability structure to ensure policy oversight, and achievement of results.

[http://www.fao.org/fileadmin/templates/gender/docs/FAO\\_FinalGender\\_Policy\\_2012.pdf](http://www.fao.org/fileadmin/templates/gender/docs/FAO_FinalGender_Policy_2012.pdf)

## 5 **THE FEMALE FACE OF FARMING.**

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS (FAO). 2012.

This award-winning infographic illustrates why women are so important to agriculture, the gender gaps that exist in the industry, and the positive impact that closing the gap would have on increasing yield and reducing hunger.

<http://www.fao.org/gender/infographic/en/>

## 6 **GENDER-RESPONSIVE STRATEGIES ON CLIMATE CHANGE: RECENT PROGRESS AND WAYS FORWARD FOR DONORS.**

BRIDGE REPORT. 2011.

Gender equality is an important pre-condition for successful climate change adaptation, and transition to low-carbon alternatives in developing countries. In order for this transition to be effective, climate change adaptation and low-carbon efforts need to be gender-responsive taking into account. This paper focuses on the role of donors in this process, and is targeted at those working on climate change in donor agencies. It outlines a rationale for improved integration of gender and proposes key principles, which should premise climate change policies and programs.

[http://docs.bridge.ids.ac.uk/vfile/upload/4/document/1107/Gender%20responsive%20strategies%20on%20climate%20change\\_progress%20and%20ways%20forward%20for%20donors.pdf](http://docs.bridge.ids.ac.uk/vfile/upload/4/document/1107/Gender%20responsive%20strategies%20on%20climate%20change_progress%20and%20ways%20forward%20for%20donors.pdf)

## 7 **PLACE: PROPERTY, LAND, ACCESS, CONNECTIONS, EMPOWERMENT.**

THOMAS REUTERS FOUNDATION. 2016.

Place brings exclusive reportage produced by the Thomas Reuters Foundation along with the very best analysis, comments, photographs, and video from experts and organizations working around the globe on the issue of land rights. Place explores the complex social, economic, and political effects of inadequate land rights - from environmental sustainability and food insecurity to the potential for conflict and war.

<http://www.thisisplace.org>

## 8 **PROTECTING THE LAND AND INHERITANCE RIGHTS OF HIV-AFFECTED WOMEN IN KENYA AND UGANDA.**

MEASURE EVALUATION. 2013.

Many in the field of the public health and international development hypothesize that strengthening women's property and inheritance rights (WPIR) may reduce susceptibility to HIV and enable households to better mitigate the economic, physical, and emotional consequences of HIV, particularly in high prevalence countries. A growing body of qualitative and programmatic evidence suggests that programs addressing both WPIR and HIV are more effective at helping women and families alleviate the consequences of HIV compared with programs that address WPIR or HIV alone. However, there is a lack of quantitative evidence to support this assumption.

To better understand the effectiveness of combination programming at this intersection, more investment is needed in data collection and monitoring to document and evaluate the impact of programs that address both WPIR and HIV. A critical first step is having a clear understanding of current programmatic and monitoring and evaluation (M&E) efforts. This compendium aims to fill this gap by reviewing programs working at the intersection of HIV and WPIR in Kenya and Uganda, countries that have been heavily affected by the HIV epidemic and subsequently are experiencing a high occurrence of property grabbing and disinheritance from widows and orphans. The compendium includes descriptions and analysis of the 11 identified organizations and two in-depth case studies. Though not meant to be exhaustive, the compendium represents the depth and breadth of current programming in Kenya and Uganda that includes both WPIR and HIV. We summarize

current programmatic and M&E approaches, discuss strengths and challenges of each, and provide recommendations for next steps.

[http://www.icrw.org/wp-content/uploads/2016/10/sr-13-80-\(1\).pdf](http://www.icrw.org/wp-content/uploads/2016/10/sr-13-80-(1).pdf)

**9 REALIZING WOMEN'S RIGHTS TO LAND AND OTHER PRODUCTIVE RESOURCES.**  
UN WOMEN AND OFFICE OF THE HIGH COMMISSIONER FOR HUMAN RIGHTS (OHCHR). 2013.

This report presents an overview of international and regional legal and policy instruments recognizing women's rights to land and other productive resources, and a discussion of the ways of advancing a human rights-based approach to women's rights to land and other productive resources.

<http://www.ohchr.org/Documents/Publications/RealizingWomensRightstoLand.pdf>

**10 THE STATE OF FOOD AND AGRICULTURE 2010-11: WOMEN IN AGRICULTURE:  
CLOSING THE GENDER GAP FOR DEVELOPMENT.**

FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS. 2011.

This edition of The State of Food and Agriculture addresses Women in agriculture: closing the gender gap for development. The agriculture sector is underperforming in many developing countries, and one of the key reasons is that women do not have equal access to the resources and opportunities they need to be more productive. This report clearly confirms that the Millennium Development Goals on gender equality (MDG 3) and poverty and food security (MDG 1) are mutually reinforcing. We must promote gender equality and empower women in agriculture to win, sustainably, the fight against hunger and extreme poverty.

<http://www.fao.org/docrep/013/i2050e/i2050e.pdf>

**11 WOMEN AND CLIMATE CHANGE:  
IMPACT AND AGENCY IN HUMAN RIGHTS, SECURITY AND ECONOMIC DEVELOPMENT.**  
GEORGETOWN INSTITUTE FOR WOMEN, PEACE AND SECURITY. 2015.

This study identifies many key challenges posed by climate change, examines their gender dimensions and proposes timely recommendations for a broad base of stakeholders.

<https://giwps.georgetown.edu/sites/giwps/files/Women%20and%20Climate%20Change.pdf>

**12 WOMEN, LAND, AND LAW IN VIETNAM.**  
INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2015.

In this report, the International Center for Research (ICRW) and the Institute for Social Development Studies (ISDS), present early findings from a study carried out by the Vietnam Land Access for Women (LAW) program, which aims to help farmers – particularly women – realize their land rights. Funded by the U.S. Agency for International Development (USAID), the LAW program is a two-year pilot effort that aims to strengthen the reach and efficacy of land-related rights for women in two provinces in Vietnam, Hung Yen in the north and Long An in the south.

The report presents findings from the first phase of this project where researchers gathered information about farmers' ability to access land and solve land related conflicts at the commune level. Over a period of two months (October and November) in 2014, the team surveyed 864 couples of randomly selected households and interviewed 18 women and 18 men among local government representatives, representatives from civil society and farmers in both provinces.

<http://www.icrw.org/wp-content/uploads/2016/10/WomenLandLaw.pdf>

## II. ARTS, ENTERTAINMENT & MEDIA

### 13 **10-YEAR REVIEW OF GENDER & EMMY NOMINATIONS.** WOMEN'S MEDIA CENTER. 2015.

Although the Emmys cover many different jobs related to creating television programs, the Women's Media Center focused on the categories of writing (6), directing (8), editing (10), and producing (20). In its analysis of the nominations made for the years 2006 through 2015, WMC sought to take a detailed look at the gender ratios of jobs that have the most influence on what is depicted on the small screen.

[http://wmc.3cdn.net/822202d95858d58f00\\_l4m6y45dk.pdf](http://wmc.3cdn.net/822202d95858d58f00_l4m6y45dk.pdf)

### 14 **10-YEAR REVIEW OF GENDER & OSCAR NOMINATIONS.** WOMEN'S MEDIA CENTER. 2016.

The Women's Media Center's new report – WMC Investigation: 10-Year Analysis of Gender and Oscar Nominations – documents 19 non-acting categories and finds that over the past decade, women accounted for just 19 percent of all non-acting Oscar nominations (fewer than one in five).

[http://wmc.3cdn.net/442524c784e99851fb\\_8nm6ihr7b.pdf](http://wmc.3cdn.net/442524c784e99851fb_8nm6ihr7b.pdf)

### 15 **2014-2015 EPISODIC TELEVISION DIVERSITY REPORT.** DIRECTOR'S GUILD OF AMERICA. 2015.

The 2014-15 Report finds that employer hiring of women directors showed modest improvement in 2014-2015; women and minorities continue to be excluded among first-time episodic directors.

[http://www.dga.org/~media/Files/Press%20Releases/2015/Updated%20Diversity%20Report%20PDFs/DGA\\_Episodic\\_Television\\_Diversity\\_Report\\_2015\\_FINAL.ashx](http://www.dga.org/~media/Files/Press%20Releases/2015/Updated%20Diversity%20Report%20PDFs/DGA_Episodic_Television_Diversity_Report_2015_FINAL.ashx)

### 16 **2017 HOLLYWOOD DIVERSITY REPORT: SETTING THE RECORD STRAIGHT.** RALPH J. BUNCHE CENTER FOR AFRICAN AMERICAN STUDIES AT UCLA. 2017.

This is the fourth in a series of reports to examine relationships between diversity and the bottom line in the Hollywood entertainment industry. It considers the top 200 theatrical film releases in 2015 and 1,206 broadcast, cable and digital platform television shows from the 2014-15 season in order to document the degree to which women and minorities are present in front of and behind the camera. It discusses any patterns between these findings and box office receipts and audience ratings.

<http://www.bunchecenter.ucla.edu/wp-content/uploads/2017/02/2017-Hollywood-Diversity-Report-2-21-17.pdf>

### 17 **BOXED IN 2015-16: WOMEN ON SCREEN AND BEHIND THE SCENES IN TELEVISION.** CENTER FOR THE STUDY OF WOMEN IN TV AND FILM. 2016.

In 2015-16, 79% of the broadcast, cable, and streaming programs considered featured casts with more male than female characters. 5% offered ensembles with equal numbers of female and male characters, and 16% had casts with more female than male characters. Behind the scenes, women comprised 26% of creators, directors, writers, producers, executive producers, editors, and directors of photography working on the programs considered. Programs with at least one woman executive producer or creator featured higher percentages of female characters overall, more females as major characters, and more women writers and directors than programs with exclusively male executive producers or creators.

<http://womenintvfilm.sdsu.edu/files/2015-16-Boxed-In-Report.pdf>

18 **THE CELLULOID CEILING: BEHIND THE SCENES  
EMPLOYMENT OF WOMEN ON THE TOP 100, 250, AND 500 FILMS OF 2016.**  
CENTER FOR THE STUDY OF WOMEN IN TV AND FILM. 2017.

The Celluloid Ceiling has tracked women's employment on the top grossing films for the last 18 years. It is the longest running and most comprehensive study of women's behind the scenes employment in film available.

[http://womenintvfilm.sdsu.edu/wp-content/uploads/2017/01/2016\\_Celluloid\\_Ceiling\\_Report.pdf](http://womenintvfilm.sdsu.edu/wp-content/uploads/2017/01/2016_Celluloid_Ceiling_Report.pdf)

19 **THE DARK SIDE OF GUARDIAN COMMENTS.**  
THE GUARDIAN. 2016.

The Guardian was not the only news site to turn comments on, nor has it been the only one to find that some of what is written "below the line" is crude, bigoted, or just vile. On all news sites where comments appear, too often things are said to journalists and other readers that would be unimaginable face to face – the Guardian is no exception. New research into our own comment threads provides the first quantitative evidence for what female journalists have long suspected: that articles written by women attract more abuse and dismissive trolling than those written by men, regardless of what the article is about.

<https://www.theguardian.com/technology/2016/apr/12/the-dark-side-of-guardian-comments>

20 **EQUAL ARTS.**  
VICTORIAN WOMEN'S TRUST. 2016.

Equal Arts is a report by the Victorian Women's Trust looking at current female participation and leadership in arts industries as compared with research conducted in 1984, revealing a lack of progress toward gender equality.

<https://indd.adobe.com/view/68eab7a1-7c82-4751-a709-9336dea73e79>

21 **EXPLORING THE BARRIERS AND OPPORTUNITIES  
FOR INDEPENDENT WOMEN FILMMAKERS PHASE I AND II.**  
SUNDANCE INSTITUTE AND WOMEN IN FILM LOS ANGELES WOMEN FILMMAKERS INITIATIVE. 2014.

This research report examines the gender disparity in American independent film. The research was conducted with a two-prong approach. First, it quantitatively assessed the gender of 11,197 directors, writers, producers, cinematographers, and editors in U.S. movies programmed for the Sundance Film Festival between 2002 and 2012 to identify the prevalence of female filmmakers. Second, researchers documented the qualitative experiences of female filmmakers through interviews with filmmakers and film industry representatives.

<http://www.sundance.org/pdf/press-releases/Exploring-The-Barriers.pdf>

22 **EXPLORING THE CAREERS OF FEMALE DIRECTORS: PHASE III.**  
SUNDANCE INSTITUTE AND WOMEN IN FILM LOS ANGELES, FEMALE FILMMAKERS INITIATIVE. 2015.

Phase III explores how female directors fare after premiering at the Sundance Film Festival. This report assesses the types of films, distribution deals, and exhibition patterns of male and female U.S. Dramatic Competition directors. Then, through industry interviews with filmmakers, buyers, and sellers, they examine the unique impediments female filmmakers face.

<http://www.sundance.org/pdf/artist-programs/wfi/phase-iii-research---female-filmmakers-initiative.pdf>



**23 GENDER BIAS WITHOUT BORDERS:  
AN INVESTIGATION OF FEMALE CHARACTERS IN POPULAR FILMS ACROSS 11 COUNTRIES.**  
GEENA DAVIS INSTITUTE ON GENDER IN MEDIA  
& USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2014.

The purpose of this study is to explore the visibility and nature of female depictions in films worldwide. To address this goal, we content analyzed gender roles in popular films across the 10 most profitable territories internationally (Australia, Brazil, China, France, Germany, India, Japan, Russia, South Korea, and the United Kingdom) as reported by the Motion Picture Association of America (MPAA) in 2012.

<http://seejane.org/wp-content/uploads/gender-bias-without-borders-executive-summary.pdf>

**24 GENDER DISPARITY ON SCREEN AND BEHIND THE CAMERA IN FAMILY FILMS.**  
THE GEENA DAVIS INSTITUTE ON GENDER IN MEDIA. 2010.

This study examines gender in family films rated G, PG, or PG-13. Theatrical release of the films occurred between September 5th, 2006 and September 7th, 2009 in the United States and/or Canada. For G-rated films in the sample, all English language fictional narratives released across a three-year time frame are content analyzed. For PG and PG-13 movies, the 50 top-grossing movies based on domestic box office revenue within rating are assessed. Thus, a total of 122 films released by 18 different distributors are examined for gender portrayals in this investigation. The major unit of analysis is the speaking character. Every discernable speaking character is evaluated for demographic variables and appearance markers.

<http://seejane.org/wp-content/uploads/full-study-gender-disparity-in-family-films-v2.pdf>

**25 GENDER INEQUALITY IN POPULAR FILMS: EXAMINING ON SCREEN PORTRAYALS  
AND BEHIND-THE-SCENES EMPLOYMENT PATTERNS IN MOTION PICTURES  
RELEASED BETWEEN 2007-2013.**  
USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2014.

The purpose of this study was to examine gender on screen and behind the camera in the 600 top-grossing films of 2007, 2008, 2009, 2010, 2012, and 2013. This is the largest and most comprehensive longitudinal study of gender prevalence in recent film to date. They assessed every speaking or named character across the sample of movies. Characters were evaluated for demographic and hyper sexuality attributes. In addition, the distribution of gender behind the camera was scrutinized.

<http://annenbergschool.usc.edu/pages/~media/MDSOCI/Gender%20Inequality%20in%20Film%202007-2013%20Final%20for%20Publication.ashx>

**26 GENDER MATTERS: WOMEN IN THE AUSTRALIAN SCREEN INDUSTRY.**  
SCREEN AUSTRALIA. 2015.

Issues of gender bias have been approached in various ways by Screen Australia, predecessor agencies, state agencies, and industry guilds over the years. Despite this, the level of women's participation in this industry continues to track along at the low percentages we saw in the 1970s. And a lot of us are asking why. Who is telling Australian stories? And whose stories are being told? Are women adequately represented in key creative roles and positions of influence in the Australian screen industry? If not, why not, and what can we do about it? This paper looks at women in the screen industry in Australia.

<https://www.screenaustralia.gov.au/getmedia/f20beab8-81cc-4499-92e9-02afba18c438/Gender-Matters-Women-in-the-Australian-Screen-Industry.pdf?ext=.pdf>

**27 GENDER ROLES & OCCUPATIONS: A LOOK AT CHARACTER ATTRIBUTES  
AND JOB-RELATED ASPIRATIONS IN FILM AND TELEVISION.**  
THE GEENA DAVIS INSTITUTE ON GENDER IN MEDIA. 2013.

Using a quantitative and qualitative approach, this study content analyzes 11,927 speaking characters for gender roles across three media: 129 top-grossing family films (G, PG, PG-13); 275 prime-time programs on 10 broadcast (ABC, NBC, CBS, Fox, CW) and cable (Cartoon Network, Disney, Nickelodeon, E!, MTV) channels; and 36 children's TV shows airing across three networks (Disney, Nickelodeon, PBS). The report focuses on scrutinizing three specific types of information. First, the prevalence of male and female speaking characters in popular media is assessed. Second, the nature of those portrayals is examined by measuring common media stereotypes associated with male and female speaking characters. Third, the occupational pursuits of characters and the degree to which males and females are shown working in a variety of prestigious industries and STEM careers are evaluated.

<http://seejane.org/wp-content/uploads/full-study-gender-roles-and-occupations-v2.pdf>

**28 GENDER & SHORT FILMS:  
EMERGING FEMALE FILMMAKERS AND THE BARRIERS SURROUNDING THEIR CAREERS.**  
LUNAFEST & USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2015.

This study examines female directors of short films at 10 top film festivals, career barriers for women, and the content of 115 short films screened at LUNAFEST.

<http://annenbergl.usc.edu/pages/~media/MDSCI/MDSC%20LUNAFEST%20Report%2010515.ashx>

**29 GLOBAL REPORT ON THE STATUS OF WOMEN IN THE NEWS MEDIA.**  
INTERNATIONAL WOMEN'S MEDIA FOUNDATION. 2011.

There is abundant evidence of underrepresentation of women as subjects of coverage, but until the publication of the Global Report on the Status of Women in the News Media, there were no reliable, comprehensive data on which to make a clear determination about where women currently fit into the news-making operation or in the decision-making or ownership structure of their companies. The IWMF Global Report fills this gap by presenting for the first time sound data on gender positions in news organizations around the world.

<http://www.iwmf.org/wp-content/uploads/2013/09/IWMF-Global-Report.pdf>

**30 INCLUSION IN THE DIRECTOR'S CHAIR?  
GENDER, RACE & AGE OF FILM DIRECTORS ACROSS 1,000 FILMS FROM 2007-2016.**  
USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2017.

The purpose of this study was to assess the gender, race, and age of film directors across top fictional movies. We examined these attributes of directors across the 100 top movies each year from 2007 to 2016. In addition to overall figures, the number of unique individuals working as directors across the years evaluated was calculated. Looking specifically at female, Black, and Asian directors, an analysis of film genre and agency representation was conducted. For films by Black and Asian directors, the race of the top-billed performers was assessed. The report concludes with a section offering targeted solutions for change.

<http://annenbergl.usc.edu/sitecore/shell/Controls/Rich%20Text%20Editor/~media/C4E24196A17A42649D03B568F1D6F743.ashx>

**31 INEQUALITY IN 700 POPULAR FILMS:  
EXAMINING PORTRAYALS OF GENDER, RACE, & LGBT STATUS FROM 2007 TO 2014.**  
USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2015.

To date, this study is the most comprehensive analysis of diversity in popular films (annual top 100) ever conducted, bringing together data assessing gender, race/ethnicity, and LGBT status in movies. This study reveals, for the first time, a complete picture of Hollywood's indisputable bias against featuring females, people of color, and LGBT characters on screen.

<http://annenbergl.usc.edu/pages/~media/MDSCI/Inequality%20in%20700%20Popular%20Films%208215%20Final%20for%20Posting.ashx>

### 32 **INEQUALITY IN 800 POPULAR FILMS: EXAMINING PORTRAYALS OF GENDER, RACE/ETHNICITY, LGBT, AND DISABILITY FROM 2007-2015.**

USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2016.

YEARLY, the Media, Diversity, & Social Change (MDSC) Initiative examines inequality on screen and behind the camera across the 100 top-grossing domestic films. To date, we have evaluated 35,205 characters across 800 of the most popular movies from 2007-2015. Every independent speaking or named character on screen was assessed for gender, race/ethnicity, and LGBT status as well as a variety of demographic, domesticity, and sexualization measures. In 2015, we began assessing the portrayal of character disability as well. Clearly, this is the most comprehensive and rigorous intersectional analysis of independent speaking and named characters in popular motion picture content to date.

<http://annenberg.usc.edu/sitecore/shell/Controls/Rich%20Text%20Editor/~media/10575E37F-34248C585602A69C18F2CBE.ashx>

### 33 **IT'S A MAN'S (CELLULOID) WORLD: PORTRAYALS OF FEMALE CHARACTERS IN THE TOP 100 FILMS OF 2015.**

CENTER FOR THE STUDY OF WOMEN IN TV AND FILM. 2015.

In 2015, females comprised 22% of protagonists, 18% of antagonists, 34% of major characters, and 33% of all speaking characters in the top 100 domestic grossing films. The percentages of female characters of color were largely unchanged, with a slight increase in Black female characters (from 11% in 2014 to 13% in 2015), no change in the percentage of Latina characters (4% in 2014 and 2015), and a slight decrease in the percentage of Asian female characters (from 4% in 2014 to 3% in 2015). Further, female characters of color were less likely than White females to be major characters. 27% of Black, Latina, Asian, and females of other races/ethnicities were major characters, whereas 38% of White females were major characters.

[http://womenintvfilm.sdsu.edu/files/2015\\_Its\\_a\\_Mans\\_Celluloid\\_World\\_Report.pdf](http://womenintvfilm.sdsu.edu/files/2015_Its_a_Mans_Celluloid_World_Report.pdf)

### 34 **OCCUPATIONAL ASPIRATIONS: WHAT ARE G-RATED FILMS TEACHING CHILDREN ABOUT THE WORLD OF WORK?**

GEENA DAVIS INSTITUTE ON GENDER IN MEDIA &

USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2011.

To answer the title question, we content analyzed the portrayal of occupations across every first run G-rated film theatrically released between September 5, 2006 and September 7, 2009. A total of 21 films were assessed for job-related verbal references and/or nonverbal behaviors (i.e., references to titles, discussing work activities, wearing a uniform/using a job-related artifact, engaging in an occupational task). Just over 800 speaking characters underwent evaluation, of which 32.6% are female and 67.4% are male.

<http://annenberg.usc.edu/pages/~media/MDSCI/Occ%20Aspirations.ashx>

### 35 **THE RARE AND THE RIDICULED. SENIOR CITIZENS IN THE TOP 100 FILMS OF 2015.**

USC ANNENBERG SCHOOL FOR COMMUNICATION AND JOURNALISM. 2016.

The purpose of this study was to examine the frequency and nature of senior citizens in popular film. To this end, we conducted a secondary analysis of the Media, Diversity, & Social Change Initiative's yearly report profiling every speaking or named character on screen across a variety of measures (e.g., gender, race/ethnicity, LGBT, disability). Using this database, we were able to quantitatively analyze attributes of each character 60 years of age or older on screen (n=448) across the 100 most popular domestic movies of 2015. Additionally, we qualitatively examined all leading and supporting senior characters (n=117). Here, the portrayal of seniors' health and wellness, leisure-time activities, relationships, and personality characteristics was captured. By assessing both quantitative and qualitative attributes, we are able to paint a detailed portrait of how senior characters (60 years or older) are depicted on screen.

<http://annenberg.usc.edu/~media/MDSCI/Dr%20Stacy%20L%20Smith%20Rare%20and%20Ridiculed%20Seniors%20in%20100%20Top%20Films%20FINAL.ashx>

### 36 **THE STATE OF THE DOCUMENTARY FIELD: 2016 SURVEY OF DOCUMENTARY INDUSTRY MEMBERS.**

CENTER FOR MEDIA & SOCIAL IMPACT. 2016.

This report reveals the results of a survey of documentary professionals conducted in the United States in 2016. The questions, crafted by the report author in consultation and collaboration with the leadership team from the International Documentary Association (IDA) - Simon Kilmurry, Ken Jacobson and Amy Halpin - were shaped based on informal insight-gathering and conversations with documentary professionals across the country. The survey included approximately 20 content questions and seven demographic questions. The study was designed to understand documentary industry members' perspectives and lived experiences based on four key themes that emerged as paramount to the field: 1) Challenges & Motivations: The Present & the Future, 2) Careers & Funding: Sustaining a Documentary Career & Funding the Work, 3) Diversity & Inclusion: Race & Gender On and Behind the Camera, and 4) Distribution & Format: Getting Seen.

[http://cmsimpact.org/wp-content/uploads/2016/09/CMSI-IDA-State-of-the-Documentary-Field-Study\\_9-26-16-f.pdf](http://cmsimpact.org/wp-content/uploads/2016/09/CMSI-IDA-State-of-the-Documentary-Field-Study_9-26-16-f.pdf)

### 37 **THE STATUS OF WOMEN IN THE US MEDIA.**

WOMEN'S MEDIA CENTER. 2015.

Media influence is one of the most powerful economic and cultural forces today. By deciding who gets to talk, what shapes the debate, who writes, and what is important enough to report, media shape our understanding of who we are and what we can be. The problem is that we only rarely use half of our talent and usually hear half of the story. This report shines a light on the status of women in media and underscores the crucial need to hold media accountable for an equal voice and equal participation.

[http://wmc.3cdn.net/7d039991d7252a5831\\_0hum68k6z.pdf](http://wmc.3cdn.net/7d039991d7252a5831_0hum68k6z.pdf)

### 38 **THUMBS DOWN 2016: TOP FILM CRITICS AND GENDER.**

CENTER FOR THE STUDY OF WOMEN IN TV AND FILM. 2016.

This study considers 5,776 reviews written by 247 "top critics" on the popular film review aggregator site Rotten Tomatoes during spring 2016. Findings indicate that women comprised 27% and men 73% of the top critics. Women wrote 24% and men 76% of the reviews during the study period. Men outnumbered women in every job title category considered, including as film critics, staff writers, and freelancers. Reviews written by men also outnumbered those written by women in every type of publication considered, and in every film genre. The top critics reviewed higher proportions of films featuring protagonists of their own sex. As a result, films with male protagonists receive greater visibility than films with female protagonists. However, on average, male and female reviewers did not differ in the quantitative ratings (e.g., stars, reels, grades) they awarded films featuring female protagonists.

[http://womenintvfilm.sdsu.edu/files/2016\\_Thumbs\\_Down\\_Report.pdf](http://womenintvfilm.sdsu.edu/files/2016_Thumbs_Down_Report.pdf)

### 39 **UNSPINNING THE SPIN: THE WOMEN'S MEDIA CENTER GUIDE TO FAIR AND ACCURATE LANGUAGE.**

WOMEN'S MEDIA CENTER. 2015.

Unspinning the Spin is the first comprehensive guide to using accurate, inclusive, creative, and clear language. At a time when language is too often used to "spin" instead of communicate, Unspinning the Spin: The Women's Media Center Guide to Fair and Accurate Language was created to help everyone understand and be understood.

<https://donate.womensmediacenter.com/page/contribute/wmc-unspinning-the-spin>

40

**WHO MAKES THE NEWS?**

GLOBAL MEDIA MONITORING PROJECT. 2015.

The media are a powerful force in shaping how we see the world, what we think, and often how we act. They should be an example of gender equality, depicting women in diverse jobs and situations, and representing women in all areas of coverage. And yet the media is still, in large part, doing the opposite. In an era where we consider digital media to be conveying news in the most immediate manner, it is a problem that the content transmitted has not evolved as fast as the medium. Since 1995, the Global Media Monitoring Project (GMMP) at five-year intervals, has measured the pace of change in women's media representation and participation. In 2015, evidence from over 100 countries confirms that progress has been glacially slow. Women are the subjects of television, radio, and print news coverage only a quarter of the time. They are only 19 percent of experts appearing in the stories. There are more women reporting than in 1995, but still only around 37 percent. The GMMP, which UN Women is proud to support for the second time, makes an invaluable contribution by confirming, in concrete numbers, just how far the world still has to go.

[http://cdn.agilitycms.com/who-makes-the-news/Imported/reports\\_2015/global/gmmp\\_global\\_report\\_en.pdf](http://cdn.agilitycms.com/who-makes-the-news/Imported/reports_2015/global/gmmp_global_report_en.pdf)

41

**WRITING RAPE: HOW U.S. MEDIA COVER CAMPUS RAPE AND SEXUAL ASSAULT.**

WOMEN'S MEDIA CENTER. 2015.

This report is a look at how print media is covering rape and sexualized violence on campuses, and examines the gender of reporters, the gender of sources, and the topic focus.

[http://wmc.3cdn.net/2bff10021ff8acf6c3\\_rkm6b4y2r.pdf?utm\\_content=buffer5956e&utm\\_medium=social&utm\\_source=twitter.com&utm\\_campaign=buffer](http://wmc.3cdn.net/2bff10021ff8acf6c3_rkm6b4y2r.pdf?utm_content=buffer5956e&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer)

# III. BUSINESS CASE FOR WOMEN, CORPORATE BOARDS, DIVERSITY & INCLUSION

## 42 **THE 2013 CHIEF EXECUTIVE STUDY: WOMEN CEOS OF THE LAST 10 YEARS.** STRATEGY& (FORMERLY BOOZ & COMPANY). 2014.

This year's report focuses on women CEOs of the past 10 years (2004-2013) as well as on CEO turnover in 2013 and the incoming class of CEOs. The report highlights a few key differences in women and men CEOs and draws on our unique database — now with 14 years of data on outgoing and incoming CEOs — to explain what companies are looking for in their leaders.

[http://www.strategyand.pwc.com/media/file/Strategyand\\_The-2013-Chief-Executive-Study.pdf](http://www.strategyand.pwc.com/media/file/Strategyand_The-2013-Chief-Executive-Study.pdf)

## 43 **2016 GLOBAL BOARD DIVERSITY ANALYSIS.** EGON ZEHNDER. 2016.

Across the globe, gender parity in the boardroom continues on an upward trajectory, with slow but positive progress – in 2016, nearly 19 percent of seats on the boards of the largest companies globally were held by women, up from about 14 percent in 2012, with 3 percent of this growth coming in just the last two years. This modest uptick is represented through a mix of positive stories in countries pioneering and championing gender diversity, as well as examples of diversity stagnation or situations where social, economic or political headwinds make it difficult to achieve gender diversity on a broader scale, let alone in the boardroom. In our 12 years of tracking board diversity, the evidence shows that diversity is most effectively manifested in those countries where gender diversity has sparked a movement through social, cultural, regulatory, leadership or political ambition, or the simple power of persuasion.

[http://www.gbda.online/assets/EZ\\_2016GBDA\\_DIGITAL.pdf](http://www.gbda.online/assets/EZ_2016GBDA_DIGITAL.pdf)

## 44 **2020 WOMEN ON BOARDS GENDER DIVERSITY INDEX.** 20/20 WOMEN ON BOARDS. 2014, 2015 & 2016.

The 2020 Gender Diversity Index uses the 2010 Fortune 1,000 list as a baseline to track the progress women have made in obtaining board seats. 2020 Women on Boards published its first Gender Diversity Index in 2011.

<http://www.2020wob.com/sites/default/files/2020GDI-2014Report.pdf>

<https://www.2020wob.com/sites/default/files/2020GDI-2015Report.pdf>

[https://www.2020wob.com/sites/default/files/2016\\_GDI\\_Report\\_Final.pdf](https://www.2020wob.com/sites/default/files/2016_GDI_Report_Final.pdf)

## 45 **BARRIERS AND BIAS: THE STATUS OF WOMEN IN LEADERSHIP.** AAUW. 2016.

Barriers and Bias: The Status of Women in Leadership examines the environment in which leadership unfolds—in the classroom, in the workplace, and in politics. The academic and popular literature on women's leadership is vast and continuously growing. As a result, it is beyond the scope of this report to offer an exhaustive review. Instead, we identify key issues for creating lasting change, focusing on four questions: What is the gender leadership gap? What explains it? What strategies have already helped narrow the leadership gap? And what can we do about it now?

[http://www.aauw.org/aauw\\_check/pdf\\_download/show\\_pdf.php?file=barriers-and-bias-media](http://www.aauw.org/aauw_check/pdf_download/show_pdf.php?file=barriers-and-bias-media)

**46 THE BOTTOM LINE: CORPORATE PERFORMANCE AND WOMEN'S REPRESENTATION ON BOARDS (2004-2008).**  
CATALYST. 2011.

The business case for women in management contends that companies that achieve diversity and manage it well attain better financial results, on average, than other companies. In this report, Catalyst used three measures to examine financial performance: return on sales (ROS), return on invested capital (ROIC), and return on equity (ROE).

<http://www.catalyst.org/knowledge/bottom-line-corporate-performance-and-womens-representation-boards-20042008>

**47 BREAKING THE GLASS CEILING: WOMEN IN THE BOARDROOM:**  
A STUDY OF MAJOR GLOBAL EXCHANGES. PAUL HASTINGS. 2014.

This study is a supplement to our full report, “Breaking the Glass Ceiling: Women in the Boardroom”, which examines the legislative, regulatory, and private sector developments impacting the representation of women on boards in 35 jurisdictions around the world. Both the study and full report can be found on our interactive website at [www.paulhastings.com/genderparity](http://www.paulhastings.com/genderparity), where we also include interviews with corporate executives and directors, as well as individuals who are making strides in addressing this issue—whether at their own companies, within their industries, or as a thought leader.

[http://www.paulhastings.com/docs/default-source/PDFs/gender\\_parity\\_report\\_exchanges.pdf](http://www.paulhastings.com/docs/default-source/PDFs/gender_parity_report_exchanges.pdf)

**48 BREAKING THE GLASS CEILING: WOMEN IN THE BOARDROOM.**  
PAUL HASTINGS. 2015.

The issue of gender inequality is multifaceted, without one clear roadmap to progress. Paul Hastings’ ongoing series, Breaking the Glass Ceiling: Women in the Boardroom, takes a closer look at the initiatives and movement underway in countries around the world to help close the gender gap on corporate boards. It is our hope that by continued dialogue and an examination of global initiatives that have spurred progress, we can bring to light strategies that are making a difference and helping to drive change.

<http://www.paulhastings.com/genderparity/>

**49 THE BUSINESS OF EMPOWERING WOMEN.**  
MCKINSEY & CO. 2010.

The Business of Empowering Women presents a case for why and how the private sector should intensify its engagement in the economic empowerment of women in developing countries. While many private sector organizations may see the economic empowerment of women as a worthy goal in itself, others also need a clear business case for investing in women. This research helps make that case, and offers a roadmap for companies to build a strategic investment portfolio in women’s issues.

[http://www.gbchealth.org/system/documents/category\\_1/346/The%20Business%20of%20Empowering%20Women-McKinsey%202010.pdf?1345062174](http://www.gbchealth.org/system/documents/category_1/346/The%20Business%20of%20Empowering%20Women-McKinsey%202010.pdf?1345062174)

**50 CHANGING COMPANIES' MINDS ABOUT WOMEN. MCKINSEY & COMPANY;**  
THE MCKINSEY QUARTERLY. 2011.

Leaders who are serious about getting more women into senior management need a hard-edged approach to overcome the invisible barriers holding them back.

[http://www.mckinsey.com/insights/organization/changing\\_companies\\_minds\\_about\\_women](http://www.mckinsey.com/insights/organization/changing_companies_minds_about_women)

**51 THE CS GENDER 3000: THE REWARD FOR CHANGE.**  
CREDIT SUISSE. 2016.

Gender diversity is an important element of corporate performance and talent management efforts. In its second, updated report the Credit Suisse Research Institute reconfirms the clear link between diversity and improved business performance. When it comes to structural changes and development of women talent, however, the report concludes that only limited progress has been made since the publication of the first edition.

