

Putting Women and Girls at the Center of Development



Measurement and Evaluation Workshop

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Table of Contents

Participant Biographies

Background and Project Descriptions

- ❖ Gates, Melinda French. (2014) Putting women and girls at the center of development. *Science* Vol. 345, Issue 6202, pp. 1273-1275
- ❖ Request for Proposal, Grand Challenges: Putting Women and Girls at the Center of Development. Bill & Melinda Gates Foundation.
- ❖ Grand Challenge Project Descriptions
- ❖ Other Foundation Gender-Related Projects

Resources

- ❖ Gender Aware Approaches to Monitoring and Evaluation
- ❖ Batliwala, Srilatha. (2011). Strengthening Monitoring and Evaluation: 13 Insights for Women's Organizations, Association for Women in Development (AWID).
- ❖ Murthy, Ranjani. (2015). Toolkit on Gender-sensitive Participatory Evaluation Methods. New Delhi: Institute of Social Studies Trust (ISST). Section 1.
- ❖ Demetriades, Justina. (2007). Gender Indicators: What, Why and How? (BRIDGE).
- ❖ Fletcher, Gillian. (2015). Addressing Gender in Impact Evaluation. A Methods Lab publication. London: Overseas Development Institute

Participant Biographies



Fatima Lamishi Adamu

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Fatima Lamishi Adamu is an Associate Professor of Gender Studies in the Department of Sociology Usmanu Danfodiyo University Sokoto, Nigeria. She has published numerous articles nationally and internationally on women, gender relations and religious movements and coordinated national and international level research in Nigeria. She is currently a National Programme Manager of a UKaid funded programme “Women for Health” responsible for supporting states to empower women and girls to take career in the health sector in order to improve acute shortage of female health workers in the states of Jigawa, Kano, Kastina, Zamfara and Yobe. Prior to that she was a Director of Research and

Documentation at the National Centre for Women Development and also a member of think tank group of Mr President and was responsible on Social Development 2003-2006. Fatima Adamu is a woman activist and serves in numerous executive and board positions in many academic, government and non-governmental organizations. She is currently a member of Subsidy Reinvestment and Empowerment Programme (SURE-P) fund responsible for the reduction of maternal mortality (2012-2015). And was a delegate, representing her Kebbi state in the 2015 National Conference and Dialogue to decide the future of Nigeria.



Sohail Agha

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Sohail Agha is Senior Program Officer, Demand and Behavior Change at The Bill and Melinda Gates Foundation. Sohail has assessed the effects of programs designed to increase the adoption of safer sex behaviors, and the use of maternal and reproductive health services in multiple countries in sub-Saharan Africa and South Asia. He has lived in Zambia, Mozambique and Pakistan where he has examined factors associated with the adoption of healthier behaviors among adolescents and reproductive age women. His recent work focuses on the quality of maternal, neonatal and health and child health services and in reducing disparities in access to these

services. Sohail obtained a Bachelors in Anthropology from Yale University in 1989 and a Ph.D. in Population Dynamics from Johns Hopkins University in 1996.



Dipika Ailani

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Dipika Ailani is an Associate Program Officer in the Water, Sanitation and Hygiene group. She joined the Gates Foundation in 2013. Ms. Dipika earned a BBA in Finance at the University of Texas, Austin and a MBA at Yale University. Ms. Dipika previously worked as a Senior Consultant at Pricewaterhouse Coopers and Ernst & Young. She has also spent time working in the Microfinance industry in India. Ms. Dipika has completed all three levels of the Chartered Financial Analyst exams.



Mahbub-Ul Alam

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Mr. Alam has worked with icddr,b, Dhaka, Bangladesh since 2008 and currently working as a Research Investigator for the Environmental Intervention Unit under the Infectious Diseases Division. He has extensive expertise pertaining to research design, intervention design and impact evaluation, particularly in the domain of water, sanitation and hygiene (WASH). He successfully led Bangladesh National Hygiene Baseline Survey where nationally representative data from schools, households, hospitals, restaurants, food vendors and traditional birth attendant populations were collected. He also developed and tested a low-cost intervention to improve shared sanitation uses in urban slum population. His research interests include developing innovative solutions for WASH challenges including menstrual hygiene, and fecal sludge management, and developing sustainable and equitable WASH programs focusing on betterment of poor and disenfranchised groups. He has special interest in developing and evaluating behavior change communication materials and to measure impact.

Mr. Alam received his MPH from the James P. Grant School of Public Health, Brac University, Bangladesh and his Masters from Jahangirnagar University, Bangladesh in Anthropology. He is a member of One Health Bangladesh and Public Health Association of Bangladesh. He presented his works in various international and national conferences and he published several working papers. He reviewed articles for Waterlines and other national journals from Bangladesh. His article is published in International Journal of Infection Control and more than ten manuscripts are currently under development.



Jim Anderson

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Jim Anderson is Country Director at The BOMA Project. He has more than 25 years' experience in senior leadership as an entrepreneur and as a senior executive for international financial institutions. His development experience includes Congo (Zaire) as a Peace Corps Volunteer, Senegal, as manager of the West Africa Region for Chase Manhattan Bank, Rwanda as economic researcher in the agricultural sector with The National University of Rwanda, and Burundi as Director of Finance and Administration for

One Acre Fund. Prior to his return to Africa in 2013, he worked as an investment banker and entrepreneur in the technology sector for 25 years building several successful financial services businesses as part of Silicon Valley Bank.

Jim also has a background as a writer and commentator on politics, economics and technology. He founded, wrote the main commentary and edited the weekly Investment Strategy Outlook at Silicon Valley Bank for nine years. It became a popular read for more than 5,000 CEOs, CFOs and venture capitalists.

Jim is a Director of myAgro, a firm providing services to small plot farmers in Mali and Senegal. He is a Certified Financial Analyst and holds a BA in Math from SUNY New York, an MBA from The American Graduate School in International Management (Thunderbird) and an MS in International and Development Economics from the University of San Francisco.



Ofosu Asamoah

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Ofosu Asamoah is an Agriculture and Hunger griot, and 4-H professional with focus on agricultural youth development in Ghana. Ofosu is the country M&E Coordinator for 4-H Positive Youth Development Program. Prior to this position, he served as the project coordinator for DuPont/4-H Enterprise School Garden Program from 2012 to 2015. Ofosu coordinated efforts to reach over 14,000 youth, and guided 4-H clubs to create sustainable school feeding program through the school gardens. During the 3-year period, 24 clubs out of 520 received district and regional agricultural awards from the

Ministry of Food and Agriculture Ghana.

Before joining 4-H, Ofosu had participated in the “Growing Solutions to End hunger; The Hunger and Agriculture Griots Project sponsored by ONE Campaign, the World Food program, and World Food Program USA in 2011. As griot, he has taken the torch of hunger and agriculture issues as a personal cause, and has contributed to letters that were sent to the US Congress urging them to continue funding international agriculture programs in the FY 2012.

He won the Price Water House Coopers’ Cash Prize for Agriculture Jam Session at TechCamp West Africa 2015, sponsored by US Embassy Ghana and Ghana Think Foundation.

Ofosu holds a bachelor’s degree in General Agriculture from University of Cape Coast, and a certificate in NGO Operations and Management from Cambridge Center of Excellence in Ghana. He has also received training in Positive Youth Development Leadership from the Africa 4-H Leadership Institute in Tanzania.



Yamini Atmavilas

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Yamini Atmavilas is Senior Program Officer, Measurement, Learning and Evaluation, with Bill and Melinda Gates Foundation. She manages a portfolio of evaluations including evaluation of community mobilization work in India (including NGO-driven programs through Pradan and RGMVP, and government-driven Jeevika in UP and Bihar, and the third phase of Avahan about leaving behind sustainable communities of sexual minorities and sex workers) for women’s empowerment and development outcomes, and health systems strengthening with the government of Bihar. In her previous work, she headed

the Gender Studies as well as evaluation work at the Administrative Staff College of India, where she lead research,

evaluation, and capacity building for state and national governments on gender-budgeting, monitoring and evaluation, gender policies, social protection, and adolescent health and rights. Yamini has a PhD from Emory University and over 15 years of professional experience spanning work with civil society, academia, and consulting. She has been a Visiting Fellow at the Poverty Reduction and Social Development Unit of the OECD Development Centre in Paris, and the German Development Institute in Bonn.



