



WOMEN, PEACE AND SECURITY MESSAGE GUIDE

Why view the world through a gendered lens? Because we know that everyone experiences and views security differently.

Women make up half of the global population and focusing on gender parity helps elevate the need for focusing on diversity in all aspects of our work. By embracing this reality we broaden our scope as practitioners to include concerns that range from health and personal safety to the environment, economics, technology, and other issues.

To that end, we have developed this Women, Peace and Security (WPS) Message Guide to help guide our friends and allies in strategies for better implementing WPS priorities as they conduct outreach.

The WPS Community—made up of academic experts, civil society leaders, government officials and private sector partners, among others—has made tremendous progress. However, through our research we have learned that many outside of this concentration are still unfamiliar with the topic.

It's not uncommon to hear WPS referred to as an unproven concept, despite extensive concrete evidence of the efficacy of the approach. It is also not uncommon to hear it be discussed as a "Western agenda," despite origins in the developing world and conflict zones. Those who do know about Women, Peace and Security are often unaware of how it intersects with every aspect of national security, and how they can help advance implementation.

To assemble this manual, we have gathered input from a broad range of actors in the WPS Community. Our assessments are by no means exhaustive, but we are confident that the broader trends are reflective of the community's objectives.

We have developed this guide with the intent of providing a road map for government, academic institutions, think tanks, media, and private sector partners to support the objectives of WPS. Involving women at all levels is not only a human right, but it leads to better security outcomes across all issues. Gender equality is no longer a "nice to have"—it is a necessity.

We share that objective and hope that you find this resource useful in advancing this important agenda

Sincerely,

Sahana Dharmapuri

KEY POLICY OBJECTIVES OF WOMEN, PEACE AND SECURITY

**MEANINGFUL PARTICIPATION +
MORE RESOURCES +
BROADER POLITICAL WILL
= BETTER OUTCOMES**

GLOBALLY



- End all forms of discrimination and violence against all women and girls everywhere.
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- Support and include women peacebuilders. This includes protecting them from violence and intimidation and funding their work.
- Consult with women's social justice and peace organizations to inform security decision-making.
- Undertake reforms to give women equal rights to economic resources and equal access to technology.
- Invest in women's funds for peacebuilding and development.

IN THE US



- Commit to diversity in political appointments and staff at all levels in government and public life.
- Fund and fully implement the US WPS Strategy.
- Include civil society in government decision making in a more meaningful way.
- Implement gender parity strategies in academics, the military, the private sector, media, and all aspects of public life.

HOW DO WE DEFINE SUCCESS?

Twenty-five years after Beijing, how are we doing? And how do we define success? The clearest objective is laid out in Sustainable Development Goal 5: Achieve Gender Equality and Empower all Women and Girls. But what does that mean?

Translating these broad set of objectives into key deliverables we can define clear measures of success:

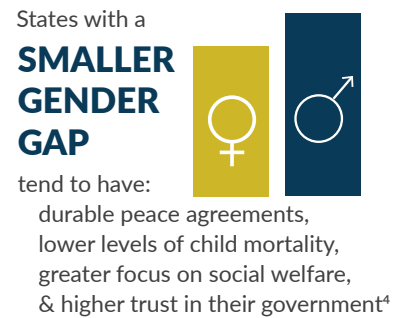
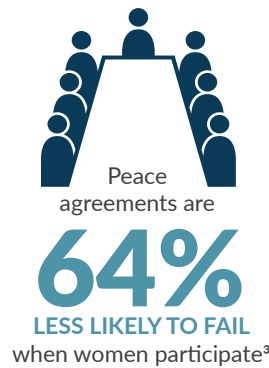
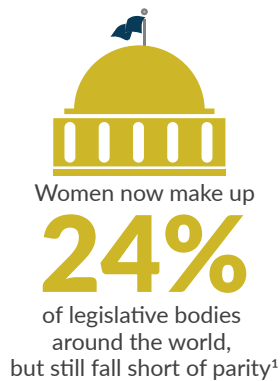
1. Every country in the world adopts a Women, Peace and Security National Action Plan that is fully funded to enable women to achieve parity in governance, the economy, and all other sectors.
2. Women realize parity at all levels in all sectors to include government, education, the private sector, and health to name a few.

3. All nations broaden their definition of security to include transnational and emerging issues such as climate, technology, and the economy to better match the way women view security concerns.
4. Individual personal safety of all people is respected by every nation.
5. All nations champion multilateralism—as well as sovereignty—in approaching global challenges.

This sounds like a radical agenda, but we have proof that the shared experience of women around the world indicates these are the systemic changes that must be made if women are to achieve equality and the world is to achieve peace. Furthermore, stating these objectives clearly empowers women to not settle for minor indications of progress but rather to focus on global change.

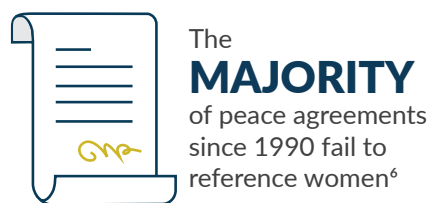
25 YEARS SINCE THE MOST VISIONARY AGENDA FOR EMPOWERING WOMEN WAS CREATED IN BEIJING...