[http://www.boardroomdiversity.org/wp-content/uploads/2016/09/csri\\_gender\\_3000.pdf](http://www.boardroomdiversity.org/wp-content/uploads/2016/09/csri_gender_3000.pdf)

**52 THE CS GENDER 3000: WOMEN IN SENIOR MANAGEMENT.**  
CREDIT SUISSE. 2014.

Researchers have long found ties between having women on a company's board of directors and better financial performance. Now, a new report from Credit Suisse offers more evidence that a better gender mix among senior managers is linked with better results.

<https://publications.credit-suisse.com/tasks/render/file/index.cfm?fileid=8128F3C0-99BC-22E6-838E2A-5B1E4366DF>

**53 DIVERSIFYING THE AMERICAN BOARD: THOUGHT LEADERS COLLABORATE ON CURRENT CHALLENGES AND PRACTICAL SOLUTIONS.**  
DELOITTE. 2010.

This report documents 22 business and corporate governance leaders, including investors, corporate managers, directors, and advisors that came together in New York to open the dialogue on "Diversifying the American Board." The purpose was to convene leading thinkers to build consensus around both issues and potential solutions related to diversity in the boardroom, and provide those thoughts to the marketplace as a roadmap for moving forward.

<http://www.fwa.org/pdf/2010Board%20Diversity%20Event%20Report.pdf>

**54 DIVERSITY DRIVES DIVERSITY: FROM THE BOARDROOM TO THE C-SUITE.**  
ERNST AND YOUNG. 2013.

Incremental changes in gender diversity continued across boardrooms and C-suites at US companies in 2013. The data reveals that these incremental changes may be transformative over time: putting women on the board and in leadership roles drives further diversification — across gender, tenure and age — in the boardroom and across the executive pipeline.

[http://www.ey.com/Publication/vwLUAssets/EY-Diversity-drives-diversity/\\$FILE/EY-Diversity-drives-diversity.pdf](http://www.ey.com/Publication/vwLUAssets/EY-Diversity-drives-diversity/$FILE/EY-Diversity-drives-diversity.pdf)

**55 DIVERSITY AND INCLUSION: EVIDENCE ON CORPORATE PERFORMANCE.**  
CALPERS INVESTMENT OFFICE. 2016.

This presentation has been prepared by Dr. Akosua Barthwell Evans, CEO, The Barthwell Group, and Julia Dawson, Managing Director, Credit Suisse in order to present data and analysis on the impact of diversity on business performance.

<https://www.calpers.ca.gov/docs/board-agendas/201604/invest/item10a-01.pdf>

**56 DIVERSITY MATTERS.**  
MCKINSEY & CO. 2015.

Diversity Matters examined proprietary data sets for 366 public companies across a range of industries in



Canada, Latin America, the United Kingdom, and the United States. In this research, we looked at metrics such as financial results and the composition of top management and boards.

[http://www.mckinsey.com/insights/organization/why\\_diversity\\_matters](http://www.mckinsey.com/insights/organization/why_diversity_matters)

## 57 **EVERYDAY MOMENTS OF TRUTH: FRONTLINE MANAGERS ARE KEY IN WOMEN'S CAREER ASPIRATIONS.**

BAIN & COMPANY. 2014.

Bain & Company surveyed more than 1,000 men and women in the US at all career levels, asking specifically about their interest in pursuing a top management position (board, CEO level, and one or two levels below CEO) in a large company.

[http://www.bain.com/Images/BAIN\\_REPORT\\_Everyday\\_moments\\_of\\_truth.pdf](http://www.bain.com/Images/BAIN_REPORT_Everyday_moments_of_truth.pdf)

## 58 **FUND MANAGERS BY GENDER: THE GLOBAL LANDSCAPE.**

MORNINGSTAR. 2016.

This paper expands Morningstar's research on fund managers by gender, a topic we first explored in 2015 with studies in the United States, Spain, and Hong Kong. Here, we explore fund managers by gender on a global scale and find discouraging trends: Across 56 countries, about one in five funds has a woman manager, and in the eight-year time frame we studied, women have not made sizable gains in managing the world's mutual funds. We also find the rate of women fund managers is lower than the rate of women in other professions with similar education requirements, such as doctors and lawyers. This finding prompted us to study women within the fund industry to understand if the opportunities for women are uniformly distributed or whether there are better opportunities in certain areas.

<http://mutualfundobserver.com/discuss/discussion/30382/m-fund-managers-by-gender-global-landscape-study>

## 59 **GENDER DIVERSITY ON CORPORATE BOARDS: DO WOMEN CONTRIBUTE UNIQUE SKILLS?**

AMERICAN ECONOMIC REVIEW. 2016.

We show that gender diversity in corporate boards could improve firm value because of the contributions that women make to the board. Prior studies examine valuation effects of gender-diverse boards and reach mixed conclusions. To help resolve this conundrum, we consider how gender diversity could affect firm value, that is, what mechanisms could explain how female directors benefit corporate board performance. We hypothesize and provide evidence that women directors contribute to boards by offering specific functional expertise, often missing from corporate boards. The additional expertise increases board heterogeneity which Kim and Starks (2015) show can increase firm value.

<https://www.aeaweb.org/articles?id=10.1257/aer.p20161032>

## 60 **GENDER DIVERSITY AND CORPORATE PERFORMANCE.**

RESEARCH INSTITUTE: CREDIT SUISSE. 2012.

There has been considerable research on the impact of gender diversity on business. This report addresses one key question: Does gender diversity within corporate management improve performance? While it is difficult to demonstrate definitive proof, no one can argue that the results in this report are not striking.

[http://www.calstrs.com/sites/main/files/file-attachments/csri\\_gender\\_diversity\\_and\\_corporate\\_performance.pdf](http://www.calstrs.com/sites/main/files/file-attachments/csri_gender_diversity_and_corporate_performance.pdf)

## 61 **GENDER DIVERSITY ON EUROPEAN BOARDS – REALIZING EUROPE'S POTENTIAL: PROGRESS AND CHALLENGES.**

EUROPEAN WOMEN ON BOARDS. 2016.

The European Women on Boards study 'Gender Diversity on European Boards - Realizing Europe's Potential: Progress and Challenges' carried out in partnership with Institutional Shareholder Services, tracks the percentage of women on European large company boards as having almost doubled over the last five years from 13.9 to 25 percent. The trend toward greater gender diversity on boards has been driven principally by the addition of non-executive or supervisory board female directors as opposed to an increase in women in Chair, CEO and executive director positions.

<http://european.ewob-network.eu/wp-content/uploads/2016/04/EWoB-quant-report-WEB-spreads.pdf>

## 62 **GENDER DIVERSITY IN INVESTMENT MANAGEMENT: NEW RESEARCH FOR PRACTITIONERS ON HOW TO CLOSE THE GENDER GAP.** CFA INSTITUTE RESEARCH FOUNDATION. 2016.

To uncover some of the underlying causes of the gender disparity in investment management, we developed a survey in consultation with finance scholars Renée Adams, Brad Barber, and Terrance Odean. We drew some questions from surveys conducted of the general population, which then allowed us to compare views of men and women generally with views of men and women in the investment profession, using CFA Institute members as a proxy for the profession. We sent the survey to our membership in May 2016 and received responses from over 5,000 CFA members (more than 4,000 men and more than 1,000 women).

[https://www.cfainstitute.org/learning/future/Documents/gender\\_diversity\\_report.pdf](https://www.cfainstitute.org/learning/future/Documents/gender_diversity_report.pdf)

## 63 **GENDER EQUALITY IN THE UK: THE NEXT STAGE OF THE JOURNEY.** BAIN & COMPANY. 2013.

Bain & Company's survey of more than 800 UK professionals shows that whilst many organizations have gender parity programmes, the results of these initiatives are mixed. At the same time, as attracting and retaining the best talent is increasingly seen as key to business success, companies more than ever need to support women and prevent women from opting out.

[http://www.bain.com/offices/london/en\\_us/Images/BAIN\\_BRIEF\\_Gender\\_equality\\_in\\_the\\_UK.pdf](http://www.bain.com/offices/london/en_us/Images/BAIN_BRIEF_Gender_equality_in_the_UK.pdf)

## 64 **GENDER EQUALITY IN THE WORKPLACE.** FAIRYGODBOSS. 2016.

Our 2016 inaugural report features data and content from women in our community, as well as third-party research that has been published during the year from other reputable research organizations. We present our findings on the wide range of issues affecting women in the workplace, ranging from how employers can attract and recruit women, to what areas of focus will help them retain women, and what corporate practices and employer benefits correlate with women's job satisfaction.

<https://fairygodboss.com/files/pdf/Fairygodboss2016WomenintheWorkplaceReport.pdf>

## 65 **GETTING ON BOARD: WOMEN JOIN BOARDS AT HIGHER RATES, THOUGH PROGRESS COMES SLOWLY.** ERNST & YOUNG. 2012.

This report from Ernst & Young LLP reviews the changes in gender diversity on US corporate boards from 2006 to 2012, looks at the backgrounds and qualifications of female directors, and examines the roles women have once they join boards.

<http://www.ey.com/us/en/issues/governance-and-reporting/getting-on-board>

## 66 **HOW WOMEN CAN CONTRIBUTE MORE TO THE US ECONOMY.** MCKINSEY & COMPANY. 2011.

This research included a survey of some 2,500 college-educated men and women. One striking discovery is that women who have progressed from entry-level jobs to middle management, and then from middle management to senior management, have, at each stage, an increasing interest in being leaders and an increasing belief that opportunities exist.

[http://www.mckinsey.com/insights/organization/how\\_women\\_can\\_contribute\\_more\\_to\\_the\\_us\\_economy](http://www.mckinsey.com/insights/organization/how_women_can_contribute_more_to_the_us_economy)

## 67 **LATINA@WORK.** LIEBERMAN RESEARCH WORLDWIDE. 2016.

People en Español surveyed nearly 1,000 women to uncover how Latinas, who are experiencing more professional and educational growth than ever before, are modulating two opposing versions of themselves. As trailblazers among their families, they are simultaneously breaking cultural barriers and managing cultural expectations, which results in a feeling of “otherness” both at work and at home.

<http://www.businesswire.com/news/home/20160815005797/en/Time-Inc.s-People-en-Español-Reveals-Findings>

## 68 **A LOOK AT BOARD COMPOSITION: HOW DOES YOUR INDUSTRY STACK UP?** PRICEWATERHOUSE COOPERS. 2017.

Board composition is “the” issue for investors in 2017. Some industries are taking more steps to refresh their board than others—how does yours stack up? As the economic environment changes and lines between industries start to blur, companies are looking for directors with different, less traditional and even broader skills. Technology skills will be key across sectors.

<https://www.pwc.com/us/en/governance-insights-center/assets/pwc-board-composition-trends-by-industry-main-report.pdf>

## 69 **MANAGERS AS SPONSORS TOOLKIT.** CATALYST. JULY 2013.

The Managers as Sponsors Toolkit is a set of seven tools that talent management professionals can use to develop sponsorship-related training modules or individual development plans. The interactive PDFs include self-assessment questions, results, and recommendations to assess and refine existing or develop new sponsorship strategies to be used with protégés.

<http://www.catalyst.org/knowledge/managers-sponsors-toolkit>

## 70 **THE MISSING PIECES: THE 2016 BOARD DIVERSITY CENSUS OF WOMEN AND MINORITIES ON FORTUNE 500 BOARDS.** ALLIANCE FOR BOARD DIVERSITY & DELOITTE. 2016.

This study is the outgrowth of a multi-year effort organized by ABD, collaborating with Deloitte for the 2016 census, which has examined and chronicled the degree of participation of diverse professionals on boards of directors across America’s largest companies. Originally organized as a “snapshot” of board diversity, the data, since accumulated over time, has allowed for the development of information on trends relative to overall diversity as well as the comparative differences in rates of representation among minorities and women over a period of more than a decade. This 2016 report highlights the progress to date that has been made for women and minorities on corporate boards. While there have been some gains, they have been negligible at best, and certainly not representative of the broad demographic changes we have seen in the United States in the same period of time.

<https://www2.deloitte.com/content/dam/Deloitte/us/Documents/center-for-corporate-governance/us-board-diversity-census-missing-pieces.pdf>

## 71 **MOVING MIND-SETS ON GENDER DIVERSITY: MCKINSEY GLOBAL SURVEY RESULTS.** MCKINSEY & CO. 2014.

Female executives are ambitious and sure of their own abilities to become top managers, though they are much less confident that their companies' cultures can support their rise. In our latest survey on gender and workplace diversity, the results indicate that collective, cultural factors at work are more than twice as likely as individual factors to link to women's confidence that they can reach top management.

[http://www.mckinsey.com/insights/organization/moving\\_mind-sets\\_on\\_gender\\_diversity\\_mckinsey\\_global\\_survey\\_results](http://www.mckinsey.com/insights/organization/moving_mind-sets_on_gender_diversity_mckinsey_global_survey_results)

## 72 **NAVIGATING DISRUPTION WITHOUT GENDER DIVERSITY? THINK AGAIN.** EY. 2016.

In late 2015, EY interviewed 350 C-suite leaders from 51 countries and across seven industries about how businesses are addressing gender diversity and disruption. Our research revealed that leaders overwhelmingly recognize the challenges ahead of them and acknowledge that diversity in senior leadership is important for navigating change.

[http://www.ey.com/Publication/vwLUAssets/EY-women-in-industry/\\$FILE/EY-women-in-industry.pdf](http://www.ey.com/Publication/vwLUAssets/EY-women-in-industry/$FILE/EY-women-in-industry.pdf)

## 73 **POLICY FRAMEWORKS TO SUPPORT WOMEN'S FINANCIAL INCLUSION.** AFI AND WOMEN'S WORLD BANKING. 2016.

The importance of improving financial inclusion for women is receiving an increasing amount of attention. Recent research provides solid evidence that when women—50% of the world's population—participate in the financial system, there are significant benefits in terms of economic growth, greater equality, and societal well-being. However, despite significant advances in financial inclusion for both men and women between 2011 and 2014, women still lag behind in access and usage of financial products and services.

<http://www.afi-global.org/publications/2325/Policy-Frameworks-to-Support-Women-s-Financial-Inclusion>

## 74 **PUTTING GENDER DIVERSITY TO WORK: BETTER FUNDAMENTALS, LESS VOLATILITY.** MORGAN STANLEY. 2016.

This report makes material contributions in three areas. First, to quantify the concept of gender diversity. Second, to measure the impact of gender diversity on fundamental performance and stock returns. Third, to help formulate investment strategies.

[http://linkback.morganstanley.com/web/sendlink/webapp/f/ulcsu8bi-3pgl-g000-9d09-005056028100?store=1&d=UwBSZXNIYXJjaF9NUwBjMjk2Njg2MCOxNWY0LTEXZTYtYTE3ZS02Zjc4ZjQ1ZmZhYmY%3D&user=45nm2p6caosak-0&\\_\\_gda\\_\\_=1525963825\\_7e69e4d900e90c341937db28234d460b](http://linkback.morganstanley.com/web/sendlink/webapp/f/ulcsu8bi-3pgl-g000-9d09-005056028100?store=1&d=UwBSZXNIYXJjaF9NUwBjMjk2Njg2MCOxNWY0LTEXZTYtYTE3ZS02Zjc4ZjQ1ZmZhYmY%3D&user=45nm2p6caosak-0&__gda__=1525963825_7e69e4d900e90c341937db28234d460b)

## 75 **THE REWARDS OF AN ENGAGED FEMALE WORKFORCE.** BOSTON CONSULTING GROUP. 2016.

Employee engagement is a critical indicator of a company's success. Engaged employees feel a bond with their company, are proud to work there, and take steps to improve the company's prospects. However, BCG's latest research shows that some of the world's biggest and best-known companies have lower engagement than they should among senior-level women. This creates two problems. First, research has shown that companies whose employees aren't engaged have weaker financial performance. Compounding this outcome, if promising women leave, companies could pay an additional financial penalty for having a less diverse leadership team. Our analysis of the factors that contribute to engagement among approximately 345,000 individuals reveals the scope of the issue. It also suggests how companies can respond. By rewriting the rules for how employees interact with each other and with management, fostering peer-to-peer connections, and making leaders accountable for results, companies can create a more engaging environ-

ment—not only for senior-level women but for all employees.

[https://www.bcgperspectives.com/Images/BCG-The-Rewards-of-an-Engaged-Female-Workforce-Oct-2016\\_tcm80-215958.pdf](https://www.bcgperspectives.com/Images/BCG-The-Rewards-of-an-Engaged-Female-Workforce-Oct-2016_tcm80-215958.pdf)

## 76 **THE RISE OF WOMEN IN SOCIETY: ENABLERS AND INHIBITORS, A GLOBAL STUDY.** UNIVERSITY OF CAMBRIDGE JUDGE BUSINESS SCHOOL. 2015.

A global study, commissioned by BNY Mellon and conducted by Professor Nadkarni of the University of Cambridge Judge Business School, investigates the drivers of female representation and longevity in board positions.

<http://womenomics.co.uk/downloads/BNYWomenomics-Cambridge-Research.pdf>

## 77 **SPONSORING WOMEN TO SUCCESS.** CATALYST. 2011.

While mentoring is essential for leadership development, it is insufficient for advancing to top levels. Recent research has pointed to a more influential and specific professional relationship: sponsorship. Lately, organizations and the media have given sponsorship widespread attention, but questions abound. *Sponsoring Women to Success* addresses many of these questions and clarifies what sponsorship is—and isn't—based on the experiences of people well-positioned to provide answers: executives acting as sponsors and high-performing employees currently being sponsored. The report also presents data, practices, and participant insights that provide actionable advice on how to foster sponsorship within organizations.

[http://www.catalyst.org/system/files/sponsoring\\_women\\_to\\_success.pdf](http://www.catalyst.org/system/files/sponsoring_women_to_success.pdf)

## 78 **SUSTAINABLE AND RESPONSIBLE: A FRAMEWORK FOR GENDER DIVERSITY IN THE WORKPLACE.** MORGAN STANLEY. 2016.

Gender diversity has not only social benefits, but also commercial, macroeconomic and regulatory relevance for companies. We measure the degree of gender diversity for global companies and propose a quantitative framework to assess their progress.

[http://linkback.morganstanley.com/web/sendlink/webapp/f/48lii6g4-3pfn-g001-a95b-005056013400?store=0&d=UwBSZXNIYXJjaF9NUwA0Y2JhNjRhYS1lYmFkLTExZTUtODkwZC01ODE5YTBMGMGFjNDI%3D&user=dc5x8vusckszb-1&\\_\\_gda\\_\\_=1585560191\\_cef9ab0dce0d5c07e768b773fbe18ad1](http://linkback.morganstanley.com/web/sendlink/webapp/f/48lii6g4-3pfn-g001-a95b-005056013400?store=0&d=UwBSZXNIYXJjaF9NUwA0Y2JhNjRhYS1lYmFkLTExZTUtODkwZC01ODE5YTBMGMGFjNDI%3D&user=dc5x8vusckszb-1&__gda__=1585560191_cef9ab0dce0d5c07e768b773fbe18ad1)

## 79 **TECH EXPERIENCE: WOMEN'S STEPPING STONE TO THE CORPORATE BOARDROOM?** ACCENTURE. 2016.

It is well known that there are not enough women in corporate boardrooms. For example, only one in five board members at S&P companies are women. But new Accenture research suggests an opportunity: Many women who have succeeded in getting on boards have professional technology experience to propel them.

[https://www.accenture.com/us-en/\\_acnmedia/PDF-29/Accenture-Tech-Experience-Womens-Stepping-Stone-Corporate-Boardroom.pdf](https://www.accenture.com/us-en/_acnmedia/PDF-29/Accenture-Tech-Experience-Womens-Stepping-Stone-Corporate-Boardroom.pdf)

## 80 **TIME FOR CHANGE: RECRUITING FOR EUROPE'S BOARDROOMS.** ERNST & YOUNG. 2013.

This research – conducted through interviews with board members, headhunters, business leaders, and advocates of corporate governance – shows the need for fresh, innovative thinking in the process of making appointments. This report is part of our commitment to help businesses ensure they have strong board

oversight and provide transparency in order to support the effectiveness of capital markets.

[http://www.ey.com/Publication/vwLUAssets/EY-Audit-Committee-Time-for-change-Recruiting-for-Europes-boardrooms/\\$FILE/EY-Time-for-change-Recruiting-for-Europes-boardrooms.pdf](http://www.ey.com/Publication/vwLUAssets/EY-Audit-Committee-Time-for-change-Recruiting-for-Europes-boardrooms/$FILE/EY-Time-for-change-Recruiting-for-Europes-boardrooms.pdf)

## 81 **THE TIPPING POINT: WOMEN ON BOARDS AND FINANCIAL PERFORMANCE.** MSCI. 2016.

A growing body of research shows that having three women on a corporate board represents a “tipping point” in terms of influence, which is reflected in financial performance. Our analysis from last year looked at a snapshot of global companies in 2015 with strong female leadership, finding that they enjoyed a Return on Equity of 10.1% per year versus 7.4% for those without such leadership (Lee et al., 2015), though a causal link was not established. This year, we analyzed U.S. companies over a five-year period (2011-2016). U.S. companies that began the period with at least three women on the board experienced median gains in Return on Equity (ROE) of 10 percentage points and Earnings Per Share of 37%. In contrast, companies that began the period with no female directors experienced median changes of - 1 percentage point in ROE and -8% in EPS over the study period.

<https://www.msci.com/documents/10199/fd1f8228-cc07-4789-acee-3f9ed97ee8bb>

## 82 **UNCOVERING TALENT: A NEW MODEL OF INCLUSION.** DELOITTE UNIVERSITY. 2013.

A new study from Deloitte indicates widespread instances of “covering,” the process by which individuals downplay their differences relative to mainstream perceptions, in ways costly to their productivity and sense of self, at work. The report, “Uncovering Talent: A New Model for Inclusion,” examines how individuals cover along four dimensions: Appearance: avoiding aspects of self-presentation – including grooming, attire and mannerisms – identified with their group; Affiliation: avoiding behaviors identified with their group; Advocacy: avoiding engagement in activities on behalf of their group; Association: avoiding contact with individuals in their group.

<http://www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/us-inclusion-uncovering-talent-paper.pdf>

## 83 **UNLEASHING POTENTIAL: WOMEN’S INITIATIVE ANNUAL REPORT.** DELOITTE. 2010.

Deloitte’s Women’s Initiative (WIN) “Unleashing potential” annual report, showcases that its commitment to an inclusive workplace environment has never been stronger. This report highlights major talent achievements in the past year, and takes a look at the business case for diversity.

<http://www.slideshare.net/jhaymeewilson/win-annual-report>

## 84 **WHEN WOMEN THRIVE BUSINESSES THRIVE.** MERCER. 2014.

In our work with leading companies from around the world, we have seen firsthand the costs to businesses unable to secure and effectively utilize their female talent pipelines. We’ve also seen the cost to women, who continue to earn less than men for the same roles and who frequently receive fewer promotions and leave the workforce in greater numbers. The female talent pool is growing and becoming increasingly skilled in many parts of the world. It now comprises more than 50% of global university attendees and graduates today and possesses key insights into the needs of more than half the customers of many businesses. Developed and developing economies alike will thrive only when this female talent pool is productively tapped and engaged; this is an opportunity that we can no longer afford to miss. While the diversity efforts of the past several decades have resulted in some improvements in women’s participation rates and career trajectories, the research in this report shows that we’re still decades away from true gender equality — if we keep doing what we’re doing. It’s time to start thinking differently so we can act differently to support the unique needs

of female employees in our workforces and, thereby, realize the benefit of their full participation.

<http://www.mercer.com/content/dam/mmc-web/Files/Gender-Diversity-When-women-thrive-business-es-thrive-Mercer.pdf>

## 85 **WHEN WOMEN THRIVE: FINANCIAL SERVICES PERSPECTIVE.** MERCER. 2016.

The predominance of men in senior positions in financial services companies is a symptom of broader problems. Overly narrow criteria for advancement, outdated leadership models, inflexible working practices and bias in talent management all contribute to a lack of diversity, highlighting a recognized need for improved values and behaviors. Tackling these issues is not just “the right thing to do”; it also benefits the organization, its employees, its customers and investors. Greater gender diversity can help organizations: 1) Positively impact culture, conduct and risk, 2) Enhance customer connection, 3) Embrace new competencies leading to future growth, and 4) Access a broader talent pool

Pulling data from our global report, When Women Thrive, Businesses Thrive, our Financial Services Perspective examines the current representation of women at all levels in the financial services industry.

<http://www.mercer.com/our-thinking/gender-diversity-financial-services-industry-report.html>

## 86 **WHEN WOMEN THRIVE: TECHNOLOGY INDUSTRY PERSPECTIVE.** MERCER. 2017.

The world looks to the tech sector as a lens into the future. Touching almost every corner of the globe, tech behemoths have changed the way the world works and interacts. The ability to create customer demand and stay ahead of the competition – while at the same time manage globalization and increasing regulatory demands – has attracted some of the best and brightest talent to the industry. From office perks to workspace amenities, tech’s approach to attracting and retaining talent has been admired and emulated by other industries. A diverse workforce delivers product innovation aligned to the needs of varied customers; positive brand image; and unique insights, knowledge and experiences. Significant research has been done over the past two decades linking higher female representation in the workplace with a variety of business performance measures, including better financial performance; higher return on sales, equity and invested capital; higher operating results; better stock growth; and more. Technology companies have focused much attention on developing comprehensive diversity and inclusion programs. And while many look to tech for workplace innovation, there is still progress to be made in building a gender-diverse workforce. Our new Technology Perspective examines current representation and future workforce projections. The report outlines key actions that tech organizations should take in order to accelerate their gender diversity strategy and drive business performance by increasing the representation and advancement of women through a holistic focus on their careers, health, and financial wellbeing.

<https://www.mercer.com/our-thinking/helping-women-thrive-an-imperative-for-the-tech-industry.html>

## 87 **WHY DIVERSITY MATTERS.** CATALYST. 2013.

Leaders working to create diverse and inclusive workplaces in which women can advance must make the connection between diversity initiatives and their organization’s business goals. Effective business cases set the context for diversity and identify organizational challenges that must be addressed in order to create change. This tool grounds the business case for diversity in solid research. It is not a bibliography of business case research, but it is intended to provide readers with recent data to use in their efforts to build an organizational business case for diversity and inclusion.

<http://www.catalyst.org/knowledge/why-diversity-matters>

88 **WOMEN IN THE BOARDROOM: A GLOBAL PERSPECTIVE.**  
DELOITTE. 2011.

This research highlights a variety of approaches to support diversity on boards, including requiring more disclosure, setting targets, and implementing quotas. According to the study, strong variations exist among countries regarding the most efficient way to achieve higher levels of diversity.

<http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Risk/dttl-risk-womenintheboard-room-08122013.pdf>

89 **WOMEN IN THE BOARDROOM: A GLOBAL PERSPECTIVE.**  
DELOITTE. 2014.

This fourth edition report outlines the efforts of 49 countries to increase the number of women occupying board seats.

<http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Risk/gx-ccg-women-in-the-board-room-a-global-perspective4.pdf>

90 **WOMEN ON BOARDS: GLOBAL APPROACHES TO ADVANCING DIVERSITY.**  
ERNST & YOUNG. 2014.

Based on our observation of global trends, we believe that three mutually reinforcing factors can lead to progress on this issue: focused public sector attention, committed private sector leadership, and corporate transparency to meet growing public demand for change. These three elements take different forms in different countries, consistent with the national legal, political, and cultural landscape.

[http://www.ey.com/Publication/vwLUAssets/ey-women-on-boards-pov-july2014/\\$File/ey-women-on-boards-pov-july2014.pdf](http://www.ey.com/Publication/vwLUAssets/ey-women-on-boards-pov-july2014/$File/ey-women-on-boards-pov-july2014.pdf)

91 **WOMEN ON BOARDS: GLOBAL TRENDS IN GENDER DIVERSITY ON CORPORATE BOARDS.**  
MSCI. 2015.

Many institutional investors are increasingly focused on the gender composition of company boards. Our latest research shows that companies in the MSCI World Index with strong female leadership generated a Return on Equity of 10.1% per year versus 7.4% for those without, as of September 9, 2015, though we could not establish causality. We found that companies lacking board diversity suffered more governance-related controversies than average. Global asset owners are promoting a 30% global female director goal; we estimate that this goal is unlikely to be attained until 2027. We explored two ways to reach the 30% goal as early as 2020.

<https://www.msci.com/documents/10199/04b6f646-d638-4878-9c61-4eb91748a82b>

92 **WOMEN IN BUSINESS: FROM CLASSROOM TO BOARDROOM.**  
**GRANT THORNTON INTERNATIONAL BUSINESS REPORT.**  
GRANT THORNTON. 2014.

The 2014 women in business report, 'From classroom to boardroom', follows the career paths of women across the globe, asking where the key barriers are and how these can be overcome.

[https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/article-pdfs/2014/ibr2014\\_wib\\_report\\_final.pdf](https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/article-pdfs/2014/ibr2014_wib_report_final.pdf)



**93 WOMEN IN BUSINESS: THE PATH TO LEADERSHIP.  
GRANT THORNTON INTERNATIONAL BUSINESS REPORT 2015.**

GRANT THORNTON. 2015.

The 2015 women in business report looks at the barriers and enablers along the path to business leadership. Drawing on a survey of 5,404 business leaders and in-depth interviews with 20 policymakers, academics, and senior decision-makers from inside and outside Grant Thornton, they draw out 12 recommendations for society, government, businesses, and women themselves on how to facilitate female advancement.

[https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/ibr-charts/ibr2015\\_wib\\_report\\_final.pdf](https://www.grantthornton.global/globalassets/1.-member-firms/global/insights/ibr-charts/ibr2015_wib_report_final.pdf)

**94 WOMEN. FAST FORWARD, THE TIME FOR GENDER PARITY IS NOW.**

ERNST & YOUNG. 2015.

Businesses have been working hard for many years to create effective internal and external programs focused on women's advancement and leadership around the world- and we know there is more to do. Now, we've brought all our efforts together to create one unifying accelerator. Through Women. Fast Forward we will use our collective knowledge, experiences, and convening power to push ourselves further and to do our part to accelerate the global gender parity clock.

[http://www.ey.com/Publication/vwLUAssets/ey-women-fast-forward-thought-leadership/\\$FILE/ey-women-fast-forward-thought-leadership.pdf](http://www.ey.com/Publication/vwLUAssets/ey-women-fast-forward-thought-leadership/$FILE/ey-women-fast-forward-thought-leadership.pdf)

**95 WOMEN IN FINANCIAL SERVICES: TIME TO ADDRESS THE MID-CAREER CONFLICT.**

WYMAN. 2016.

Female representation is growing on financial services Boards (20 percent in 2016) and Executive Committees (16 percent in 2016), but progress is slow. At current rates of growth, financial services globally will not reach even 30 percent female Executive Committee representation until 2048. Our analysis of 381 financial services institutions in 32 countries shows two concerning patterns: First, female representation on Executive Committees is growing much slower than on Boards. Second, the growth observed comes only from some countries. In many countries, there is little, no, or even negative growth in female representation on Executive Committees.

[http://www.oliverwyman.com/content/dam/oliver-wyman/global/en/2016/june/WiFS/WomenInFinancialServices\\_2016.pdf](http://www.oliverwyman.com/content/dam/oliver-wyman/global/en/2016/june/WiFS/WomenInFinancialServices_2016.pdf)

**96 WOMEN IN FUND MANAGEMENT:  
A ROAD MAP FOR ACHIEVING CRITICAL MASS - AND WHY IT MATTERS.**

NCRW. 2009.

The report, Women in Fund Management: A Road Map for Achieving Critical Mass – and Why it Matters, explores the under-representation of women in the field, draws on research suggesting the benefits women can bring, and lays out concrete action steps for change. Specifically, they call on the financial services industry to develop a “critical mass principle” with quantifiable benchmarks and guidelines for increasing the number of women at all leadership levels.

[http://txsw.com/docs/women\\_fund\\_mgt.pdf](http://txsw.com/docs/women_fund_mgt.pdf)

**97 WOMEN MATTER 2012: MAKING THE BREAKTHROUGH.**

MCKINSEY AND CO. 2012.

Since 2007, McKinsey has been researching the business case for increasing the number of women in senior management roles. Our latest report, Women Matter 2012: Making the breakthrough, examines the gender-diversity programs of 235 large European companies. The report investigates what initiatives companies are taking, what is working well or less well, and why. The research found that most companies are

now taking gender diversity issues extremely seriously, devoting real resources to redressing the gender imbalance. But many companies also expressed frustration that their efforts do not always create the expected impact.

[http://www.calstrs.com/sites/main/files/file-attachments/women\\_matter\\_2012\\_making\\_the\\_breakthrough.pdf](http://www.calstrs.com/sites/main/files/file-attachments/women_matter_2012_making_the_breakthrough.pdf)

## 98 **WOMEN MATTER 2013: GENDER DIVERSITY IN TOP MANAGEMENT: MOVING CORPORATE CULTURE, MOVING BOUNDARIES.** MCKINSEY & CO. 2013

This new report, Gender diversity in top management: Moving corporate culture, moving boundaries, is the latest in the Women Matter series. The paper notes that progress on gender diversity has been made in recent years and momentum has increased, but it also confirms that women are still underrepresented at the top of corporations, across all industries and at a global level.

[http://www.mckinsey.de/sites/mck\\_files/files/womenmatter\\_13.pdf](http://www.mckinsey.de/sites/mck_files/files/womenmatter_13.pdf)

## 99 **WOMEN AND SOCIAL ENTERPRISES: HOW GENDER INTEGRATION CAN BOOST ENTREPRENEURIAL SOLUTIONS TO POVERTY.** ACUMEN. 2015.

In 2001, Acumen pioneered the idea of patient, long-term capital to invest in and scale entrepreneurial solutions to poverty. Acumen's approach merges the efficiency of market-based solutions and the social impact focus of traditional philanthropy. Patient capital has an appetite for risk that allows Acumen to seek out and invest in game-changing business models that are creating meaningful change in the lives of the poor in the developing world.

This reports is the first time that Acumen has endeavored to apply a gender lens to its portfolio. In collaboration with the International Center for Research on Women (ICRW) and the Cartier Charitable Foundation, this report offers the first in-depth examination of how gender factors into the strategies, operations and impact of Acumen's companies.

<http://www.icrw.org/wp-content/uploads/2016/10/Acumen-Report.pdf>

## 100 **WOMEN IN THE WORKPLACE.** MCKINSEY & CO. 2015.

Women remain underrepresented across organizations—especially at senior levels of leadership—a new survey by LeanIn.Org and McKinsey finds.

[http://www.mckinsey.com/insights/organization/women\\_in\\_the\\_workplace](http://www.mckinsey.com/insights/organization/women_in_the_workplace)

## 101 **WOMEN IN THE WORKPLACE 2016.** MCKINSEY & CO. 2016.

Women in the Workplace 2016 is a comprehensive study of the state of women in corporate America. The study is part of a long-term partnership between LeanIn.Org and McKinsey & Company to give companies the information they need to promote female leadership and foster gender equality in the workplace. One hundred thirty-two companies employing more than 4.6 million people shared their pipeline data and completed a survey of HR practices. In addition, more than 34,00 employees completed a survey designed to explore their experiences regarding gender, opportunity, career, and work-life issues. This year's findings build on our Women in the Workplace 2015 report, as well as similar research conducted by McKinsey & Company in 2012.

<https://womenintheworkplace.com>

# IV. ECONOMIC GROWTH, DEVELOPMENT, EMPLOYMENT & EQUALITY

## 102 **2012 WORLD DEVELOPMENT REPORT: GENDER EQUALITY AND DEVELOPMENT.** WORLD BANK. 2012.

This report argues that closing persistent gender gaps is a core development objective because it is smart economics, identifies the areas where gender gaps are most significant, and four priorities for public action: Reducing excess female mortality and closing education gaps; improving access to economic opportunities for women; increasing women's voice and agency in the household and in society and limiting the reproduction of gender inequality across generations.

[http://wdronline.worldbank.org/worldbank/a/c.html/world\\_development\\_report\\_2012/abstract/WB.978-0-8213-8810-5.abstract](http://wdronline.worldbank.org/worldbank/a/c.html/world_development_report_2012/abstract/WB.978-0-8213-8810-5.abstract)

## 103 **2013/2014 COCA COLA SUSTAINABILITY REPORT.** COCA COLA. 2014.

Our Sustainability framework – what we call “Me, We, World” – is our shared vision for how we can work together to create social value and make a positive difference for the consumers and communities we serve.