Radu Ban

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Radu Ban, an economist by training, is a Program Officer at the Bill & Melinda Gates Foundation, working on the Water, Sanitation and Hygiene (WSH) team. For the last 4 years, Radu has lead the Measurement and Evaluation work on the WSH team, managing a portfolio of investments to yield evidence of efficacy and effectiveness at various WSH interventions to change development outcomes, including outcomes related to Gender Equality and Women's Empowerment. Previously he worked as an Economist at the World Bank. He

was lead researcher in impact evaluations related to Bank projects in the Burkina Faso, Central African Republic, Cambodia, and India. He has a bachelor degree in economics from Harvard University and a PhD degree in Economics from the London School of Economics. His research interests include local governance, community driven development and the women's political participation. He hails from Romania originally.



Lynn Banks

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Lynn Banks is the Executive Assistant for Chris Elias, President Global Development. She joined the foundation in 2009 as the Senior Program Assistant to the former President Global Development. Prior to joining the foundation she was in Corporate Communications at Washington Mutual Bank and was previously a Business Account Representative for Maersk Line, international containerized shipping. She graduated from Arapahoe College, Denver, CO, with an Associate of Science in Biology.



Aluísio Barros

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Aluísio (ah-loo-EAZ-yoo) received his medical doctor degree from Universidade Estadual de Campinas (Unicamp), Brazil, in 1986. He went on to do an MSc in Statistics in the same university, on epidemiological methods, concluded in 1990. The following year, he started a PhD program in the London School of Hygiene and Tropical Medicine where he obtained an MSc degree in Medical Statistics in 1991 and a PhD in Epidemiology in 1996. Aluísio then joined the Department of Social Medicine, Universidade Federal de Pelotas (UFPel), Brazil, to work in epidemiological research. He is currently Full Professor, teaches several of the

advanced statistical methods courses for masters and PhD students, and its two main lines of research are health inequalities and lifecycle epidemiology with special interest in cognitive ability and body composition. Aluísio was the public health area representative in the Brazilian Federal Agency for Support and Evaluation of Graduate Education (CAPES) from 2005 to 2007, and integrated the public health and nutrition committee with the Brazilian Research Council (CNPq) from 2009 to 2011. For 10 years, Aluísio worked with *Revista de Saúde Pública*, as associate editor from 2005 to 2009 and as scientific editor from 2010 to 2014. In 2009, Prof. Cesar Victora and Aluísio started the International Center for Equity in Health (ICEH) with the objective of monitoring health inequalities in low and middle-income countries. The Center works in close partnership with the Countdown to 2015, the WHO Global Health Observatory and Unicef. Aluísio has authored over 180 peer-reviewed papers, which received more than 4,000 citations as counted by Scopus.



Doris Bartel

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Doris Bartel is a reproductive health and gender specialist with over 25 years of programming, clinical, research and management experience. She leads CARE USA's Gender and Empowerment unit which works to achieve meaningful progress on women's rights and gender equality in CARE's programmatic strategies. Doris has a specific focus on applying a rights framework to reproductive health and development outcomes in international contexts. She works with teams around the world to apply innovation and best practice for more targeted gender transformative strategies in addressing root causes of poverty and injustice.

She has designed and led innovative community-based programming strategies to address gender discrimination and violence, and has supported rigorous evaluations for gender-integrated programs for both adolescents and adults in multiple development and humanitarian settings. She has led qualitative and participatory action research to explore sensitive topics such as intimate partner violence, expression of sexuality, and child marriage as well as issues affecting children and their families at the end of life. She leads CARE USA's representation in gender related consortia, including co-chairing the Interagency Gender Working Group's Gender-Based Violence Task Force led by USAID's office of Population and Reproductive Health.



Janita Bartell

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Janita Bartell is the Social Behaviour and Research Specialist at Cambodia-based WaterSHED where she oversees the research and evaluation of the organization's market-based approach to water, sanitation and hygiene (WASH). Her research is used to inform WaterSHED's program implementation and helps to improve global WASH sector learning on sanitation marketing.

Before moving to Cambodia in 2014, her work and studies spanned across the US, Tanzania, Peru and the UK. She has worked with a number of development organizations including the World Food Programme, the Overseas Development Institute, and Brot für die Welt in nutrition, private-sector development, and emergency preparedness.

Janita has a keen interest in understanding complex social dynamics that drive people's behavior and ultimately manifest in tangible outcomes such as wealth distribution or health disparities. Her studies in sociology have equipped her with the right research and analytical tools to investigate these social dynamics. She holds a BA and an MSc in Sociology.



Nandita Bhatla

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Ms. Bhatla works as Senior Technical Specialist, Gender, Violence and Rights at ICRW Asia Regional Office. In this position, she directs and coordinates research initiatives under the Gender, Violence and Rights portfolio; provides strategic inputs towards business development and portfolio advancement. She has led multi-site research projects in Asia and has an expertise in designing operations research using quantitative and qualitative methodologies that complements her comprehensive understanding on the issue of gender based violence. She has done extensive research on Domestic Violence, to explore the issue in-depth; understand its links to other development concerns (such as women asset ownership, HIV/AIDS, local governance) and also

evaluate interventions with the aim of distilling programmatic and policy recommendations. Her current work focuses on understanding the user's perspective with regard to the national legislation on Domestic Violence in India; sexual violence in public spaces, primary prevention of gender based violence and working with men and boys on gender equality.

Prior to ICRW, she worked with community organizations to design and implement need-based and gender-integrated programs in a constant effort to bridge the gap between field realities and policy planning. As team member of *Nirantar*, a group working on gender and education, she has conducted extensive trainings, developed educational curricula and planned programs on health, education and gender. She was part of a pioneering effort to conceptualize and implement a residential continuing education and skilling centre for rural adolescent girls and women with the Mahila Samakhya program. She has also trained a team of rural, neo-literate women in journalism, to produce an award winning newspaper. Ms. Bhatla has a Masters degree with specialization in Child Development and is currently pursuing her doctorate.



Appiah Kwaku Boateng

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As the Founder of 4-H programme in Ghana, I have been leading the way in innovation for rural youth development in Ghana and Africa for decades now. I have worked as a Youth Development Coordinator with the National Youth Authority for more than 27 years. My collaborative approach has allowed me to build Development Partnership with many organizations throughout Ghana and around the world. I am currently serving as Global Board Member of the Global

4-H Network representing the Africa Region.

I hold a Diploma in Youth Development Work from the Commonwealth Youth Programme and the University of Ghana. My travels have led me to Uzbekistan, where I studied youth pedagogy and development at the Tashkent Komsomol Advanced Institute of Higher Learning. Am currently pursuing my Masters programme on Governance and Sustainable Development at the University of Cape Coast, in Ghana.



Martha Brady

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Martha Brady is a senior associate at the Population Council, where she directs a portfolio of research and programming on girls' and women's health and well-being. Brady has over 20 years of experience as a program leader, strategist, researcher, technical advisor, and evaluator of health and development programs. Her expertise includes adolescence, sexual and reproductive health, family planning, HIV and AIDS, operations research, and technology development and introduction.

Brady co-directs RISING (Research Initiative for Success in Girl programs), the first global operations research program to build the evidence base for best practices on adolescent girls' programming. Brady leads a review of programs and policies on very

young adolescents.

For more than a decade Brady has helped shape the research and program agenda for adolescent girls. She co-created and co-led Ishraq, a ground-breaking education and asset-building program for girls in Egypt that has been expanded and replicated in the country. Brady spearheaded an award-winning girls' sports program and conducted pioneering research on the benefits of sports for girls in the developing world. Brady joined the Population Council in 1987 as a program coordinator and then director of the Council's Expanding Contraceptive Choice Program, a global initiative to improve access to and uptake of contraceptive products in public- and private-sector markets and health systems. Brady leads several projects related to access and user perspectives on antiretroviral therapy-based HIV prevention products, microbicides, and multipurpose prevention technologies. Brady received her master's in public health and nutrition from Columbia University in 1987.



