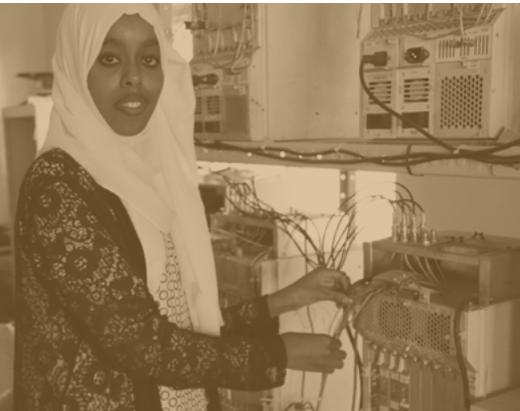


PEACE IS NOT POSSIBLE WITHOUT WOMEN:

INCORPORATING A GENDER PERSPECTIVE THROUGHOUT THE WORK OF ONE EARTH FUTURE FOUNDATION



Today, it is well documented that women’s empowerment and gender equality are critical to achieving peace and stability around the world. The full and meaningful leadership, empowerment, and protection of women is essential to resolving deadly conflict and building stable, prosperous, and just post-conflict societies. Yet gender equality continues to be overlooked in related projects and policies.

UN Women emphasizes the importance of the globally accepted strategy of “gender mainstreaming” for promoting gender equality as not an end in itself but as a strategy where gender perspectives and deliberate attention to the goal of gender equality are central to all activities—policy development, research, advocacy, legislation, resource allocation, and monitoring/evaluation of programs and projects. At a minimum, incorporating gender perspectives is necessary in order to avoid unintentionally exacerbating inequality.

At One Earth Future Foundation (OEF), incorporating a gender perspective means considering the different experiences, priorities, needs, and values of women, men, girls, boys, and nonbinary persons and taking into account how these different experiences will impact the success or failure of every program and funding decision at OEF. It promotes gender equality and supports programmatic goals from sustainable resource management to preventing violence and war.

OEF envisions peace through collaboration and cooperative governance, and values stakeholder engagement that generates inclusive solutions. In order for OEF to achieve this vision and adhere to our foundational values, we make equality and inclusion a guiding principle throughout

our work. In building this principle into the design, monitoring, and evaluation of our programs:

- OEF participates in stakeholder mapping and designs staffing interviews to ensure that new program directors and other key staff are hired from a diverse pool of candidates.
- Once programs are off the ground, OEF’s Impact, Learning, and Accountability team works with program teams to develop gender-sensitive impact indicators.
- The OEF Research department conducts rigorous quantitative and qualitative research related to OEF and its peacebuilding and conflict resolution programs, of which gender is a consistently important component.

In addition, we are committed to building a culture of inclusivity and equality as part of our operational values. At OEF, we commit to:

- **EQUAL PAY:** OEF pays employees equally regardless of gender, and will publish aggregate pay information on its website.
- **INCLUSIVE PANELS:** No OEF employee will speak on a panel or participate in a conference whose invited panelists and speakers do not represent the populations most affected by the topic, particularly as it relates to gender and nationality.
- **PROGRAM GOALS:** Each of OEF’s programs will develop diversity and inclusion goals for their respective impact assessments, and will report progress on the website.

one earth FUTURE

ORCHESTRATING PEACE

One Earth Future fosters sustainable peace by partnering with innovative world leaders, global development agencies and communities to see complex problems at the root of conflict in new ways and solve them through orchestrated collaboration.

PROGRAMS



PASO COLOMBIA

Facilitates sustainable peace by coordinating collaboration among rural peasant communities, ex-combatants, government, and business.



SHURAAKO

Fosters lasting peace and stability in Somalia by mobilizing private sector investment for job creation and economic development.



SECURE FISHERIES

Promotes peace, economic stability and resilience in Somali coastal communities through effective co-management of fisheries.



STABLE SEAS

Partners with the global security community to identify and eliminate the rapidly shifting criminal practices terrorists pursue in the maritime domain.



OPEN NUCLEAR NETWORK

Works to ensure that nuclear weapons are not used in response to human or technical error, uncertainty, or misdirection.

xNI EXPERIMENTAL NEGOTIATION INITIATIVE

Partners with decision makers to make peace possible in complex, high stakes international conflict situations through negotiation.