<http://assets.coca-colacompany.com/0a/b5/ece07f0142ce9ccc4504e28f1805/2013-2014-coca-cola-sustainability-report-pdf.pdf>

## 104 **ACCELERATING GENDER EQUALITY: STRENGTHENING COMMUNITIES BY ADVANCING WOMEN AND GIRLS.** IT'S TIME NETWORK. 2016.

It's Time Network's Mayors Guide: Accelerating Gender Equality is the first comprehensive guide for accelerating gender equality at the local level. The guide provides mayors with a “toolkit” of readily accessible resources, model programs, and checklists for supporting the advancement of women and girls in their communities. The Mayors Guide emerged from a dynamic roundtable of mayors, activists and women leaders on the eve of the annual U.S. Conference of Mayors in June 2015. Sponsored by It's Time Network in partnership with the San Francisco Department on the Status of Women, the roundtable forum engaged approximately 150 experts across a variety of sectors related to the empowerment of women and girls.

[http://www.itstimenetwork.org/mayors\\_guide](http://www.itstimenetwork.org/mayors_guide)

## 105 **ADVANCING GENDER EQUALITY: PROMISING PRACTICES. CASE STUDIES FROM THE MILLENNIUM DEVELOPMENT GOALS ACHIEVEMENT FUND.** UN WOMEN. 2013.

These case studies contain lessons and evidence to support why results for gender equality and women's empowerment are critical to advance an overall development agenda, as well as practical examples of how to make this a reality.

[http://www.unwomen.org/mdgf/downloads/MDG-F\\_Case-Studies.pdf](http://www.unwomen.org/mdgf/downloads/MDG-F_Case-Studies.pdf)

## 106 **ADVANCING EQUITY FOR WOMEN AND GIRLS OF COLOR.** THE WHITE HOUSE COUNCIL ON WOMEN AND GIRLS. 2016.

This updated report serves as a follow-up to the 2014 and 2015 reports, and as the culmination of the Advancing Equity work stream of this Administration. The Obama Administration has taken important steps

forward in elevating, and addressing, key issues that cause disparities for women and girls of color, and women and girls from marginalized and underserved populations. Moreover, the call to action around this work has inspired philanthropic leaders, academic institutions, and non-profit organizations to continue efforts that sustain and build upon the successes achieved in improved life outcomes for women and girls of color and their peers.

<https://www.whitehouse.gov/sites/whitehouse.gov/files/images/2016%20CWG%20WGOC%20REPORT%20.pdf>

## 107 **ADVISORY NOTE ON MEASURES: WOMEN'S ECONOMIC EMPOWERMENT.** UNIVERSITY OF OXFORD. 2016.

The movement to empower women economically using a market-based approach that works across public and private sectors is less than ten years old. Promising twin goals of growth and improved well-being, especially among the very poor, this effort represents an important and hopeful strategy. However, the research supporting it needs further thought and development, particularly in the area of metrics, and this Advisory Note is intended to foreground the gaps.

[http://www.sbs.ox.ac.uk/sites/default/files/Research\\_Areas/Strategy\\_And\\_Innovation/Docs/advisory-note-on-measures-final2016.pdf](http://www.sbs.ox.ac.uk/sites/default/files/Research_Areas/Strategy_And_Innovation/Docs/advisory-note-on-measures-final2016.pdf)

## 108 **ANATOMY OF CHANGE: HOW INCLUSIVE CULTURES EVOLVE.** CATALYST. 2013.

This study is the fourth in Catalyst's Engaging Men research series, and the second to examine Rockwell Automation's predominantly white male-oriented North American Sales division as it works toward achieving a more equitable workplace. Through in-depth focus groups, it identifies the critical factors necessary for creating inclusive organizations.

[https://www.wgea.gov.au/sites/default/files/Catalyst-2013-anatomy\\_of\\_change\\_how\\_inclusive\\_cultures\\_evolve%5B1%5D.pdf](https://www.wgea.gov.au/sites/default/files/Catalyst-2013-anatomy_of_change_how_inclusive_cultures_evolve%5B1%5D.pdf)

## 109 **AUSTRALIA'S HIDDEN RESOURCE: THE ECONOMIC CASE FOR INCREASING FEMALE PARTICIPATION.** GOLDMAN SACHS. 2009.

Australia's labor productivity growth has been on a steady decline over the past decade. Part of this decline has been attributed to the lack of skilled labor as the economic expansion reached a new record duration in the post-war period. The response by governments has been to lift net international migration levels to unprecedented levels and to boost training initiatives with a particular focus on apprenticeships for the industrial and building sectors. In this report we argue that an alternative source of highly educated labor is already at Australia's disposal and with the right set of policy options this pool of labor can be unlocked.

[http://www.asx.com.au/documents/about/gsjbw\\_economic\\_case\\_for\\_increasing\\_female\\_participation.pdf](http://www.asx.com.au/documents/about/gsjbw_economic_case_for_increasing_female_participation.pdf)

## 110 **BREAKING THROUGH: THE GLOBAL FUND FOR WOMEN IMPACT REPORT: GENDER EQUALITY IN ASIA AND THE PACIFIC.** THE GLOBAL FUND FOR WOMEN. 2012.

An independent evaluation of the Global Fund for Women Breakthrough Project launched in 2008 -- a three-year, \$2.2 million investment to catalyze strategic, breakthrough, actions to advance gender equality in Asia and the Pacific.

[https://www.globalfundforwomen.org/wp-content/uploads/2012/04/Global\\_Fund\\_for\\_Women\\_Impact\\_Report\\_Breaking\\_Through.pdf](https://www.globalfundforwomen.org/wp-content/uploads/2012/04/Global_Fund_for_Women_Impact_Report_Breaking_Through.pdf)

111 **BRIDGE REPORT 56: GENDER AND DEVELOPMENT: FACTS AND FIGURES.**  
INSTITUTE OF DEVELOPMENT STUDIES UK. 2000.

What evidence is there of gender inequalities in life outcomes between women and men? This report provides facts and figures that expose gender inequalities, providing evidence of the need to engender development. It offers an insight into the available gender statistics in the following areas: poverty, health, access to resources, education, globalization, governance, conflicts and emergencies, and human rights.

<http://www.bridge.ids.ac.uk/bridge-publications/reports/document/A52824>

112 **A BUCK SHORT: WHAT FINANCIAL DIARIES TELL US ABOUT BUILDING FINANCIAL SERVICES THAT MATTER TO LOW-INCOME WOMEN.**  
BANKABLE FRONTIER ASSOCIATES. 2016.

It is estimated that 1.1 billion women around the world are excluded from the formal financial system, which represents 55 percent of the global number of unbanked individuals. Sponsored by Omidyar Network and carried out by BFA (Bankable Frontiers Associates), this new report explores why women in emerging economies don't access and use formal financial services to the extent of their male counterparts.

[https://www.omidyar.com/sites/default/files/file\\_archive/Pdfs/16-07-01\\_A\\_Buck\\_Short\\_Report\\_Digital\\_FINANCIAL.pdf](https://www.omidyar.com/sites/default/files/file_archive/Pdfs/16-07-01_A_Buck_Short_Report_Digital_FINANCIAL.pdf)

113 **BUILDING EFFECTIVE WOMEN'S ECONOMIC EMPOWERMENT STRATEGIES: SECTOR-SPECIFIC OPPORTUNITIES AND THE CASE FOR COLLABORATION.**  
INTERNATIONAL CENTER FOR RESEARCH ON WOMEN & THE BUSINESS OF A BETTER WORLD. 2016.

BSR, the International Center for Research on Women, and the Oak Foundation released a working paper on "Building Effective Women's Economic Empowerment Strategies," including a list of opportunities for action in four sectors: information and communications technology, healthcare, financial services, and consumer products.

[http://www.bsr.org/reports/BSR\\_ICRW\\_Building\\_Effective\\_Womens\\_Economic\\_Empowerment\\_Strategies.pdf](http://www.bsr.org/reports/BSR_ICRW_Building_Effective_Womens_Economic_Empowerment_Strategies.pdf)

114 **THE BUSINESS CASE FOR WOMEN'S ECONOMIC EMPOWERMENT: AN INTEGRATED APPROACH.**  
OAK FOUNDATION, DALBERG, ICRW, WITTER VENTURES. 2014.

Commissioned by the Oak Foundation, the International Center for Research on Women and Dalberg Global Development Advisors set out to create a better understanding of corporate-funded women's economic empowerment programs – what works and what does not – and make the case for how such programs can increase benefits for both women and for companies.

<https://www.icrw.org/wp-content/uploads/2016/10/The-Business-Case-for-Womens-Economic-Empowerment.pdf>

115 **CAPACITY DEVELOPMENT FOR PROMOTING GENDER EQUALITY IN THE AID EFFECTIVENESS AGENDA: LESSONS FROM SUB-REGIONAL CONSULTATIONS IN AFRICA.**  
UNITED NATIONS DEVELOPMENT FUND FOR WOMEN. 2007.

Drawing on the experiences and insights shared in a series of African regional and sub-regional consultations on gender equality and aid effectiveness, this discussion paper outlines a capacity development strategy for advancing development effectiveness and gender equality in the new aid agenda.

[http://www.gendermatters.eu/resources\\_documents/UserFiles/File/Resource/GenderEqualityInAidEffectiveness\\_AfricaLessons\\_eng.pdf](http://www.gendermatters.eu/resources_documents/UserFiles/File/Resource/GenderEqualityInAidEffectiveness_AfricaLessons_eng.pdf)

116 **CATALYZING GROWTH IN THE WOMEN-RUN SMALL AND MEDIUM ENTERPRISES SECTOR (SMES): EVALUATING THE GOLDMAN SACHS 10,000 WOMEN INITIATIVE.**  
GOLDMAN SACHS & ICRW. 2012.

ICRW conducted an initial evaluation of the Goldman Sachs 10,000 Women initiative in India to identify early results of the program on women entrepreneurs' business skills, practices, and growth. While in no way representative of the thousands of women taking part in 10,000 Women, this qualitative study does provide a snapshot of what impact looks like for some of the program's earliest participants.

<http://www.goldmansachs.com/citizenship/10000women/news-and-events/international-womens-day/doc-icrw-10000-women-report.pdf>

117 **CONNECTED WOMEN: HOW MOBILE CAN SUPPORT WOMEN'S ECONOMIC AND SOCIAL EMPOWERMENT.**  
VODAFONE. 2014

Around the world mobile is having a significant positive impact on economic development and individual wellbeing. This is true in both emerging and mature markets. With mobile, people are seeing access to services such as health and banking opening up, and new opportunities for entrepreneurship emerging. However, as in so many other spheres, access to mobile technology is not equally distributed. There is a large gender gap in mobile ownership, with an estimated 300 million fewer women than men around the world owning a mobile phone.<sup>1</sup> We estimate that 91 million of these women live in the markets where Vodafone operates, and if growth rates remain on the same course this figure could rise to 142 million by 2020. Driven by our belief in the transformative power of mobile, Vodafone and the Vodafone Foundation are developing new approaches and services tailored to women's needs. A selection of these are profiled in this Report and show how the right mobile services can empower women through the low-cost delivery of educational content, increasing feelings of safety and inclusion, improvements in maternal health and greater productivity for women entrepreneurs.

[https://www.vodafone.com/content/dam/vodafone-images/foundation/thought-leadership/VF\\_Women-sReport\\_V12%20Final.pdf](https://www.vodafone.com/content/dam/vodafone-images/foundation/thought-leadership/VF_Women-sReport_V12%20Final.pdf)

118 **DECENT WORK AND WOMEN'S ECONOMIC EMPOWERMENT: GOOD POLICY AND PRACTICE.**  
UN WOMEN AND INTERNATIONAL LABOR ORGANIZATION. 2012.

As workers, entrepreneurs and service providers, women contribute actively to social and economic development. This policy brief examines why creating more jobs for women promotes decent work and women's economic empowerment.

<http://www.unwomen.org/en/digital-library/publications/2012/8/decent-work-and-women-s-economic-empowerment-good-policy-and-practice#sthash.6y3JDxF0.dpuf>

119 **DEVELOPMENT COOPERATION BEYOND THE AID EFFECTIVENESS PARADIGM: A WOMEN'S RIGHTS PERSPECTIVE.**  
ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT (AWID). 2011.

This paper unpacks how women's rights advocates envision a development cooperation framework that takes into account gender equality and women's rights that is truly inclusive, sustainable, and just.

[http://www.awid.org/sites/default/files/atoms/files/development\\_cooperation\\_beyond\\_the\\_aid\\_effectiveness\\_paradigm.pdf](http://www.awid.org/sites/default/files/atoms/files/development_cooperation_beyond_the_aid_effectiveness_paradigm.pdf)

## 120 **DIGITAL SAVINGS: THE KEY TO WOMEN'S FINANCIAL INCLUSION?** WOMEN'S WORLD BANKING. 2015.

This report outlines Women's World Banking's research into the landscape of digital savings for women and emerging best practice in the space.

<http://www.womensworldbanking.org/publications/digital-savings-the-key-to-womens-financial-inclusion/>

## 121 **DO WOMEN ASK?** WARWICK ECONOMIC RESEARCH PAPER SERIES. 2016.

Women typically earn less than men. The reasons are not fully understood. Previous studies argue that this may be because (i) women 'don't ask' and (ii) the reason they fail to ask is out of concern for the quality of their relationships at work. This account is difficult to assess with standard labor-economics data sets. Hence we examine direct survey evidence. Using matched employer-employee data from 2013-14, the paper finds that the women-don't-ask account is incorrect. Once an hours-of-work variable is included in 'asking' equations, hypotheses (i) and (ii) can be rejected. Women do ask. However, women do not get.

[http://www2.warwick.ac.uk/fac/soc/economics/research/workingpapers/2016/twerp\\_1127\\_oswald.pdf](http://www2.warwick.ac.uk/fac/soc/economics/research/workingpapers/2016/twerp_1127_oswald.pdf)

## 122 **EMPOWERING THE THIRD BILLION: WOMEN AND THE WORLD OF WORK IN 2012.** STRATEGY&. 2012.

Countries that take steps to empower women as employees and entrepreneurs can reap social and economic benefits. This report ranks 128 countries based on their track record in enabling women to play a substantial role in the global economy.

<http://www.strategyand.pwc.com/global/home/what-we-think/reports-white-papers/article-display/empowering-third-billion-women-world>

## 123 **EMPOWERMENT THROUGH MICROFINANCE: THE RELATION BETWEEN LOAN CYCLE AND LEVEL OF EMPOWERMENT.** WORLD DEVELOPMENT. 2014.

Does microfinance support the empowerment of female borrowers? Results of studies analyzing microfinance and empowerment delivered mixed results. In order to explore whether microfinance influences empowerment, this paper compares women in higher loan cycles of a Pakistani microfinance institution with those in the first loan cycle regarding their empowerment. Using a survey and multivariate statistical methods, such as propensity score matching, the study found that women in higher loan cycles were on a higher level of empowerment. We conclude that microfinance has an impact on the empowerment of female borrowers.

<http://www.sciencedirect.com/science/article/pii/S0305750X14001338>

## 124 **FAIR PAY FOR WOMEN REQUIRES INCREASING THE MINIMUM WAGE AND TIPPED MINIMUM WAGE.** NATIONAL WOMEN'S LAW CENTER. 2014.

Millions of workers – mostly women – struggle to make ends meet on minimum wage earnings. The Fair Minimum Wage Act (H.R. 1010/S. 460) and the Minimum Wage Fairness Act (S. 1737) would gradually raise the federal minimum wage from \$7.25 to \$10.10 per hour, increase the tipped minimum cash wage from \$2.13 per hour to 70 percent of the minimum wage, and index these wages to keep pace with inflation. Increasing the minimum wage and tipped minimum wage are key steps toward fair pay for women.

[http://www.nwlc.org/sites/default/files/pdfs/fair\\_pay\\_for\\_women\\_requires\\_increasing\\_the\\_minimum\\_wage\\_and\\_tipped\\_minimum\\_wage\\_mar\\_2014.pdf](http://www.nwlc.org/sites/default/files/pdfs/fair_pay_for_women_requires_increasing_the_minimum_wage_and_tipped_minimum_wage_mar_2014.pdf)

125 **FIRST STEP: WOMEN IN THE WORLD.**  
CATALYST. 2014.

This report explores women's status through the lens of shifting demographics, improving education, and stalled progress toward equality for women.

<http://www.catalyst.org/knowledge/first-step-women-world>

126 **THE FULL PARTICIPATION REPORT.**  
BILL AND MELINDA GATES FOUNDATION AND NO CEILINGS. 2015.

The Bill & Melinda Gates Foundation and the No Ceilings initiative of the Bill, Hillary & Chelsea Clinton Foundation have joined forces to gather data and analyze the gains made for women and girls over the last two decades, as well as the gaps that remain.

<http://noceilings.org/report/report.pdf>

127 **THE FUTURE WOMEN WANT: A VISION OF SUSTAINABLE DEVELOPMENT FOR ALL.**  
UN WOMEN. 2012.

UN Women highlights the commitments made on gender equality, and explores women's contributions to sustainable development and policy around the world, with a focus on priority areas: safe drinking water and sanitation; food security and sustainable agriculture; sustainable cities; decent work and the green economy; health and education.

<http://www.unwomen.org/en/digital-library/publications/2012/6/the-future-women-want-a-vision-of-sustainable-development-for-all#sthash.NyXc8pkY.dpuf>

128 **GENDER AND BUDGETS: OVERVIEW REPORT.**  
BRIDGE. 2003.

This report, by the research and information arm of the Institute of Development Studies, questions why government budgets often allocate resources in ways that perpetuate gender biases and looks at how budgets offer the potential to transform gender inequalities by attaching money to policy commitments.

[http://docs.bridge.ids.ac.uk/vfile/upload/4/document/1109/Budgets\\_OR\\_English.pdf](http://docs.bridge.ids.ac.uk/vfile/upload/4/document/1109/Budgets_OR_English.pdf)

129 **THE GENDER DIVIDEND: A BUSINESS CASE FOR GENDER EQUALITY.**  
UN WOMEN. 2010.

This publication presents the case for investments and actions — on an unprecedented scale — to broaden the range of real opportunities open to the world's 3.5 billion women and girls. UN Women calls on its partners and donors to step up support for its coordination of UN system's work in advancing gender equality, as well as for its capacity building, technical assistance, service delivery, knowledge-sharing, and advocacy activities in the field.

<http://www.unwomen.org/en/digital-library/publications/2011/12/the-gender-dividend-a-business-case-for-gender-equality#sthash.6uKhWJXS.dpuf>

130 **THE GENDER DIVIDEND: MAKING THE BUSINESS CASE FOR INVESTING IN WOMEN.**  
DELOITTE. 2011.

Acknowledging and investing in women can yield a significant return—a return known as the gender dividend. To fully capitalize on the gender dividend, however, countries and organizations must go beyond policies that focus on discrimination and develop solid strategies aimed at integrating women at every level. This will require building a strong, dual-focused business case that considers women as both workers and



consumers that lays out the rationale behind why governments and organizations must look to women as key to their economic growth.

<http://www.in.gov/icw/files/genderdividend.pdf>

131 **GENDER EQUALITY AND AID DELIVERY:  
WHAT HAS CHANGED IN DEVELOPMENT COOPERATION AGENCIES SINCE 1999?**  
ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. 2007.

Set against the background of significant changes in aid delivery since the late 1990s, this report examines practices and institutional approaches to gender equality and women's empowerment in the Organization for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) members' development co-operation agencies. It presents the key findings and conclusions of a study conducted in 2006 by the DAC Network on Gender Equality, which set out to map the gender equality mandate and institutional arrangements of agencies, to explore elements of emerging good practice and technical advice on integrating gender equality dimensions into the new aid delivery mechanisms, and to analyze how staffing and institutional arrangements in agencies can be adapted to the new aid environment.

<http://www.bridge.ids.ac.uk/go/home&id=54167&type=Document&langID=1>

132 **GENDER EQUALITY, POVERTY REDUCTION AND INCLUSIVE GROWTH:  
WORLD BANK GROUP GENDER STRATEGY (FY16-23).**  
WORLD BANK GROUP. 2015.

By many measures, 2015 marks a watershed year in the international community's efforts to advance gender equality. In September, with the adoption of the Sustainable Development Goals (SDGs), UN Member States committed to a renewed and more ambitious framework for development. This agenda, with a deadline of 2030, emphasizes inclusion not just as an end in and of itself but as critical to development effectiveness. At the center of this agenda is the achievement of gender equality and empowerment of all women and girls (SDG 5). In addition to governments, the private sector is increasingly committed to reducing gaps between men and women not just because it is the right thing to do, but because it makes business sense. Gender equality is also central to the World Bank Group's own goals of ending extreme poverty and boosting shared prosperity in a sustainable manner. No society can develop sustainably without transforming the distribution of opportunities, resources and choices for males and females so that they have equal power to shape their own lives and contribute to their families, communities, and countries. Promoting gender equality is smart development policy.

<https://openknowledge.worldbank.org/handle/10986/23425>

133 **GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT:  
WORLD SURVEY ON THE ROLE OF WOMEN IN DEVELOPMENT 2014.**  
UN WOMEN. 2014.

The 2014 UN Women report focuses on gender equality and sustainable development, with chapters on the green economy and care work, food security, population dynamics, and investments for gender-responsive sustainable development.

[http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2014/unwomen\\_surveyreport\\_advance\\_16oct.pdf](http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2014/unwomen_surveyreport_advance_16oct.pdf)

134 **GENDER AND INDICATORS CUTTING EDGE PACK: OVERVIEW REPORT.**  
BRIDGE. 2007.

An examination of gender-sensitive indicators designed to help change-makers determine whether they are on the right track to achieving gender equality and holding institutions accountable for their commitments on gender.

<http://www.bridge.ids.ac.uk/sites/bridge.ids.ac.uk/files/reports/IndicatorsORfinal.pdf>

135 **GENDER AT WORK: A COMPANION TO THE WORLD DEVELOPMENT REPORT ON JOBS.**  
WORLD BANK. 2013.

This study looks closely at existing constraints as well as policies and practices that show promise in closing the gaps. A companion to the 2013 World Development Report on jobs, this report advocates investing more in women's capabilities and eliminating structural barriers such as laws that bar women from owning property, accessing financing, or working without permission from a male relative.

<https://openknowledge.worldbank.org/handle/10986/17121>

136 **GIVING CREDIT WHERE IT IS DUE:  
HOW CLOSING THE CREDIT GAP FOR WOMEN-OWNED SMES CAN DRIVE GLOBAL GROWTH.**  
GOLDMAN SACHS. 2014.

Investing in women and girls is one of the highest return opportunities available in the developing world, as a wide range of economic research shows. Goldman's own work has demonstrated that bringing more women into the labor force can significantly boost per capita income and GDP growth. Their research has also shown that women's higher propensity to use their earnings and increased bargaining power to buy goods and services that improve family welfare can create a virtuous cycle: female spending supports the development of human capital, which fuels economic growth in the years ahead. Given these significant benefits, they look at the role of women-owned small- and medium-sized enterprises (SMEs) in raising labor force participation and boosting economic growth in emerging markets.

<http://www.goldmansachs.com/our-thinking/investing-in-women/gmi-report-pdf.pdf>

137 **THE GLOBAL ECONOMIC CRISIS AND GENDER EQUALITY.**  
UN WOMEN. 2014.

More than seven years after the global economic crisis erupted, women and men are still experiencing lasting impacts on their jobs, livelihoods, access to social services and ability to care for one another. Decisive action is needed to advance women's right to a decent standard of living and to address the underlying causes that led to the crisis.

<http://www.unwomen.org/~media/headquarters/attachments/sections/library/publications/2014/the-globaleconomiccrisisandgenderequality-en%20pdf.ashx>

138 **THE GLOBAL GENDER GAP REPORT 2016.**  
WORLD ECONOMIC FORUM. 2016.

This annual global index shows a strong correlation between gender equality and a country's prosperity and economic competitiveness. A solid reference for understanding how gender equality is a critical for advancing economic, social, and political progress worldwide.

<http://reports.weforum.org/global-gender-gap-report-2016/the-global-gender-gap-report-2016/>

139 **GLOBAL WAGE REPORT 2014/2015: WAGES AND INCOME INEQUALITY.**  
INTERNATIONAL LABOUR ORGANIZATION. 2015.

The Global Wage Report 2014/15 reviews the main trends in wages in developed, emerging, and developing countries. It also analyses inequality in the labour market and in household income.

[http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_324678.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_324678.pdf)

140 **GROUNDBREAKERS: USING THE STRENGTH OF WOMEN TO REBUILD THE WORLD ECONOMY.**  
ERNST & YOUNG. 2009.

The report builds a powerful case for the advancement of women around the world as an “overlooked and untapped way to meet the challenges of our global economy.” The Groundbreakers report summarizes an extensive body of research showing that women make significant and proven contributions to business and economic growth.

<http://www.vitalvoices.org/sites/default/files/uploads/Groundbreakers.pdf>

141 **HIGH ACHIEVERS:  
RECOGNIZING THE POWER OF WOMEN TO SPUR BUSINESS AND ECONOMIC GROWTH.**  
ERNST AND YOUNG. 2012.

Emerging markets offer the best growth prospects for businesses after the global downturn of the past few years. However, perhaps the biggest and most exciting new market of all is an overlooked one: women. Women are the largest emerging market in the world. Over the next decade, they will wield enormous influence over politics, sport, business, and society. In the next five years, the global incomes of women will grow from US\$13 trillion to US\$18 trillion. That incremental US\$5 trillion is almost twice the growth in GDP expected from China and India combined. By the year 2028, women will control close to 75% of discretionary spending worldwide. Women own about a third of all businesses in the world, and nearly half of those businesses are in developing markets.

<https://www.shinnihon.or.jp/shinnihon-library/publications/research/2012/pdf/2012-08-13-report-E.pdf>

142 **HOW ADVANCING WOMEN'S EQUALITY CAN ADD \$12 TRILLION TO GLOBAL GROWTH.**  
MCKINSEY & COMPANY. 2015.

Gender inequality is not only a pressing moral and social issue, but also a critical economic challenge. If women—who account for half the world’s working-age population—do not achieve their full economic potential, the global economy will suffer. While all types of inequality have economic consequences, in our new McKinsey Global Institute (MGI) report, The power of parity: How advancing women’s equality can add \$12 trillion to global growth, we focus on the economic implications of lack of parity between men and women.

[http://www.mckinsey.com/insights/growth/How\\_advancing\\_womens\\_equality\\_can\\_add\\_12\\_trillion\\_to\\_global\\_growth](http://www.mckinsey.com/insights/growth/How_advancing_womens_equality_can_add_12_trillion_to_global_growth)

143 **HUMAN DEVELOPMENT REPORT 2014: SUSTAINING HUMAN PROGRESS:  
REDUCING VULNERABILITIES AND BUILDING RESILIENCE.**  
UNITED NATIONS DEVELOPMENT PROGRAMME. 2014.

The 2014 Human Development Report, Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience, provides a fresh perspective on vulnerability and proposes ways to strengthen resilience. According to income-based measures of poverty, 1.2 billion people live with \$1.25 or less a day. However, according to the UNDP Multidimensional Poverty Index, almost 1.5 billion people in 91 developing countries are living in poverty with overlapping deprivations in health, education, and living standards. And although poverty is declining overall, almost 800 million people are at risk of falling back into poverty if setbacks occur. Many people face either structural or life-cycle vulnerabilities.

<http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

## 144 **INVEST IN GIRLS AND WOMEN: EVERYBODY WINS – THE PATH TO SUSTAINABLE DEVELOPMENT.**

WOMEN DELIVER. 2014.

This is a new toolkit from Women Deliver that pulls together infographics, data points, and key messages to make the case for investing in girls and women. The toolkit presents specific asks and goals related to maternal and newborn health, family planning and reproductive health, women's health, education, and equality, with the aim of providing global partners with a clear course of action to best advocate for the health and well-being of girls and women.

[http://archive.womendeliver.org/assets/WD\\_EverybodyWins\\_Toolkit\\_June2015.pdf](http://archive.womendeliver.org/assets/WD_EverybodyWins_Toolkit_June2015.pdf)

## 145 **LEAVE NO ONE BEHIND: A CALL TO ACTION FOR GENDER EQUALITY AND WOMEN'S ECONOMIC DEVELOPMENT.**

UN SECRETARY-GENERAL'S HIGH-LEVEL PANEL ON WOMEN'S ECONOMIC EMPOWERMENT. 2016.

The economic empowerment of women—to succeed and advance economically and to make and act on economic decisions—is a cornerstone of the Sustainable Development Goals (SDGs). Over the past two decades, there has been progress in closing gender inequalities, especially in education and health. Yet there still is much to do to achieve the full and equal participation of women in society and in the economy. Today, on the first anniversary of the SDGs, the world is faced with the urgent task of accelerating progress. The UN Secretary-General established the High-Level Panel on Women's Economic Empowerment in January 2016 as part of his efforts to ensure that the 2030 Agenda moves from the pages of UN documents into the lives of women—and builds stronger, more inclusive economies. With powerful and influential membership, the Panel seeks to corral energy, commitment and action to accelerate the economic empowerment of women across the world.

<http://womenseconomicempowerment.org/assets/reports/UNWomen%20Full%20Report.pdf>

## 146 **LESS THAN TWO DOLLARS A DAY: CREATING ECONOMIC OPPORTUNITY FOR WOMEN AND MEN LIVING IN EXTREME POVERTY IN DEVELOPING COUNTRIES.**

WOMEN THRIVE WORLDWIDE. 2014.

In 2013 and early 2014, Women Thrive Worldwide conducted research on three major overlapping areas that are important to the economic advancement of people living on less than \$2USD a day: market access, property rights, and the informal economy. Our goal was to inform a new multi-year policy initiative on women's economic opportunity that Women Thrive will launch in fall 2014. This report provides the summary of that research and key recommendations for stakeholders working to advance women's economic opportunities.

[http://womenthrive.org/sites/default/files/docs/resources/less\\_than\\_2-a-day\\_wtw\\_report.pdf](http://womenthrive.org/sites/default/files/docs/resources/less_than_2-a-day_wtw_report.pdf)

## 147 **A NEW GLOBAL PARTNERSHIP: ERADICATE POVERTY AND TRANSFORM ECONOMIES THROUGH SUSTAINABLE DEVELOPMENT.**

THE REPORT OF THE HIGH-LEVEL PANEL OF EMINENT PERSONS ON THE POST-2015 DEVELOPMENT AGENDA. UNITED NATIONS. 2013.

Within this larger report, which sets out a universal agenda to eradicate extreme poverty from the face of the earth by 2030, is a chapter devoted to “Women's Role in Economic Development: Overcoming the Constraints.” The chapter addresses three questions: what is the evidence base to support investing in women? What are the current constraints on realizing the full potential of women in the process of economic development? What are the priority areas of intervention necessary to unblock these constraints?

<http://www.post2015hlp.org/the-report/>

148 **OPPORTUNITY NOW: PROJECT 28-40.**  
BUSINESS IN THE COMMUNITY. 2014.

Project 28-40 seeks to identify the hidden tensions within workplace cultures that may explain why UK employers are struggling to create a more gender-balanced workforce. Workplaces have developed over time on the basis of underlying assumptions about what is needed to be successful – full time, long hours, and no commitments. In the 21st century workplace, this male breadwinner model has to change. Read the full report and learn how to make the workplace truly inclusive.

[http://gender.bitc.org.uk/system/files/research/project\\_28-40\\_the\\_report.pdf](http://gender.bitc.org.uk/system/files/research/project_28-40_the_report.pdf)

149 **A PATH TO EMPOWERMENT:  
THE ROLE OF CORPORATIONS IN SUPPORTING WOMEN'S ECONOMIC PROGRESS.**  
HARVARD KENNEDY SCHOOL & US CHAMBER OF COMMERCE FOUNDATION. 2014.

In March 2014, at the International Women's Day Forum at the United Nations, the Corporate Social Responsibility Initiative at Harvard Kennedy School (CSRI) and the U.S. Chamber of Commerce Foundation's Corporate Citizenship Center (CCC) made a joint commitment to convene a series of roundtable dialogues to explore the role of corporations in supporting women's economic empowerment. Each invitation-only roundtable was comprised of 15 to 20 leaders from major multinational corporations currently engaged in or interested in women's economic empowerment as a business case and/or a social venture. The content of the roundtables informed this framing report.

<http://www.uschamberfoundation.org/sites/default/files/Path%20to%20Empowerment%20Report%20Final.pdf>

150 **PATHWAYS TO EQUITY: NARROWING THE WAGE GAP BY IMPROVING WOMEN'S ACCESS TO  
GOOD MIDDLE-SKILL JOBS.**  
INSTITUTE FOR WOMEN'S POLICY RESEARCH. 2016.

Half of the gender wage gap is due to women working in different occupations and sectors than men. Improving women's access to good middle-skill jobs can help close the wage gap and improve women's economic security. IWPR's Pathways to Equity Initiative, launched with a new report and website, explores job changes that can improve women's economic standing and meet employers' demands for skilled workers.

[http://womenandgoodjobs.org/app/uploads/2016/03/Middle-skills\\_layout-FINAL.pdf](http://womenandgoodjobs.org/app/uploads/2016/03/Middle-skills_layout-FINAL.pdf)

151 **PAYING AN UNFAIR PRICE: THE FINANCIAL PENALTY FOR LGBT WOMEN IN AMERICA.**  
CENTER FOR AMERICAN PROGRESS. 2015.

The economic disparities experienced by LGBT women result from the stigma, discrimination, and the legal disadvantages they experience because they are women and because they are LGBT. Paying an Unfair Price: The Financial Penalty for LGBT Women in America spotlights how LGBT women face unique challenges in three major areas that dramatically increase their economic insecurity and poverty rates: 1) Jobs, 2) Health, and 3) Family Recognition.

<http://www.icrw.org/wp-content/uploads/2016/11/paying-an-unfair-price-lgbt-women.pdf>

152 **POVERTY IS SEXIST.**  
ONE CAMPAIGN. 2016

This Poverty is Sexist report is aimed at pressuring leaders to put girls and women at the heart of key policies and decisions. The report demonstrates two truths: That poverty and gender inequality go hand-in-hand, and that investing in girls and women is essential in the overall fight to end extreme poverty everywhere.

[http://one\\_org\\_international.s3.amazonaws.com/international/media/international/2016/03/05003440/PovertySexist\\_2016.pdf](http://one_org_international.s3.amazonaws.com/international/media/international/2016/03/05003440/PovertySexist_2016.pdf)

153 **THE POWER OF PARITY: ADVANCING WOMEN'S EQUALITY IN THE UNITED KINGDOM.**  
MCKINSEY & CO. 2016.

Moving towards gender equality is not only a moral and social issue; it is important to future economic growth in the United Kingdom. This research explores the economic potential of narrowing gender gaps at the national level as well as across UK regions; it also examines the opportunity to address gender disparities within various occupations and sectors of the economy. Gender equality in work necessitates gender equality in society, so this research adopts a holistic view, assessing how gender inequality impacts a woman through her life, and identifying a comprehensive set of interventions to help UK stakeholders take action on gender inequality in the short and longer term.

<http://www.mckinsey.com/global-themes/women-matter/the-power-of-parity-advancing-womens-equality-in-the-united-kingdom>

154 **THE POWER OF PARITY: ADVANCING WOMEN'S EQUALITY IN THE UNITED STATES.**  
MCKINSEY & CO. 2016.

In a new report, *The power of parity: Advancing women's equality in the United States*, the McKinsey Global Institute (MGI) finds that every US state and city can add at least 5 percent to their GDP in that period by advancing the economic potential of women. Half of US states have the potential to add more than 10 percent, and the country's 50 largest cities can increase GDP by 6 to 13 percent.

<http://www.mckinsey.com/global-themes/employment-and-growth/the-power-of-parity-advancing-womens-equality-in-the-united-states>

155 **PROGRESS OF THE WORLD'S WOMEN 2015-2016:  
TRANSFORMING ECONOMIES, REALIZING RIGHTS.**  
UN WOMEN. 2015.