Prajak Chakraborty

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Prajak Chakraborty is a Project Manager in the Communications team, on assignment at India Country Office of the Gates Foundation. He supports the function on employee, digital communications and community relations. He also manages the strategic leadership priorities in context of senior foundation leadership visits to India.

In the past, Prajak has been a communications generalist working across the knowledge services, BFSI and technology sectors covering media relations, employee communications and leadership communications. He has a keen interest in gender based issues and areas of diversity & inclusion.



Sudha Chandrashekar

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Dr. Sudha Chandrashekar is a MBBS medical doctor (1998) with over 17 years of experience. She has a Masters degree in community medicine (2003) where she obtained First Rank for the Rajiv Gandhi University of Health Sciences, Karnataka, India. She worked as Junior Scientific officer in the Department of Epidemiology at the National Institute of Mental Health Sciences, India for a year. She has also been a recipient of two Young Scientist awards from the Karnataka Association of Community health and Indian Association for occupational health for her research work in the field of Occupational Medicine.

Sudha further specialised in Industrial Health in 2005. From 2005 she has worked with the London School of Hygiene and Tropical Medicine (UK) for the project Monitoring and evaluation of the Avahan project in India: impact assessment and cost-effectiveness analyses using enhanced surveillance methods and mathematical modelling of HIV transmission dynamics, (2005-2014) which was funded by the Bill and Melinda Gates Foundation. She also holds an International Masters degree in Health economics and Pharmaco-economics from the Pompeu Fabra University Barcelona (2008) which was completed with a scholarship grant from HIV research Trust (UK).

In May 2008 Sudha received Global Health Leadership Award from the Global Health Research Initiative, Canada to pursue her further specialization in Health Economics at the London School of Hygiene and Tropical Medicine (LSHTM). She is also involved in teaching activities for the MSc Module on Health Economics, Health care evaluation and issues in public health. She is an accredited examiner for university of London and an associate fellow of higher education academy, London, UK. She also has provided consultancy to Bill and Melinda Gates foundation funded projects. She has experience in working in different states of India including the North-East, Bihar, UP, Jharkhand, Orissa along with the southern states like Tamil Nadu, Maharashtra, Karnataka, Andhra Pradesh.

She has shared her work by presenting in various state, national (received many best paper awards like P.Ashwath award, Mohanmal award, Mahadevan award) and international level conferences and expert group meetings on health economics both as invited speaker and peer reviewed presentation. . She has also published her work in

national and international journals. She is also significantly involved in teaching and supporting master students at LSHTM and universities in India.



Anna Custers

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Anna Custers is a Doctoral Candidate in Management Research at the Saïd Business School, University of Oxford, UK. The central theme in her work is consumer financial decision making. She has worked extensively on topics such as financial literacy and credit decisions, and for her PhD she is currently studying debt management strategies by over-indebted households. She is part of the evaluation team of the 'Digital Sub-Wallets for Increased Financial Empowerment of Women' project, which is a partnership with CARE and Airtel in Uganda under the BMGF's Putting Women & Girls at the Center of Development Challenge.

Previously, she has assisted in the design, management and implementation of several randomized evaluations in the three years she worked with the Jameel Poverty Action Lab (J-PAL) in both India and France. Anna holds a Masters degree in Development Studies from the London School of Economics.

Priya Das

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Dr. Priya Das is a Senior Research and Gender Specialist at the Asia Regional Office of the International Center for Research on Women (ICRW), where she works on issues related to adolescent girls' livelihoods, child marriage and the economic empowerment of women. Priya has nearly 15 years of experience as a social science researcher.

Priya's background in social anthropology, coupled with deep experience working with different communities within the development sector in India, equip her with strong qualitative research skills and expertise in project management and execution. She has competencies in undertaking action research studies, impact assessments, monitoring and evaluation, policy analysis and capacity building for gender mainstreaming. Her background and expertise have informed her current role at ICRW both as a project manager and a technical expert in the projects she handles. The vast learning opportunities and the potential Priya's work has to influence policy and program designs are what give her great satisfaction in working with ICRW.

Priya is committed to working in an informed, evidence-based way on issues related to women's rights and well-being. She is particularly passionate about working on adolescent girls issues since she believes that empowering girls to live their full developmental potential will in effect reduce the vulnerabilities of women in the future. At ICRW she provides both managerial and technical expertise on a United States Agency for International Development (USAID)-funded impact evaluation of the Apni Beti Apna Dhan program in Haryana, which aims to delay girls' age of marriage; a MacArthur Foundation-funded effort that is piloting an intervention with underprivileged school girls in New Delhi to enable them to make an effective transition from education to employment; and a project supported by Dasra, an Indian foundation, to develop a framework for measuring adolescent girls' levels of empowerment in an effort to better assess the impact of global interventions focused on girls. At ICRW, Priya also has worked on a Ford Foundation-funded project that focused on livelihood options for adolescent girls in India, as well as World Bank-supported effort on analyzing gender issues in micro, small and medium enterprises in the country. All of these

opportunities has allowed Priya to address the programmatic issues and policy implications related to empowering adolescent girls in India and globally.

With at ICRW and throughout her career, Priya has collaborated with a wide range of international and Indian organizations including USAID, United Nations Women, World Bank, Children's Fund UK, Japan International Cooperation Agency, The Hunger Project and Welthungerhilfe, a German international nongovernmental organization. Prior to joining ICRW in 2011, Priya was a consultant for several of the organizations mentioned above.



Diva Dhar

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Diva is a Program Officer (Monitoring, Learning and Evaluation) with the Bill and Melinda Gates Foundation in India. She is an impact evaluation specialist, and is also leading evaluations in gender and education. Diva was formerly the Associate Director at J-PAL South Asia for Evaluation Capacity Building and the Program Director of the Centre of Learning on Evaluation and Results (CLEAR) in South Asia, where she worked on strengthening M&E capacity in the region and promoting evidence based decision-making. Previously, she worked for J-PAL and Innovations

for Poverty Action (IPA) on several impact evaluations dealing with governance, education, gender and urban services in India, Morocco and Bangladesh. She has also worked as consultant for the World Bank, Planning Commission and other non-profit organizations in India. Diva has a Masters in International and Development Economics from Yale University and a B.A. in Economics and International Relations from Mount Holyoke College.



Suneeta Dhar

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Suneeta Dhar has four decades of experience on gender equality and women's rights, combining activism, action research, institution building and policy work. She has worked with a range of organisations including community groups, national organisations, UNIFEM (South Asia and New York), and until recently was the Director of Jagori Women's Resource Centre. She is currently Advisor to Jagori.

She has contributed extensively to issues of ending violence against women, women's safety in urban areas and to rural women's leadership building. At Jagori, she spearheaded the Safer Cities Initiative in Delhi and Women's Access to Essential Services. She was also instrumental in designing a gender agenda for a joint initiative with Pradan and a core group of feminist experts, towards a women's empowerment leadership programme reaching out to more than 75,000 women in rural areas across 4 states of India, that is being scaled up. She has spoken at various national, international and UN conferences, prepared training manuals, documents, and recently co-authored chapters in "Building Inclusive Cities, Women's Safety and Right to the City" (Earthscan, 2012) and "Women's Rights and Access to Water and Sanitation in Asian Cities" (Jagori-WICI-IDRC, 2011).

Suneeta is a Co-Founding Director of the South Asia Women's Fund, a core group member of SANGAT, and member of the Civil Society Advisory Group - UN Women MCO, India. She holds a post graduate degree in Social Work from the Tata Institute of Social Sciences, Mumbai and has been a recipient of the Fulbright and Advocacy Institute Fellowships.