ONE EARTH FUTURE PROGRAMS: GENDER-AWARE, DIVERSE, AND INCLUSIVE

Every day, One Earth Future's work orchestrating peacebuilding programs around the world is being led by women who are dedicated to solving complex problems at the root of conflict in their communities. We see this across diverse fields, from the entrepreneurial startup of small businesses in rural villages to the negotiation and implementation of peace agreements; from the coastal fisheries sector to the international maritime law and security domain; and from national policy setting to international nuclear safety and decision-making.

At One Earth Future, we are working toward a world where women have the power to drive social change, and the related opportunities to chart the course for a sustainable, peaceful world.

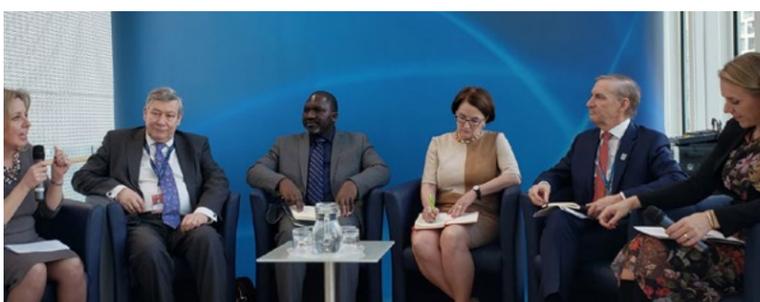


IMPLEMENTING PEACE AGREEMENTS BY SUPPORTING EX-COCA- GROWERS

The empowerment of women is key to promoting sustainable peace in Colombia. Our PASO Colombia program (or Paz Sostenible para Colombia/Sustainable Peace for Colombia) facilitates the inclusion of women in marginalized groups within its projects, taking into account women's unique obstacles to economic participation and ensuring that opportunities for women do not simply reproduce traditional gender roles.

PASO has been chosen by the UN Post-Conflict Multi-Partner Trust Fund for Sustaining Peace in Colombia to develop a contingency plan to support 2,000 low income families that have voluntarily substituted legal crops in place of illicit ones. The plan:

- Embeds a strong gender approach, with **80 PERCENT OF THE PARTICIPANTS BEING WOMEN.**
- Empowers women by **STRENGTHENING THEIR FINANCIAL INDEPENDENCE**, skills, and participation in social organizations.
- **INCLUDES A CHILDCARE COMPONENT** so mothers are able to participate, and also compensates the childcare workers.



ENSURING REPRESENTATION IN NUCLEAR DECISION-MAKING

Open Nuclear Network (ONN) seeks to ensure that nuclear weapons are not used in response to error, uncertainty, or misdirection, particularly in the context of escalating conflict. ONN is a non-aligned, non-governmental program that increases security for all by ensuring that nuclear decision-makers have access to high-quality, shareable, open-source information which enables them to make the best decisions in the face of escalating conflict that could lead to nuclear weapon use.

Women remain underrepresented when it comes to decision-making regarding nuclear weapons. Led by an International Gender Champion and Gender Champion in Nuclear Policy, ONN improves diversity and inclusion in two ways:

- ONN's **SOFTWARE PLATFORM, DATAYO**, specially developed by a diverse team of analysts, removes barriers to entry by lowering the cost of data, removing the need for coding for ease of use, and providing a platform for all stakeholders to analyze and debate relevant information.
- ONN is assembling a **GEOGRAPHICALLY AND GENDER-DIVERSE ENGAGEMENT NETWORK** that can put ONN's open-source analysis in the hands of decision-makers and convene fact-based dialogue as tensions rise.



INVESTING IN SOMALI WOMEN ENTREPRENEURS

Shuraako, which means "partnership" in Somali, connects small and medium enterprises (SMEs) to capital in order to catalyze job creation and economic development. As an experienced fund manager, Shuraako offers advisory support and entrepreneur development training that helps entrepreneurs grow, market their business, and access finance. Shuraako has specific projects that seek to address barriers preventing women from starting and growing SMEs in the Somali region.

Shuraako has:

- Facilitated financing for **33 WOMEN-OWNED BUSINESSES** with an average loan size of \$40,205.
- **CREATED 842 JOBS FOR WOMEN.**
- Provided **ENTREPRENEUR DEVELOPMENT TRAINING TO OVER 250** growth-oriented women entrepreneurs.
- **GUARANTEED LOANS TOTALING \$296,831** for entrepreneurs as part of the Somali Credit Guarantee Scheme.