Progress 2015 draws on the experiences of those working toward gender equality and women's rights around the world. It provides the key elements of a far-reaching new policy agenda that can transform economies and make women's rights a reality.

[http://progress.unwomen.org/en/2015/pdf/UNW\\_progressreport.pdf](http://progress.unwomen.org/en/2015/pdf/UNW_progressreport.pdf)

156 **THE PROMISE OF MICROFINANCE AND WOMEN'S EMPOWERMENT.**  
ERNST & YOUNG. 2014.

The microfinance revolution has transformed access to financial services for low-income populations worldwide. As a result, it has become one of the most talked-about innovations in global development in recent decades. However, its expansion has not been without controversy. While many hailed it as a way to end world poverty and promote female empowerment, others condemned it as a disaster for the poor. Female empowerment has often been seen as one of the key promises of the industry. In part, this is based on the fact that more than 80% of its poorest clients, i.e., those who live on less than \$1.25/day, are women. This paper discusses what we have learned so far about the potential and limits of microfinance and how insights from research and practice can help inform the industry's current products, policies and future developments.

[http://www.ey.com/Publication/vwLUAssets/EY\\_-\\_Microfinance\\_and\\_womens\\_empowerment/\\$FILE/EY-The%20promise-of-microfinance-and-womens-empowerment.pdf](http://www.ey.com/Publication/vwLUAssets/EY_-_Microfinance_and_womens_empowerment/$FILE/EY-The%20promise-of-microfinance-and-womens-empowerment.pdf)

157 **A ROADMAP FOR PROMOTING WOMEN'S ECONOMIC EMPOWERMENT.**  
EXXONMOBIL AND UNITED NATIONS FOUNDATION. 2013.

This report identifies interventions that are proven, promising, or have a high potential to increase productivity and earnings for different groups of women in diverse country contexts.

[http://www.womeneconroadmap.org/sites/default/files/WEE\\_Roadmap\\_Report\\_Final\\_1.pdf](http://www.womeneconroadmap.org/sites/default/files/WEE_Roadmap_Report_Final_1.pdf)

158 **THE SIMPLE TRUTH ABOUT THE GENDER PAY GAP 2016.**  
AAUW. 2016.

Updated regularly with the most current statistics from the Bureau of Labor Statistics and the Census Bureau, The Simple Truth about the Gender Pay Gap is a commonsense guide that provides key facts about the gender pay gap in the United States. Topics covered in the report include: the definition of the pay gap and its history; the pay gap in each state; the pay gap by age, race/ethnicity, and education; guidance for women facing workplace discrimination; and resources for fair pay advocates.

[http://www.aauw.org/files/2016/02/SimpleTruth\\_Spring2016.pdf](http://www.aauw.org/files/2016/02/SimpleTruth_Spring2016.pdf)

159 **THE STATE OF WOMEN IN AMERICA:  
A 50-STATE ANALYSIS OF HOW WOMEN ARE FARING ACROSS THE NATION.**  
CENTER FOR AMERICAN PROGRESS. 2013.

In this report, The Center for American Progress examines both the progress made and the challenges remaining for women across the country. (US) They do so by reviewing three categories that are critical to women's overall well-being: economics, leadership, and health. Within each of those three categories, they analyze multiple factors—36 factors overall. In selecting the factors, they were unable to include every metric available but strove to include a broad array of factors that would help illustrate the multitude of issues facing women. They also included data on women of color in order to show the challenges that different communities face.

<http://www.americanprogress.org/wp-content/uploads/2013/09/StateOfWomen-4.pdf>

160 **THE STATUS OF WOMEN IN THE STATES 2015: EMPLOYMENT AND EARNINGS.**  
INSTITUTE FOR WOMEN'S POLICY RESEARCH. 2015.

This report is a part of the Institute for Women's Policy Research's series, The Status of Women in the States: 2015, which uses data from U.S. government and other sources to analyze women's status in each state and the United States overall, to rank and grade states on a set of indicators for six topical areas, and to provide additional data on women's social, economic, health, and political status in states across the nation.

[https://gallery.mailchimp.com/271c0130ad96b31a69724411b/files/women\\_and\\_the\\_states.pdf](https://gallery.mailchimp.com/271c0130ad96b31a69724411b/files/women_and_the_states.pdf)

161 **SUBTLE INCREASES IN BMI WITHIN A HEALTHY WEIGHT RANGE STILL REDUCE WOMEN'S EMPLOYMENT CHANCES IN THE SERVICE SECTOR.**  
PLOS ONE. 2016.

Using mixed design analysis of variance (ANOVA), this paper investigates the effects of a subtle simulated increase in adiposity on women's employment chances in the service sector. Employing a unique simulation of altering individuals' BMIs and the literature on "aesthetic labour", the study suggests that, especially for women, being heavier, but still within a healthy BMI, deleteriously impacts on hireability ratings. The paper explores the gendered dimension of this prejudice by asking whether female employees at the upper end of a healthy BMI range are likely to be viewed more negatively than their overtly overweight male counterparts. The paper concludes by considering the implications of these findings.

<http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0159659#sec011>

162 **TAKING ACTION: ACHIEVING GENDER EQUALITY AND EMPOWERING WOMEN.**  
UN MILLENNIUM PROJECT. 2005.

Commissioned by the United Nations Development Program, the UN Millennium Project was a three-year effort to identify the best strategies for meeting the Millennium Development Goals, including identification of priorities, strategies, organizational means, and costs of meeting the Goals. The project's ultimate objective is to help ensure that all developing countries meet the Goals.

<http://www.unmillenniumproject.org/documents/Gender-complete.pdf>

163 **A TRANSFORMATIVE STAND-ALONE GOAL ON ACHIEVING GENDER EQUALITY, WOMEN'S RIGHTS AND WOMEN'S EMPOWERMENT: IMPERATIVES AND KEY COMPONENTS.**  
UN WOMEN: UN WOMEN POLICY DIVISION. 2013.

This is a position paper that addresses the structural causes of gender-based discrimination. The authors call for a transformative framework to achieve women's rights and gender equality in the context of a global conversation about the legacy and next steps after the Millennium Development Goals.

<http://www.unwomen.org/en/digital-library/publications/2013/7/post-2015-long-paper#sthash.fqTm5uM4.dpuf>

164 **UNDERSTANDING AND MEASURING WOMEN'S ECONOMIC EMPOWERMENT: DEFINITION, FRAMEWORK AND INDICATORS.**  
INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2011.

This brief report lays out fundamental concepts including a definition of women's economic empowerment; a measurement framework that can guide the design, implementation, and evaluation of programs to economically empower women; and a set of illustrative indicators that can serve as concrete examples for developing meaningful metrics for success.

<http://www.icrw.org/publications/understanding-and-measuring-womens-economic-empowerment>

165 **UNLOCKING THE FULL POTENTIAL OF WOMEN IN THE US ECONOMY.**  
MCKINSEY & CO. FOR THE WALL STREET JOURNAL. 2012 & 2011.

Women have been a growing factor in the success of the US economy since the 1970s. Indeed, the additional productive power of women entering the workforce from 1970 until today accounts for about a quarter of current GDP. Still, the full potential of women in the workforce has yet to be tapped. As the US struggles to sustain historic GDP growth rates, it is critically important to bring more women into the workforce and fully deploy high-skill women to drive productivity improvement. McKinsey & Company undertook this research over the past three months to understand how women contribute to the US economy; how their work benefits individual corporations; what prevents women from making greater contributions to their companies; and what approaches can help companies unlock the full potential of women.

<http://www.mckinsey.com/womenineconomy>  
<http://online.wsj.com/public/resources/documents/WSJExecutiveSummary.pdf>

166 **VOICE AND AGENCY: EMPOWERING WOMEN AND GIRLS FOR SHARED PROSPERITY.**  
WORLD BANK. 2014.

Voice and Agency: Empowering Women and Girls for Shared Prosperity represents a major advance in global knowledge on this critical front. The vast data and thousands of surveys distilled here cast important light on the nature of constraints women and girls continue to face globally.

<http://www.worldbank.org/en/topic/gender/publication/voice-and-agency-empowering-women-and-girls-for-shared-prosperity>

167 **WHAT DO WOMEN WANT? GENDER, PERCEPTIONS DATA AND DEVELOPMENT PRIORITIES.**  
ODI. 2014.

This report looks at the people's development priorities from a gendered perspective using the UN's MY World survey, and examines what it is that women prioritize in development.

<http://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9117.pdf>



## 168 **WHERE VERMONT WOMEN WORK...AND WHY IT MATTERS.** CHANGE THE STORY VT. 2016.

This report was developed by Change The Story VT, a multi-year initiative to align philanthropy, policy, and program to significantly improve women's economic status in Vermont. Change The Story is fueled by three statewide organizations: The Vermont Women's Fund, Vermont Commission on Women, and Vermont Works for Women.

This is the second in a series of briefs published by Change The Story on topics related to women's economic status. This report focuses specifically on occupational segregation, its impact on women's wages, and the way in which it compromises Vermont's ability to make the most of home-grown talent. Much of the data in this report is new or not regularly collected or published. All of it is specific to Vermont and all is critical - not just in terms of what it reflects about women, but in its implications for the entire Vermont economy.

[http://changethestoryvt.org/wp-content/uploads/2016/11/CTS-WhereWomenWork\\_Final.pdf](http://changethestoryvt.org/wp-content/uploads/2016/11/CTS-WhereWomenWork_Final.pdf)

## 169 **WHY INVEST IN WOMEN?** USAID. 2013.

This infographic demonstrates how investing in women creates a multiplying effect to her family and community. One of a series of infographics Weber Shandwick developed for USAID to celebrate the aid organization's 50th anniversary.

<https://www.usaid.gov/infographics/50th/why-invest-in-women>

## 170 **WOMEN ARE BETTER THAN MEN AT PAYING THEIR MORTGAGES.** URBAN INSTITUTE. 2016.

Female-only borrowers pay more for their mortgages than male-only borrowers, because they have weaker credit characteristics and a higher percentage of those loans are subprime. Our analysis shows, however, that these weaker credit characteristics do not accurately predict how well women pay their mortgages. Instead, female-only borrowers are doing a better job of paying their mortgages than their credit characteristics predict. Moreover, female-only borrowers have a higher denial rate, suggesting we need to develop more robust and accurate measures of risk to ensure that we aren't denying mortgages to women who are fully able to make good on their payments. This is particularly important because more than one-third of female-only borrowers are minorities and almost half of them live in low-income communities.

[http://www.urban.org/research/publication/women-are-better-men-paying-their-mortgages/view/full\\_report](http://www.urban.org/research/publication/women-are-better-men-paying-their-mortgages/view/full_report)

## 171 **WOMEN, BUSINESS AND THE LAW 2014: REMOVING RESTRICTIONS TO ENHANCE GENDER EQUALITY.** WORLD BANK – IFC. 2014.

Women, Business and the Law 2014: Removing Restrictions To Enhance Gender Equality finds that while 42 economies reduced legal differences between women and men, 128 out of 143 economies studied still impose legal differences on the basis of gender in at least one of the report's key indicators. The report also identifies 48 law and regulatory reforms enacted between March 2011 and April 2013 that could enhance women's economic opportunities.

<http://documents.worldbank.org/curated/en/893551468147874555/pdf/922710PUB0v20W-00Box385355B00PUBLIC0.pdf>

## 172 **WOMEN'S BUSINESS OWNERSHIP AND THE VERMONT ECONOMY.** CHANGE THE STORY VT. 2016.

This is the third in a series of briefs published by Change The Story on topics related to women's economic status. This report focuses specifically on business ownership by women and its potential to bolster and invigorate Vermont's economy. Like the majority of national and regional reports on businesses, this report relies heavily on data from the 2012 U.S. Census Survey of Business Owners. Unless otherwise noted, all statistics are specific to Vermont. To date, we have had to rely on national reports to define the health of Vermont's women-owned businesses. But their conclusions paint conflicting pictures: one analysis of 2014 data ranked Vermont first among states for entrepreneurs, while another ranked Vermont 50th. The difference between these rankings begs the question: What is the real story for Vermont women and business ownership?

[http://changethestoryvt.org/wp-content/uploads/2016/10/CTS-2016-Status-Report\\_Womens-Business-Ownership-and-the-VT-Economy.pdf](http://changethestoryvt.org/wp-content/uploads/2016/10/CTS-2016-Status-Report_Womens-Business-Ownership-and-the-VT-Economy.pdf)

## 173 **WOMEN'S EMPOWERMENT IN GLOBAL VALUE CHAINS: FRAMEWORK FOR BUSINESS ACTION.** BUSINESS FOR SOCIAL RESPONSIBILITY. 2016.

This report aims to help unlock business opportunities that advance the health, rights, and wellbeing of women in global value chains. It highlights the benefits of investing in women along the value chain and provides a framework for action and practical guidance for companies to identify and strengthen value-chain investment opportunities that deliver positive returns to business, women, and society. This report is not an exhaustive analysis of the ways companies impact women's empowerment, or the way women's empowerment impacts businesses. Rather, it should serve as an inspirational guide to help both new and experienced companies develop effective approaches to women's empowerment. While the report is designed for a diverse industry audience, some examples and recommendations may be more relevant to consumer products companies with a strong manufacturing supply chain than service companies.

<https://www.bsr.org/reports/BSR-Report-Womens-Empowerment-Supply-Chains.pdf>

## 174 **A WOMEN'S NATION PUSHES BACK FROM THE BRINK.** CENTER FOR AMERICAN PROGRESS WITH THE SHRIVER REPORT. 2014.

A Woman's Nation Pushes Back from the Brink examines the rates of financial insecurity among American women and the children who depend on them, investigates the impact of it on our nation's institutions (US) and economic future, and promotes modern solutions to help women strengthen their financial status.

<http://shriverreport.org/special-report/a-womans-nation-pushes-back-from-the-brink/>

## 175 **WOMEN: THE NEXT EMERGING MARKET – SUPPORTING WOMEN TO FULFILL THEIR POTENTIAL.** ERNST AND YOUNG. 2013.

Women make up over half the population; yet have long been overlooked as a vital talent resource. Over the next decade, the impact of women on the global economy – as producers, entrepreneurs, employees, and consumers – will be at least as significant as that of China's and India's respective one-billion-plus populations, if not more so. Tapping into women's economic potential would be the equivalent of having an additional one billion individuals in business and in the workforce, contributing to the global economy and stimulating growth.

[http://www.ey.com/Publication/vwLUAssets/Women\\_the\\_next\\_emerging\\_market/\\$FILE/WomenTheNextEmergingMarket.pdf](http://www.ey.com/Publication/vwLUAssets/Women_the_next_emerging_market/$FILE/WomenTheNextEmergingMarket.pdf)

176 **WOMENOMICS 3.0: THE TIME IS NOW.**  
GOLDMAN SACHS. 2010.

This analysis will examine the progress since the last report written on this topic in 2005 (Womenomics: Japan's Hidden Asset), offer ten concrete proposals for what the private and public sectors should do to boost female employment, update our assessment of the economic "dividends" from higher female employment, and assess the potential growth areas of the economy from increased female labor participation.

[http://www.goldmansachs.com/our-thinking/investing-in-women/bios-pdfs/womenomics3\\_the\\_time\\_is\\_now\\_pdf.pdf](http://www.goldmansachs.com/our-thinking/investing-in-women/bios-pdfs/womenomics3_the_time_is_now_pdf.pdf)

177 **WOMENOMICS 4.0 TIME TO WALK THE TALK.**  
GOLDMAN SACHS. 2014.

This report shares key findings including the steps necessary for Japan to close its employment gender gap and encourage economic growth.

<http://www.goldmansachs.com/our-thinking/pages/macroeconomic-insights-folder/womenomics4-folder/womenomics4-time-to-walk-the-talk.pdf>

178 **WOMEN, WORK, AND THE ECONOMY: MACROECONOMIC GAINS FROM GENDER EQUITY.**  
INTERNATIONAL MONETARY FUND. 2013.

This SDN discusses the specific macro-critical aspects of women's participation in the labor market and the constraints that prevent women from developing their full economic potential. Building on earlier Fund analysis, work undertaken by other organizations and academic research, the SDN presents possible policies to overcome these obstacles in different types of countries.

<https://www.imf.org/external/pubs/ft/sdn/2013/sdn1310.pdf>

179 **WOMEN, WORK, AND WAGES IN VERMONT.**  
CHANGE THE STORY VT. 2016.

This brief is published by Change The Story VT (CTS), a multi-year strategy to align philanthropy, policy, and program to significantly improve women's economic status in Vermont. CTS is fueled by three statewide organizations focused on women's economic well-being: the Vermont Women's Fund, Vermont Commission on Women, and Vermont Works for Women.

This is the first in a series of briefs we will publish on topics related to women's economic well-being. Much of the data in the briefs is either new, or not regularly collected or published. All of the data is specific to Vermont, and all is critical - not just in what it reflects about women, but in its implications for the entire Vermont economy.

[http://changethestoryvt.org/wp-content/uploads/2016/11/CTS-WomenWorkAndWages\\_Final.pdf](http://changethestoryvt.org/wp-content/uploads/2016/11/CTS-WomenWorkAndWages_Final.pdf)

180 **WOMEN'S WORK: DRIVING THE ECONOMY.**  
GOLDMAN SACHS. 2013.

This report explores the economic opportunity that comes from closing gender gaps by employing more women in the workforce and empowering them as entrepreneurs and consumers. In our three interviews, we ask how leadership, policy, and capital can help us to better employ this under-utilized resource in a growth-constrained world.

<http://www.goldmansachs.com/our-thinking/investing-in-women/research-articles/womens-work.pdf>

181 **WOMEN'S WORK PATHWAYS ACROSS THE LIFE COURSE.**  
DEMOGRAPHY. 2016.

Despite numerous changes in women's employment in the latter half of the twentieth century, women's employment continues to be uneven and stalled. Drawing from data on women's weekly work hours in the National Longitudinal Survey of Youth (NLSY79), we identify significant inequality in women's labor force experiences across adulthood. We find two pathways of stable full-time work for women, three pathways of part-time employment, and a pathway of unpaid labor. Our findings provide evidence of the lasting influence of work-family conflict and early socioeconomic advantages and disadvantages on women's work pathways. We conclude that women's employment pathways are a product of both their resources and changing social environment as well as individual agency. Significantly, we point to social stratification, gender ideologies, and work-family constraints, all working in concert, as key explanations for how women are "tracked" onto work pathways from an early age.

<http://link.springer.com/article/10.1007/s13524-016-0464-z>

182 **YOUNG, WOMAN AND UNEMPLOYED: THE TRIPLE CHALLENGE.**  
PLAN INTERNATIONAL. 2015.

Young women are the first victims of economic instability throughout the world. They represent the majority of the 628 million young people aged 15-24 who have neither a job nor an education. This report highlights situations experienced by the most vulnerable young women in terms of accessing decent employment or self-employment in developing countries. Working from a grid analysis and field experiences, it also shows how to mainstream gender at all stages of youth economic empowerment programmes.

<https://plan-international.org/publications/young-woman-and-unemployed-triple-challenge>

# V. ENTREPRENEURSHIP

## 183 **2015 GLOBAL WOMEN ENTREPRENEUR LEADERSHIP SCORECARD.** EXECUTIVE SUMMARY. DELL. 2015.

The 2015 Global Women Entrepreneur Leaders (GWEL) Scorecard, sponsored by Dell Inc. and produced by ACG Inc, is a new data-driven diagnostic tool that identifies the impediments to high-impact female entrepreneurship and introduces actionable steps that can be taken to improve the conditions for high-impact female entrepreneurship development at the country level.

<http://i.dell.com/sites/doccontent/corporate/secure/en/Documents/2015-GWEL-Scorecard-Executive-Summary.pdf>

## 184 **THE 2015 STATE OF WOMEN-OWNED BUSINESSES REPORT.** AMERICAN EXPRESS OPEN. 2015.

Our analysis continues to indicate that while the number of women-owned firms continues to increase at rates exceeding the national average and their economic clout continues to strengthen, they remain smaller than the average firm. Since the first annual report published in 2011, we have expanded our analysis to include an investigation into growth trends at the metropolitan area level, new insights on the size of firms within industries, an exploration of growth along the business size spectrum, an analysis of the tremendous growth seen among multicultural women-owned firms, and a look at daily business creation rates – comparing rates before and after the recent recession.

With this body of work, based upon published information from the U.S. Census Bureau, we hope to spark debate and discussion, draw attention to the growing diversity of women-owned enterprises AND women business owners, and help point the way to areas where policy and programmatic support can help even more women-owned firms to reach their full potential.

[http://www.womenable.com/content/userfiles/Amex\\_OPEN\\_State\\_of\\_WOBs\\_2015\\_Executive\\_Report\\_finalsm.pdf](http://www.womenable.com/content/userfiles/Amex_OPEN_State_of_WOBs_2015_Executive_Report_finalsm.pdf)

## 185 **21<sup>ST</sup> CENTURY BARRIERS TO WOMEN'S ENTREPRENEURSHIP.** SENATE SMALL BUSINESS & ENTREPRENEURSHIP COMMITTEE. 2014.

Women entrepreneurs still face challenges getting fair access to capital. Only 4 percent of the total dollar value of all small business loans goes to women entrepreneurs. The report proposes expanding microloans and makes SBA's Intermediary Loan Program permanent to provide more capital to women entrepreneurs.

<http://www.microbiz.org/wp-content/uploads/2014/07/21st-Century-Barriers-to-Womens-Entrepreneurship.pdf>

## 186 **ACCESS TO CAPITAL BY HIGH-GROWTH WOMEN-OWNED BUSINESSES.** NATIONAL WOMEN'S BUSINESS COUNCIL. 2014.

This report examines factors affecting access to capital for high growth women-owned or women-led firms. Recent studies indicate that women-owned entrepreneurs raise small amounts of capital to finance their firms and are more reliant on personal rather than external sources of financing (Coleman & Robb, 2009; Coleman & Robb, 2010). Within the context of growth-oriented entrepreneurship, this distinction is important, because growth-oriented firms typically require substantial amounts of external capital in the form of both debt and equity. If women entrepreneurs do not seek, or if they are not able to obtain, external capital, their prospects for growing their firms are diminished considerably.

This report provides an overview on issues relating to access to capital for women-owned firms with a particular focus on growth-oriented firms. To date, comparatively few studies have examined the financing issues and strategies of growth-oriented women-owned firms due to a lack of data. This study expands upon our understanding of this topic and should help government officials develop policies directed toward supporting women entrepreneurs in their efforts to grow their firms.

[https://www.nwbc.gov/sites/default/files/Access%20to%20Capital%20by%20High%20Growth%20Women-Owned%20Businesses%20\(Robb\)%20-%20Final%20Draft.pdf](https://www.nwbc.gov/sites/default/files/Access%20to%20Capital%20by%20High%20Growth%20Women-Owned%20Businesses%20(Robb)%20-%20Final%20Draft.pdf)

## 187 **ENHANCING WOMEN'S ENTREPRENEURSHIP IN KENYA.** INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2015.

Business training for micro- and small-business owners in developing countries is one of the most common forms of active support provided by governments, non-governmental organizations and international development organizations worldwide. Despite its ubiquity and the proliferation of micro-lending opportunities for women and men, little rigorous research has been conducted exploring the economic and social impacts of business training programmes on beneficiaries, particularly on women. In 2014, the International Center for Research on Women (ICRW) collaborated with the International Labour Organization (ILO), Innovations for Poverty Action (IPA) and the World Bank (WB) to examine the preliminary impacts of ILO's Gender and Enterprise Together (GET) Ahead training programme in four counties of Kenya. The results of this inquiry will be used to help improve the GET Ahead training programme in the future, as well as inform the development of similar programmes in Kenya and around the world.

<http://www.icrw.org/wp-content/uploads/2016/10/IPA.pdf>

## 188 **FORCE MULTIPLIERS: HOW THREE FUNDAMENTAL ADAPTATIONS CAN HELP WOMEN ENTREPRENEURS SCALE BIG.** ERNST AND YOUNG. 2014.

Through the EY Entrepreneurial Winning Women™ program, we have gained a unique understanding of how to help women entrepreneurs succeed. This competition and executive leadership program identifies a select group of women entrepreneurs in the US and Canada whose businesses show real potential to scale — and then helps them do it. The latest research report draws on the knowledge they have gained. It also includes survey data on the program, developed and gathered by the Babson College Center for Women's Entrepreneurial Leadership, and advice from other experts in entrepreneurship, entrepreneurial finance and leadership.

<http://www.ey.com/Publication/vwLUAssets/EY-pdf-eww-force-multipliers/%24FILE/EY-pdf-eww-force-multipliers.pdf>

## 189 **FUNDED START UPS WITH A FEMALE FOUNDER: 2009-2014.** CRUNCHBASE. 2015.

A study conducted by Tech Crunch to determine which percentage of funded start ups that had an initial funding period between 2009 and 2014 had a female founder.

<https://techcrunch.com/2015/05/26/female-founders-on-an-upward-trend-according-to-crunchbase/>

## 190 **THE GENDER GLOBAL ENTREPRENEURSHIP AND DEVELOPMENT GUIDE: A 30-COUNTRY ANALYSIS OF THE CONDITIONS THAT FOSTER HIGH-POTENTIAL FEMALE ENTREPRENEURSHIP.** DELL. 2014.

Commissioned by Dell, the Gender-GEDI is the world's only diagnostic tool that comprehensively measures high potential female entrepreneurship by analyzing entrepreneurial ecosystems, business environments and individual aspirations across 30 developed and developing economies spanning multiple regions, providing

a systematic approach that allows cross-country comparison, benchmarking, and identifies data gaps. The goal of the research is not to provide a headcount of female entrepreneurs worldwide, rather it is future-oriented and designed to be a tool to guide leaders, policymakers and law-makers in identifying country-wide strengths and weaknesses and developing strategies to create more favorable conditions in their countries to enable businesses founded by women to thrive.

[http://i.dell.com/sites/doccontent/corporate/secure/en/Documents/Gender\\_GEDI\\_Executive\\_Report-2014.pdf](http://i.dell.com/sites/doccontent/corporate/secure/en/Documents/Gender_GEDI_Executive_Report-2014.pdf)

## 191 **SCALING UP: WHY WOMEN-OWNED BUSINESSES CAN RECHARGE THE GLOBAL ECONOMY.** ERNST & YOUNG. 2009.

This report from Ernst & Young makes the solid business case for supporting women entrepreneurs as a means to driving economic growth. The authors argue that women-owned businesses are not only far from being a niche market, they could be the tipping point for a global economic comeback. Worldwide, women own or operate 25 to 33 percent of all private businesses, according to the World Bank. Women-owned enterprises grow faster than those owned by men and faster than businesses overall. But women face some very gender-specific obstacles when it comes to doing business.

[http://www.ey.com/Publication/vwLUAssets/Scaling\\_up\\_-\\_Why\\_women-owned\\_businesses\\_can\\_recharge\\_the\\_global\\_economy/\\$FILE/Scaling%20up%20-%20why%20women%20owned%20businesses%20can%20recharge%20the%20global%20economy.pdf](http://www.ey.com/Publication/vwLUAssets/Scaling_up_-_Why_women-owned_businesses_can_recharge_the_global_economy/$FILE/Scaling%20up%20-%20why%20women%20owned%20businesses%20can%20recharge%20the%20global%20economy.pdf)

## 192 **UNLOCKING THE FEMALE ECONOMY: THE PATH TO ENTREPRENEURIAL SUCCESS.** BARCLAYS. 2013.

This report explores the evolving landscape of female entrepreneurship. By examining the behavioral traits of male and female business owners and leaders, they uncover what can be done to create an environment, which will support the current and future generations of women to launch and grow their own businesses.

[https://wealth.barclays.com/content/dam/bwpublic/global/documents/wealth\\_management/unlocking-female-economy.pdf](https://wealth.barclays.com/content/dam/bwpublic/global/documents/wealth_management/unlocking-female-economy.pdf)

## 193 **UNLOCKING THE GROWTH POTENTIAL OF WOMEN ENTREPRENEURS IN LATIN AMERICA AND THE CARIBBEAN.** ERNST & YOUNG. 2014.

The new study, Unlocking the Growth Potential of Women Entrepreneurs in Latin America and the Caribbean, finds that these entrepreneurs are opportunity-driven rather than necessity-driven, and that they mention economic independence, passion, and creating jobs as their main reasons for launching their business ventures.

[http://www.ey.com/Publication/vwLUAssets/EY-MIF-report-en/\\$FILE/EY-WeGrow-MIF-Report-en.pdf](http://www.ey.com/Publication/vwLUAssets/EY-MIF-report-en/$FILE/EY-WeGrow-MIF-Report-en.pdf)

## 194 **WOMEN ENTREPRENEURS 2014: BRIDGING THE GENDER GAP IN VENTURE CAPITAL.** BABSON COLLEGE. 2014.

This report provides the first comprehensive analysis of venture capital investments in women entrepreneurs since the original Diana Project research conducted in 1999.

<http://www.babson.edu/Academics/centers/blank-center/global-research/diana/Documents/diana-project-executive-summary-2014.pdf>

195 **WOMEN AND SOCIAL ENTERPRISES:  
HOW GENDER INTEGRATION CAN BOOST ENTREPRENEURIAL SOLUTIONS TO POVERTY.**  
ICRW & ACUMEN. 2015.

Our new report written with the International Center for Research on Women (ICRW) and produced in partnership with the Cartier Charitable Foundation, reveals findings from several case studies from Acumen's portfolio of investments, which demonstrate how social enterprises are engaging and impacting women and where they fall short. The report also contains a new framework that outlines the ways in which gender can influence key business decisions.

[http://acumen.org/wp-content/uploads/2015/10/Women\\_And\\_Social\\_Enterprises\\_Report\\_Acumen\\_ICRW\\_2015.pdf](http://acumen.org/wp-content/uploads/2015/10/Women_And_Social_Enterprises_Report_Acumen_ICRW_2015.pdf)

196 **WOMEN IN VENTURE.**  
CRUNCHBASE. 2016.

A study looking at the percentage of women investment partners at leading venture and microventure firms, and the correlation between these numbers and the likelihood of these firms investing in a start up with a female founder or at least one female co-founder.

<https://techcrunch.com/2016/04/19/the-first-comprehensive-study-on-women-in-venture-capital/>



## VI. GIRLS

### 197 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2007.** PLAN INTERNATIONAL. 2007.

Because I am a Girl: The State of the World's Girls 2007 is the first in a series of annual reports published by Plan International examining the rights of girls throughout their childhood, adolescence and as young women. Girls are getting a raw deal. They face the double discrimination of their gender and their age, and in many societies remain at the bottom of the social and economic ladder. In theory girls have the same rights as their brothers, but in practice in many parts of the world, they cannot access these rights. This report provides a comprehensive examination of the situation of the world's girls. Subsequent reports in the series will focus on specific violations of girls' rights and the mechanisms for securing them.

<https://plan-international.org/publications/state-worlds-girls-2007#download-options>

### 198 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2008. IN THE SHADOW OF WAR.** PLAN INTERNATIONAL. 2008.

How are girls affected by conflict and its aftermath? This report draws on the perspectives of girls and young women, particularly from Haiti, Liberia, and Timor-Leste (East Timor), to explain why they experience war and conflict in the way that they do. The first section explains how the gradual disintegration of society can affect girls long before war fully breaks out, as they become more vulnerable to gang violence and trafficking, and struggle to access social services. It also shows how during violent conflict the health, education, and wellbeing of girls is often negatively affected, yet they are forgotten as media attention is focused on the fighting itself.

[http://www.planbelgie.be/sites/default/files/user\\_uploads/because\\_i\\_am\\_a\\_girl\\_-\\_the\\_state\\_of\\_the\\_worlds\\_girls\\_2008.\\_in\\_the\\_shadow\\_of\\_war\\_plan\\_international\\_-\\_engelstalig.pdf](http://www.planbelgie.be/sites/default/files/user_uploads/because_i_am_a_girl_-_the_state_of_the_worlds_girls_2008._in_the_shadow_of_war_plan_international_-_engelstalig.pdf)

### 199 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2009.** **GIRLS IN THE GLOBAL ECONOMY: ADDING IT ALL UP.** PLAN INTERNATIONAL. 2009.

Because I am a Girl: The State of the World's Girls 2009 is the third in a series of annual reports published by Plan International examining the rights of girls throughout their childhood, adolescence and as young women. Focusing on girls in the global economy, the report warns that failing to send girls to school is costing the world's poorest countries billions of pounds each year. No education means girls are confined to dangerous, unskilled work - neglecting their earning potential and slowing a country's recovery from the current financial crisis. The global economic downturn also means girls in the developing world are the first to lose their jobs, may end up in the sex trade and are more likely to die young.

<https://plan-international.org/publications/state-worlds-girls-2009-girls-global-economy>

### 200 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2010.** **DIGITAL AND URBAN FRONTIERS: GIRLS IN A CHANGING LANDSCAPE.** PLAN INTERNATIONAL. 2010.

This year's report looks at the lives of adolescent girls in two of the fastest growing arenas of the world today—cities and cyberspace. It details the opportunities as well as the risks of exclusion faced by many women and girls in these environments, cautioning that their safety is our collective responsibility.

<https://www.planusa.org/docs/state-worlds-girls-2010.pdf>

201 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2012. LEARNING FOR LIFE.**  
PLAN INTERNATIONAL. 2012.

This year's report focuses on girls' education and looks at why adolescent girls, despite much effort and good will, often drop out of school. It highlights the six main barriers to girls' education and looks at girls' rights beyond education. How can we keep all girls in school, including the poorest and most marginalized, improve the quality of the education they receive, and empower them to take their rightful place as equal citizens?

<https://www.planusa.org/docs/state-worlds-girls-2012.pdf>

202 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2013. IN DOUBLE JEOPARDY: ADOLESCENT GIRLS AND DISASTERS.**  
PLAN INTERNATIONAL. 2013.

The seventh report in Plan's annual State of the World's Girls series, 'In Double Jeopardy', looks at the situation of adolescent girls in disaster zones. The report uses original research and interviews with girls, including survivors of disasters in the Philippines. It shows how adolescent girls' rights are being ignored before, during, and after disasters, both in the urgency of a disaster response and in the gaps between humanitarian and development work.

<http://plan-international.org/files/global/publications/campaigns/biag-2013-report-english.pdf>

203 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2014. PATHWAYS TO POWER: CREATING SUSTAINABLE CHANGE FOR ADOLESCENT GIRLS.**  
PLAN INTERNATIONAL. 2014.

This report was published by Plan International as a part of the "Because I am a Girl" report series. The report includes updates on themes explored in past reports, an overview of legislation, policy, and implementation that affect girls worldwide, and inspiring and meaningful individual narratives from girls around the world.

<https://plan-international.org/publications/state-world's-girls-2014-pathways-power>

204 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2015. THE UNFINISHED BUSINESS OF GIRLS' RIGHTS.**  
PLAN INTERNATIONAL. 2015.

This multi-media publication includes video clips, drawings, poems, essays, interviews, and stories by a diverse group of writers, activists, and politicians who examine our progress and explore the work that still needs to be done in 2015. How will adolescent girls' rights be protected, and what can and should we do to promote gender equality? Topics include: economy, conflict and disaster, the role of men and boys, the digital divide: girls and technology, education, and the question of power.

<https://www.planusa.org/docs/state-worlds-girls-2015.pdf>

205 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2016. COUNTING THE INVISIBLE: USING DATA TO TRANSFORM THE LIVES OF GIRLS AND WOMEN BY 2030.**  
PLAN INTERNATIONAL. 2016.

Millions of girls are 'invisible' to governments and policy makers because vital data is not being recorded about their lives. The new report from Plan International reveals how improving the information we have about girls will help create a just world and equality for all. 'Counting the Invisible' explores the current state of gender data and exposes the gaps: we don't count how many girls leave school because of early marriage, pregnancy or violence, exactly how many give birth before they turn 15, how many hours a day they spend working, what kind of work they do and whether they get paid for it. Bringing visibility to these realities can transform girls' lives.