Thomas Dreesen

Evidence for Policy Design (EPoD)

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Thomas Dreesen is a Research Manager at Evidence for Policy Design (EPoD) India where he works on the female bank accounts (FBA) project investigating the impact of opening bank accounts for women NREGA participants in Madhya Pradesh and the IVRS project investigating the efficacy of using interactive voice response system for financial literacy. Prior to joining EPoD in 2015, he worked as a Senior Research Associate for J-PAL South Asia in Gwalior,

Madhya Pradesh studying financial inclusion, and as a Visiting Researcher at the International Centre for Climate Change and Development (ICCCAD) in Dhaka, Bangladesh studying the impact of early life environmental shocks on later life human capital outcomes. Thomas holds an M.S. in International and Development Economics from the University of San Francisco and a B.A. in International Economics and Finance from Ryerson University.



Julianna Drinan

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Julianna joined the Bill & Melinda Gates Foundation's Agricultural Development Data, Evidence & Learning (DEaL) team in October 2015. As a member of the DEaL team, she is focusing on reducing the cost of measurement through innovation pilots, improving the M&E systems through which the foundation works to enhance the strategic collection and use of quality data, and coordinating an effort to improve accessibility to, and use of, data that demonstrates the status of agricultural development in the Ag Dev team's focus

countries.

Prior to becoming a full-time member of the Ag Dev's DEaL team, she was on the Foundation's centralized Strategy, Measurement and Evaluation team (SM&E) where she focused on designing and managing institutional evaluations and provided technical assistance to the foundation's program staff to build and monitor outcome-focused grants with their field partners. Previous to her role on SM&E, she worked as a consultant for the foundation's agriculture team and also consulted for organizations such as the World Bank and the World Food Programme. As a consultant, she led projects ranging from analyzing risk in supply chains to M&E training and tool design. She received her M.A. in International Development from American University in Washington, D.C. She also holds professional certificates from Wageningen University's Center for Development Innovation and the Thunderbird School of Global Management.



Stephanie Drozer

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Stephanie Drozer is a Program Officer on the Program Advocacy and Communications team at the Bill & Melinda Gates Foundation supporting the Water, Sanitation & Hygiene Program. Previously she was Project Manager at AmeriCares, a medical aid organization, where she oversaw a safety-net health clinic capacity building initiative funded by the GE Foundation. She also worked at the Council on Foreign Relations in New York City and served on the medial

mission planning committee for the National Organization for the Advancement of Haitians working in Haiti and New York. In 2010, she conducted fieldwork in India as a Social Innovation for Sustainable Environments Fellow with the India China Institute. Stephanie holds a BA in International Relations from Loyola University Chicago, a certificate in Global Affairs from New York University, and a MS in Urban Policy Analysis from The New School in New York City.



Padmanav Dutta

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Padmanav Dutta, currently works as the Manager RM&E (Research Monitoring and Evaluation) at Room to Read India. He is responsible for all RM&E activities across the Literacy and Girls' Education program for India country office. Padmanav leads RM&E team and spear heads responsibilities like designing evaluations & researches, drafting M&E plans, conducting data audits, designing data analysis framework with a focus to help management to take data driven decision making.

Prior to Room to Read, he worked with Save the Children, Catholic Relief services, Aravali etc. and has dealt with similar responsibilities. He holds two Post graduation degree / Masters degree (Post graduation in Rural management and Post-graduation in International Refugee and humanitarian Law) from St. Xavier's Institute of Social Service and International Institute of Refugee law and Human Rights. He brings around 13 years of experience in the research and monitoring field.



Kristen Envarli

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Kristen Envarli is a program coordinator at the Bill & Melinda Gates Foundation in the Global Health Discovery Grand Challenges team. In her role, she manages requests for proposals that span across global health and development. She is primarily managing the Grand Challenges Explorations program and initiatives focusing on women and girl's empowerment. She holds a Bachelor of Arts from Vanderbilt University in Sociology and completed a Masters in Community Development with research experience on gender based violence. Prior to joining the foundation, she spent time as a domestic violence Victim Witness Advocate and a Research lead at World Vision implementing a national community engagement campaign. She has studied in the UK and Costa Rica.



Fernanda Ewerling

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Fernanda is an economist (Federal University of Pelotas, Brazil) with a strong interest in health and social disparities in health. She did an MSc in Epidemiology, with the Postgraduate Program in Epidemiology, Federal University of Pelotas, completed in 2014. The topic was the importance of individual assets to a wealth index developed for Brazil. She then got accepted as a PhD student in the same program, now to work with health inequalities, as part of the team of the International Center for Equity in Health. As part of PhD activities, she got involved in a project funded by the Bill & Melinda Gates Foundation on empowerment of women and girls. The main aims of the project are to develop a survey-based empowerment index, to assess how empowerment measured by this index is related to health indicators, and to assess how empowerment is

associated with contraceptive use and reproductive preferences.



Abhishek Gautam

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Abhishek Gautam is working as a Technical Specialist at the International Center for Research on Women's (ICRW), Asia Regional Office. In this role, he provides technical support across teams in designing research studies, managing projects, developing monitoring tools, supervising data collection processes, and supporting data evaluation and analysis.

He has more than 10 years of research experience in the field of monitoring and evaluation, specifically in the areas of HIV, reproductive and child health, adolescent health, family planning, violence against women, gender and water and sanitation.

Abhishek is currently pursuing PhD in Statistics from Banaras Hindu University (BHU), Varanasi, India. He holds a Master in Philosophy degree in Population Studies from the International Institute for Population Sciences (IIPS), Mumbai, India, and has a Master's and Bachelor's degree in Statistics from Banaras Hindu University (BHU), Varanasi.

Being a statistician by education, and demographer by profession, his expertise involves management of large scale datasets, carrying out advanced level statistical analysis, preparing reports, presentations and publications of research and project findings. He has hands on experience of training and capacity building of partners in data management, analysis and presentation.

Prior to joining ICRW in 2011, Gautam has worked in the monitoring and evaluation unit of FHI360, based in New Delhi. His role in FHI 360 was to supervise and manage the Integrated Behavioral and Biological Assessment (IBBA) of the Avahan program in the state of Maharashtra, and provide technical assistance to the partner, the Indian Council of Medical Research (ICMR). He was also responsible for the overall data management and analysis of the evaluation study, which was carried out in five states of India.



Alexandra Geertz

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Alexandra is an Associate Director at FSG, a mission-driven consulting firm, and has extensive experience working with international clients in the private, nonprofit, and public sectors.

While at FSG, her focus has been on global health and gendered social norms. Her notable projects include: Leading a team of six to conduct a global and regional landscape analysis of menarche and menstrual hygiene management for the Bill & Melinda Gates Foundation, advising the Gates Foundation on demand-side solutions and the impact of social norms on outcomes for adolescent girls, co-leading the design and launch of the INGO Shared Value Working Group to improve societal impact and revenue growth through corporate partnerships, and evaluating the \$160 million Africa Comprehensive HIV/AIDS Project in Botswana on behalf of the Merck Foundation.

Prior to joining FSG, Alexandra worked as a Senior Project Manager at a social media firm in Shanghai and as a Project Manager at an M&A consulting firm in New York. She has also served as a consultant to social enterprises and nonprofit organizations in Kenya, Zambia, and Tanzania.

Alexandra has an MBA from Massachusetts Institute of Technology's Sloan School of Management, a Graduate Certificate from Johns Hopkins School of Advanced International Studies, and a BA in Asian Studies and Mathematics from Hamilton College. Alexandra is professionally proficient in Mandarin Chinese.

Rebecca Gordon

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Rebecca Gordon is the Senior Program Advisor at Together for Girls, a partnership of U.N., United States and Canadian Government and private organizations which focuses on ending violence against children, particularly sexual violence against girls. She has a diverse background in program implementation, research and advocacy related to gender-based violence and violence against children, both domestically and internationally. Prior to joining Together for Girls she coordinated state and national-level gender-based violence prevention and response programs in South Sudan and Thailand. This work has helped her develop expertise in youth engagement around gender-based violence; empowerment-based survivor support; evidence-based prevention initiatives; monitoring and evaluation; government partnerships; and capacity building for social services, health systems, and the justice sector. Rebecca began her work as an undergraduate, volunteering as a hospital advocate for sexual assault and domestic violence survivors and spearheading campus activism and support services to combat sexual assault and relationship violence. She holds a MPH with a focus on gender-based violence in emergency and developing settings, and is based in Washington D.C., U.S.A.