ENGAGING WOMEN IN THE FISHERIES SECTOR

The empowerment of women and other marginalized groups in the fisheries sector promotes resource sustainability, economic growth, and food security.

Secure Fisheries works in underserved coastal fishing communities to support more sustainable, equitable, and effective fisheries management through co-management. This involves coordination with government stakeholders and local fishing communities to build knowledge, collaboration, and capacity. Within each community, our work is informed by diverse perspectives and we are committed to ensuring our work increases social equity.

In 2019, Secure Fisheries:

- **HOSTED TRAININGS BASED ON COMMUNITY REQUESTS** that comprised of 43 percent women.
- **ORGANIZED MAJORITY-WOMEN TRAININGS IN NET-MAKING** and hygiene-focused fish handling.
- Made plans to **CONDUCT TWO COMMUNITY-BASED GENDER ANALYSES** in 2020.



HIGHLIGHTING WOMEN IN MARITIME SECURITY

Women's economic positions are key to a strong blue economy and coastal welfare, and women are often uniquely impacted by threats to maritime security such as human trafficking and natural disasters. The exclusion of marginalized groups also hinders their participation in the legal economy, potentially driving them toward illicit maritime activities.

- In order to promote women's inclusion in maritime security discourse, Stable Seas developed the **#WOMENINMARITIME** initiative, which highlights the work of women experts in the field and provides contact information for interviews and panels.
- Stable Seas also works to include **GENDER PERSPECTIVES IN ITS RESEARCH**. The Stable Seas Maritime Security Index includes gender perspectives throughout its issue areas, including research on political inclusion based on socioeconomic status, gender, ethnic/social group, subnational region, and religion across 70 countries.

STRENGTHENING THE WOMEN, PEACE AND SECURITY (WPS) AGENDA



One Earth Future Foundation's Our Secure Future (OSF) department focuses on strengthening the Women, Peace and Security (WPS)

agenda and community of practice. Led by an international gender champion and WPS expert, OSF's projects focus on promoting the use of gender perspectives in security policy decision-making and improving governance frameworks by increasing women's full and meaningful participation. Since 2016, One Earth Future has invested more than \$2 million to advance the WPS agenda within institutions in the US and globally, and is guided by two principles: identifying gaps in the WPS policy machinery and empowering the WPS community of practice across sectors to do their best work through a collaborative, intersectional, and multi-stakeholder approach.

Our Secure Future reflects these principles through a wide variety of initiatives designed to engage mid- to senior-level policy decision-makers, including:

- **LEADERSHIP AND COORDINATION** in the collaborative creation of the first bipartisan WPS Congressional Caucus in the US
- **BIPARTISAN PARTNERSHIP** across think tanks, such as a multi-year collaboration with The McCain Institute
- **MOBILIZATION OF PROMINENT MEN AS GENDER CHAMPIONS**, including the Mobilizing Male Allies for Women, Peace and Security initiative, which engages senior male leaders and allies of the WPS agenda
- **ORIGINAL POLICY RESEARCH**, including the first annotated bibliography on the effectiveness of the Women, Peace and Security agenda, and a recent policy brief on Operationalizing a Feminist Foreign Policy in the US context
- **DIRECT IN-COUNTRY ENGAGEMENT AND TECHNICAL ASSISTANCE** to government and military actors in support of the implementation of WPS National Action Plans and the WPS agenda writ large



WOMEN SEEDING PEACE AROUND THE WORLD

SEMBRADORAS DE PAZ

BEERTA NABADDA

शांतिस्थापति करने वाली महिलाएं

WANITA BENIH DAMAI

FRAUEN PFLANZEN FRIEDEN

ملاسلا نعرزي ءاسنلا

FEMMES SEMANT LA PAIX

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As OEF pursues its mission and commitment to include and support women, we will continue to collect and share stories to recognize achievements that may inspire yours. We will feature women's leadership that carries out crucial daily commerce activities, strengthens the economic development sector, provides opportunities in post conflict communities, and plays an equal part in shaping our world.

Women are planting the seeds of peace to build resilient societies and a more peaceful world.

Follow us on this journey.



#WomenSeedingPeace #SembradorasDePaz #BeertaNabadda

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