<https://plan-international.org/because-i-am-a-girl/counting-invisible-girls>

## 206 **EVERY LAST CHILD: THE CHILDREN THE WORLD CHOOSES TO FORGET.** SAVE THE CHILDREN. 2016.

Around 16,000 children under five will die today. Around 250 million school-age children – two out of five children – are missing out on learning. Which children survive or die, learn or don't, is no accident. It's a result of choices that exclude some groups of children by design or neglect. We live in a world where the bodies of child refugees are washed up on European beaches, and where an indigenous child can miss out on life-saving healthcare simply because of their heritage. It's a world where a girl can have her access to education denied and her whole future blighted simply because she is a daughter and not a son. It's a world where millions of children with disabilities are missing out on the education that would free them to make the most of their lives. For nearly a century, Save the Children has been fighting to save children from poverty. Now we are determined to defeat an enemy every bit as deadly and destructive: the discrimination that means millions of children are dying needlessly, being denied the chance to learn or being exposed to violence, just because of who they are. This report tells the story of these forgotten children and sets out what is required to reach every last child.

[http://www.savethechildren.org.uk/sites/default/files/images/Every\\_Last\\_Child.pdf](http://www.savethechildren.org.uk/sites/default/files/images/Every_Last_Child.pdf)

## 207 **EVERY LAST GIRL: FREE TO LIVE, FREE TO LEARN, FREE FROM HARM.** SAVE THE CHILDREN. 2016.

This report, the second in our Every Last Child series, identifies the three specific Guarantees to Girls that governments must make, and the actions that are needed. Taken together, these three Guarantees to Girls will help governments to reach the girls who are furthest behind – such as those who live in fragile and conflict-affected states, those who are on the move as refugees, those in the poorest countries and in disadvantaged regions, and those who face multiple forms of discrimination. Realising the three Guarantees to Girls is what it will take to ensure girls are free to live, free to learn and free from harm. This report and our campaign are about how we can help promote gender equality and get power where it belongs – in the hands of every last girl.

[http://www.savethechildren.org.uk/sites/default/files/images/Every\\_Last\\_Girl.pdf](http://www.savethechildren.org.uk/sites/default/files/images/Every_Last_Girl.pdf)

## 208 **FACT SHEET: YOUNG GIRLS AND WOMEN.** UNITED NATIONS (UNFPA AND UNICEF). 2011.

This fact sheet was prepared by UNFPA with UNICEF, Co-Chairs of the United Nations Adolescent Girls Task Force. This fact sheet is part of a collaborative effort of the Inter-Agency Network for Youth Development, coordinated by the United Nations Program on Youth.

<http://social.un.org/youthyear/docs/fact-sheet-girl-youngwomen.pdf>

## 209 **GIRLS ARE LIKE LEAVES ON THE WIND: HOW GENDER EXPECTATIONS IMPACT GIRLS' EDUCATION.** INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2015

In most places around the world, girls are now just as likely to be enrolled in primary school as boys. This is, however, not the case for girls in sub-Saharan African nations, where they remain behind, especially at the secondary level. In West Nile, Uganda women's rates of schooling are far below the national average. For every ten male secondary students enrolled, six female students are enrolled. ICRW's report, "Girls Are Like Leaves on the Wind" examines the factors that contribute to girls ages 14 through 18 dropping out of school in two regions of West Nile, Uganda: Adjumani and Arua. The report examines the complex factors that determine school dropout among girls, highlighting the ways in which gendered expectations and norms may influence girls' education. The report also contains a host of recommendations on how governments and communities can ensure girls remain in school, including comprehensive sexual and reproductive health

education, improved outreach efforts to re-enroll girls in school if they have dropped out, and a focus on programs that can help shift gender norms among women, men, girls and boys.

<http://www.icrw.org/wp-content/uploads/2016/10/141011-ICRW-MacArthur-Final-Web-R.pdf>

## 210 **GIRLS' EDUCATION, EMPOWERMENT, AND TRANSITIONS TO ADULTHOOD: THE CASE FOR A SHARED AGENDA.**

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2012.

This paper argues for leveraging education to facilitate girls' transitions to healthy, safe, and productive adulthood as the single most important development investment that can be made.

<http://www.icrw.org/publications/girls-education-empowerment-and-transitions-adulthood>

## 211 **GIRL SAFETY TOOLKIT: A RESOURCE FOR PRACTITIONERS.**

GIRL EFFECT. 2014.

The Girl Safety Toolkit is a comprehensive guide to designing safe programs specifically for adolescent girls. Designing safe opportunities for girls relies on understanding the experience of different groups in the context in which they are working. With this information, practitioners can think more carefully about what their program is trying to achieve and how these objectives can be achieved in a safe environment. The toolkit provides practical advice and guidance on how to keep girls safe within programs and how to manage and address risks if they arise. This toolkit actively encourages development practitioners to involve girls in the process so they can help to decide on activities that will help them participate in programs safely. It also helps girls to identify support they need from organizations to implement those activities. With the right support, girls can be champions of safety within their own community and are often instrumental in helping other girls understand safety.

<http://www.girleffect.org/media?id=3050>

## 212 **'GIRLS SPEAK OUT': A FOUR-COUNTRY SURVEY OF YOUNG WOMEN'S ATTITUDES AND RECOMMENDATIONS FOR ACTION.**

PLAN INTERNATIONAL & IPSOS MORI. 2015.

Following the publication of the Hear Our Voices report in 2014, Plan International's thinking began to focus on the clear need to examine adolescent girls' suggestions for improvements to their lives and how girls themselves would deal with barriers to equality, including the issues of gender violence and early pregnancy. In 2015 Plan International commissioned Ipsos MORI to undertake a study which aimed to consult with adolescent girls to explore their own priorities and attitudes, identify recommendations for change, and understand who they thought should be responsible for implementing these changes. The results are charted and analysed in this report.

<https://plan-international.org/publications/girls-speak-out>

## 213 **GLOBAL STRATEGY TO EMPOWER ADOLESCENT GIRLS.**

UNITED STATES GOVERNMENT. 2016.

Report focuses on new global strategy which emphasizes the rights of girls, including their right to quality education in safe environments, and aims to prevent and address child, early, and forced marriage, gender-based violence, and female genital mutilation (FGM) and their consequences.

<http://www.state.gov/documents/organization/254904.pdf>

## 214 **HEAR OUR VOICES: DO ADOLESCENT GIRLS' ISSUES REALLY MATTER?** PLAN INTERNATIONAL. 2014.

Thousands of girls claim they are embarrassed and ashamed to express the everyday injustices and threats of sexual violence they face, in 'Hear Our Voices' - one of the largest studies of adolescent girls' rights of its kind. Plan International spoke directly with more than 7,000 girls and boys aged 12 to 16 in 11 countries across the world, as part of its Because I am a Girl campaign for girls' rights. The study's results bring the daily realities of girls into vivid colour. They provide consistent, disturbing illustrations of the most pressing concerns for adolescent girls, giving powerful insights into the issues facing them, in their own words.

<https://plan-international.org/publications/hear-our-voices>

## 215 **LEANING OUT: TEEN GIRLS AND LEADERSHIP BIASES.** HARVARD GRADUATE SCHOOL OF EDUCATION & MAKING CARING COMMON PROJECT. 2015.

A recent study by the Harvard Graduate School of Education and its Making Caring Common project found that stereotypes about girls and women create unconscious barriers preventing girls from seeing their place as leaders in the world.

[http://sites.gse.harvard.edu/sites/default/files/making-caring-common/files/mcc\\_leaning\\_out\\_for\\_web.pdf](http://sites.gse.harvard.edu/sites/default/files/making-caring-common/files/mcc_leaning_out_for_web.pdf)

## 216 **MEASURING THE ECONOMIC GAIN OF INVESTING IN GIRLS: THE GIRL EFFECT DIVIDEND.** WORLD BANK: POLICY RESEARCH WORKING PAPER. 2008.

This paper quantifies the opportunity cost of girls' exclusion from productive employment to inform policy-makers' decisions to invest in girls. The paper explores the relationship between investing in girls and potential increases in national income by examining three widely prevalent aspects of adolescent girls' lives: early school dropout, teenage pregnancy, and joblessness, and concludes that closing the inactivity rate between girls and boys would increase gross domestic product by up to 5.4 percent, among other findings.

[http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2011/08/08/000158349\\_20110808092702/Rendered/PDF/WPS5753.pdf](http://www-wds.worldbank.org/servlet/WDSContentServer/WDSP/IB/2011/08/08/000158349_20110808092702/Rendered/PDF/WPS5753.pdf)

## 217 **MORE POWER TO HER: HOW EMPOWERING GIRLS CAN END CHILD MARRIAGE.** INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2014.

This report shows how and why investing in girls is critical to the global movement to end child marriage. The practice, which cuts across global cultures and religions, turns more than 14 million girls worldwide into child brides every year, violating their basic human rights – and hindering larger international development efforts.

ICRW has been at the forefront of exposing the harms caused by child marriage, and identifying solutions to prevent it, for more than 15 years. In 2011, ICRW identified five promising strategies to prevent child marriage. With this latest study, ICRW set out to discover how programs in Bangladesh, Egypt, Ethiopia and India are working to empower both girls at-risk of child marriage as well as already married girls, and how empowerment leads to changes in knowledge, attitudes and practices.

<http://www.icrw.org/wp-content/uploads/2016/10/More-Power-pages-Web.pdf>

## 218 **PROTECTING THE GIRL CHILD: USING THE LAW TO END CHILD, EARLY, AND FORCED MARRIAGE AND RELATED HUMAN RIGHTS VIOLATIONS.** EQUALITY NOW. 2014.

Studies show that girls and women who are educated and marry later are more likely to earn an income. Women invest that income into healthcare, food, education, childcare, and household durables – directly contributing to their country's economy and development. Women who have their babies later in life are healthier, raise healthier, educated children and help end the perpetual cycles of inequality, discrimination,

abuse and poverty. The reality, however, is that accepted social norms and, in many countries, discriminatory laws, provide a veneer of legitimacy to the harmful practices, such as child marriage, that shape a girl's life and indeed the society in which she lives. These social norms are the fundamental drivers of discrimination and must be challenged everywhere.

[http://www.equalitynow.org/sites/default/files/Protecting\\_the\\_Girl\\_Child\\_1.pdf](http://www.equalitynow.org/sites/default/files/Protecting_the_Girl_Child_1.pdf)

## 219 **SECURING A BETTER FUTURE: A PORTRAIT OF FEMALE STUDENTS IN MISSISSIPPI'S COMMUNITY COLLEGES.** INSTITUTE FOR WOMEN'S POLICY RESEARCH. 2014.

Community colleges are a critical resource for women seeking to achieve economic security and stability, yet many women who are community college students face challenges that make it difficult to persist in their education and complete their degrees. To understand the circumstances and experiences of female community college students in Mississippi, the challenges to their academic progress, and the resources that enable them to persist and succeed, the Institute for Women's Policy Research (IWPR), conducted an online survey of women who are students in the state's community colleges, commissioned by the Women's Foundation of Mississippi (WFM).

<http://www.womensfoundationms.org/wp-content/uploads/2014/06/9273-WomensFund-Report.pdf>

## 220 **SHAPING FUTURES – PLANNING AHEAD FOR GIRLS' EMPOWERMENT AND EMPLOYABILITY: AN EVALUATION STUDY OF A SCHOOL-BASED GIRLS' GENDER INTEGRATED SKILLS PROGRAM IN NEW DELHI, INDIA. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2016.**

ICRW hypothesized that providing girls with the life skills needed to prepare them for formal employment and fostering their ambitions for a career can help keep them in school and catalyze their path toward formal jobs. The Ford Foundation funded ICRW (Nanda et al) to conduct a scoping study to assess the availability of livelihood programs for adolescent girls in India. The study found little evidence of school-based programs that provide marginalized adolescent girls with the life skills required to prepare them for formal employment. To address this critical gap, ICRW partnered with the Magic Bus India Foundation to design, pilot test and evaluate an initiative in Delhi, titled Planning Ahead for Girls' Empowerment and Employability or (PAGE). In this report, we encapsulate the findings from the evaluation study of the PAGE program implemented in Delhi between 2014 and 2016.

<http://www.icrw.org/wp-content/uploads/2017/02/Shaping-Futures-PAGE-Evaluation-Report.pdf>

## 221 **STATUS OF WOMEN AND GIRLS IN MINNESOTA.** WOMEN'S FOUNDATION OF MINNESOTA. 2012.

The project represents a unique approach to research by using a gender-race-geography-equity lens. Through the research, a baseline is provided for measuring where to apply needed interventions and benchmark the continued progress on the road to economic, political, and social equality for all women and girls in Minnesota.

[http://www.wfmn.org/research/2012%20SWGGM/2012SWGGM\\_final2.pdf](http://www.wfmn.org/research/2012%20SWGGM/2012SWGGM_final2.pdf)

## 222 **TOO YOUNG TO WED: THE GROWING PROBLEM OF CHILD MARRIAGE AMONG SYRIAN GIRLS IN JORDAN.** SAVE THE CHILDREN. 2014.

The incidence of child marriage is increasing both within Syria<sup>17</sup> and among Syrian refugees in neighbouring countries. Now, among Syrian refugees in Jordan – who are the main focus of this report – official statistics show that one in every four registered marriages is of a girl under the age of 18.

[http://www.savethechildren.org.uk/sites/default/files/images/Too\\_Young\\_to\\_Wed.pdf](http://www.savethechildren.org.uk/sites/default/files/images/Too_Young_to_Wed.pdf)

223

**WOMEN HOLD UP HALF THE SKY. GOLDMAN SACHS ECONOMIC RESEARCH.**

PAPER NO: 164. MARCH 4, 2008.

This paper makes a pointed and condensed argument for educating girls as the key to gender equality and a key source of support for long-term economic growth, with positive repercussions for countries with aging and well as young populations.

<http://www.goldmansachs.com/our-thinking/focus-on/investing-in-women/bios-pdfs/women-half-sky-pdf.pdf>

## VII. GIVING TO WOMEN & GIRLS AND GENDER LENS PHILANTHROPY

### 224 **THE 2011 STUDY OF HIGH NET WORTH WOMEN'S PHILANTHROPY AND THE IMPACT OF WOMEN'S GIVING NETWORKS.**

CENTER ON PHILANTHROPY AT INDIANA UNIVERSITY AND BANK OF AMERICA MERRILL LYNCH. 2011.

The latest in this seminal series of reports is based on nationwide 2010 and 2011 surveys of wealthy donors. Findings offer key insights into the motivations and priorities of high net worth women donors as well as that of women who give as part of donor network.

[http://newsroom.bankofamerica.com/files/press\\_kit/additional/Study\\_HNW\\_Womens\\_Philanthropy.pdf](http://newsroom.bankofamerica.com/files/press_kit/additional/Study_HNW_Womens_Philanthropy.pdf)

### 225 **ACCELERATING CHANGE FOR WOMEN AND GIRLS: THE ROLE OF WOMEN'S FUNDS.**

WOMEN'S FUNDING NETWORK AND THE FOUNDATION CENTER. 2009.

In recent years, interest in philanthropy for and by women has intensified, accompanied by a growing acceptance of the idea that philanthropic investments in women and girls can accelerate positive change in communities. To understand this evolution in thinking and practice within philanthropy, the Foundation Center partnered with the Women's Funding Network, a global movement of women's funds, to chart the current landscape of philanthropy focused on women and girls and document the specific role played by women's funds.

<http://www.womensfundingnetwork.org/wp-content/uploads/2014/03/TheRoleofWomensFunds.pdf>

### 226 **EFFECTIVE PHILANTHROPY: ORGANIZATIONAL SUCCESS THROUGH DEEP DIVERSITY & GENDER EQUALITY.**

MARY ELLEN CAPEK AND MOLLY MEAD. MIT PRESS. 2006.

This book offers strategies for strengthening organizations through a commitment to diversity and gender equality. Research shows that imbedding a more nuanced understanding of what they call "deep diversity" allows organizations to make full use of their available resources, and shows how foundations have used race, class, gender, sexual orientation, geography, age, and other factors to become more effective.

<http://www.effectivephilanthropybook.org/>

### 227 **FINANCIAL SUSTAINABILITY FOR WOMEN'S MOVEMENTS WORLDWIDE: SECOND FUNDHER REPORT.**

AWID AND BY JOANNA KERR. 2007.

This section, part of the FundHer series, assesses the resources and the role of donors in the promotion of women's rights and the support of women's rights organizations, and probes deeper into fundamental questions related to resource mobilization and movement-building. How are women's organizations and movements growing worldwide? Why do we need strong women's movements and organizations? How can new resources be mobilized to build stronger movements in order to advance women's rights worldwide?

[https://issuu.com/awid/docs/fundher\\_report2\\_2007?e=2350791/7220067](https://issuu.com/awid/docs/fundher_report2_2007?e=2350791/7220067)

### 228 **FUNDING FOR INCLUSION: WOMEN AND GIRLS IN THE EQUATION.**

GRANT CRAFT AND MAMA CASH. 2011.

Foundations in Europe can play a much larger role in improving the position of women and girls. This guide



reflects on how gender considerations are being addressed in European foundation programs, processes, and procedures, and it provides a wealth of practical examples and recommendations to inspire other foundations to do so.

<http://www.mamacash.org/wp-content/uploads/2013/06/Grantcraft-Guide-Funding-for-Inclusion.pdf>

229 **GENDER MATTERS: FUNDING EFFECTIVE PROGRAM FOR WOMEN AND GIRLS.**  
MOLLY MEAD, TUFTS UNIVERSITY. 2001.

This paper by Mead, a former Tufts University professor and now director of the Center for Community Engagement at Amherst College, makes the case for thoughtful consideration of gender when designing and implementing programs, and for instituting women in leadership positions.

<http://www.chambersfund.org/documents/gender-matters.pdf>

230 **GENDER TRANSFORMATIVE GIVING: THE NEXT PHASE IN FEMINIST PHILANTHROPY?**  
WOMEN'S FUNDING NETWORK. 2014.

The increased violence and sexual assault on women and girls suggests an urgent need for greater understanding of cultural norms and the need to adapt new strategies not only in philanthropy, but in the larger social and educational institutions. Women's foundations, therefore, have an important role to play in creating social change in this regard at the state and local levels. This report is meant to catalyze a larger conversation around how we view philanthropy and how gifts can impact greater social change when work is conceived through a gender lens.

[http://issuu.com/womensfundingnetwork/docs/gender\\_lens\\_grantmaking\\_report](http://issuu.com/womensfundingnetwork/docs/gender_lens_grantmaking_report)

231 **GENDER-WISE PHILANTHROPY:  
STRENGTHENING SOCIETY BY INVESTING IN WOMEN AND GIRLS.**  
AUSTRALIAN WOMEN DONORS NETWORK. 2014.

This guide is intended to help donors increase the impact of their philanthropic giving by helping them become more aware of the important influence that gender has on programs and philanthropic strategies, and to give donors a guide on how to select programs that help achieve greater equity in society.

[http://www.womendonors.org.au/images/stories/pdf/AWDN\\_InvestGuideweb.pdf](http://www.womendonors.org.au/images/stories/pdf/AWDN_InvestGuideweb.pdf)

232 **GIVING THROUGH A GENDER LENS: A GUIDE FOR DONORS.**  
US TRUST. 2012.

This guide was created by US Trust Philanthropic Solutions group to help provide advice, support, and resources to donors looking to make meaningful impact through their charitable giving.

<http://www.ustrust.com/Publish/Content/application/pdf/GWMOL/AR3ABA2D.pdf>

233 **GRANT MAKING WITH A GENDER LENS.**  
GRANT CRAFT AND THE FOUNDATION CENTER. 2004.

In this guide, grantmakers and grantees describe the experience of using a "gender lens" in their work. They explain what gender analysis is and isn't - and why it can help shape more effective programs and organizations. This guide also takes a closer look at how gender analysis has led to new thinking in fields as diverse as public health, international development, juvenile justice, and youth services. And it offers additional insights and special advice on issues ranging from "What about Men and Boys" to "Uncovering Gender Assumptions."

<http://www.audaciaforum.org/sites/default/files/pdfs/gender.pdf>

234 **HIGH-IMPACT GIVING TO WOMEN AND GIRLS:  
A GUIDE FOR DONORS PHILANTHROPIC SOLUTIONS.**  
US TRUST/BANK OF AMERICA. 2013.

This guide was created by US Trust Philanthropic Solutions group to help provide advice, support and resources to donors looking to make meaningful impact through their charitable giving.

<http://www.ustrust.com/Publish/Content/application/pdf/GWMOL/ARA36DE4.pdf>

235 **THE IMPACT OF GIVING TOGETHER.**  
FORUM OF REGIONAL ASSOCIATIONS OF GRANTMAKERS,  
THE CENTER ON PHILANTHROPY AT INDIANA UNIVERSITY,  
AND THE UNIVERSITY OF NEBRASKA AT OMAHA. 2009.

This study examines how participation in a giving circle has changed members' behavior related to giving, volunteering, and civic engagement. Key findings: giving circle members are more likely than the control group to advance a vision for change, conduct research and take diversity issues into consideration when making funding decisions, and support general operating expenses.

<https://www.givingforum.org/sites/default/files/resources/The%20Impact%20of%20Giving%20Together.PDF>

236 **MONEY WATCH FOR WOMEN'S RIGHTS MOVEMENTS AND ORGANIZATIONS:  
FUNDHER BRIEF 2008.**  
AWID. 2008.

The AWID 2008 global survey of donors and women's rights activists provides the information presented in this Fundher brief. It is an updated snapshot of key funding trends impacting women's rights organizations. Here you will find organizational profiles of the survey respondents and an organizational self-assessment, an analysis of the existing challenges for accessing funds as well as recent advances, and finally a look at five important funding trends and opportunities for organizations working on funding issues.

<http://www.awid.org/publications/money-watch-womens-rights-movements-and-organizations-fundher-brief-2008>

237 **MORE GIVING TOGETHER:  
THE GROWTH AND IMPACT OF GIVING CIRCLES AND SHARED GIVING.**  
FORUM OF REGIONAL ASSOCIATIONS OF GRANTMAKERS. 2007.

A broad study commissioned in 2007 by the Forum of Regional Associations of Grantmakers of the characteristics, benefits, and impact of giving circles across the country.

<https://www.givingforum.org/sites/default/files/resources/More%20Giving%20Together%20-%20The%20Growth%20and%20Impact%20of%20Giving%20Circles%20and%20Shared%20Giving.PDF>

238 **NEW ACTORS, NEW MONEY, NEW CONVERSATIONS:  
A MAPPING OF RECENT INITIATIVES FOR WOMEN AND GIRLS.**  
ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT. 2014.

The third report in a new research series on resources for women's rights organizing from the Association for Women's Rights in Development, this publication presents the results of our mapping of new donors making major commitments to work with "women and girls" to better understand this trend and its impact on women's organizations.

<http://www.awid.org/publications/new-actors-new-money-new-conversations>

## 239 **PERSPECTIVES IN PHILANTHROPY: NEXT GENERATION CHANGEMAKERS. VOLUME 6.**

MORGAN STANLEY. 2012.

A quarterly journal highlighting stories of generosity from valued clients and their Financial Advisors, and exploring a broad bandwidth of opinions from recognized professionals in the field. This issue focuses on a remarkable group of Next Generation Changemakers who are role models for people of all ages wishing to make a charitable impact.

<http://shadirelandfoundation.org/wp-content/uploads/2014/03/Perspectives-in-Philanthropy-next-generation-changemakers-1.pdf>

## 240 **STRENGTHENING MONITORING AND EVALUATION FOR WOMEN'S RIGHTS: TWELVE INSIGHTS FOR DONORS.**

ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT (AWID). 2011.

The second publication in a series of AWID's briefs on monitoring and evaluation, this intensive study examines the challenges of monitoring and evaluating the progress of women's rights work and ideas for assessing and influencing the impact of this work.

<https://www.awid.org/sites/default/files/atoms/files/strengtheningme.pdf>

## 241 **TIME, TREASURE, TALENT: CANADIAN WOMEN AND PHILANTHROPY.**

TD BANK. 2014.

The objective of this paper is to undertake an initial review of the role that Canadian women currently play in the provision of support to charities across the country. While the paper provides information on the participation of women in general, the focus of the qualitative research element of the project is the involvement of women who are active, dedicated, and significant donors

<https://www.td.com/ca/document/PDF/tdw-pgf-canadian-women-and-philanthropy.pdf>

## 242 **UNTAPPED POTENTIAL: EUROPEAN FOUNDATION FUNDING FOR WOMEN AND GIRLS.**

MAMA CASH AND THE FOUNDATION CENTER. 2011.

As the first research study of its kind to examine the scope, distribution, and diversity of European-based funding for women and girls, this report establishes critical baseline data for measuring change in the future. The report also represents the most comprehensive study to date on the philanthropic activities of European foundations in general. Altogether, 145 foundations from 19 countries participated in the study. The report draws upon a mixture of survey, grants, and interview data to understand the range of foundation characteristics and interests, as well as their specific approaches to work related to women and girls.

<http://www.mamacash.org/wp-content/uploads/2013/06/Untapped-Potential-Report.pdf>

## 243 **WATERING THE LEAVES, STARVING THE ROOTS. THE STATUS OF FINANCING FOR WOMEN'S RIGHTS ORGANIZING AND GENDER EQUALITY.**

THE ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT (AWID). 2013.

This report, based on a survey of over 1,100 women's organizations worldwide, provides the latest analysis on the funding trends impacting women's rights organizing and the financial status of women's organizations around the world. The report also makes recommendations for how to mobilize more and better resources for women's rights organizing.

[http://www.awid.org/sites/default/files/atoms/files/WTL\\_Starving\\_Roots.pdf](http://www.awid.org/sites/default/files/atoms/files/WTL_Starving_Roots.pdf)

244 **WOMEN & GIVING.**  
ROCKEFELLER PHILANTHROPY ADVISORS PHILANTHROPY ROADMAP.

Part of our Philanthropy Roadmap series, this publication provides an introduction to the world of women and philanthropy. Written for established and emerging donors, it aims to help women delve further into the potential growth and fulfillment that can come from giving.

<http://roadmap.rockpa.org/women-and-giving/>

245 **WOMEN'S GIVING CIRCLES: REFLECTIONS FROM THE FOUNDERS.**  
WOMEN'S PHILANTHROPY INSTITUTE. 2009.

This narrative shares the stories of the women founders of giving circles. The majority of the first giving circles were created by women for women members. Though giving circles are now popular among both genders, women have contributed more significantly to the inception and the growth of the giving circle movement.

[http://www.philanthropy.iupui.edu/files/file/womensgiving\\_circles.pdf](http://www.philanthropy.iupui.edu/files/file/womensgiving_circles.pdf)

## VIII. HEALTH & REPRODUCTIVE ISSUES

### 246 **AN OPPORTUNITY TO ADDRESS MENSTRUAL HEALTH AND GENDER EQUITY.** FSG. 2016.

Menstruation is a monthly challenge for billions of women and girls worldwide. On any given day, more than 800 million girls and women between the ages of 15 and 49 are menstruating. Challenges with menstruation go beyond practical management to issues that affect the girl and her role in the community. While more governments, funders, and other actors are now addressing issues related to menstrual health, many existing efforts are disparate and siloed, and the field lacks the research needed to mobilize more organizations to get involved. This report examines the existing research linking menstrual health to broader outcomes around health, social norms, and education; describes the current state of the menstrual health field; and explores opportunities to better support women and girls.

<http://www.fsg.org/publications/opportunity-address-menstrual-health-and-gender-equity>

### 247 **FEMALE GENITAL MUTILATION IN ENGLAND AND WALES: STATISTICAL ESTIMATES OF THE NUMBERS OF AFFECTED WOMEN LIVING IN ENGLAND AND WALES AND GIRLS AT RISK INTERIM REPORT ON PROVISIONAL ESTIMATES.** CITY UNIVERSITY LONDON & EQUALITY NOW. 2014.

This report contains provisional estimates of the numbers of women with female genital mutilation (FGM) living in England and Wales, the numbers of women with FGM giving birth, and the numbers of girls born to women with FGM. These are headline figures for England and Wales as a whole. Further work is under way to provide estimates at a local authority level and to refine these national analyses. These will be published later in the full project report.

<http://www.equalitynow.org/sites/default/files/FGM%20EN%20City%20Estimates.pdf>

### 248 **FUNDING TO FIGHT HIV/AIDS THROUGH THE PROMOTION OF WOMEN'S RIGHTS: A CASE STUDY FROM SOUTH AFRICA.** ASSOCIATION FOR WOMEN'S RIGHTS IN DEVELOPMENT (AWID). 2008.

This document includes an introduction to some general trends in the funding landscape for women's rights organizations working on HIV and AIDS in South Africa with a focus on bilateral funding as well as an exploration of other funding sources and their dynamics in the country.

[http://www.issuelab.org/resource/funding\\_to\\_fight\\_hivaids\\_through\\_the\\_promotion\\_of\\_womens\\_rights\\_a\\_case\\_study\\_from\\_south\\_africa](http://www.issuelab.org/resource/funding_to_fight_hivaids_through_the_promotion_of_womens_rights_a_case_study_from_south_africa)

### 249 **GENDER AND HIV & AIDS: OVERVIEW REPORT.** BRIDGE INSTITUTE OF DEVELOPMENT STUDIES UK. 2010.

An analysis of why and how HIV/AIDS is now disproportionately affecting women, as individuals and in their roles as mothers and caretakers. It explores new gender-sensitive approaches to fighting HIV/AIDS, and suggests that in order to be effective, it is necessary to deal with the inequalities that both drive and are entrenched by the epidemic.

<http://www.bridge.ids.ac.uk/bridge-publications/reports/document/A55204#lang-pane-en>

250 **GENDER NORMS: A KEY TO IMPROVING LIFE OUTCOMES IN AT-RISK POPULATIONS.**  
NATIONAL COUNCIL ON GENDER. 2014.

This paper is one of the first products of the National Council on Gender, which shows that addressing gender norms is the key to improving reproductive health outcomes for young women and men.

<http://www.truechild.org/Images/Interior/gender%20councils/ncg%20overview%20white%20paper.pdf>

251 **INCREASED EDUCATIONAL ATTAINMENT AND ITS EFFECT ON CHILD MORTALITY IN 175 COUNTRIES BETWEEN 1970 AND 2009: A SYSTEMATIC ANALYSIS.**  
THE LANCET. 2010.

A deep investigation into the association between child mortality and women's educational attainment, this report finds that substantial increase in education, especially of women, and the reversal of the gender gap have important implications not only for health but also for the status and roles of women in society.

<http://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2810%2961257-3/abstract>

252 **MOTHER TO CHILD:  
HOW DISCRIMINATION PREVENTS WOMEN REGISTERING THE BIRTH OF THEIR CHILD.**  
PLAN INTERNATIONAL. 2015.

Millions of children may not be registered as mothers around the world face widespread discrimination when it comes to birth registration. This study commissioned by Plan International in 50 developing countries shows that even where there are legal provisions, mothers routinely suffer multiple barriers to birth registration due to local attitudes and discriminatory cultural practices. The study makes several recommendations for the work required to affect change.

<https://plan-international.org/publications/mother-child-discrimination-and-child-registration>

253 **RESEARCH ON GENDER AND BRAIN DIFFERENCES.**  
DOUBLE X ECONOMY. 2016.

This report is intended to summarize and advise on the state of research in neuroscience on sex differences in the human brain. Within neuroscience itself, studies proclaiming innate sex differences are highly controversial on both scientific and ethical grounds. Such studies normally propose to explain cognitive differences in men and women, usually with a focus on the supposedly lower capability among females for mathematics, complex problem solving, and spatial assessments, by asserting an innate and immutable difference in brain structure or function. In fact, however, such claims do not fit the actual performance data among females. Importantly, the assertions also do not fit with current scientific thinking about the way the brain maps and morphs in response to experience and learning.

<https://www.doublexeconomy.com/wp-content/uploads/2016/09/BrainDifferenceReportforPosting.pdf>

254 **SEX SPECIFIC MEDICAL RESEARCH: WHY WOMEN'S HEALTH CAN'T WAIT.**  
BRIGHAM AND WOMEN'S HOSPITAL. 2014.

Medical research is too often flawed by its failure to examine sex differences. It is now clear that men and women experience illnesses differently and this report looks closely at four diseases where this is especially true: cardiovascular disease, lung cancer, depression, and Alzheimer's Disease.

[http://www.brighamandwomens.org/Departments\\_and\\_Services/womenshealth/ConnorsCenter/Policy/ConnorsReportFINAL.pdf](http://www.brighamandwomens.org/Departments_and_Services/womenshealth/ConnorsCenter/Policy/ConnorsReportFINAL.pdf)

255 **UNIVERSAL ACCESS FOR WOMEN AND GIRLS: ACCELERATING ACCESS TO HIV PREVENTION, TREATMENT, CARE, AND SUPPORT FOR FEMALE SEX WORKERS AND WIVES OF MIGRANT MEN.**

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2012.

This study explores barriers to HIV services experienced by the study populations, and based on the findings, identifies entry points for improving HIV services among women in India more broadly.

<http://www.icrw.org/publications/universal-access-women-and-girls>

256 **WOMEN'S DEMAND FOR REPRODUCTIVE CONTROL: UNDERSTANDING AND ADDRESSING GENDER BARRIERS.**

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2012.

This paper provides a gender analysis of women's demand for reproductive control. This analysis illuminates how the social construction of gender affects fertility preferences, unmet need, and the barriers that women face to using contraception and safe abortion. It also helps to bridge important dichotomies in the population, family planning, and reproductive health fields.

<http://www.icrw.org/publications/womens-demand-reproductive-control>

## IX. IMPACT INVESTING

### 257 **ACCELERATING IMPACT: ACHIEVEMENTS, CHALLENGES AND WHAT'S NEXT IN BUILDING THE IMPACT INVESTING INDUSTRY.**

ROCKEFELLER FOUNDATION & ET JACKSON & ASSOCIATES. 2012.

This report assesses the progress made over the past four years in building the global impact investing industry. It is divided into three parts: first, context, which introduces the structure of and key actors in the impact investing field; next, an examination of the recent achievements and challenges in building the impact investing marketplace; and finally, presentation of a set of recommendations for accelerating the rate of growth of the field.

<https://www.rockefellerfoundation.org/app/uploads/Accelerating-Impact-Full-Summary.pdf>

### 258 **ACCELERATING IMPACT: EXPLORING BEST PRACTICES, CHALLENGES AND INNOVATIONS IN IMPACT ENTERPRISE ACCELERATION.**

ROCKEFELLER FOUNDATION & DELOITTE. 2015.

The Rockefeller Foundation has been one of the foremost champions of impact investing since its inception. In 2013, it began focusing more on the “demand side” of the impact investing field and examined the challenges for impact enterprises more closely (above). The Rockefeller Foundation recognized the struggle enterprises face when trying to scale and chose to support intermediaries that could help enterprises expand their impact and increase the positive benefits for poor and vulnerable populations. These intermediaries are often called impact enterprise accelerators.

<https://assets.rockefellerfoundation.org/app/uploads/20150201214323/Accelerating-Impact.pdf>

### 259 **ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS: THE ROLE OF IMPACT INVESTING.**

GLOBAL IMPACT INVESTING NETWORK. 2016.

The Global Impact Investing Network (GIIN) recognizes the global importance of the UN Sustainable Development Goals. As the world's largest network of asset owners, asset managers and others involved in directing capital to investments that generate positive social and environmental impact alongside financial returns, the GIIN welcomes the unique role that impact investing will play in achieving these goals and building a sustainable future. We urge all investors to contribute directly to the SDGs' success. The following profiles highlight the work of leading impact investors who are actively investing in and supporting sustainable solutions that, now, with the introduction of the SDGs, map not only to their individual impact goals but also to a clear and powerful global agenda.

[https://thegiin.org/assets/GIIN\\_Impact%20InvestingSDGs\\_Finalprofiles\\_webfile.pdf](https://thegiin.org/assets/GIIN_Impact%20InvestingSDGs_Finalprofiles_webfile.pdf)

### 260 **ALIGNING CAPITAL WITH MISSION: LESSONS FROM THE ANNIE E. CASEY FOUNDATION'S SOCIAL INVESTMENT PROGRAM.**

PACIFIC COMMUNITY VENTURES. 2016.