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Amy Gregowski

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Amy Gregowski is a senior research and evaluation specialist at ICRW with over ten years' experience designing, managing and evaluating health and development programs. She has experience applying knowledge and skills to a wide range of women's health topics and to programs focusing on the structural drivers of socioeconomic and health vulnerability, including alcohol and drug abuse, violence against women and stigma and discrimination. Areas of expertise include qualitative and quantitative research methods, training and capacity building and program monitoring and evaluation frameworks.



Gwyn Hainsworth

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Gwyn Hainsworth has over 20 years of experience in sexual and reproductive health and rights (SRHR), adolescents and youth, and gender working across 16 countries in Sub-Saharan Africa, Asia, and the Caribbean. Gwyn recently joined the Bill and Melinda Gates Foundation, as their Senior Program Officer for Adolescents and Youth, where she provides leadership and strategic direction for new and existing investments on adolescents and youth. She also supports efforts to integrate gender equality and empowerment within the Foundation's family planning strategy with a focus on adolescents. Previously, Gwyn played a dual role at Pathfinder International.

As Deputy Director of Technical Services, she contributed to the overall technical direction of Pathfinder's global SRHR portfolio as well as helped set strategic priorities for the unit. As Senior Advisor for Adolescent Sexual and Reproductive Health and Gender, she provided technical leadership in the areas of adolescent and youth SRHR and gender, including youth-friendly service delivery, prevention and mitigation of child, early and forced marriage, and gender and social norm change. Prior to working at Pathfinder, she held positions at Women's Rights International and Massachusetts General Hospital focused on addressing gender-based violence. Gwyn has a M.Ed. in International Educational Development and a Graduate Certificate in African Studies from Boston University and pursued postgraduate studies in International Primary Healthcare and Nutrition at Tufts University.



Katherine Hay

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Katherine Hay leads the monitoring, learning, and evaluation work for the Bill and Melinda Gates Foundation in India. This leadership role involves decision making on evaluations, fostering outcome focused investments, and promoting evidence based strategy and programming in a range of domains including: maternal and child health, family planning, and nutrition. Katherine brings a strong gender and equity focus to all of her work, and anchors the Foundation's gender equality work in India. Katherine has

worked and written on women's empowerment and collectivization, gender and decentralization, feminist evaluation, and evaluation capacity building. Prior to joining the Gates Foundation, she was the Senior Evaluation Specialist at the International Development Research Centre (IDRC). At IDRC she lead work on women's health and empowerment in South Asia, and global evaluations of governance, equity, and health programming. Katherine

has supported many funders and organizations in setting up gender and equity oriented evaluations and systems, and currently serves on the joint UN Women Global Evaluation Committee.



Lauren Hendricks

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Lauren Hendricks is the Executive Director of the CARE USA Access Africa initiative. As the Executive Director she is responsible for developing and implementing a strategy for increased financial inclusion for 30 million people in sub-Saharan Africa. That strategy includes strategic partnerships with the private sector and research institutions. Ms. Hendricks currently serves on the Board of Directors and Investment Committee for MicroVest, a capital management firm investing in microfinance institutions. She also chairs the board of the Access Africa Fund, a specialized investment fund managed by MicroVest, providing debt and equity investments in African MFI's.



Sarah Hendriks

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Sarah Hendriks, Director, Gender Equality, leads the foundation's efforts to achieve substantive and sustainable results in promoting gender equality and unlocking the empowerment of women and girls. She is responsible for working across the foundation and with our external partners to develop and drive a strategic vision on gender equality, build organizational commitment, and establish technical processes that shape the foundation's current and future work in the area.

Prior to joining the Foundation, Sarah worked as the Director of Gender Equality and Social Inclusion for Plan International, leading the development of a comprehensive gender equality policy, strategy and global capacity development program. In this role, she provided global strategic leadership of Plan's cross-cutting work on gender equality and inclusion, galvanizing action across Plan offices and staff. Further, Sarah served as the chair of the editorial board and as the lead gender advisor for a multi-year global research and policy report entitled '*Because I am a Girl: the State of the World's Girls*'. As the head of programming for Plan's gender equality work, she led the development of the 'Global Girls Innovation Program', a \$500 million portfolio of innovation and results-driven initiatives on adolescent girls.

Before joining Plan International, Sarah worked with Women and the Law in Southern Africa (WLSA) Malawi, an organization distinguished throughout Southern Africa for connecting gender equality and the law in action-based research, public service delivery, and advocacy for legal and policy reform on women's rights.

Sarah has worked extensively as a gender equality consultant in areas such as Gender-Based Violence (CIDA), Women's Access to Justice (GTZ), HIV & AIDS, and the design of gender equality strategies for organizations such as the Institute of Public Administration of Canada. She has lived and worked in a number of countries including Malawi, Zimbabwe, Kenya, Ethiopia, Burkina Faso, India and Haiti. Sarah is a trainer and speaker on gender equality and the empowerment of women and girls for workshops, universities and with global media.



Theresa Hwang

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As a Gender Director at CARE, Theresa provides strategic guidance for integrating gender into program design, implementation, learning and evaluation across diverse technical programming areas, as well as creates supportive organizational policies & practices on gender and diversity. Theresa has designed and managed multi-country initiatives utilizing participatory action research and learning, cohort studies, reflective practices, and mixed methods. These initiatives focus on marginalized populations including adolescent girls at risk of early marriage, sex workers, injecting drug-users, female small-holder farmers, refugees, and economic migrants. Her programming expertise is in women's empowerment and gender equality, child marriage, GBV, gender and HIV prevention, and engaging men and boys. She was a visiting professor at Emory University where she co-taught two semester graduate courses on "Gender and Development". Prior to CARE, she has worked with Doctors of the World in Sri Lanka, and the Global Fund for Women. She holds a Masters in Public Affairs from Princeton University, and a BA American Studies from Stanford University.



Neetu John

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Neetu A. John is a Population and Health Scientist with over 10 years of experience in global public health research and programs, with a focus on sexual and reproductive health and its intersection with gender, other social norms and broader development issues. She is currently a Sexual and Reproductive Health Specialist at the International Center for Research on Women (ICRW) in Washington DC, where she designs and implements studies as well as provides technical guidance to a range of research projects. A key study that she is currently a research specialist on is collecting nationally representative survey data in two Sub-Saharan African countries to estimate the economic cost of child marriage. She also leads a study on the meaning and conceptualization of gender socialization during adolescence, which includes a review of gender socialization interventions targeting adolescents in low and middle-income countries. Before joining ICRW, she was a Post-Doctoral Research Fellow at the Bill and Melinda Gates Institute for Population and Reproductive Health, Johns Hopkins University. She holds a PhD in Population, Family and Reproductive Health from the Johns Hopkins Bloomberg School of Public Health, a MS in Global Health and Population from Harvard University, and a MA in Sociology from the University of Kerala, India.



Caroline Kabiru

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Caroline Kabiru is a research scientist in the African Population and Health Research Center's (APHRC) Population Dynamics and Reproductive Health Research Program. Caroline holds a PhD in Health Promotion and Behavior from the University of Georgia (US) and a Master's degree in Public Health from the University of North Carolina, Chapel Hill (US). Caroline's research interests center on issues related to adolescent and youth health including resilience and positive youth development.

Currently, she is working on several adolescent and youth-focused projects including the Global Early Adolescent Study, a fifteen-country study with the goal of understanding the factors in early adolescence that predispose young people to sexual health risks and promote healthy sexuality. Caroline is also an investigator on the Population Council-led Adolescent Girls Initiative – Kenya (AGI-K), a 6-year program funded by the UK Department for International Development (DFID). AGI-K intends to reach at least 10,000 girls ages 10–14 in the northern arid lands and urban slums of Kenya with interventions focused on education, violence prevention, education and wealth creation.



