

Year in Gender, 2010

Under the leadership of CEO Daniel Yohannes, MCC made gender one of five agency priorities in 2010. The result has been a renewed agency-wide focus on the implementation of our groundbreaking gender policy.

We began the year by announcing MCC's first-ever gender integration award to recognize MCC staff who have distinguished themselves in their work supporting gender integration. We were pleased to recognize Jonathan Nash, senior director for Environment and Social Assessment, and Brian Baltimore, Deputy Resident Country Director for Lesotho, as the recipients of the award.

Jonathan has been at the forefront in incorporating the gender policy into his work in Honduras, Mozambique, El Salvador and Tanzania and has demonstrated a commitment to gender integration as essential to project success. Brian has been a strong supporter of the gender equality project in the Lesotho Compact; he helped facilitate the process in which the Government of Lesotho ensured that relevant laws were harmonized with Lesotho's groundbreaking gender equality reforms adopted in the Legal Capacity of Married Persons Act of 2006. Brian further demonstrated his commitment to gender by donating his monetary award of \$2,500 to small business development for women in Lesotho.

A next critical step was the commitment of additional agency resources to build a new gender and social assessment office within the Department of Compact Operations at MCC. With the support and leadership of the Vice President for Compact Operations, Patrick Fine, and the social and gender assessment practice lead, Virginia Seitz, MCC added four new staff: Michelle Adato, Jozefina Cutura, Joselyn DiPetta and Monica Tejada. This new team brings a wealth of talent and expertise to the practice. The establishment of the new team more than doubled the amount of staff resources dedicated to our gender policy work, allowing us to expand its reach across the breadth of MCC partner countries.

While MCC can be proud of what has been accomplished to implement the gender policy, we also recognize that more can be done to integrate gender into the design of our development programs. To that end, we took the essential step last year of creating a guiding document: the *Gender Integration Milestones and Operating Procedures*. The *Gender Integration Milestones and Operating Procedures* was developed with contributions and reviews from MCC's cross-departmental Gender Working Group and from others across MCC, including the field-based Resident Country Missions at the forefront of compact implementation. It is intended to be a working guide to operationalize the MCC gender policy and will be accompanied by additional guidance for compact development and for MCC partner countries to fully mainstream gender into operational procedures — both within MCC and the institutions implementing compact projects.

In addition to our internal efforts to put gender equality at the forefront of our work, MCC began an effort last year to further the goal of gender integration in development policy across the United States Government through contributions to the *President's Policy Directive on Global Development* and the *Department of State's Quadrennial Diplomacy and Development Review*. We were also fortunate to co-host a *roundtable discussion on gender and international development* with the White House Council on Women and Girls as a supplementary session of the United Nations General Assembly meeting in September. The meeting was a vibrant discussion on how to achieve gender equality outcomes in development, featuring such distinguished participants as the White House Council Executive Director Christina Tchen, First Lady Mathato Mosisili of Lesotho, First Lady of Callista Mutharika of Malawi, State Department Ambassador-at-Large for Global Women's Issues Melanne Vermeer, Missouri Congressman Russ Carnahan, and other senior leadership from civil society, government ministries and bilateral organizations.

We at MCC are resolved to make 2011 another year filled with accomplishments in furthering our goal of promoting gender equality as a development objective in supporting poverty reduction. With increased capacity, resources and accountability for gender integration at MCC and our partner institutions in compact countries, we look forward to leading the way on ensuring that attention to gender differences and inequalities becomes a cornerstone of development practice. We look forward to sharing our best practices in 2011.