The Annie E. Casey Foundation engaged InSight at Pacific Community Ventures to conduct the first comprehensive third-party evaluation of the SI Program, with research support from the Center for the Advancement of Social Entrepreneurship (CASE) at Duke University's Fuqua School of Business. The evaluation focused on the social impact of the SI Program and its impact measurement practices, and had the following objectives. First, provide a comprehensive review of the social impact that has been achieved to date through the SI Program. Second, assess the systems and processes used by the SI Program to measure and report on its impact, identifying the SI Program's strengths in impact measurement and areas for improvement. Third, surface evidence-based findings and lessons that can assist the Foundation and other investors in rigorously



examining and enhancing the social impact of their investments, in order to support the continued development of the impact investing field.

<https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2016/05/Aligning-Capital-With-Mission.pdf>

261 **ESSENTIALS OF IMPACT INVESTING: A GUIDE FOR SMALL-STAFFED FOUNDATIONS.**  
ARABELLA ADVISORS, EXPONENT PHILANTHROPY, MISSION INVESTORS EXCHANGE. 2015.

The field and practice of impact investing has matured—structures are in place, best practices have emerged, and opportunities have multiplied—enabling more foundations to use this powerful tool. Yet entering unfamiliar terrain can be intimidating, and foundations with few or no staff face unique challenges even as they enjoy unique opportunities. *Essentials of Impact Investing: A Guide for Small-Staffed Foundations* addresses those challenges and highlights those opportunities. The guide demystifies the process of designing and implementing an effective impact investing strategy, offering advice, tools, and real-world examples of impact investing by foundations with few or no staff.

<https://www.missioninvestors.org/essentials-doc>

262 **EYES ON THE HORIZON: THE IMPACT INVESTOR SURVEY.**  
J.P. MORGAN. 2015.

Eyes on the Horizon, the 2015 edition of the GIIN and J.P. Morgan annual impact investor survey, reveals a growing global market, with impact investments being made across all geographies and a range of sectors. In its fifth year, the survey continues to provide detailed insight into a number of key market variables such as the types of investors, the number and size of investments made and targeted, as well as reported risk and use of loss protection.

<http://www.thegiin.org/assets/documents/pub/2015.04%20Eyes%20on%20the%20Horizon.pdf>

263 **FAMILY OFFICES AND INVESTING FOR IMPACT:  
HOW TO MANAGE WEALTH, EXPAND LEGACIES AND MAKE A DIFFERENCE IN THE WORLD.**  
USSIF FOUNDATION. 2016.

Abundant anecdotal evidence suggests that a growing number of family offices in the United States are exploring ways to invest for impact. This brief guide therefore serves as a resource for family offices interested in learning about sustainable, responsible and impact investing (SRI) and reviews their unique position within this growing field. To prepare this guide, the US SIF Foundation conducted 16 interviews with family offices and other industry professionals and drew on publicly available resources for data, background information and insights.

[http://www.ussif.org/files/Publications/Family\\_Offices.pdf](http://www.ussif.org/files/Publications/Family_Offices.pdf)

264 **FROM THE MARGINS TO THE MAINSTREAM: ASSESSMENT OF THE IMPACT INVESTMENT SECTOR AND OPPORTUNITIES TO ENGAGE MAINSTREAM INVESTORS.**  
WORLD ECONOMIC FORUM WITH DELOITTE TOUCHE TOHMATSU. 2013.

This report is a result of engaging over 150 mainstream investors, business executives, philanthropic leaders, and policy-makers through interviews, workshops, and conference calls. The overall objective of the Mainstreaming Impact Investing initiative is to provide an initial assessment of the sector and identify the factors constraining the acceleration of capital into the field of impact investing.

[http://www3.weforum.org/docs/WEF\\_IL\\_FromMarginsMainstream\\_Report\\_2013.pdf](http://www3.weforum.org/docs/WEF_IL_FromMarginsMainstream_Report_2013.pdf)

265 **GREAT EXPECTATIONS:  
MISSION PRESERVATION AND FINANCIAL PERFORMANCE IN IMPACT INVESTING.**  
WHARTON SOCIAL IMPACT INITIATIVE. 2015.

Great Expectations looks at the interplay of financial returns and mission preservation upon a successful exit from impact investing funds.

<https://socialimpact.wharton.upenn.edu/wp-content/uploads/2016/09/Great-Expectations-Mission-Preservation-and-Financial-Performance-in-Impact-Investing.pdf>

266 **GUIDE TO IMPACT INVESTING: FOR FAMILY OFFICES AND HIGH NET WORTH INDIVIDUALS:  
MANAGING WEALTH FOR IMPACT AND PROFIT.**  
JULIA BALANDINA JAQUIER. 2014.

This Guide provides a pragmatic set of guidelines, concrete tools, personal stories, and examples aimed to help those interested in managing their wealth for impact and profit to develop and implement such strategies successfully and to do the most good. The Guide includes input from over 40 wealthy families and their Family Offices from around the world who/that are active in impact investing. They have generously shared stories of their successes, learning, mistakes, and best practices in an effort to make the entry path to impact investing less challenging for other private investors and philanthropists.

<https://www.guidetoimpactinvesting.net/pages/about-us>

267 **IMPACT DONOR ADVISED FUNDS.**  
TIDES CANADA, MARS, AND SOCIAL VENTURE CONNEXION. 2016.

It is a well-documented fact amongst those in the social change and philanthropic sectors that in order to tackle our most pressing social and environmental challenges, we must mobilize capital in both its investment and philanthropic forms. This has led to an explosion of foundations re-aligning their investment portfolios to meet their mission aims. Investment portfolios in this context largely consist of endowment funds, as many private foundations across Canada and the US have actively transformed their investments into mission-supporting vehicles. Endowments, while significant, do not account for the entirety of investment capital housed at philanthropic foundations. This paper focuses on a traditional philanthropic instrument that many foundations have reconfigured to serve as a tool to facilitate both impact investing and grant making: the donor advised fund (DAF). We have developed eight (8) case studies where impact investing has been integrated into donor advised fund strategies. Alongside these case studies, we have prepared a number of recommendations for consideration by the partners and industry leaders.

[http://tidescanada.org/wp-content/uploads/2014/07/2016\\_Impact\\_DAF\\_Paper\\_Final.pdf](http://tidescanada.org/wp-content/uploads/2014/07/2016_Impact_DAF_Paper_Final.pdf)

268 **IMPACT INVESTING 2.0: THE WAY FORWARD. INSIGHT FROM 12 OUTSTANDING FUNDS.**  
PACIFIC COMMUNITY VENTURES. 2013.

Impact investing continues to capture the world's imagination. In the past few years, we've seen the industry endorsed by some of our biggest financial institutions, taken up by G8 leaders, and receive repeated coverage in major newspapers. But for every pioneer blazing a path forward in impact investing, there are many others waiting at the sidelines. They have indicated they need more robust data about the field's track record. Equally if not more important, they are waiting for a clear vision of what success looks like. What reasonable combinations of social and financial returns can be expected in diverse segments of the industry? It is for this reason that Impact Investing 2.0 represents a major step forward for the industry. The twelve funds profiled herein work in vastly different sectors, from microfinance in India to sustainable property in the UK, and have accordingly pursued very different investment strategies and approaches to social impact. Their success across such a broad set of parameters offers many lessons for the industry and beyond.

[https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/2013FullReport\\_sngpg.v8.pdf](https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/2013FullReport_sngpg.v8.pdf)

269 **IMPACT INVESTING IN THE BAY AREA.**  
FEDERAL RESERVE BANK OF SAN FRANCISCO. 2013.

This report highlights impact investing opportunities and challenges for fiduciaries operating in the San Francisco Bay Area.

<http://www.frbsf.org/community-development/files/Brochure-Impact-Investing-in-the-Bay-Area.pdf>

270 **IMPACT INVESTING: A GUIDE FOR PHILANTHROPISTS AND SOCIAL INVESTORS.**  
NORTHERN TRUST. 2013.

The strategies described in this white paper, researched and written by Northern Trust, offer individuals and institutions the information needed to shape, accelerate and scale desired results.

[https://m.northerntrust.com/documents/white-papers/wealth-management/impact\\_investing.pdf](https://m.northerntrust.com/documents/white-papers/wealth-management/impact_investing.pdf)

271 **IMPACT INVESTING: A PRIMER FOR FAMILY OFFICES.**  
WORLD ECONOMIC FORUM. 2014.

Impact investing has become a popular topic of discussion, not only with the mainstream media but also with mainstream investors. Yet while impact investing has entered the mainstream mindset, many investors with the enthusiasm and means to engage meaningfully in impact investing lack the informational resources to do so. For most investors today, impact investing still needs to be translated from a compelling concept into a sound strategy. This situation is especially true for family offices. The goal of this report is to help family offices ask the right questions as they contemplate their path into impact investing.

[http://www3.weforum.org/docs/WEFUSA\\_FamilyOfficePrimer\\_Report.pdf](http://www3.weforum.org/docs/WEFUSA_FamilyOfficePrimer_Report.pdf)

272 **IMPACT INVESTMENT POLICY IN 2014: A SNAPSHOT OF GLOBAL ACTIVITY.**  
PACIFIC COMMUNITY VENTURES. 2014.

Impact Investing Policy in 2014: A Snapshot of Global Activity is intended as a tool for practitioners and policymakers – those working to support development of the impact investing market – to do the following: 1) Learn about ongoing public policy developments and their potential for influencing impact investing markets around the world, 2) Understand how the public and private sectors can work together to better address critical social and environmental concerns in a given country context, and 3) Initiate and/or continue efforts to support market building and market mapping initiatives, using policy as a tool.

[https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/2014-IIPC.v7\\_FINAL.pdf](https://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/2014-IIPC.v7_FINAL.pdf)

273 **IMPACT INVESTMENTS: AN EMERGING ASSET CLASS.**  
J.P. MORGAN & ROCKEFELLER FOUNDATION. 2010.

Impact investments: An emerging asset class is a research note published by J.P. Morgan Global Research and is the result of collaboration between Social Finance at J.P. Morgan and The Rockefeller Foundation, in partnership with the Global Impact Investment Network. The report's authors suggest that impact investing will establish itself as an important investment movement over the coming years.

<https://assets.rockefellerfoundation.org/app/uploads/20101129131310/Impact-Investments-An-Emerging-Asset-Class.pdf>

274 **THE IMPACT INVESTOR: PEOPLE AND PRACTICES DELIVERING EXCEPTIONAL FINANCIAL & SOCIAL RETURNS. A MARKET EMERGES: THE SIX DYNAMICS OF IMPACT INVESTING.**  
PACIFIC COMMUNITY VENTURES. 2012.

Impact investing is taking shape as a distinct activity, with its own unique stakeholder relationships and operational strategies. As dozens of new funds are created explicitly to tackle the world's most intractable social

and environmental problems, including over 60 globally in 2011, the diverse practices of impact investing are coming into sharper focus. We have defined evolving tensions in the field of practice as Six Dynamics, each of which describes a unique set of relationships, challenges and questions. Further investigation of the Six Dynamics will underpin a deeper understanding of the best practices required to deliver blended financial and social returns successfully, particularly for funds and their managers. The Six Dynamics build off a simple ecosystem model of impact investing. Funds link the providers of capital (investors) to the recipients of capital (investees). Platform and financial innovation enable investors and funds to provide and deploy capital more efficiently.

[http://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/The\\_Six\\_Dynamics\\_of\\_Impact\\_Investing\\_October\\_2012\\_PCV\\_CASE\\_at\\_Duke\\_ImpactAssets.pdf](http://www.pacificcommunityventures.org/wp-content/uploads/sites/6/2015/07/The_Six_Dynamics_of_Impact_Investing_October_2012_PCV_CASE_at_Duke_ImpactAssets.pdf)

## 275 **THE IMPACT SERIES: PRIMERS AND FRAMEWORKS FOR FAMILIES.** THE IMPACT. 2016.

The ImPact is a membership network of family enterprises (family offices, foundations, and businesses) that are committed to making investments with measurable social impact. The ImPact provides families with the knowledge and network they need to make more impact investments more effectively, and uses sophisticated technology for data aggregation, analysis, and reporting to shift the narrative of impact investing from one of inputs (dollars committed) to outcomes (impact created). Our purpose is to improve the probability and pace of solving social problems by increasing the flow of capital to investments generating measurable social impact.

Cross-Border Impact Investments: A Legal Primer for Families

[http://theimpact.org/wp-content/uploads/2016/05/TheImPact\\_CrossBorderInvestments\\_2016.pdf](http://theimpact.org/wp-content/uploads/2016/05/TheImPact_CrossBorderInvestments_2016.pdf)

Early-Stage Impact Investing: A Primer for Families

[http://theimpact.org/wp-content/uploads/2016/04/TheImPact\\_EarlyStagePrimer\\_2016MR.pdf](http://theimpact.org/wp-content/uploads/2016/04/TheImPact_EarlyStagePrimer_2016MR.pdf)

Fixed Income and Impact Investing: A Primer for Families

[http://theimpact.org/wp-content/uploads/2016/02/TheImPact\\_FixedIncomePrimer\\_2016.pdf](http://theimpact.org/wp-content/uploads/2016/02/TheImPact_FixedIncomePrimer_2016.pdf)

Impact Investing: Frameworks for Families

[http://theimpact.org/wp-content/uploads/2016/01/TheImPact\\_FrameworksForFamilies\\_2016HR.pdf](http://theimpact.org/wp-content/uploads/2016/01/TheImPact_FrameworksForFamilies_2016HR.pdf)

Private Equity and Impact Investing: A Primer for Families

[http://theimpact.org/wp-content/uploads/2016/06/TheImPact\\_PrivateEquityPrimer\\_2016-1.pdf](http://theimpact.org/wp-content/uploads/2016/06/TheImPact_PrivateEquityPrimer_2016-1.pdf)

Public Equity and Impact Investing: A Primer for Families

[http://theimpact.org/wp-content/uploads/2016/03/TheImPact\\_PublicEquityPrimer\\_2016MR.pdf](http://theimpact.org/wp-content/uploads/2016/03/TheImPact_PublicEquityPrimer_2016MR.pdf)

Real Assets and Impact Investing: A Primer for Families

[http://theimpact.org/wp-content/uploads/2016/05/TheImPact\\_RealAssetInvestments\\_2016.pdf](http://theimpact.org/wp-content/uploads/2016/05/TheImPact_RealAssetInvestments_2016.pdf)

## 276 **INVESTING FOR SOCIAL & ENVIRONMENTAL IMPACT: A DESIGN FOR CATALYZING AN EMERGING INDUSTRY.** MONITOR INSTITUTE. 2009.

Evidence suggests that many thousands of people and institutions around the globe believe our era needs a new type of investing. They are already experimenting with it, and many of them continue even in the midst of a financial and credit crisis. That's why the idea of using profit-seeking investment to generate social and environmental good is moving from a periphery of activist investors to the core of mainstream financial institutions. This report was one of the first reports on impact investing.

[http://monitorinstitute.com/downloads/what-we-think/impact-investing/Impact\\_Investing.pdf](http://monitorinstitute.com/downloads/what-we-think/impact-investing/Impact_Investing.pdf)

277 **NARRATIVE ANALYTICS ON IMPACT INVESTING:  
ANALYSIS OF NARRATIVES ON IMPACT INVESTING IN THE US AND UK.**  
MONITOR 360. 2016.

This report explores how impact investing is currently discussed in traditional and social media. Focused on the US and UK, this groundbreaking research provides key insights to communicating more effectively about impact investing, to broaden its appeal and move people from awareness to action.

<https://thegiin.org/assets/Narrative%20Analytics%20-%20Narrative%20Landscape%20on%20Impact%20Investing%20FULL%20VERSION%203%2010%2016.pdf>

278 **PRIVATE CAPITAL, PUBLIC GOOD: HOW SMART FEDERAL POLICY CAN GALVANIZE IMPACT  
INVESTING - AND WHY IT'S URGENT.**  
2014.

This report highlights strategies for how the government can partner with impact investors to unleash new capital, talent, and energy for social, economic, and environmental good.

[http://static1.squarespace.com/static/539e71d9e4b0ccf778116f69/t/53aa1681e4b04a6c-515fac31/1403655809489/Private\\_Capital\\_Public\\_Good.pdf](http://static1.squarespace.com/static/539e71d9e4b0ccf778116f69/t/53aa1681e4b04a6c-515fac31/1403655809489/Private_Capital_Public_Good.pdf)

279 **A SHORT GUIDE TO IMPACT INVESTING.**  
THE CASE FOUNDATION. 2014.

This guide is intended to help bring newcomers into the game. We hope it helps high net worth individuals, family offices, and others to know some of the questions, if not the answers, to determine what's right for them and what to do next to move toward meaningful, measurable impact.

<http://casefoundation.org/wp-content/uploads/2014/11/ShortGuideToImpactInvesting-2014.pdf>

280 **SPOTLIGHT ON THE MARKET: THE IMPACT INVESTOR SURVEY.**  
J.P. MORGAN. 2014.

Spotlight on the Market is a research report released by J.P. Morgan and the Global Impact Investing Network (GIIN). The report reveals market growth amidst greater government support, new product and fund launches, and widespread impact measurement. For the first time, this survey provides detailed insight into asset allocation trends across regions, sectors, and financial instruments from the largest-ever respondent group, up 26% this year from 2013.

<http://www.thegiin.org/assets/documents/pub/2014MarketSpotlight.PDF>

# X. IMPACT INVESTING WITH A GENDER LENS

## 281 **A DEEP DIVE INTO WOMEN-RUN HEDGE FUND UNIVERSE.** KYRIA CAPITAL. 2015.

A field of study exists delving into behaviors and psychology in relation to gender and investing, but little research has examined the performance of women running their own funds. Our goal is to provide statistical data and analysis behind this cohort of managers.

[http://fwa.org/pdf\\_2016/20150630\\_a\\_deepdive\\_into\\_women-run\\_hedge\\_funds.pdf](http://fwa.org/pdf_2016/20150630_a_deepdive_into_women-run_hedge_funds.pdf)

## 282 **GENDER EQUALITY AS AN INVESTMENT CONCEPT.** PAX WORLD INVESTMENTS. 2013.

There is an emerging consensus that the status and role of women may be an excellent clue to a company's growth potential – that the best companies, and therefore the best investments, are those that take advantage of the talents, ideas, and contributions of half of the world's population. In fact, numerous studies have shown that companies that empower and advance women are likely to reap the benefits in terms of improved performance and profitability. Among the main contributions that women can make to a company, it turns out that share price may be the most significant of all.

[http://paxworld.com/system/storage/19/72/f/5033/ge\\_as\\_an\\_ic.pdf](http://paxworld.com/system/storage/19/72/f/5033/ge_as_an_ic.pdf)

## 283 **GENDER LENS INVESTING IN ASIA.** UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT. 2015.

Promoting gender equality and advancing the status of women and girls is a human right and vital to achieving all development objectives of the United States Agency for International Development (USAID). USAID's Regional Development Mission for Asia (RDMA) and Asia Bureau emphasizes advancing inclusive economic growth by strengthening women's economic empowerment and encouraging traditional and nontraditional partners to invest more financing and resources in these efforts. Aligned with these goals, USAID, in partnership with Criterion Institute, launched an assessment in August 2014 under the Asia and Middle East Economic Growth (AMEG) Best Practices Program to accelerate the field of gender lens investing in Asia.

[https://www.usaid.gov/sites/default/files/documents/1861/Advancing%20Gender%20Lens%20Investing%20in%20Asia%20\(2015\).pdf](https://www.usaid.gov/sites/default/files/documents/1861/Advancing%20Gender%20Lens%20Investing%20in%20Asia%20(2015).pdf)

## 284 **GENDER LENS INVESTING: A GUIDE TO ROLES IN THE ECOSYSTEM.** WOMEN EFFECT. 2016.

The following guide is for anyone who wants to understand the ecosystem of individuals and institutions moving money with a gender lens. Gender lens investing incorporates gender into financial analysis to get to better outcomes, with innovators creating financial vehicles and investable products to create a better world for women and girls. It's a way of looking at an investment portfolio through a different set of frames or 'lenses'. These lenses can be applied across a broad base of sectors, investment themes, approaches and asset classes, making the landscape of actors (opposite) fairly complex. The following guide is for investors, philanthropists, or those helping to move capital, who want to apply a gender lens to portfolios. It explains the role of each actor in the ecosystem, considering where they sit in the gender lens investment landscape and what you need to know about them as someone who's interested in moving more capital with a gender lens.

[https://static1.squarespace.com/static/57287c5cab48de9c1e5884b5/t/583843fd8419c2f3cb68fcee/1480082430467/WomenEffect\\_GLIWhosWho\\_NOV16\\_FINAL.pdf](https://static1.squarespace.com/static/57287c5cab48de9c1e5884b5/t/583843fd8419c2f3cb68fcee/1480082430467/WomenEffect_GLIWhosWho_NOV16_FINAL.pdf)

## 285 **HOW TO UPGRADE YOUR DUE DILIGENCE WITH A GENDER LENS (3.0).** CRITERION INSTITUTE. 2015.

The core of gender lens investing is to incorporate gender analysis into financial analysis to make better decisions. This is not simply about pointing our investments at women, either as entrepreneurs or as consumers, it is about incorporating knowledge about how gender works in the world, into how we make financial decisions. This is not just about counting, identifying the sex of the entrepreneur, but is about how gender informs what we value and therefore how we invest. This piece is a response to those who are asking how. They want to incorporate a gender lens into their investment processes, but want to know where to start, how to be methodical and get the most they can out of this approach. This piece will focus on direct investments, and lay out a framework based on Values, Relationships, and Processes that can be applied for upgrading due diligence with a gender lens.

<https://criterioninstitute.org/revaluegender/files/2012/07/UDDwhitepaperPDF102715.pdf>

## 286 **INVESTING TO ADVANCE WOMEN: A GUIDE FOR INDIVIDUAL & INSTITUTIONAL INVESTORS.** THE FORUM FOR SUSTAINABLE AND RESPONSIBLE INVESTMENT. 2014.

Women have made advances in the United States and around the world in recent decades, but they have not achieved parity with men on socioeconomic measures ranging from pay and access to capital to representation on the boards of major corporations. A growing body of evidence suggests that there is not only a moral argument for investing in women, but a business case as well. This guide is intended as a practical guide for individuals and institutions interested in learning about investment opportunities that help advance women.

[http://www.ussif.org/Files/Publications/SRI\\_Women\\_F.pdf](http://www.ussif.org/Files/Publications/SRI_Women_F.pdf)

## 287 **THE LANDSCAPE OF GENDER METRICS: MEASURING THE IMPACT OF OUR INVESTMENTS ON WOMEN.** CRITERION VENTURES. 2012.

Questions of social impact are central to the growth of impact investing. However, establishing impact standards and specific metrics has been one of the greatest challenges for the entire industry. As part of its mapping efforts, WEI examined the metrics within funds, standards bodies, and various initiatives to understand how we currently measure the impact of our investments on women and girls.

<http://criterioninstitute.org/resources/files/2012/08/The-Landscape-of-Gender-Metrics.pdf>

## 288 **THE LANDSCAPE OF SOCIAL INVESTING IN WOMEN: A MAP OF OPPORTUNITIES, CHALLENGES AND RETURNS.** CRITERION VENTURES. 2010.

A critical component of the first phase of Women Effects Investments has been to map where we currently leverage the capital markets to meet the needs of women and girls, with a focus on intermediaries targeting retail and institutional investors. The opportunities and challenges we uncover will guide individual investors as well as shape our efforts to develop the full potential of capital markets to positively impact women.

<http://criterioninstitute.org/resources/files/2012/08/The-Landscape-of-Social-Investing-in-Women.pdf>

289 **ON THE ROAD TO PARITY: GENDER LENS INVESTING.**  
UBS. 2016.

This report includes studies showing that greater female representation in corporate leadership may be associated with higher profitability and discusses three approaches to investing with a gender lens.

[https://www.ubs.com/us/en/wealth/research/sustainable-investing-on-the-road-to-parity-gender-lends-investing/\\_jcr\\_content/par/linklist/link\\_1708224175.256174674.file/bGluay9wYXRoPS-9jb250ZW50L2RhS9XZWFsdGhNYW5hZ2VtZW50QW1lcmljYXMvZG9jdW1lbnRzL29uLX-RoZS1yb2FkLXRvLXBhcmI0eS0yMDE2LTJRLXN1c3RhaW5hYmxlLWludmVzdGluZy5wZGY=/on-the-road-to-parity-2016-2Q-sustainable-investing.pdf](https://www.ubs.com/us/en/wealth/research/sustainable-investing-on-the-road-to-parity-gender-lends-investing/_jcr_content/par/linklist/link_1708224175.256174674.file/bGluay9wYXRoPS-9jb250ZW50L2RhS9XZWFsdGhNYW5hZ2VtZW50QW1lcmljYXMvZG9jdW1lbnRzL29uLX-RoZS1yb2FkLXRvLXBhcmI0eS0yMDE2LTJRLXN1c3RhaW5hYmxlLWludmVzdGluZy5wZGY=/on-the-road-to-parity-2016-2Q-sustainable-investing.pdf)

290 **RESEARCH: THE GENDER GAP IN STARTUP SUCCESS DISAPPEARS WHEN WOMEN FUND WOMEN.**  
HARVARD BUSINESS REVIEW. 2016.

VC-financed startups are an increasingly important sector of our economy. There are potential costs to society of gender-based frictions in venture capital financing. If the goal is to have more successful technology startups led by women, it may not be enough to simply encourage more women to start companies. A crucial step to helping more female entrepreneurs succeed may be to encourage more women to join venture capital firms.

<https://hbr.org/2016/07/research-the-gender-gap-in-startup-success-disappears-when-women-fund-women>

291 **RETURN ON EQUALITY: INVESTMENT OPPORTUNITIES THAT HELP CLOSE THE GLOBAL GENDER GAP.**  
BNY MELLON & AND THE UNITED NATIONS FOUNDATION. 2017.

Achieving gender equality is essential as a matter of justice and human rights — and it also unleashes a range of positive economic and development outcomes. While women and girls have made significant gains in the past decade in terms of education, health, economic participation, and political leadership, gender equality has yet to be attained in many critical areas, and at the cost of substantial and unrealized social and market benefits. In fact, the McKinsey Global Institute estimates that narrowing the global gender gap could add US \$12 trillion in annual gross domestic product.

[https://www.bnymellon.com/\\_global-assets/pdf/our-thinking/return-on-equality.pdf](https://www.bnymellon.com/_global-assets/pdf/our-thinking/return-on-equality.pdf)

292 **THE SKY'S THE LIMIT: INCREASING SOCIAL INVESTMENT IMPACT WITH A GENDER LENS.**  
YOUNG FOUNDATION. 2016.

Gender Lens Investing (GLI) is the use of finance to simultaneously advance gender equality and generate financial return. GLI is based on the premise that financial outcomes are material to gender outcomes and vice versa. This report considers how using a gender lens could increase the effectiveness of social investment. Based on a review of international literature and primary research within the UK, it sets out what using a gender lens can involve, the case for different gender lens investing strategies, opportunities for UK social investors and what would enable these to be realized.

[http://youngfoundation.org/wp-content/uploads/2016/05/2016.05.05-YF\\_The-Skys-the-Limit\\_report\\_AW\\_web.pdf](http://youngfoundation.org/wp-content/uploads/2016/05/2016.05.05-YF_The-Skys-the-Limit_report_AW_web.pdf)



293 **THE STATE OF THE FIELD OF GENDER LENS INVESTING. A REVIEW AND A ROAD MAP.**  
CRITERION INSTITUTE. 2015.

This report tells the history of the field of gender lens investing over the last five years and outlines a roadmap to the future, defining the critical areas of focus for resources and attention.

<http://criterioninstitute.org/wp-content/uploads/2012/06/State-of-the-Field-of-Gender-Lens-Investing-11-24-2015.pdf>

294 **THE VALUE OF WOMEN.**  
INFINITAS ASSET MANAGEMENT. 2014.

The Value of Women is a report on the financial case for investing in companies with women in senior management and Board positions. It also examines the importance of philanthropy focused on providing opportunity for women to impact their communities.

<http://responsibleinvestment.org/wp-content/uploads/2014/11/The-Value-Of-Women-2014.pdf>

295 **WOMEN AND GIRLS EQUALITY: A CLEAR FOCUS FOR SOCIAL INVESTING.**  
US TRUST. 2013.

This report makes the case that by applying a gender lens, investors can align their portfolios with the goal of supporting gender equality while seeking a market rate of return.

<http://www.ustrust.com/Publish/Content/application/pdf/GWMOL/UST-WK-Women-and-Girls-Equality-Strategy.pdf>

296 **WOMEN AND IMPACT INVESTING.**  
PAX WORLD INVESTMENTS. 2015.

Women investors and financial advisors are more inclined than their male counterparts to want their investments to align with their values and to have positive social and environmental impacts. PAX World Investments analyzes these issues.

[http://paxworld.com/system/storage/19/44/2/5031/woman\\_and\\_impact\\_investing.pdf?utm\\_source=email\\_marketing\\_system&utm\\_medium=email&utm\\_content=25173525&utm\\_campaign=Now%20Available:%20Why%20Investing%20in%20Women%20Matters](http://paxworld.com/system/storage/19/44/2/5031/woman_and_impact_investing.pdf?utm_source=email_marketing_system&utm_medium=email&utm_content=25173525&utm_campaign=Now%20Available:%20Why%20Investing%20in%20Women%20Matters)

297 **WOMEN, WEALTH & IMPACT: INVESTING WITH A GENDER LENS.**  
VERIS WEALTH PARTNERS. 2013.

A 'gender lens' helps investors spot those enterprises that value diversity and gender inclusiveness. For those seeking to use their portfolios to empower women and girls, a gender lens is a viewfinder for those opportunities. This paper explores the state of the field and the exciting, evolving array of investing possibilities. Through all of this work, we see the power of investing in women and girls and that it benefits us all.

[http://www.veriswp.com/wp-content/uploads/2013/10/Women-Wealth-And-Impact\\_20131001.pdf](http://www.veriswp.com/wp-content/uploads/2013/10/Women-Wealth-And-Impact_20131001.pdf)

298 **WOMEN, WEALTH & IMPACT: INVESTING WITH A GENDER LENS 2.0.**  
VERIS WEALTH PARTNERS. 2015.

A 'gender lens' helps investors spot those enterprises that value diversity and gender inclusiveness. For those seeking to use their portfolios to empower women and girls, a gender lens is a viewfinder for those opportunities. This paper explores the state of the field and the exciting, evolving array of investing possibilities. Through all of this work, we see the power of investing in women and girls and that it benefits us all.

[http://www.veriswp.com/wp-content/uploads/2015/03/CA\\_Women-Wealth-and-Impact-2.0\\_2015-03-05.pdf](http://www.veriswp.com/wp-content/uploads/2015/03/CA_Women-Wealth-and-Impact-2.0_2015-03-05.pdf)

# XI. PEACE, CONFLICT, REFUGEES & MIGRATION

299

**A BATTLE NOT YET OVER:  
DISPLACEMENT AND WOMEN'S NEEDS IN POST-PEACE AGREEMENT COLUMBIA.**  
REFUGEES INTERNATIONAL. 2016.

After 50 years of brutal war, the peace agreement between the Government of Colombia and the Revolutionary Armed Forces of Colombia - People's Army is cause to celebrate. Over the last five decades of the conflict, at least 218,094 Colombians have died, 25,007 individuals have disappeared, and millions have been displaced. Women and girls have long been on the frontlines of this war – as combatant, victim, and peacemaker. What they and all conflict victims stand to gain from peace is monumental, given that entire generations have known nothing but war. However, the challenges to a sustainable peace in Colombia cannot be underestimated as ongoing conflict and violence continue to threaten this population. The disarming of guerillas and the implementation of the peace agreement will not take place in a vacuum. Across the country, the war tore communities apart. Now, those same communities face the difficult and delicate process of implementing the peace plan, while other armed groups remain active. As this process unfolds, the humanitarian community must continue to assist the most vulnerable Colombians, helping to secure what is likely to be a fragile peace.

<https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/584b52c5d482e9bd199dc-8c3/1481331403866/20161212Colombia.pdf>

300

**CONGOLESE WOMEN: WHAT HAPPENED TO THE PROMISE TO PROTECT?**  
REFUGEES INTERNATIONAL. 2015.

It is impossible to talk about the Democratic Republic of the Congo without talking about sexual violence. The widespread acknowledgement of gross levels of conflict-related sexual violence in the DRC spurred the international community to act in an unprecedented manner to protect women from these atrocities. In particular, there were two major investments by the United States and the United Nations, one with an unprecedented level of programmatic funding, the other with a novel coordination strategy. While the U.S. and UN interventions yielded important results, both were built without the benefit of a strong evidence base to properly understand the context of gender-based violence (GBV) in the DRC. As a result, some policymakers in the U.S. and at the UN now believe that because women and girls continue to experience widespread GBV, these interventions have failed. In turn, some U.S. government policymakers feel that intervention is futile, and that the DRC is a bucket with the bottom removed, which no amount of funding can fix. Now, vital resources (both human and financial) are being transferred towards other competing priorities around the globe. The U.S. government is also considering new approaches that could jeopardize GBV survivors' access to lifesaving care. At the same time, the UN's investment, a new approach to coordination called the Comprehensive Strategy to Combat Sexual Violence, created a five-pillared system co-led by the UN and the DRC government. After five years, this coordination strategy has largely failed to avoid duplication or generate momentum on addressing sexual violence, instead bogging humanitarian actors down with bureaucracy.

[https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/560be4e5e4b0edef-1f1a463f/1443620069537/ri\\_drc\\_field\\_report-web.pdf](https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/560be4e5e4b0edef-1f1a463f/1443620069537/ri_drc_field_report-web.pdf)

301

**CROSSING BORDERS: A REPORT OF THE WORKING GROUP ON WOMEN & IMMIGRATION.**  
WOMEN'S RESEARCH AND EDUCATIONAL INSTITUTE. 2004.

In a six-part examination of the changing nature of citizenship, this Crossing Borders report takes a unique look at United States immigration from a holistic perspective that makes clear the need to rethink our most fundamental assumptions about immigration, law, policies, and practices. It integrates issues of gender and

citizenship with the evolution of institutional structures. In a diverse group of essays, the six authors argue that we are approaching a breakdown of administrative processes, despite the shift of the old INS to the new Department of Homeland Security.

[http://www.wrei.org/Publications\\_CrossingBorders.htm](http://www.wrei.org/Publications_CrossingBorders.htm)

### 302 **GENDER, AGE AND MIGRATION: AN EXTENDED BRIEFING.** BRIDGE. 2016.

This new extended briefing from BRIDGE focuses on gender and age, offering an insight into who migrates and who doesn't, reasons for migrating, experiences of the migration process, and what life is like for different groups of migrants and refugees when, and if, they reach their destinations. The briefing concludes with a set of recommendations for more gender and age sensitive policymaking.

<http://opendocs.ids.ac.uk/opendocs/bitstream/handle/123456789/10410/Gender%20Age%20and%20Migration%20Extended%20Briefing.pdf?sequence=1>

### 303 **GENDER AND ARMED CONFLICT: OVERVIEW REPORT.** BRIDGE. 2003.

Armed conflict exacerbates the inequalities in gender relations in the pre-conflict period. This report makes recommendations for interventions that take into account local contexts and the diverse realities of women and men, who may simultaneously play the roles of activists and parents, soldiers and victims.

<http://www.bridge.ids.ac.uk/bridge-publications/reports/document/A52704>

### 304 **GENDER AND MIGRATION: OVERVIEW REPORT.** BRIDGE. 2005.

Gender affects how people are able to contribute to and benefit from their destination community - and how, therefore, they are able to ultimately play a part in achieving basic goals of both social and economic development. The first part of this report looks at such gender and migration dynamics. The second section goes on to outline a gendered human rights approach, which would build on the positive potential of migration and mitigate the risks.

<http://www.bridge.ids.ac.uk/bridge-publications/reports/document/A58200>

### 305 **NIGERIA'S DISPLACED WOMEN AND GIRLS: HUMANITARIAN COMMUNITY AT ODDS, BOKO HARAM SURVIVORS FORSAKEN.** REFUGEES INTERNATIONAL. 2016.