Grace Kaimila-Kanjo

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Ms. Grace Kaimila-Kanjo is the Senior Capacity Building Advisor for the Rise Up program of the Public Health Institute, based in California, USA. A national of Malawi and based in Johannesburg, South Africa, she has over 25 years of technical work experience in international development covering a wide range of fields in the social sectors. Her skill set includes project/program management, capacity building, training, strategic planning, communication strategy development, community mobilization, campaigns, team building,

proposal writing, project documentation and gender analysis and training.

Until mid-2015, she was part of the senior management of the African Capacity Building Foundation (ACBF) based in Harare, Zimbabwe where she served in the capacity of Chief Operating Officer and Senior Advisor to the Executive Secretary. Before joining ACBF in early 2010, Grace was with the Open Society Initiative for Southern Africa (OSISA), a private foundation that strives to deepen democracy and protect human rights in Southern Africa. At OSISA, she served in capacities of Education Program Manager, Deputy Director and Acting Executive Director. Before OSISA, Grace taught at the University of Malawi, and also worked as a Program Officer for UNICEF and UNDP in Malawi, and as a consultant for various international organizations in Malawi and the African region providing training and technical advisory services.

Grace holds a Bachelor of Education degree, a Master of Arts degree and an Executive Master's degree in International Education Policy. She also holds a number of professional certificates in management, training, communication and international development.



Wanjiru Kamau-Rutenberg

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Dr. Wanjiru Kamau-Rutenberg is the Director of African Women in Agricultural Research and Development (AWARD). AWARD is a career-development program that, equips top women agricultural scientists across sub-Saharan Africa to accelerate agricultural gains by strengthening their research and leadership skills. Before joining AWARD Dr. Kamau-Rutenberg was the Founder and Director of Akili Dada, a leadership incubator that invests in high-achieving young women from under-resourced families who are passionate about driving social change in their communities. Dr. Kamau-Rutenberg has received widespread recognition for her work investing in African women. She has been honoured a White House Champion of Change, named one of 100 Most Influential Africans by New African magazine,

and recognised as one of Kenya's Top 40 Women Under Age 40.



Heather Katcher

The BOMA Project

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Heather Katcher is the Monitoring and Evaluation Manager at The BOMA Project. In this role Heather provides leadership and management of BOMA's surveys, data collection, data analysis and research. Heather has 12 years of experience in research, public health and monitoring and evaluation in Africa, Asia and the United States. Most recently, Heather worked with Helen Keller International (HKI) as the Regional Monitoring and Evaluation Officer where she oversaw data collection for HKI's vitamin A supplementation program in Africa and provided technical support for research studies testing new technologies and maternal and child health interventions. Prior to joining HKI, Heather worked for six years in the United States designing and implementing clinical nutrition research studies on the effects of diet on cardiovascular disease risk, weight loss, acne and polycystic ovary syndrome. Heather has been a first or

co-author on 15 peer-reviewed publications and four book chapters. Her research has been featured in popular magazines including Women's Health, Shape, Prevention, Parents and SELF. Heather holds a Ph.D. in Integrative Biosciences with a focus in Nutrition from Pennsylvania State University and is a licensed Registered Dietitian.



Elizabeth (Liz) Kellison

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Liz Kellison, Deputy Director, Financial Services for the Poor at the Bill and Melinda Gates Foundation, leads strategic and financial operations for the team, along with the team's work in reducing the gender gap in financial services. The Financial Services team works with a wide range of public and private sector partners to foster the development of digital payment systems – such as mobile money – that can reach hundreds of millions of people with the financial tools they need to

mitigate risks and capture opportunities to move out of poverty. Liz leads the team's work to increase low-income women's access to and usage of digital financial services.



Chiara Kovarik

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Chiara Kovarik is a Research Analyst on the Agricultural Development team at the Bill & Melinda Gates Foundation. She works primarily on the Gender and Nutrition portfolios. Prior to joining the Foundation, Chiara worked at the International Food Policy Research Institute (IFPRI) where she worked on a variety of gender projects, including the Women's Empowerment in Agriculture Index (WEAI). Prior to IFPRI Chiara received her Master's in International Policy from Stanford University and her Bachelor's from Harvard University.

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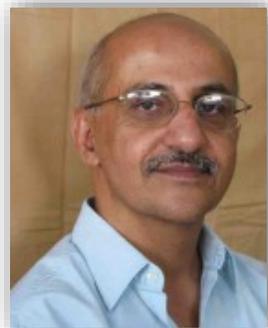
Dr. Mairo Mandara is the Country Representative of the Bill and Melinda Gates Foundation Nigeria office. Prior to this time, she served as the Health Systems Adviser for the Earth Institute at the University of Columbia, New York: Resident at the Office of The Senior Adviser to the President on MDGs. Dr. Mairo Mandara is a Consultant Obstetrician and Gynecologist, with extensive knowledge of public health care and managing maternal and child health programs with focus on management at the national, state and health facility level. After initial

medical training in Jos, Maiduguri and Zaria, Dr. Mandara became a Consultant in Obs/Gyn at the Ahmadu Bello

University Teaching Hospital (ABUTH), Zaria. After a stint working for the USAID funded programme COMPASS, Dr. Mandara became the Nigeria Country Adviser for Packard Foundation for five years.

She provided technical advice to the Gates Foundation on both their Urban Reproductive Health Programme and the Maternal, Newborn and Child Health Programme. She chairs The Population and Reproductive Health Initiative; a research training collaboration between Ahmadu Bello University Zaria and University of California in Berkeley. More recently, Dr. Mandara has taken up the role of Health Adviser for the Earth Institute, University of Columbia, NY. Dr. Mandara provides technical assistance to various agencies within the Nigerian government, including the Federal Ministry of Health, the National Primary Health Care Development Agency and the Office of the Senior Special Assistant to the President on MDGs.

She is a member of a variety of professional networks and involved in a wide range of voluntary organizations. In particular, she is a founding member and the pioneer Chair of the National Health Committee of the Federation of Muslim Women Association in Nigeria (FOMWAN).



Harsh Mander

Center for Equity Studies and Special Commissioner to the Supreme Court for Right to Food

Harsh Mander, human rights worker, writer, columnist, scholar and teacher, works with survivors of mass violence, hunger, homeless persons and street children.

His books include 'Unheard Voices: Stories of Forgotten Lives', 'The Ripped Chest: Public Policy and the Poor in India', 'Fear and Forgiveness: The Aftermath of Massacre', 'Fractured Freedom: Chronicles from India's Margins', 'Untouchability in Rural India' (co-authored), 'Ash in the Belly: India's Unfinished Battle against Hunger' and 'Looking Away: Inequality, Prejudice and Indifference in New India'.

He regularly writes columns for the Hindu, and Hindustan Times, and contributes regularly to scholarly journals.

He writes and speaks regularly on issues of social justice. He teaches courses on poverty and governance in IIM, Ahmedabad. Past teaching assignments include LBS National Academy of Administration, Mussoorie; St Stephen's College, Delhi; Nelson Mandela Centre for Peace and Conflict Resolution, Jamia. He also lectured at California Institute of Integral Studies, San Francisco; Centre for Law and Governance, JNU; IDS, Sussex; NALSAR Hyderabad; MIT, Boston, UCLA, Stanford, Austin, and several others.



Rebecca Mann

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Rebecca Mann manages the investment portfolio relating to research on the design, delivery, regulation and impact of financial services for the poor at the Bill and Melinda Gates Foundation. Previously, she was a lawyer in the financial services regulation and public law division at Herbert Smith Freehills in London and Brussels and holds bachelor degrees in economics and law from the University of Sydney and a Master of Public Administration from the London School of Economics and Political Science. She is based in Seattle, USA.



Cebile Manzini-Henwood

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Cebile Manzini-Henwood an advocate for women's rights and social justice is the current Executive Director of the Swaziland Action Group Against Abuse, an NGO primarily focused on creating social change for prevention of gender based violence and spearheading the national response in Swaziland.