WE'VE MADE PROGRESS...

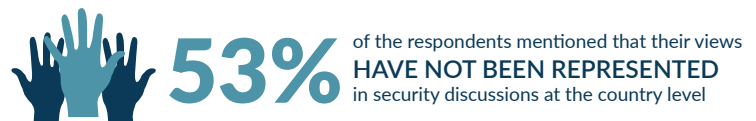
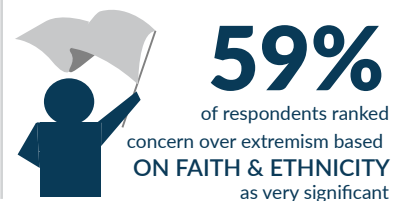
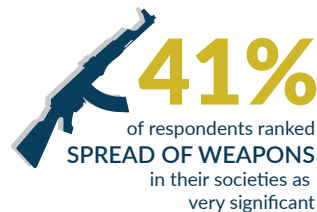


...BUT MORE WORK NEEDS TO BE DONE

At the current rate, it will take



IN A RECENT SURVEY⁸....



1. Sara Atsike, A.W. Geiger, and Alissa Scheller, "The share of women in legislatures around the world is growing, but they are still underrepresented," Pew Research Center.
2. <https://www.peacewomen.org/member-states>
3. Desirée Nilsson. "Anchoring the Peace: Civil Society Actors in Peace Accords and Durable Peace," *International Interactions* 38.2. 31 Jan. 2012.
4. Valerie M. Hudson, Bonnie Ballif-Spanvill, Mary Caprioli, and Chad F. Emmett, *Sex and World Peace*, (New York: Colombia University Press, 2012.)

5. "Mind the 100 Year Gap," World Economic Forum, 2020.
6. "Women's Participation in Peace Processes," Council on Foreign Relations, 2019, p 8-9.
7. "A staggering one-in-three women, experience physical, sexual abuse," UN News, 24 Nov. 2019.
8. Our Secure Future, 2019. [Transforming Security: Women Define Security Differently.](#)

BEST PRACTICES WHEN TALKING ABOUT WOMEN



LIFT UP THE STORIES OF WOMEN

Individual stories resonate and are relatable. When possible, include individual stories in research, panel discussions, and news reporting.



EMBRACE REAL WOMEN, NOT STEREOTYPES

Women aren't victims or heroes. They aren't saints or sinners. Experiences of women are complex and genuine. Sharing these stories strengthens a new representation of women in the world.



WELCOME MEN AS ALLIES

Men want a better world too, and embracing their support will help achieve better outcomes. Panels about women don't need to be all male. Programs supporting women can be run by men.



PRIORITIZE DIVERSITY OF ALL KINDS

Women make up 50 percent of the world and often gender-based data is the easiest to research. Focusing on women should be used to empower all communities and diversity of all kinds and experiences should be celebrated.



EMBRACE A PARTICIPATORY PROCESS

Women want to be heard and they will speak if given the opportunity, but from panel discussions to social media, often women are placed in male-dominated environments. Look for ways for women to participate fully and on equal footing.



SUPPORT WOMEN ONLINE

Women are more likely to face harassment online and in the media than men. Vocal support will increase participation and help create a safe space for women to participate.



MEET PEOPLE WHERE THEY ARE

Not everyone knows what WPS is or understands why including women is critical to our security. Engage audiences by educating and listening.

WHAT YOU CAN DO



ALWAYS DO GENDER ANALYSIS

Socially constructed roles of men and women must be understood in any project or program design and analysis as most roles related to class, age, or ethnicity. Gender analysis has helped address everything from the pay gap to emergency food assistance.



ALWAYS INCLUDE WOMEN

Inviting women to join panels is not enough. They must be included in meetings and asked about in projects. Include women authors in reading lists and female sources in news articles.



LEAD BY EXAMPLE

Creating a culture of inclusion starts with you. Ask women to speak up. Ask your supervisors to implement training. Add gender analysis to a project. See what happens and then tell your story.



CREATE ACCOUNTABILITY

Every organization has the opportunity to improve their approach to gender. Set public standards and metrics to hold your organization accountable.



PROMOTE YOUR WORK

The more conversations, research, and analysis that exists, the better. Sharing your work will provide more evidence for policymakers on how critical this issue is.



KEY MESSAGES ON WOMEN, PEACE AND SECURITY

From its foundations in the Global South to its adoption by all nations, Women, Peace and Security has prioritized the full participation of women in all aspects of security decision-making.



Full participation of women leads to better security outcomes



Gender impacts every aspect of national security



Though we see signs of progress, gender equality is far from being achieved

CALL TO ACTION

**WHAT WILL YOU DO TO HELP ACHIEVE
GENDER EQUALITY IN 2020?**



OUR SECURE FUTURE

Women Make the Difference
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