It has been two years since the world's deadliest terrorist organization – Boko Haram – abducted 271 girls from their high school in the town of Chibok – a tragedy that would shine much needed international attention on conflict in northeastern Nigeria. Sadly, the Chibok girls are only one part of a much larger story of violence against women and girls in the northeast. But the attention on this remote corner of the Sahel has not translated into sustained humanitarian assistance for all those that have been affected. Humanitarian stakeholders are under tremendous strain due to the enormity of the emergency, conflicts between aid agencies, limited resources, and an ineffective partner in the Nigerian state. As a result, the needs of all those whom the Chibok girls symbolize – thousands upon thousands who have suffered gender-based violence at Boko Haram's hands – are being unaddressed. Moreover, the lackluster humanitarian response is placing women and girls affected by Boko Haram at further risk of gender-based violence.

<https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/572ce8f8f699bb5f617d2319/1462561020546/20160421+Nigeria.pdf>

## 306 **REACHING REFUGEE SURVIVORS OF GENDER-BASED VIOLENCE.**

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2016.

In October 2014, the International Rescue Committee (IRC)'s Women's Protection and Empowerment (WPE) Lebanon program began implementing an innovative mobile approach to gender-based violence (GBV) response and mitigation service delivery in Akkar district. With support from the U.S. State Department's Bureau of Population, Refugees, and Migration (PRM), the NoVo Foundation, and the Swedish International Development Cooperation Agency (SIDA), the approach aims to reach non-camp based Syrian refugee women living within Lebanese communities with GBV case management and psychosocial support (PSS) services.

In 2015, the International Center for Research on Women (ICRW) collaborated with IRC to assess this approach. The purpose of the evaluation was to assess the extent to which the mobile approach is able to (1) meet the safety and support needs of refugee women and girls and (2) meet international standards to guarantee safety of GBV survivors and quality of services (including community engagement, safe spaces, a survivor-centered approach, safe referrals, confidentiality of services, and accessibility of services).

<http://www.icrw.org/wp-content/uploads/2016/10/ICRW-Mobile-Services-Assessment-IRC.pdf>

## 307 **RECEPTION OF FEMALE REFUGEES AND ASYLUM SEEKERS IN THE EU: CASE STUDY GERMANY.**

EUROPEAN PARLIAMENT. 2016.

Upon request by the FEMM Committee, the reception of female asylum seekers in Germany is examined. The research is provided for the delegation of FEMM Members to a refugee camp in Munich/Germany. It presents both the EU and the German legal framework concerning the reception of (female) refugees. Attention has been paid whether gender-sensitive asylum application procedures and reception conditions are provided in practice in Germany.

[http://www.europarl.europa.eu/RegData/etudes/STUD/2016/536497/IPOL\\_STU\(2016\)536497\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2016/536497/IPOL_STU(2016)536497_EN.pdf)

## 308 **SOUTH SUDAN: INVESTIGATING SEXUAL VIOLENCE IN CONFLICT PROVES CHALLENGING.**

REFUGEES INTERNATIONAL. 2013.

In 2009/10, the United Nations Security Council passed Resolutions 1888 and 1960 establishing Women's Protection Advisors (WPAs). These officials are tasked with building capacity to address conflict-related sexual violence within UN peacekeeping missions and reporting incidents for the monitoring and reporting arrangements as a basis for Security Council action against perpetrators. Today, six WPAs are assigned to the United Nations Mission in South Sudan. The rollout of WPAs in that country has been marked by recruitment delays and training gaps which have ultimately led to poor practice in data collection, endangering sexual violence survivors. While Refugees International welcomes the initiative to address conflict-related sexual violence within peacekeeping missions, immediate measures must be taken to ensure that WPAs use an approach centered on the wellbeing of the survivor, following internationally recognized guidelines on safe and ethical researching, documenting, and monitoring of sexual violence in emergencies.

[https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/56ab8c9605caa79939ac721a/1454083223375/061813\\_South\\_Sudan\\_Investigating+Letterhead.pdf](https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/56ab8c9605caa79939ac721a/1454083223375/061813_South_Sudan_Investigating+Letterhead.pdf)

## 309 **WE JUST KEEP SILENT: GENDER BASED VIOLENCE AMONGST SYRIAN REFUGEES IN THE KURDISTAN REGION OF IRAQ.**

UN WOMEN. 2014.

UN Women has launched a new report on gender-based violence among Syrian refugees in the Kurdistan Region of Iraq which reveals increased levels of intimate partner violence, high levels of sexual harassment by employers and taxi drivers, and a significant number of reports of sexual commercial transactions inside and outside camps. Almost all men also reported feeling afraid for the safety of their wives and daughters.

<http://uniraq.org/images/documents/We%20Just%20Keep%20Silent%20final%20English.pdf>

310 **WOMEN AND GIRLS FAILED: THE BURUNDIAN REFUGEE RESPONSE IN TANZANIA.**  
REFUGEES INTERNATIONAL. 2015.

The recent crisis in Burundi has forced the flight of more than 220,000 refugees, of whom half are female. Many experienced gender-based violence (GBV), including sexual violence, during their flight to safety. Nearly 50 percent of Burundian women and girls reporting GBV upon arrival in Tanzania required post-rape care. Yet many refugees in Tanzania say that the threat of violence continues in their country of refuge – in and around the very camps where they should feel safe. Women and girls are always disproportionately affected in times of conflict, so the prevention of and response to GBV should be central to any humanitarian response. The unhelpful responses of donors and Tanzanian authorities have led to terrible conditions for Burundian refugee women and girls, but the humanitarian community has also failed them. RI found that in too many instances, humanitarians in Tanzania fell unacceptably short of minimum standards, and failed to adhere to guidelines for GBV interventions in humanitarian settings. The Burundian refugee crisis in Tanzania therefore stands as a cautionary tale to donors and humanitarians alike. If they are serious about the Call to Action on Protecting Women and Girls in Emergencies, they must get the basics right.

<https://static1.squarespace.com/static/506c8ea1e4b01d9450dd53f5/t/5678aee07086d7cddecf1bab/1450749707001/20151222+Tanzania.pdf>

311 **WOMEN LEADING PEACE: A CLOSE EXAMINATION OF WOMEN'S POLITICAL PARTICIPATION IN PEACE PROCESSES IN NORTHERN IRELAND, GUATEMALA, KENYA AND THE PHILIPPINES.**  
GEORGETOWN INSTITUTE FOR WOMEN, PEACE AND SECURITY & THE FORD FOUNDATION. 2015.

This report examines women's political participation in peace processes, focusing on four cases where women have gained access to high-level official negotiations. This study, made possible through the generosity of the Ford Foundation, provides a comprehensive literature review, and draws lessons-learned from nearly 100 in-depth, face-to-face interviews. It is a unique resource for women engaged in peace activism in conflict settings, as well as for government officials, international institutions, NGOs and others who are working to advance peace and security.

<https://giwps.georgetown.edu/sites/giwps/files/Women%20Leading%20Peace.pdf>

312 **WOMEN AND NATURAL RESOURCES IN PEACE BUILDING: STRENGTHENING PARTICIPATION, IMPROVING PROTECTION AND AIDING EMPOWERMENT.**  
UN WOMEN, UN ENVIRONMENT PROGRAM, UN PEACE BUILDING SUPPORT OFFICE AND UN DEVELOPMENT PROGRAM. 2013.

As primary managers and users of natural resources in many conflict-affected contexts, women have a key role to play in peace building, but are often excluded from decision-making over natural resource management. This report analyses how women's empowerment and the sustainable use of natural resources can be pursued together to help build lasting peace.

<http://www.unwomen.org/en/digital-library/publications/2013/11/women-and-natural-resources-in-peace-building#sthash.Bg4ifxEj.dpuf>

313 **WOMEN AND WAR: SPECIAL REPORT.**  
INTERNATIONAL COMMITTEE OF THE RED CROSS. 2003.

The ICRC has long recognized that armed conflicts have devastating effects on civilian populations and on women in particular. This report outlines the work of the ICRC and re-affirms the commitment to raise awareness and address the needs of women during conflict.

[http://www.icrc.org/eng/assets/files/other/women\\_war\\_special\\_report\\_8-3-03.pdf](http://www.icrc.org/eng/assets/files/other/women_war_special_report_8-3-03.pdf)

## XII. PHILANTHROPY

### 314 **THE 2014 US TRUST STUDY OF HIGH NET WORTH PHILANTHROPY.** US TRUST AND INDIANA UNIVERSITY. 2014.

The 2014 U.S. Trust Study of High Net Worth Philanthropy examines the giving patterns, priorities, and attitudes of America's wealthiest households for the year 2013. This latest research study is the fifth in this series of studies, and was once again written and researched by the Indiana University Lilly Family School of Philanthropy in partnership with U.S. Trust. This study is a continuation of the 2006, 2008, 2010 and 2012 reports.

[http://newsroom.bankofamerica.com/sites/bankofamerica.newshq.businesswire.com/files/press\\_kit/additional/2014\\_US\\_Trust\\_Study\\_of\\_High\\_Net\\_Worth\\_Philanthropy.pdf](http://newsroom.bankofamerica.com/sites/bankofamerica.newshq.businesswire.com/files/press_kit/additional/2014_US_Trust_Study_of_High_Net_Worth_Philanthropy.pdf)

### 315 **A FOCUS ON CORPORATE PHILANTHROPY: HOW INTEL INTEGRATES SOCIAL IMPACT INTO ITS PHILANTHROPIC PROGRAMS AND CORE BUSINESS STRATEGIES.** ASPEN INSTITUTE, 2013.

A look into Intel's new initiatives include narrowing the digital divide; improving performance in science, technology, engineering and math (STEM) education; and equipping teachers with critical skills they need to support twenty-first century learning.

[http://www.aspeninstitute.org/sites/default/files/content/upload/Intel\\_A%20Focus%20on%20Corporate%20Philanthropy\\_Sept%202013.pdf](http://www.aspeninstitute.org/sites/default/files/content/upload/Intel_A%20Focus%20on%20Corporate%20Philanthropy_Sept%202013.pdf)

### 316 **GIVING TO WOMEN AND GIRLS: WHO GIVES, AND WHY?** WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY AT INDIANA UNIVERSITY. 2016.

Within academic research, individual philanthropy directed to women's and girls' causes has been understudied. This study highlights new data to understanding who gives to women's and girls' causes and their motivations for support. We conducted a two-part, mixed-methods study in the United States. First, we fielded a brief survey among a nationally representative survey panel. Second, we conducted seven focus groups among United Way and women's fund donors who actively funded women's and girls' causes as well as donors who focused on other areas in their giving. While this study provides valuable new research, more research is needed to understand generational differences among donors and how organizations focusing on women and girls can increase donor support.

<http://www.ncgs.org/Pdfs/Resources/Giving%20to%20Women%20and%20Girls%20-%20Working%20Paper%203%20-%20May%202016.pdf>

### 317 **NEW PHILANTHROPY: BUILDING LASTING CHANGE.** **2016 BNP PARIBAS INDIVIDUAL PHILANTHROPY INDEX.** BNP PARIBAS. 2016.

This report analyzes individual giving in Europe, the United States, Asia, and the Middle East based on the BNP Paribas Individual Philanthropy Index by Forbes Insights, which is geared toward the measurement of replicable, sustainable, and efficient philanthropy. The data is derived from a survey of 457 individuals—divided among the four regions and with at least \$5 million in investable assets—conducted by Forbes Insights from October to December 2015.

<http://sustainablegiving.economist.com/wp-content/uploads/sites/18/2015/12/BNP-2016-Paribas-individual-philanthropy-index.pdf>

318 **PERSPECTIVES IN PHILANTHROPY:  
SCALING AND INNOVATION IN MEDICAL PHILANTHROPY. VOLUME 8.**  
MORGAN STANLEY. 2012.

A quarterly journal highlighting stories of generosity from valued clients and their Financial Advisors, and exploring a broad bandwidth of opinions from recognized professionals in the field. This issue focuses on Scaling and Innovation in Medical Philanthropy, which fosters the concept of providing the right resources and support to high performing organizations whose work is scalable and can effect significant change in their specific issue areas.

[http://www.morganstanleyfa.com/public/projectfiles/perspectives\\_in\\_philanthropy/index.html](http://www.morganstanleyfa.com/public/projectfiles/perspectives_in_philanthropy/index.html)

319 **STRATEGIES FOR CHARITABLE GIVING.**  
MORGAN STANLEY. 2012.

This guide is an introduction to different charitable giving strategies, including some of the financial and estate-planning issues associated with them.

[http://www.morganstanleyfa.com/public/projectfiles/strategies\\_for\\_charitable\\_giving/index.html](http://www.morganstanleyfa.com/public/projectfiles/strategies_for_charitable_giving/index.html)

320 **A TRADITION OF GIVING: NEW RESEARCH ON GIVING AND VOLUNTEERING WITHIN FAMILIES.**  
LILLY FAMILY SCHOOL OF PHILANTHROPY. 2016.

Our project continues to examine an underexplored topic—intra-family connections across generations (as opposed to inter-family connections)—and takes it one step further. This study provides a more useful framework for understanding the transmission of giving attitudes and behaviors within families than what was previously available using a traditional generational lens. We offer new insights into the factors associated with generosity between family members, and provide a first-of-its-kind look at the transmission of giving behaviors from grandparents to grandchildren, in addition to looking at the parent-child dynamic. Our project seeks to illuminate ways that the tradition of giving gets passed down through the generations and families.

[http://simplyvariable.com/vanguardcharitable/TraditionOfGiving/downloads/A\\_tradition\\_of\\_giving\\_Single.pdf](http://simplyvariable.com/vanguardcharitable/TraditionOfGiving/downloads/A_tradition_of_giving_Single.pdf)

321 **WHERE DO MEN AND WOMEN GIVE?  
GENDER DIFFERENCES IN THE MOTIVATIONS AND PURPOSES FOR CHARITABLE GIVING.**  
WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY. 2015

This study seeks to explore gender differences in the purpose and motivations for charitable giving. We analyze new waves of data from the Philanthropy Panel Study, the Bank of America/U.S. Trust Studies of High Net Worth Philanthropy, and the Million Dollar List to investigate where men and women direct their charitable gifts, the influence of charitable decision making on giving, and why men's and women's priorities may differ. We find that generally, women are more likely than men to give to every charitable subsector except neighborhoods and communities and tend to spread their giving out. However, high net worth women exhibit fewer differences in their giving as compared to high net worth men. Women prioritize issues and areas such as women's rights, human rights, and the environment, while men favor the economy and national security. Finally, we find that women are generally motivated to give by their political or philosophical beliefs or their involvement in an organization.

<http://www.ncgs.org/Pdfs/Resources/Where%20Do%20Men%20and%20Women%20Give%20-%20Working%20Paper%202%20-%20Sept%202015.pdf>

322 **WOMEN GIVE 2012.**  
WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY. 2012.

The new report is the third in a series of research reports by the Women's Philanthropy Institute at the Center on Philanthropy at Indiana University that offers deeper insights as to how gender differences affect philanthropy. The Women Give studies complement a growing body of research that affirms women's growing importance as donors in the nonprofit sector. They also benefit decision-makers and fundraisers seeking to expand their donor base and attract more volunteers by providing key insights to inform their strategic efforts to more deeply engage women.

[http://www.ncdsv.org/images/WPI\\_WomenGive2012NewResearchAboutWomenAndGivign\\_8-2012.pdf](http://www.ncdsv.org/images/WPI_WomenGive2012NewResearchAboutWomenAndGivign_8-2012.pdf)

323 **WOMEN GIVE 2014.**  
WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY. 2014.

As with previous Women Give reports, Women Give 2014 affirms that gender and age matter in charitable giving. It suggests that nuanced fundraising strategies that build strong relationships with both men and women and demonstrate that their goals and approaches are relevant to those different audiences will help assure that resources continue to be available to meet society's challenges.

[http://www.philanthropy.iupui.edu/files/research/womengive14\\_final.pdf](http://www.philanthropy.iupui.edu/files/research/womengive14_final.pdf)

324 **WOMEN GIVE 2015.**  
WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY. 2015.

Women Give 2015 investigates whether the sex of a first-born child affects parents' charitable giving. Generosity is learned by people as they relate to others in schools, community settings, religious organizations, and the workplace. It is also learned within the family. Research has shown that parents influence their children in many ways, including how to be generous. This study shifts the framework of thinking from the current focus on "parents influencing the development of their child's generosity" to also include "children affecting their parents' generosity."

<https://scholarworks.iupui.edu/bitstream/handle/1805/7425/womengive15.pdf?sequence=1&isAllowed=y>

325 **WOMEN GIVE 2016.**  
WOMEN'S PHILANTHROPY INSTITUTE AT THE CENTER ON PHILANTHROPY  
AT INDIANA UNIVERSITY. 2016.

Women Give 2016 investigates whether generational shifts in charitable giving intersect with women's changing decision-making roles within families. Earlier this year, the U.S. Census Bureau released new estimates indicating that the Millennial generation (born 1981 and after) has surpassed the Baby Boomers (born 1946-1964) as the country's largest generation. The interaction of multiple generations in the workplace and in families has attracted attention for several years, yet little empirical research has addressed whether different generations approach charitable giving differently. At the same time, women's participation in the labor force has risen, leading to women's increased influence in financial decision making individually and within the family.

<https://www.givingtuesday.org/sites/default/files/2017-01/Women%20Give%202016.pdf>



## XIII. POLITICAL REPRESENTATION

- 326 **BEYOND NUMBERS: SUPPORTING WOMEN'S POLITICAL PARTICIPATION AND PROMOTING GENDER EQUALITY IN POST-CONFLICT GOVERNANCE IN AFRICA.**  
UNITED NATIONS DEVELOPMENT FUND FOR WOMEN. 2006.

This discussion paper outlines the contributions of UNIFEM to enhance women's political participation and integrate a gender perspective into post-conflict governance in Africa at the regional, national and local levels.

<http://www.bridge.ids.ac.uk/go/home&id=53774&type=Document&langID=1>

- 327 **GIRLS JUST WANNA NOT RUN: THE GENDER GAP IN YOUNG AMERICAN'S POLITICAL AMBITIONS.**  
SCHOOL OF PUBLIC AFFAIRS, AMERICAN UNIVERSITY. 2013.

Studies of women and men who are well situated to run for office uncover a persistent gender gap in political ambition. Among "potential candidates" – lawyers, business leaders, educators, and political activists – women are less likely than men to express interest in a political career. Given the emergence over the past ten years of high-profile women in politics, such as Hillary Clinton, Nancy Pelosi, Sarah Palin, and Michele Bachmann, though, the landscape of U.S. politics looks to be changing. Perhaps young women are now just as motivated as young men to enter the electoral arena. Maybe young women envision future candidacies at similar rates as their male counterparts. Until now, no research has provided an analysis – let alone an in-depth investigation – of these topics. This report fills that void. Based on the results of a new survey of more than 2,100 college students between the ages of 18 and 25, we offer the first assessment of political ambition early in life.

[http://www.american.edu/spa/wpi/upload/Girls-Just-Wanna-Not-Run\\_Policy-Report.pdf](http://www.american.edu/spa/wpi/upload/Girls-Just-Wanna-Not-Run_Policy-Report.pdf)

- 328 **THE JACKIE (AND JILL) ROBINSON THEORY: WHY DO CONGRESSWOMEN OUTPERFORM CONGRESSMEN?**  
AMERICAN JOURNAL OF POLITICAL SCIENCE. 2011.

If voters are biased against female candidates, only the most talented, hardest working female candidates will succeed in the electoral process. Furthermore, if women perceive there to be sex discrimination in the electoral process, or if they underestimate their qualifications for office, then only the most qualified, politically ambitious females will emerge as candidates. We argue that when either or both forms of sex-based selection are present, the women who are elected to office will perform better, on average, than their male counterparts. We test this central implication of our theory by studying the relative success of men and women in delivering federal spending to their districts and in sponsoring legislation. Analyzing changes within districts over time, we find that congresswomen secure roughly 9% more spending from federal discretionary programs than congressmen. Women also sponsor and cosponsor significantly more bills than their male colleagues.

<http://onlinelibrary.wiley.com/doi/10.1111/j.1540-5907.2011.00512.x/abstract>

- 329 **KEYS TO ELECTED OFFICE: THE ESSENTIAL GUIDE FOR WOMEN.**  
BARBARA LEE FAMILY FOUNDATION. 2014.

This new guide is the Barbara Lee Family Foundation's most direct, must-know advice for women elected officials and candidates running for office. From the personal traits, to actions that convey qualification and likeability, to bouncing back from mistakes, this guide is a concise look at what it takes for a woman to run and succeed.

<http://www.barbaraleefoundation.org/wp-content/uploads/BLFF-Keys-to-Elected-Office-06.02.2014.pdf>

330 **MEN RULE: THE CONTINUED UNDER-REPRESENTATION OF WOMEN IN U.S. POLITICS.**  
WOMEN & POLITICS INSTITUTE. 2012.

This study looks at the under-representation of women in U.S. Politics and argues that the fundamental reason for the under-representation is that they do not run for office and there is a substantial gender gap in political ambition.

<http://www.american.edu/spa/wpi/upload/2012-men-rule-report-final-web.pdf>

331 **PATHS TO POWER: ADVANCING WOMEN IN GOVERNMENT.**  
DELOITTE. 2010.

Deloitte developed this report to gain a deeper understanding of how women advance in government and to explore the growing impact and importance of women in senior, decision-making roles in the public sector.

<http://www2.deloitte.com/content/dam/Deloitte/global/Documents/Public-Sector/dttl-ps-pathstopower-08082013.pdf>

332 **PROMOTING GENDER EQUITY IN THE DEMOCRATIC PROCESS:  
WOMEN'S PATHS TO POLITICAL PARTICIPATION AND DECISION-MAKING.**  
PROMOTING WOMEN IN DEVELOPMENT. 2000.

This paper is one of several analytical documents synthesizing the findings across Promoting Women in Development (PROWID) projects and their implications within the various theme areas. As detailed in this synthesis paper, the full involvement of women in political and economic arenas is gaining ground as a legitimate goal, as well as a litmus test of the degree to which democracy has been attained.

[http://pdf.usaid.gov/pdf\\_docs/Pnacj883.pdf](http://pdf.usaid.gov/pdf_docs/Pnacj883.pdf)

333 **SEEING BEYOND THE STATE:  
GRASSROOTS WOMEN'S PERSPECTIVES ON CORRUPTION AND ANTI-CORRUPTION.**  
UN DEVELOPMENT PROGRAMME. 2012.

This study documents grassroots women's perceptions and experiences of corruption in developing countries and brings this to important discourses regarding anti-corruption, gender equality, and women's empowerment. It is intended to direct attention to the lack of research on the gendered impact of corruption on poor communities, provide some initial insights from grassroots women, and contribute to anti-corruption programming by prioritizing and bringing to the forefront grassroots women's voices.

<http://www.undp.org/content/undp/en/home/librarypage/democratic-governance/anti-corruption/Seeing-Beyond-the-State-Grassroots-Womens-Perspectives-on-Corruption-and-Anti-Corruption/>

334 **SHIFTING GEARS: HOW WOMEN NAVIGATE THE ROAD TO HIGHER OFFICE.**  
POLITICAL PARITY. 2014.

Women are more than half of the US population but hold fewer than a quarter of all political offices. Moreover, their ascent to high office has slowed rather than accelerated. Parity asked: why the scarcity of female candidates and elected officials? Are they uninterested, unwilling, or uncertain? Is the political system unresponsive and impenetrable? Ultimately, is the issue the driver or the road?

<http://www.politicalparity.org/wp-content/uploads/2014/05/Shifting%20Gears%20Report.pdf>

335 **STEPS TO THE CAPITOL: WOMEN'S POLITICAL PATHS.**  
POLITICAL PARITY. 2013.

State legislators are the largest single source of women in Congress and governorships (more than half), but over the last few years the percentage of women in these top offices has plateaued. Following the 2012 elec-

tion, their presence in Congress rose from just 17 to 18 percent, and after reaching a high of nine in 1997, the number of female governors has fallen to five. This study examines the motivators and obstacles female candidates and elected officials consider when deciding whether or not to run for higher office.

<http://www.politicalparity.org/wp-content/uploads/2013/08/steps-to-capitol-exsum.pdf>

336

**WORLDWIDE INDEX OF WOMEN AS PUBLIC SECTOR LEADERS:  
OPENING DOORS FOR WOMEN WORKING IN GOVERNMENT.**

ERNST & YOUNG. 2013.

Our Index highlights issues of gender equity at senior leadership levels in the public sector across the globe. It begins with an analysis of women's representation in public sector leadership positions across G20 countries. We will revisit the research on an annual basis to track the progress that is being made towards achieving a more diverse and vibrant leadership for public sector organizations.

[http://www.ey.com/Publication/vwLUAssets/EY\\_-\\_Worldwide\\_Index\\_of\\_Women\\_as\\_Public\\_Sector\\_Leaders/\\$FILE/EY-Worldwide-Index-of-Women.pdf](http://www.ey.com/Publication/vwLUAssets/EY_-_Worldwide_Index_of_Women_as_Public_Sector_Leaders/$FILE/EY-Worldwide-Index-of-Women.pdf)

## XIV. SCIENCE & TECHNOLOGY

### 337 **BRIDGING THE GENDER DIVIDE: HOW TECHNOLOGY CAN ADVANCE WOMEN ECONOMICALLY.** ICRW. 2010.

Intention and innovation can generate real economic benefits to women in the developing world. In a groundbreaking study, ICRW examines technology initiatives that have enabled women to develop their economic potential, become stronger leaders, and more effective contributors to their families, communities, and domestic economies. Specifically, these efforts helped women increase their productivity, create new entrepreneurial ventures, and launch income-generating pursuits. This report also offers innovators practical recommendations on how to design and deploy technologies that women can't afford not to use.

<http://www.icrw.org/wp-content/uploads/2016/10/Bridging-the-Gender-Divide-How-Technology-can-Advance-Women-Economically.pdf>

### 338 **EMPOWERING WOMEN ENTREPRENEURS THROUGH INFORMATION AND COMMUNICATION TECHNOLOGIES.** UNCTAD. 2013.

Information and communication technologies (ICTs) are emerging as increasingly valuable business tools for women entrepreneurs in developing countries. Making sure that women entrepreneurs are equipped to make productive use of such technologies is important from the perspective of achieving Millennium Development Goal (MDG) 3 on Promoting Gender Equality and Empowering Women and MDG 8 on a Global Partnership for Development to make available the benefits of ICTs. That is why the UN Conference on Trade and Development and the International Labour Organization partnered to develop, for the first time, a framework for the assessment of women's entrepreneurship development that systematically integrates the ICT dimension.

[http://unctad.org/en/PublicationsLibrary/dtlstict2013d2\\_en.pdf](http://unctad.org/en/PublicationsLibrary/dtlstict2013d2_en.pdf)

### 339 **#FEMFUTURE: ONLINE REVOLUTION. THE FUTURE OF ONLINE FEMINISM.** BARNARD CENTER FOR RESEARCH ON WOMEN. 2012.

In this report, writers Courtney Martin and Vanessa Valenti build on a 2012 convening where 21 writers, activists, and educators who work in the online feminist landscape came together to discuss their needs, desires, and hopes for the online feminist future. Here they provide a cogent explanation of the power of online organizing, the risks and challenges of the current state of the field, and some possible solutions for creating a more sustainable system.

<http://bcrw.barnard.edu/wp-content/nfs/reports/NFS8-FemFuture-Online-Revolution-Report-April-15-2013.pdf>

### 340 **THE GENDER PATENTING GAP.** THE INSTITUTE FOR WOMEN'S POLICY RESEARCH. 2016.

The Institute for Women's Policy Research reviewed and analyzed published data and literature on women and patenting, finding that women hold an extremely small share of patents, and that at the current rate of progress, gender equity is more than 75 years away. This briefing paper presents a snapshot of the data and related recommendations.

<http://www.iwpr.org/publications/pubs/the-gender-patenting-gap>

## 341 **GETTING TO EQUAL: HOW DIGITAL IS HELPING CLOSE THE GENDER GAP AT WORK.** ACCENTURE. 2016.

Getting on the right side of the digital fluency gap can change the picture for women — and their countries — in dramatic ways. At the current rate of digital adoption, developed nations likely won't achieve workplace gender equality until 2065, and developing nations until 2100. But if governments and businesses can double the pace at which women become frequent users of technology, we could reach gender equality in the workplace by 2040 in developed nations and by 2060 in developing nations. These are among the key findings of new Accenture research that examines the extent to which men and women have adopted and embraced digital technologies, and the influence that has had on their education, employment and advancement. Our research combines survey and published data to create the Accenture Digital Fluency Model, a tool that enables us to analyze the effect of digital fluency on gender equality throughout the career lifecycle.

[https://www.accenture.com/t20160303T014010\\_\\_w\\_/us-en/\\_acnmedia/PDF-9/Accenture-IWD-2016-Research-Getting-To-Equal.pdf](https://www.accenture.com/t20160303T014010__w_/us-en/_acnmedia/PDF-9/Accenture-IWD-2016-Research-Getting-To-Equal.pdf)

## 342 **GIRLS IN IT: THE FACTS.** NATIONAL CENTER FOR WOMEN, INFORMATION & TECHNOLOGY. 2014.

Girls in IT: The Facts, sponsored by NCWIT's K-12 Alliance, is a synthesis of the existing literature on increasing girls' participation in computing. It aims to bring together this latest research so that readers can gain a clearer and more coherent picture of 1) the current state of affairs for girls in computing, 2) the key barriers to increasing girls' participation in these fields, and 3) promising practices for addressing these barriers.

[https://www.ncwit.org/sites/default/files/resources/girlsinit\\_thefacts\\_fullreport2012.pdf](https://www.ncwit.org/sites/default/files/resources/girlsinit_thefacts_fullreport2012.pdf)

## 343 **IMAGES OF COMPUTER SCIENCE: PERCEPTIONS AMONG STUDENTS, PARENTS AND EDUCATORS IN THE U.S.** GOOGLE & GALLUP. 2015.

This report examines perceptions about the value of computer science among key stakeholders in K-12 education and evaluates the opportunities for students to become more involved in computer science before college.

<http://services.google.com/fh/files/misc/images-of-computer-science-report.pdf>

## 344 **LEANING IN, BUT GETTING PUSHED BACK (AND OUT).** AMERICAN PSYCHOLOGICAL ASSOCIATION. NADYA A. FOUAD. 2014.

This study looks at the reasons why so few female engineering students later go on to pursue careers in engineering.

<http://www.apa.org/news/press/releases/2014/08/pushed-back.pdf>

## 345 **MALE ADVOCATES AND ALLIES: PROMOTING GENDER DIVERSITY IN TECHNOLOGY WORKPLACES.** NATIONAL CENTER FOR WOMEN AND INFORMATION TECHNOLOGY. 2014.

This report, sponsored by NCWIT's Workforce Alliance, provides an inside look into how men think about and advocate for diversity in the technical workplace. Drawing from interviews with 47 men in technical companies and departments, this study: 1) Identifies the factors that motivate or hinder men in advocating for gender diversity, 2) explores what diversity efforts men have experienced as successful or unsuccessful, and 3) identifies specific strategies to increase men's participation in advocacy.

[http://www.ncwit.org/sites/default/files/resources/menasadvocatesallies\\_web.pdf](http://www.ncwit.org/sites/default/files/resources/menasadvocatesallies_web.pdf)

## 346 **ONLINE HARASSMENT, DIGITAL ABUSE, AND CYBERSTALKING IN AMERICA.** DATA & SOCIETY RESEARCH INSTITUTE. 2016.

This report aims to extend the existing research by providing a rigorous and comprehensive picture of the prevalence of technologically mediated forms of harassment, abuse, and stalking in a nationally-representative survey. The study begins by exploring the types of harassment and abuse Internet users say they have witnessed in online spaces, and what, if any, types of actions they took in response. This study also examines if simply witnessing online harassment, with no personal experience, and the perceived threat of it leads to self-censoring in online spaces among Internet users. We also asked Internet users about their own experiences with online harassment, abuse, and cyberstalking, and how those experiences made them feel. We then asked victims about potential negative consequences they may have experienced as a result of their online harassment or abuse in addition to any privacy practices they have used to protect themselves from harassment.

[https://www.datasociety.net/pubs/oh/Online\\_Harassment\\_2016.pdf](https://www.datasociety.net/pubs/oh/Online_Harassment_2016.pdf)

## 347 **SEARCHING FOR COMPUTER SCIENCE: ACCESS TO BARRIERS IN U.S. K-12 EDUCATION.** GOOGLE & GALLUP. 2014.

This study examines perceptions about the value of computer science among key stakeholders in K-12 education and evaluates the opportunities for students to become more involved in computer science before college.

[http://services.google.com/fh/files/misc/searching-for-computer-science\\_report.pdf](http://services.google.com/fh/files/misc/searching-for-computer-science_report.pdf)

## 348 **WHY NEW TECHNOLOGY IS A WOMEN'S RIGHTS ISSUE.** FACTS AND ISSUES, (AWID) NO.7, MAY 2004.

New technologies impact women's lives all over the world. This is transforming our work for gender equality and presenting new challenges to women's rights and sustainable development. This primer will explore the complex ways new technologies affect women's rights and their place in a global agenda for gender justice.

[http://www.awid.org/sites/default/files/atoms/files/why\\_new\\_technology\\_is\\_a\\_womens\\_rights\\_issue\\_0.pdf](http://www.awid.org/sites/default/files/atoms/files/why_new_technology_is_a_womens_rights_issue_0.pdf)

## 349 **WOMEN IN AN AUTOMATED WORLD.** CORNERSTONE CAPITAL GROUP. 2016.

The World Economic Forum (WEF) forecasts that two-thirds of jobs lost globally to disruptive changes in technology from 2015 to 2020 will be concentrated in the Office and Administrative job family. Women occupy 72.2% of office and administrative support positions in the United States. We sought to understand whether current trends in automation can be expected to impact men and women differently across the US economy.

[http://cornerstonecapinc.com/wp-content/uploads/2016/09/Cornerstone-Capital-Group\\_-\\_Women-in-an-Automated-World\\_-\\_September-2016.pdf](http://cornerstonecapinc.com/wp-content/uploads/2016/09/Cornerstone-Capital-Group_-_Women-in-an-Automated-World_-_September-2016.pdf)

## 350 **WOMEN, MINORITIES, AND PERSONS WITH DISABILITIES IN SCIENCE AND ENGINEERING 2013.** NATIONAL SCIENCE FOUNDATION. 2013.

The biennial report, Women, Minorities, and Persons with Disabilities in Science and Engineering, is mandated by the Science and Engineering Equal Opportunities Act (Public Law 96-516). The 2013 digest highlights key statistics drawn from the wide variety of data sources used to provide this information. Data and figures in this digest are organized into six themes—enrollment, field of degree, employment status, occupation, academic employment, and persons with disabilities.

[http://www.nsf.gov/statistics/wmpd/2013/pdf/nsf13304\\_digest.pdf](http://www.nsf.gov/statistics/wmpd/2013/pdf/nsf13304_digest.pdf)

## 351 **WOMEN IN TECH CAREERS YEARN FOR FEMALE ROLE MODELS AND FLEXIBILITY IN THE WORKPLACE.**

PLURAL SIGHT AND WOMEN WHO CODE. 2016.

Plural Sight and Women Who Code teamed up to survey women in technology careers in an effort to better understand why women tend to be underrepresented in technology fields and what challenges they face in the workplace. Responses indicated that women in technology careers would benefit from more female role models, and that they are running into a number of obstacles in climbing the corporate ladder, which may be impacting their salary and long-term career trajectory. Additionally, this report surfaced themes such as experiencing a pervasive lack of confidence in navigating a male-dominated workplace and having difficulty balancing work and personal life. Responses suggested that women in tech would prefer working at any other type of organization over a startup and are craving flexibility in their work environment.

[https://www.pluralsight.com/content/dam/pluralsight/pdfs/landing-pages/b2c/Women\\_In\\_Tech.pdf](https://www.pluralsight.com/content/dam/pluralsight/pdfs/landing-pages/b2c/Women_In_Tech.pdf)

## 352 **WOMEN AND THE WEB: BRIDGING THE INTERNET GAP AND CREATING NEW GLOBAL OPPORTUNITIES IN LOW AND MIDDLE-INCOME COUNTRIES.**

INTEL. 2014.