Cebile holds a Master's Degree in Social Policy and a Bachelor's Degree in Social Sciences. She worked for the National Emergency Response Council on HIV/AIDS (NERCHA) as the National Strategic Planning Coordinator and is recognized internationally for her insight and contribution to ending violence against women as she sits on various Boards and Committees both locally and internationally. She has coordinated and at times spearheaded the facilitation of a multi-sectoral approach to the SGBV response in the country through various platforms, including

facilitating the development of national guidelines for management of sexual violence cases, supporting coordination mechanisms for collaborating with other service providers and provision of technical support for the response to SGBV, and adopting regional and international best practice. She has also received awards in celebration of her dedication, commitment and passion toward transforming the lives of others; namely: Africa's Most Influential Women in Business and Government Award 2013 (Civil Society/NGO Category) and the Swaziland Women in Leadership Award 2009.

In the context of a challenging social, economic and political environment within which SWAGAA operates, Cebile remains confident, resilient and unrelenting in her Faith in GOD and in the fact that SWAGAA will continue to grow as a beacon of Hope and Light.



Kanigula Mubagwa

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Kanigula Mubagwa obtained his MD from the University of Kinshasa, DR Congo and his PhD (Physiology) from the University of Leuven, Belgium. He has lectured in the Dept. of Physiology of the University of Zimbabwe, and was Postdoctoral Research Fellow in the Dept. of Pharmacology, University of Connecticut, CT, USA. He worked as Research Associate in the Centre for Experimental Surgery and Anesthesiology, University of Leuven, before being appointed (1994) as academic staff of the Faculty of Medicine. Since 2006 he is Full Professor in the Dept. of Cardiovascular Sciences and has been teaching Human Physiology. From 1992 he has served as Visiting

Professor in various universities in the DR Congo and has held an appointment as Honorary Professor with the University of KwaZulu-Natal, Durban, South Africa. He practices Emergency Medicine.

He is a regular member of the American Physiological Society, the Biophysical Society and the Belgian Society for Physiology and Pharmacology. He has been a member and Board member of “Medics Without Vacation” (www.azv.be), is confounder and Board member of “Solidarité Femmes Africaines” (SOLFA; www.solfanet.org), is founder and President of the “Foundation for the Advancement of Science and Technology in Africa” (FAST-Africa; www.fast-africa.org). He also currently coordinates a cooperation program between Flemish and Congolese universities.

His research has been in the field of cellular cardiac electrophysiology, with focus on ion channels and signal transduction, but also covers human malnutrition. He has published 79 papers in peer-reviewed scientific journals, 7 chapters for different scientific books, and a university textbook on Human Physiology.



Megan (Margaret) Mukuria

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After graduating from Harvard, Megan left the Internet start-up world to move to Kenya in 2001 to support street girls. Finding pads girls’ second biggest monthly expense, she stumbled upon the realization that this simple product could be made locally and more affordably, be a vehicle to deliver health education, and could address a root cause of gender inequality and poverty. To do this, Megan founded ZanaAfrica as a hybrid social enterprise (2007). In the last 2 years she has grown the team from 3 to 22, secured funding from governments, foundations, and impact investors, and launched two pad products - 2 years ahead of schedule. Her initiatives provide sustainable, scalable, data-driven, and fun ways to improve the lives of girls and communities.

Prior to founding ZanaAfrica, Megan worked across Kenya, started seven businesses, evaluated micro-finance programs, and conducted socio-economic surveys and community strategic plans. She worked with the government to get sanitary pads into budgets for girls – a global first, now in its fifth year.

Megan is a SOCAP Fellow and Gratitude Award finalist (2015), a Girl Effect Accelerator Entrepreneur in Residence (2014), an Ashoka Fellow (2014), GOOD Pioneer of Health for Africa Fellow (2013), a PopTech Social Innovation Fellow (2011) and was featured in FastCompany’s League of Extraordinary Women (2012). She was the youngest President of a Rotary Club in Kenya, and is a founding board member and President of the Harvard Club of Kenya (2012-2015). ZanaAfrica was in Mass Challenge (2011), The GrowthHub Accelerator (2013), and is in Duke’s SEAD/IPIHD program (2014).



Saiqa Mullick

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Dr Saiqa Mullick is Director of Implementation Science at the Wits Reproductive Health and HIV Institute. Dr Mullick has over 15 years' experience in clinical services, implementation science, programme monitoring and evaluation, reproductive health and HIV, technical assistance and capacity building in developing country settings including Kenya, Lesotho, Swaziland, Zimbabwe, Tanzania and South Africa. She has extensive experience in the design, conduct of implementation science studies and has worked closely with governments, NGOs and stakeholders to promote utilisation of research through support to policy and guideline development at national and global level. Dr Mullick is Principal Investigator on the GAP Year Project funded by the Bill and Melinda Gates Foundation through the Grand Challenges award, she also serves as Principal Investigator on a CDC funded national initiative (AVIWE) aimed at providing technical support to national and provincial stakeholders to strengthen programming for adolescent girls and young women in South Africa and serves as Deputy Director of the OPTIONS Consortium (Optimising Prevention Technology Introduction ON Schedule (OPTIONS)), a global consortium aimed at advancing the introduction of ARV-based HIV prevention products in selected countries.



Gary Mundy

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Gary is the M&E Advisor for HKI Asia and Pacific Region, working with HKI's country offices in Cambodia, Bangladesh, Nepal, Vietnam, Myanmar, Indonesia and the Philippines. Prior to joining HKI, he worked in a similar role for Population Services International, supporting research and evaluation programs for a wide range of public health interventions across the Asia region. In addition to nutrition, he has published and presented on a diverse range of issues including HIV prevention, family planning and malaria. He will be the lead support to HKI's research and evaluation work in Cambodia for the 'Putting Women & Girls at the Center of Development' program.



Eunice Muthengi

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Eunice Muthengi is an associate with the Population Council's Poverty, Gender, and Youth program in Nairobi, Kenya. She is also deputy team leader for the Adolescent Girls Initiative-Kenya, a randomized, controlled trial that is testing combinations of initiatives—in health, violence prevention, wealth creation, and education—to determine which ones most improve the lives of vulnerable adolescent girls in the slums of Nairobi and northeastern Kenya.

Muthengi has a strong research background and expertise in programming for adolescent girls in East Africa. She has managed operations research projects in Kenya on social and economic assets for adolescent girls, reproductive health, gender-based violence, child marriage, education, and livelihoods. She also provides expertise in designing research studies, survey instruments, and intervention programs; monitoring and evaluation; and dissemination of research results both locally and internationally.

Muthengi received her PhD and MPH from the Community Health Sciences Department of the University of California, Los Angeles (UCLA), and her MSW in social and economic development from Washington University in St. Louis, Missouri.



Poonam Muttreja

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Poonam Muttreja is the Executive Director of the Population Foundation of India (PFI) - a New Delhi-based NGO established in 1970 to promote population stabilization in India and global thinking on population and human development. She also serves as a member of the FP2020 Reference Group – a global initiative to develop a new global architecture for increasing access to voluntary family planning services.

Poonam has served on several government committees including the National Commission on Population chaired by the Prime Minister of India, the Advisory Group for Community Action set up by India's Ministry of Health and Family Welfare, and the Program Advisory Committee of the National Population Stabilization Fund.

She also serves on the Governing Board of the Commonwealth Human Rights Initiative (CHRI) and Grassroots Trading Network for Women (GTNfW), SEWA, Ahmedabad as well as on the Governing Board of ActionAid India.

Prior to joining PFI in 2010, Poonam served, for close to 17 years, as the Country Director of MacArthur Foundation in India. In the earlier stages of her career, she was instrumental in setting up of Ashoka Foundation, India (as its Indian Founder Director), Society for Rural, Urban and tribal initiatives (SRUTI) and DASTKAR – both based in New Delhi. Poonam studied psychology and mass communications in Delhi University and public administration at Harvard's Kennedy School of Government. She has taught courses on development from a grassroots perspective in Amherst College and Earlham College in the United States. She lives in New Delhi.