This report is the first compilation of the global data on how women in developing countries access and use the Internet.

<http://www.intel.com/content/dam/www/public/us/en/documents/pdf/women-and-the-web.pdf>

## 353 **WOMEN WHO CHOOSE COMPUTER SCIENCE- WHAT REALLY MATTERS.**

GOOGLE & GALLUP. 2014.

Google conducted a study to identify and understand the factors that influence young women's decisions to pursue degrees in Computer Science. It identified encouragement and exposure as the leading factors influencing this critical choice and learned that anyone can help increase female participation in Computer Science, regardless of their technical abilities or background.

[https://docs.google.com/file/d/0B-E2rcvhnIQ\\_a1Q4VUxWQ2dtTHM/edit](https://docs.google.com/file/d/0B-E2rcvhnIQ_a1Q4VUxWQ2dtTHM/edit)

## XV. SPORTS

### 354 **BUILDING YOUNG WOMEN'S LEADERSHIP THROUGH SPORT 2013-2015.** WOMEN WIN. 2016.

In 2012, Women Win launched the 'Building Young Women's Leadership Through Sport' (BYWLTS) programme, funded by the UK's Department of International Development. BYWLTS was a three-year programme with the objective of increasing the leadership of adolescent girls and young women (AGYW) in formal and informal decision making processes. Women Win worked closely with eight partner organisations in seven countries to deliver quality sport and life skills curricula to over 65,000 AGYW. In addition, AGYW were provided with opportunities to practise leadership through a mentorship programme and by learning how to share their stories through Digital Storytelling. Extensive monitoring and evaluation processes were used to understand the impact that the BYWLTS programme had on partner organisations, AGYW and their communities, and the results are in.

Through a collective impact data collection and analysis process, including base and endline questionnaires, qualitative stories, and community surveys, Women Win gathered extensive data on the impact of the programme. Overall AGYW had significantly improved knowledge, attitudes and behaviours related to key rights issues including their sexual and reproductive health and rights (SRHR), gender based violence (GBV) and economic empowerment (EE). Additionally, the data shows that there were improved community perceptions about girls and women related to sport and leadership, and that organisations involved in the implementation had an increased capacity to delivery quality programmes.

<http://womenwin.org/files/BYWLTS%20Programme%20Evaluation.compressed%20%282%29.pdf>

### 355 **EMPOWERING GIRLS AND WOMEN THROUGH PHYSICAL ACTIVITY AND SPORT.** UNESCO. 2012.

We should be concerned about gender, girls and physical education because access and regular participation is a fundamental human right. It is a fundamental human right because regular participation in physical activity is an essential component of a healthy lifestyle (Beutler, 2008; Biddle, Gorely and Stensel, 2004; UNESCO, 1978). Programmes that prepare children for lifelong physical activity must be formally organised, well designed and professionally led. Quality, school physical education programmes provide young people with opportunities to develop the values, knowledge and skills they need to lead physically active lives, build self-esteem, and to promote and facilitate physical activity in the lives of others. Despite the strong claims for the benefits of physical education and sport, the research literature suggests that they are not easily achieved. There exist serious challenges to girls benefiting from participation in physical education and sport.

[https://www.un.org/sport/sites/www.un.org.sport/files/ckfiles/files/UNESCO\\_Advocacy\\_Brief\\_Empowering-Girls\\_2012\\_EN.pdf](https://www.un.org/sport/sites/www.un.org.sport/files/ckfiles/files/UNESCO_Advocacy_Brief_Empowering-Girls_2012_EN.pdf)

### 356 **GENDER BALANCE IN GLOBAL SPORT REPORT.** WOMEN ON BOARDS. 2016.

The 2016 update on the inaugural Women on Boards Gender Balance in Global Sport Report released in July 2014 reveals there has been no real progress with regard to the number of women on sports boards at international level and variable progress within individual sports and at country level.

<https://www.womenonboards.net/womenonboards-AU/media/AU-Reports/2016-Gender-Balance-In-Global-Sport-Report.pdf>



### 357 **GLOBAL SURVEY REVEALS CRITICAL ROLE SPORTS PLAY FOR FEMALE EXECUTIVES IN LEADERSHIP DEVELOPMENT AND TEAMWORK IN BUSINESS.**

ERNST & YOUNG. 2013.

The EY survey of 821 senior managers and executives (40% female, 60% male) found that in comparing C-level female respondents to other female managers, far more had participated in sports at a higher level. Interestingly, 55% of the C-suite women had played sports at a university level, compared with 39% of other female managers.

<http://www.prweb.com/releases/2013/6/prweb10841451.htm>

### 358 **TITLE IX AT 35: BEYOND THE HEADLINES.**

NATIONAL COALITION FOR WOMEN AND GIRLS IN EDUCATION. 2008.

This report looks at the progress and gains made in the past 35 years since the passing of the landmark Title IX of the Education Amendments in 1972, as well as analyzes how sexism is still alive and well in our educational systems.

<http://www.ncwge.org/PDF/TitleIXat35.pdf>

### 359 **WHERE WILL YOU FIND YOUR NEXT LEADER? EY AND ESPNW EXPLORE HOW SPORT ADVANCES WOMEN AT EVERY LEVEL.**

EY. 2015.

Research conducted over the last three years as part of EY's Women Athletes Business Network shows the role that sport plays at every stage of professional women's lives – from girls to rising leaders to C-suite executives. With their problem-solving skills and team-building experiences, women who have played sport are uniquely positioned to lead in the corporate world.

[http://www.ey.com/Publication/vwLUAssets/EY-where-will-you-find-your-next-leader/\\$FILE/where-will-you-find-your-next-leader-report-from-EY-and-espnw.pdf](http://www.ey.com/Publication/vwLUAssets/EY-where-will-you-find-your-next-leader/$FILE/where-will-you-find-your-next-leader-report-from-EY-and-espnw.pdf)

# XVI. VIOLENCE AGAINST WOMEN & TRAFFICKING

## 360 **EGYPT: KEEPING WOMEN OUT – SEXUAL VIOLENCE IN THE PUBLIC SPHERE.** INTERNATIONAL FEDERATION FOR HUMAN RIGHTS. 2014.

Conducted by the International Federation for Human Rights, this report presents over 250 cases, which took place in Egypt between November 2012 and January 2014, in which women protesters were sexually assaulted and in some cases raped by mobs of men. This report provides evidence that sexual harassment and assault against women remain rife, constituting major obstacles to women's participation in the political transition of their country.

[http://www.fidh.org/IMG/pdf/egypt\\_sexual\\_violence\\_uk-webfinal.pdf](http://www.fidh.org/IMG/pdf/egypt_sexual_violence_uk-webfinal.pdf)

## 361 **ESTIMATING THE COSTS AND IMPACTS OF INTIMATE PARTNER VIOLENCE IN DEVELOPING COUNTRIES: A METHODOLOGICAL RESOURCE GUIDE.** INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2007.

In the past decade, research in developing countries has established a rigorous, quantitative evidence base on the risk factors, prevalence and, to a lesser extent, the health impacts of intimate partner violence. However, progress has been slower in exploring its economic costs and broader welfare impacts, partly due to the lack of a comprehensive methodology adequate for such costing studies in developing country settings. To address this gap, ICRW and its partners conducted a study to refine and field test a methodology to estimate the costs as well as the impacts of intimate partner violence to households, communities and, ultimately, the national economy.

<https://www.icrw.org/wp-content/uploads/2016/10/Estimating-the-Costs-and-Impacts-of-Intimate-Partner-Violence-in-Developing-Countries-A-Methodological-Resource-Guide.pdf>

## 362 **FROM HEARTBREAKING TO GROUNDBREAKING: STORIES & STRATEGIES TO END SEX TRAFFICKING IN CANADA.** CANADIAN WOMEN'S FOUNDATION. 2014.

This report features stories from survivors, experts and service providers, and outlines the Canadian Women's Foundation's 5-year strategy to end sex trafficking in Canada.

<http://canadianwomen.org/sites/canadianwomen.org/files//CWF-TraffickingReport-Donor-EN-web.pdf>

## 363 **THE GENDER DIMENSION OF HUMAN TRAFFICKING.** EUROPEAN PARLIAMENT. 2016.

Trafficking in human beings (also referred to as THB, human trafficking, or trafficking in persons) is a serious crime and a flagrant violation of human rights, recognised as such by the international community. Even if it is not a new phenomenon, human trafficking has acquired a new dimension in the context of globalisation and has been facilitated by increased mobility, especially in Europe, and the development of the internet and new technologies. Among the reasons why human trafficking is an ever more flourishing business are that it involves low risks and brings in high profits. As victims, through fear or shame, tend not to declare themselves to the authorities, traffickers are hardly ever prosecuted and the actual number of victims is difficult to establish. Even though collecting data on human trafficking is difficult because of its invisible nature, recent years have seen progress at both international and EU level, and extensive reports have been published by the United Nations Office on Drugs and Crime (UNODC) and Eurostat. Nevertheless, the data presented below are based on registered or identified victims, and therefore represent only the tip of the iceberg.

[http://www.europarl.europa.eu/RegData/etudes/BRIE/2016/577950/EPRS\\_BRI\(2016\)577950\\_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/BRIE/2016/577950/EPRS_BRI(2016)577950_EN.pdf)

**364 HIDDEN IN PLAIN SIGHT: A STATISTICAL ANALYSIS OF VIOLENCE AGAINST CHILDREN.**  
UNICEF. 2014.

Interpersonal violence – in all its forms – has a grave effect on children: Violence undermines children’s future potential; damages their physical, psychological, and emotional well-being; and in many cases, ends their lives. The report sheds light on the prevalence of different forms of violence against children, with global figures and data from 190 countries. Where relevant, data are disaggregated by age and sex, to provide insights into risk and protective factors.

[http://www.unicef.org/publications/files/Hidden\\_in\\_plain\\_sight\\_statistical\\_analysis\\_EN\\_3\\_Sept\\_2014.pdf](http://www.unicef.org/publications/files/Hidden_in_plain_sight_statistical_analysis_EN_3_Sept_2014.pdf)

**365 INSURANCE DISCRIMINATION AGAINST VICTIMS OF DOMESTIC VIOLENCE.**  
WOMEN’S LAW PROJECT. 2014.

Authored by Terry L. Fromson (Managing Attorney, Women’s Law Project) and Nancy Durborow, MS (Consultant, Futures Without Violence), this 31-page report highlights the discriminatory practices of some insurance companies that penalize domestic violence victims who seek coverage and the recent changes to state and federal law.

[http://www.womenslawproject.org/wp-content/uploads/2016/04/Insurance\\_discrim\\_domestic\\_violence-1.pdf](http://www.womenslawproject.org/wp-content/uploads/2016/04/Insurance_discrim_domestic_violence-1.pdf)

**366 MORE ASSISTANCE. MORE ACTION.**  
**2016 STATISTICS FROM THE NATIONAL HUMAN TRAFFICKING HOTLINE AND BEFREE TEXTLINE.**  
POLARIS. 2016.

The National Human Trafficking Hotline and Polaris’s BeFree Textline provide survivors of human trafficking with vital support and a variety of options to get help and stay safe. The 30,000+ cases identified on these hotlines comprise the largest available data set on human trafficking in the U.S. The data do not represent the full scope of human trafficking – a lack of awareness of the crime or of these hotlines in certain geographic regions, by particular racial or ethnic groups, and by labor trafficking survivors can lead to significant underreporting. Nonetheless, this information spotlights where and how traffickers operate so that we can put them out of business, keep them from harming more people, and help survivors find the services they need.

<http://polarisproject.org/sites/default/files/2016-Statistics.pdf>

**367 MORE THAN DRINKS FOR SALE:**  
**EXPOSING SEX TRAFFICKING IN CANTINAS AND BARS IN THE US.**  
POLARIS. 2016.

Across the United States, thousands of Latina women are prisoners of the sex trafficking industry in bars and cantinas. These women are victims of an underground sex economy, run by traffickers who go largely untouched. From December 2007 to March 2016, the National Human Trafficking Resource Center hotline and BeFree Textline identified 1,300 potential victims from Latin America in cantina-related cases in 20 U.S. states and Puerto Rico. Deceived and enticed with false promises of good jobs or a better life, victims are lured to the U.S. by some of the most violent trafficking networks operating in the country and are forced to engage in commercial sex. Polaris’s new report *More than Drinks for Sale: Exposing Sex Trafficking in Cantinas and Bars in the U.S.* details how these commercial-front brothels continue to operate largely unchecked by posing as traditional bars or nightclubs—and highlights the need to eradicate this crime and support its survivors.

<http://polarisproject.org/sites/default/files/Cantinas-SexTrafficking-EN.pdf>

**368 NATIONAL ACTION PLAN TO COMBAT HUMAN TRAFFICKING.**  
GOVERNMENT OF CANADA. 2012.

Human trafficking is one of the most heinous crimes imaginable, often described as modern-day slavery. This crime robs its victims of their most basic human rights and is occurring in Canada and worldwide. The victims, who are mostly women and children, are deprived of their normal lives and compelled to provide their labour or sexual services, through a variety of coercive practices all for the direct profit of their perpetrators. Exploitation often occurs through intimidation, force, sexual assault and threats of violence to themselves or their families. While many initiatives are underway, both at home and abroad, the time has come to consolidate all of the activities into one comprehensive plan with an unwavering pledge to action. The Government of Canada's National Action Plan to Combat Human Trafficking proposes strategies that will better support organizations providing assistance to victims and helps to protect foreign nationals, including young female immigrants who arrive in Canada alone, from being subjected to illegitimate or unsafe work. The National Action Plan builds on our current responses and commitment to work together with our partners to prevent and combat this disturbing crime. It leverages and builds on Canada's international and domestic experience to date and provides aggressive new initiatives in order to address human trafficking in all its forms.

<https://www.publicsafety.gc.ca/cnt/rsrscs/pblctns/ntnl-ctn-pln-cmbt/ntnl-ctn-pln-cmbt-eng.pdf>

**369 NATIONAL RESEARCH ON DOMESTIC VIOLENCE AGAINST WOMEN IN GEORGIA.**  
UNFPA. 2010.

This project is a regional, multi-pronged initiative supported by the Norwegian government, and co-funded by UNFPA implemented in the three South Caucasus Countries – Armenia, Azerbaijan, and Georgia. The main objective of this project is to contribute to the national response to domestic violence, and strengthen the democratic governance in the three countries by promoting the respect for human rights, gender equality, and women's participation.

<http://www2.ohchr.org/english/bodies/cedaw/docs/AdvanceVersions/GeorgiaAnnexX.pdf>

**370 NOT ALONE: THE FIRST REPORT OF THE WHITE HOUSE TASK FORCE TO PROTECT STUDENTS FROM SEXUAL ASSAULT.**  
CENTER FOR DISEASE CONTROL (CDC). 2014.

This report is from a task force of Cabinet members and other government officials President Obama formed in January. This report on sexual violence by the Center for Disease Control examines campus sexual assault on U.S. college campuses.

<http://s3.documentcloud.org/documents/1149920/white-house-report-on-campus-sex-assault.pdf>

**371 NOTHING ABOUT US WITHOUT US: 2016 SURVIVOR VOICE REPORT.**  
WOMEN'S FUND OF OMAHA. 2016.

Sex trafficking occurs when someone uses force, fraud, or coercion to cause a commercial sex act with an adult. Any acts of commercial sex of or with a minor is de facto sex trafficking. National data estimate the average age of entry into the sex trade is 16 years old. Coercion or fraud often includes psychological manipulation. Given that commercial sex often involves pimps and facilitators who engage in psychological manipulation, many individuals have, in fact, been trafficked. This report contains information about the context of sex trafficking in Nebraska, expresses both immediate needs and long-term needs of trafficked individuals seeking to escape and leave "the life", identifies solutions proposed by the survivors interviewed, and begins to articulate a vision of a survivor-informed approach to systems change.

<http://www.omahawomensfund.org/wp-content/uploads/Nothing-About-Us-Without-Us.pdf>

372 **REPORT OF THE CO-CHAIRS OF THE EEOC SELECT TASK FORCE ON THE STUDY OF HARASSMENT IN THE WORKPLACE. U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION. 2016.**

We offer this report to our fellow commissioners, the EEOC community nationwide, our state partners, employers, employees and labor unions, and academics, foundations, and community leaders across the country. We present this report with a firm, and confirmed, belief that too many people in too many workplaces find themselves in unacceptably harassing situations when they are simply trying to do their jobs.

While we offer suggestions in this report for what EEOC can do to help prevent harassment, we caution that our agency is only one piece of the solution. Everyone in society must feel a stake in this effort. That is the only way we will achieve the goal of reducing the level of harassment in our workplaces to the lowest level possible.

[https://www.eeoc.gov/eeoc/task\\_force/harassment/upload/report.pdf](https://www.eeoc.gov/eeoc/task_force/harassment/upload/report.pdf)

373 **SEXUAL COERCION PRACTICES AMONG UNDERGRADUATE MALE RECREATIONAL ATHLETES, INTERCOLLEGIATE ATHLETES, AND NON-ATHLETES. SAGE JOURNALS. 2016.**

Prior research shows that male intercollegiate athletes are at risk for perpetrating sexual violence. Whether this risk extends to male recreational athletes has not been explored. This study assessed associations between attitudes toward women, rape myth acceptance, and prevalence of sexual coercion among 379 male, undergraduate recreational and intercollegiate athletes and non-athletes. Our analyses showed significant differences between the responses of athletes and non-athletes for all dependent variables, and intercollegiate and recreational athletes on attitudes toward women and the prevalence of sexual coercion. Controlling for rape myth acceptance and traditional gender role attitudes eliminated differences between athletes and non-athletes in prevalence of sexual coercion.

<http://vaw.sagepub.com/content/early/2016/05/30/1077801216651339.abstract>

374 **STRENGTHENING RESEARCH AND ACTION ON GENDER-BASED VIOLENCE IN AFRICA. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2012.**

Research provides needed evidence to advocate for strong laws and programs to combat gender-based violence. Yet research capacity is lagging in many parts of the world including Africa. This report documents the impact of a program that paired NGOs with research institutions in South Africa to strengthen the NGOs' skills to carry out relevant action research and directing evidence into the hands of activists and program implementers.

<http://www.icrw.org/publications/strengthening-research-and-action-gender-based-violence-africa>

375 **WHOSE JUSTICE, WHOSE ALTERNATIVE? LOCATING WOMEN'S VOICE AND AGENCY IN ALTERNATIVE DISPUTE RESOLUTION RESPONSES IN INTIMATE PARTNER VIOLENCE. INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2016.**

Intimate partner violence against women is a complex, enormously prevalent crime with devastating effects on women's safety, health, and well-being. With one out of three women worldwide experiencing this violence, its magnitude presents complex challenges to justice systems when survivors of violence seek to formally prosecute perpetrators. Further exacerbating this challenge are the varying individual, family, and community ideas about whether and how such violence – considered a private family matter in many cultural and social contexts – should be made public at all, let alone prosecuted. Feminist activists insist on a core ethical standard that women survivors of intimate partner violence determine their own course of action in response to violence. But significant obstacles exist in every direction survivors of intimate partner violence may turn. Both anecdotal and empirical evidence suggests that, in the face of these obstacles, a significant proportion of women survivors of intimate partner violence choose community-based alternative dispute

resolution (ADR) mechanisms to help address the violence they are facing. Research finds that as many as 80 percent of disputes made public in the Global South are addressed through the informal justice system.

This report examines how well ADR mechanisms have addressed violence for women around the world by examining the following: 1) What do ADR responses to intimate partner violence look like, particularly in the Global South? 2) To what extent do these approaches prioritize the voice and agency of women survivors of intimate partner violence? 3) What examples exist of ADR approaches that better prioritize the voice and agency of women survivors of intimate partner violence?

<http://www.icrw.org/wp-content/uploads/2016/10/ICRW-Mediation-Paper-FINAL.PDF>

## XVII. WEALTH & ECONOMIC CLOUT

### 376 **2013 US. TRUST INSIGHTS ON WEALTH AND WORTH.** US TRUST. 2013.

The annual Insights on Wealth and Worth™ survey, the largest study of its kind, takes the pulse of high net worth Americans on wealth management needs, ranging from investing to trust and estate planning to philanthropy. The 2013 study revealed unrecognized risks the wealthy face as they adapt to a changing investment climate and new tax rules.

<http://doingmorethatmatters.com/wp-content/uploads/2013/09/2013-UST-Insights-Wealth-and-Worth-Full-Report.pdf>

### 377 **2014 US TRUST: INSIGHTS ON WEALTH AND WORTH: ANNUAL SURVEY OF HIGH-NET-WORTH AND ULTRA HIGH-NET-WORTH AMERICANS.** US TRUST. 2014.

The 2014 U.S. Trust Insights on Wealth and Worth® survey provides a new, in-depth look at the structurally diverse modern American family and finds the dynamics add complexity to money issues already heightened in families with increased wealth.

[http://www.ustrust.com/publish/content/application/pdf/GWMOL/USTp\\_AR4GWF53F\\_2015-06.pdf](http://www.ustrust.com/publish/content/application/pdf/GWMOL/USTp_AR4GWF53F_2015-06.pdf)

### 378 **COUPLES AND MONEY: WHO DECIDES?** UBS. 2014.

This report demonstrates the ways high net worth and affluent couples approach financial decision-making.

<http://www.ubs.com/content/dam/WealthManagementAmericas/documents/investor-watch-2Q2014-report.pdf>

### 379 **GLOBAL WEALTH 2016: NAVIGATING THE NEW CLIENT LANDSCAPE.** BOSTON CONSULTING GROUP. 2016.

This year's Global Wealth report includes two traditional features—the global market-sizing review and the wealth-manager benchmarking study—as well as a special examination of shifting client needs.

<https://www.bcgperspectives.com/content/articles/financial-institutions-consumer-insight-global-wealth-2016/>

### 380 **HARNESSING THE POWER OF THE PURSE: FEMALE INVESTORS AND GLOBAL OPPORTUNITIES FOR GROWTH.** CENTER FOR TALENT INNOVATION. 2014.

As more women become breadwinners and business owners who generate income and make financial decisions for their households, the power of the purse - and the market opportunity it represents - will grow exponentially. Yet this robust female market is startlingly untapped. CTI finds that tapping the power of the purse depends on correcting industry misperceptions about female investors and an industry tendency to perceive women as a monolithic market. Geography, generation, source of wealth, and asset level are all factors affecting how women perceive wealth and arrive at decisions about its allocation.

[http://www.talentinnovation.org/\\_private/assets/HarnessingThePowerOfThePurse\\_ExecSumm-CTI-CONFIDENTIAL.pdf](http://www.talentinnovation.org/_private/assets/HarnessingThePowerOfThePurse_ExecSumm-CTI-CONFIDENTIAL.pdf)

**381 LEVELING THE PLAYING FIELD:  
UPGRADING THE WEALTH MANAGEMENT EXPERIENCE FOR WOMEN.**  
THE BOSTON CONSULTING GROUP. 2010.

As wealth management clients, women are both significant and undervalued. They control about 27 percent of the world's wealth (meaning that they decide where the assets are invested), yet more than half of the women surveyed in this report feel that wealth managers could do a better job of meeting the needs of female clients—and nearly a quarter think that wealth managers could significantly improve how they serve women.

<http://cpatrendlines.com/wp-content/uploads/2010/09/BCG-Wealth-Mgmt-for-Women.pdf>

**382 THE NEW WEALTH PARADIGM:  
HOW AFFLUENT WOMEN ARE TAKING CONTROL OF THEIR FUTURES.**  
WILMINGTON TRUST/CAMPDEN RESEARCH WOMEN & WEALTH. 2009.

The Wilmington Trust/Campden Research Women & Wealth Survey 2009 provides an insight into the role of wealth in the lives of women of exceptional affluence. This summary highlights the key findings of the report and sheds some light on how wealth has impacted women's attitudes, opportunities, and expectations.

<http://www.wealthmanagement.com/data-amp-tools/research-reveals-affluent-women-taking-control-their-wealth>

**383 THE POWER OF THE PURSE: GENDER EQUALITY AND MIDDLE-CLASS SPENDING.**  
GOLDMAN SACHS, GLOBAL MARKETS INSTITUTE. 2009.

In this paper, Goldman Sachs looks more broadly, across a range of indicators of women's status, and more narrowly, focusing on the impact of gender equality and women's increased bargaining power on household spending.

<http://www.goldmansachs.com/our-thinking/investing-in-women/bios-pdfs/power-of-purse.pdf>

**384 TOP INCOMES AND THE GENDER DIVIDE.**  
LSE INTERNATIONAL INEQUALITIES INSTITUTE. 2016.

In the recent research on top incomes, there has been little discussion of gender. How many of the top 1 and 10% are women? A great deal is known about gender differentials in earnings, but how far does this carry over into the distribution of total incomes, bringing self-employment and capital income into the picture? We investigate the gender divide at the top of the income distribution using tax record data for a sample of 8 countries with individual taxation.

<http://www.lse.ac.uk/InternationalInequalities/pdf/III-Working-Paper-5---Atkinson.pdf>

**385 THE WEALTH REPORT 2014.**  
KNIGHT FRANK. 2014.

Now in its eighth year, The Wealth Report is an invaluable source of insight and data for the global Ultra High Net Worth Individual (UHNWI) community and their advisors within the wealth management industry. It offers a unique global perspective on the performance of luxury residential property, commercial property investments, wealth distribution patterns, and the spending trends of the world's wealthiest individuals.

<http://internationalcommunity.dk/Files//Files/PDFer/2014%20The%20wealth%20report.pdf>



**386 WEALTH-X AND UBS WORLD ULTRA WEALTH REPORT 2013.**  
UBS AND WEALTH-X. 2013.

The report gives unparalleled insight into the world's ultra wealthy population, defined as those with net assets of US\$30 million and above: by region, country, wealth tiers, gender and between old and new money.

<http://wuwr.wealthx.com/Wealth-X%20and%20UBS%20World%20Ultra%20Wealth%20Report%202013.pdf>

**387 WOMEN, POWER & MONEY:  
WAVE 5. A STUDY OF WOMEN'S LIVES, LIFESTYLES AND MARKETPLACE IMPACT.**  
FLEISHMAN HILLARD AND HEARST MAGAZINES. 2013.

An industry-leading exploration on women's lives, lifestyles, and marketplace impact, this study examines differences between three generations of women (Gen Y, aged 21-34; Gen X, 35-49; and Baby Boomers, 50-69). Started in 2008 in the United States, the findings include — for the first time — the United Kingdom, France, Germany and China.

<http://cdn.fleishmanhillard.com/wp-content/uploads/meta/resource-file/2013/women-power-money-white-paper-1374761552.pdf>

**388 WOMEN AND WEALTH FACT SHEET.**  
US TRUST. 2013.

As part of the 2013 Insights on Wealth and Worth, U.S. Trust surveyed high net worth women across the country to better understand their perspective and behavior related to wealth and wealth management. This research builds on a vast body of proprietary research and third-party analysis conducted by U.S. Trust as part of its Women and Wealth offering.

<http://www.ustrust.com/publish/content/application/pdf/GWMOL/ARS7ME57.pdf>

**389 WORLD WEALTH REPORT 2014.**  
CAPGEMINI AND RBC WEALTH MANAGEMENT. 2014.

The World Wealth Report from Capgemini and RBC Wealth Management is the industry-leading benchmark for tracking high net worth individuals (HNWIs), their wealth, and the global and economic conditions that drive change in the Wealth Management industry. This year's 18th annual edition includes findings from the most in-depth primary research works available on global HNWI perspectives and behavior. Based on responses from over 4,500 High Net Worth Individuals across 23 countries, the Global HNWI Insights Survey explores HNWI confidence levels, asset allocation decisions, perspectives on driving social impact, as well as their wealth management advice and service preferences.

<http://www.capgemini.com/thought-leadership/world-wealth-report-2014-from-capgemini-and-rbc-wealth-management>

# XVIII. MASCULINITY & ENGAGING MEN IN GENDER EQUALITY

## 390 **ADOLESCENT BOYS AND YOUNG MEN: ENGAGING THEM AS SUPPORTERS OF GENDER EQUALITY AND HEALTH AND UNDERSTANDING THEIR VULNERABILITIES.**

PROMUNDO. 2016.

This report highlights the importance of engaging adolescent boys and young men in sexual and reproductive health and rights and in gender equality. It reviews current research on boys' and young men's specific risks and realities – and the implications for women and girls – in relation to their general health status, violence, sexuality and sexual and reproductive health, media violence, sexual exploitation, and other vulnerabilities. The report reviews concrete ways to work with adolescent boys and young men on sexual and reproductive health services, comprehensive sexuality education, fatherhood and care giving, and the elimination of violence against women and girls.

<http://promundoglobal.org/wp-content/uploads/2016/03/Adolescent-Boys-and-Young-Men-final-web.pdf>

## 391 **BE A MAN, CHANGE THE RULES.**

YOUNG MEN INITIATIVE AND CARE. 2014.

What does it mean to “be a man” to adolescent boys in the Balkans region? Can it mean keeping the peace instead of perpetrating violence? Having fun without drugs and alcohol? Practicing safe sex? For the past seven years, a coalition of local, regional, and international organizations has been promoting these positive masculine identities under the banner of the “Young Men Initiative” (YMI). Coordinated by CARE International Balkans, implemented by collaborating institutions in four countries, and evaluated by the International Center for Research on Women (ICRW), YMI seeks to promote a lifestyle that prioritizes good health, nonviolence, and gender equality through a combination of educational workshops and community campaigns. This synthesis report provides an overview of the program's rationale, design, and evaluation results from YMI's implementation in vocational high schools.

[http://www.icrw.org/wp-content/uploads/2016/10/YMI\\_ExecutiveSummary\\_2013-WEB-PREVIEW.pdf](http://www.icrw.org/wp-content/uploads/2016/10/YMI_ExecutiveSummary_2013-WEB-PREVIEW.pdf)

## 392 **BECAUSE I AM A GIRL: THE STATE OF THE WORLD'S GIRLS 2011. WHAT ABOUT THE BOYS?**

PLAN INTERNATIONAL. 2011.

The challenge of gender equality cannot be tackled by girls and women alone – a key component to reaching girls successfully is engaging boys and men as allies. This report asks difficult questions about how to best implement this strategy, and addresses solutions using thought-provoking insights and the latest research on the topic.

<https://www.planusa.org/docs/state-worlds-girls-2011.pdf>

## 393 **ENGAGING MEN AND BOYS TO END THE PRACTICE OF CHILD MARRIAGE.**

GREENEWORKS AND PROMUNDO. 2015.

Engaging Men and Boys to End the Practice of Child Marriage explores how unequal gender norms uphold this practice and through program examples identifies the ways men and boys are helping to prevent child marriage and mitigate its consequences. Community norms around gender and age inequality, the low value of girls and women, and acceptance of patriarchy and male sexual entitlement to females lie at the root of child marriage. Ending this custom requires communities to collectively dismantle these discriminatory norms and replace them with new, equitable norms. The programs and approaches highlighted in this re-

view have worked with men, boys, and their communities to shift their attitudes and behavior to encourage gender equality and discourage child marriage.

<http://promundoglobal.org/wp-content/uploads/2015/04/Engaging-Men-and-Boys-to-End-the-Practice-of-Child-Marriage1.pdf>

### 394 **ENGAGING MEN IN PUBLIC POLICIES FOR THE PREVENTION OF VIOLENCE AGAINST WOMEN AND GIRLS.**

PROMUNDO. 2016.

This report reviews regional policies, action plans, and impact-evaluated programs that engage men in the prevention and elimination of violence against women and girls (VAWG) in Latin America and the Caribbean (LAC). It provides evidence regarding efforts in the LAC region to prevent and eradicate all forms of VAWG used by men, and it outlines effective interventions and progress in the field, as well as the obstacles, lessons learned, and challenges. It includes recommendations on how to incorporate a masculinities perspective in policies and programs.

<http://promundoglobal.org/wp-content/uploads/2016/08/EN-Engaging-Men-in-Public-Policies-to-Prevent-VAWG-Final-for-Web-082216.pdf>

### 395 **THE GIRL EFFECT: WHAT DO BOYS HAVE TO DO WITH IT?**

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2012.

In October 2010, ICRW, with support from the Nike Foundation and in collaboration with Plan International and Save the Children, convened a meeting of researchers, program implementers and donors to explore the question of how to best involve boys in efforts to achieve gender equality. This paper summarizes the meeting, which highlighted progress in conceptualizing programs that involve boys and men in efforts to bring about fundamental changes in the gendered nature of relationships. It also pointed to the significant amount of work that is still to be done before these goals are achieved.

<http://www.icrw.org/publications/girl-effect-what-do-boys-have-do-it-0>

### 396 **THE MAKING OF SEXUAL VIOLENCE: HOW DOES A BOY GROW UP TO COMMIT RAPE?**

THE INTERNATIONAL CENTER FOR RESEARCH ON WOMEN. 2014.

This report presents an overview of five study sites of the International Men and Gender Equality Survey (IMAGES), presents findings related to men's self-reported perpetration of sexual violence, investigates seven domains of possible influences on men's sexual violence perpetration and provides actionable lessons and recommendations.

<http://promundoglobal.org/wp-content/uploads/2014/12/The-Making-of-Sexual-Violence-How-Does-a-Boy-Grow-Up-to-Commit-Rape.pdf>

### 397 **REFRAMING MEN AND BOYS IN POLICY FOR GENDER EQUALITY CONCEPTUAL GUIDANCE AND AN AGENDA FOR CHANGE EMERGE FRAMING PAPER.**

EMERGE. 2016.

Engendering Men: Evidence on Routes to Gender Equality (EMERGE) is a two-year project to build an open repository of accessible evidence and lessons for working with men and boys for gender equality. This paper draws on learning from the EMERGE project to set out the case for a new conceptual framing of men and boys in policy for gender equality. It considers the challenges that prevalent framings present, and presents some ideas on how framings of gender need to change. It then sets out an "agenda for change" with recommendations to improve the design of both programmatic work and higher policy level strategies.

<http://promundoglobal.org/wp-content/uploads/2016/03/EMERGE-Framing-Paper-Reframing-Men-and-Boys-in-Policy-for-Gender-Equality.pdf>

398 **STATE OF AMERICA'S FATHERS.**  
MENCARE. 2016.

A flagship report produced by Promundo-US as a MenCare publication, State of America's Fathers aims to increase the visibility and value of care work in the United States with never-before-analyzed data and bold policy recommendations. It seeks to influence and improve policies and programming for parents and to increase support for men's caregiving more broadly, as a strategy to advance family well-being, gender equality, and social justice.

<http://promundoglobal.org/wp-content/uploads/2016/06/State-of-Americas-Fathers-report-June-12-2016.pdf>

399 **STONY BROOK UNIVERSITY:**  
CENTER FOR THE STUDY OF MEN AND MASCULINITIES

The Center for the Study of Men and Masculinities, established at Stony Brook University (SUNY) in 2013, is dedicated to engaged interdisciplinary research on boys, men, masculinities, and gender. Our mission is to bring together researchers, practitioners, and activists in conversation and collaboration to develop and enhance projects focusing on boys and men. This collaboration will generate and disseminate research that redefines gender relations to foster greater social justice.

\*Studies forthcoming

<http://www.stonybrook.edu/commcms/csmm/index.html>

400 **THIS ISN'T THE LIFE FOR YOU:**  
**MASCULINITIES AND NONVIOLENCE IN RIO DE JANEIRO, BRAZIL.**  
PROMUNDO. 2016.

The title comes from the story of a community activist from a favela in Rio de Janeiro who participated briefly in drug trafficking. He remembers that a peer within the trafficking group, watching him relate to a child, said "that life" (trafficking) was not for him. Soon after, he left trafficking and ultimately became an activist. This report describes how many men and their partners and family members build nonviolent alternatives, resisting daily to systems, groups and practices that promote violence within the city.

[http://promundoglobal.org/wp-content/uploads/2016/06/Images2016\\_ENG\\_Web\\_15JUN.pdf](http://promundoglobal.org/wp-content/uploads/2016/06/Images2016_ENG_Web_15JUN.pdf)