Thokozani Mwenyekonde

CARE Malawi

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Ms. Thokozani Mwenyekonde is an experienced researcher who prior to joining CARE Malawi worked with Save the Children International on an operational research project testing the use of male motivators to motivate younger married men to use family planning. She has worked with CARE Malawi for seven years on two action-research projects. As a Project Manager, she successfully led a five-year research project that aimed at developing a comprehensive understanding of the linkages between poverty, HIV/AIDS and food security in the Malawi context. She has also demonstrated

commendable achievement in working as the Principal Investigator on a Pasty Collins Trust Fund Initiative – a project that seeks to evaluate the effectiveness on the different CARE-Malawi initiatives in its Adolescent Girls Empowerment (AGE) Program.

Ms Mwenyekonde has vast experience coordinating data collection and management phases of quasi-experimental and experimental designs, mostly acquired in the projects mentioned above. Her work experience has mainly focused on management of field-based surveys - managing research field teams, providing technical guidance in quality assurance and control in field conventional and electronic data collection techniques, management and entry, designing data collection tools, interpreting results according to context and contributing to abstracts for submission of entry into international conferences such the International AIDS Conference and the Comparative and International Educational Society conference.

Ms Mwenyekonde holds a Bachelor of Science from the University of Malawi’s Chancellor College. Currently she is studying for a Masters in Public Health with focus on health informatics.



Flora Myamba

REPOA, Tanzania

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Dr. Flora Myamba earned her doctorate in sociology at Western Michigan University in year 2009. Her areas of expertise include Applied Social Research, Social Protection, Criminology and Victimology with special focus on programs and the rights of most vulnerable groups particularly women and girls. In addition to research and university teaching expertise and practices, she has experience as a Program Director for a USA- based health program in Tanzania. She also worked for The

Netherlands Development Organization (SNV) in advisory and capacity building prior to joining REPOA in 2012.

Currently, Flora holds the position of Researcher in Governance and Social Policy at REPOA with the major responsibility of coordinating and supervising all financial and research activities including design and implementation of research projects under social protection. She has/ continues to lead a number of research projects including study on Conditional Cash Transfers in Tanzania; Towards Achieving Income Security in Old Age through Pension Schemes; and The Impact of Fiscal Policy on Inequality and Poverty in Low-income Countries in Tanzania (and Ghana); Inclusion of Persons with Disabilities in Social Protection systems; and National Survey on Child Marriage. Moreover, she leads a study on Women Empowerment in Cash Transfers, through a competitive funding by the International Development Research Center (IDRC-Canada). She is also working with two professors in USA in the design and implementation of the study on Mobile financial services for Women in Tanzania.



Priya Nanda

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Dr. Priya Nanda is Director of the Social and Economic Development group for the International Center for Research on Women's (ICRW) Asia Regional Office in New Delhi, India. In her role, Dr. Nanda oversees research, policy and programmatic work on issues related to gender equality and poverty reduction, with a focus on the intersections between economic and health issues. Her expertise includes research, measurement and evaluation of women's economic empowerment and access to health services, including reproductive health and HIV. Prior to joining ICRW in 2006, Dr. Nanda was a consultant to the World Health Organization for the global data analysis of equitable access to antiretroviral drugs. During her consultancy, she also developed an evaluation framework for Avahan, the India AIDS initiative of the Bill & Melinda Gates Foundation. Nanda also was the director of research for the Center for Health and Gender Equity (CHANGE), where she was responsible for monitoring HIV/AIDS policy and programs, and providing technical guidance to program staff for research and advocacy on PEPFAR-funded programs in Africa. Dr. Nanda is well-recognized for her seminal report on the gender impact of health sector reforms in Africa and Asia. Dr. Nanda holds a doctorate degree in health economics from the Johns Hopkins University, a master's in international affairs from Columbia University and a master's and bachelors in economics from the University of Delhi.



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Jemimah Njuki holds a PhD in development studies and has been involved in gender and agriculture research in Africa and Asia for the past 15 years. She is a senior program officer in the Agriculture and Food Security program at Canada's International Development Research Centre, managing a portfolio of agriculture and food security research and development projects. Previously, she led the Women in Agriculture Program at CARE USA, and the Gender, Poverty and Impact program at the International Livestock Research Institute. Her work has been published in multidisciplinary journals, including *Development in Practice*, *European Journal of Development Research*, and *Gender, Technology and Development*, and she has co-edited two books on gender and agriculture. Dr Njuki is the founder and editor in chief of the *Journal of Gender, Agriculture and Food Security*.



Thomas Noah

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Thomas Noah is a member of the Penn Social Norms Group (Penn SONG) and a PhD candidate in philosophy at the University of Pennsylvania. Led by Cristina Bicchieri, Penn SONG is an interdisciplinary research group that trains members of governments and partner organizations on how to make use of the group's influential new theory of social norms, how to measure and diagnose social norms and other collective patterns of behavior, and how to monitor and create social change. A member of Penn SONG since 2013, Thomas has provided training and technical assistance on a number of projects. He has served as a facilitator for the Penn-UNICEF Summer Program on Advances in Social Norms and Social Change from 2013-2015. During his tenure as facilitator, Thomas has worked with UNICEF officials on various projects, including but not limited to changing laws regarding corporal punishment, developing market-based solutions to water access in failed states, child labor, social exclusion of children with disabilities, and female genital cutting. During the 2015 Penn-UNICEF Summer Program, he delivered the lecture on the relation between social norms and the law. In 2015, Thomas conducted social norms training workshops in Zimbabwe and Vietnam on the topic of violence against children as part of UNICEF Office of Research-Innocenti's Multi-Country Study on the Drivers of Violence, and he was instrumental in developing field manuals based on the social norms training. In 2016, Thomas provided training to UNICEF and partner organizations in Pakistan on social norm approaches for WASH programming and the sustainable elimination of open defecation.



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Apollo M. Nkwake is senior manager for M&E at [AWARD](#) in Nairobi. He has served as research associate professor for M&E at Tulane University, and has worked for international agencies across Africa, Asia, and Latin America. He holds a PhD from the University of Cape Town and is a designated [Credentialed Evaluator](#). His work focuses on developing and testing theories of change for gender responsive and effective development assistance. He has authored three books and several peer-reviewed journal articles/book chapters including: [Credibility, Validity, and Assumptions in Program Evaluation Methodology](#), [Working with Assumptions in International Development Program Evaluation](#), and [Changing Gender Roles? A Study on Fathers' Involvement in Childcare](#).



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Funmi is a Community Health Physician who received her basic medical degree (M.B;B.S.) and MPH from the University of Ibadan, Ibadan, Nigeria. She also obtained a Fellowship in Public Health from the National Postgraduate Medical College of Nigeria, and a PhD from the Johns Hopkins University, Baltimore, Maryland. Her dissertation looked at the association between household decision-making and contraceptive use among women ages 35-49 years in several sub Saharan African settings. Broadly, her research interests include women's health across the life course, with special interest in professional support for breastfeeding, intimate partner violence, menopause, and how these life experiences in women's lives affect their health. She is also, more recently interested in how men can positively impact the lives of their wives or partners.

Funmi enjoys working with other researchers from other settings and other disciplines, and has been successful in some of such relationships. Funmi is excited about the prospect of working with other African researchers.



Ranjan Panda

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Ranjan Kanti Panda is currently working as the Assistant Director of Child in Need Institute (CINI), and has been placed in Ranchi, Jharkhand, India. He has a wealth of knowledge in the field of development with more than a decadal experiences garnering proficiency in nutrition, health, education and child protection. Masters in Economics from Calcutta University disposed him to understand various developmental issues and thereafter work with few organizations working for the cause of development. He has handled several assignments and research work on maternal and child health, nutrition, sexual and reproductive health that helped him to develop professional insights and

experiences to provide technical assistance and designing road maps for state health plans and policies in different states in India.

While leading the team of CINI in Jharkhand, he also supported in institutionalizing the social audit process for improving the government initiatives on health, education and nutrition in the state. The field experiences has helped him to be equipped with the capacity to develop strategic planning for the overall development of the vulnerable children, women and adolescent in need. He has so far gathered insights on girls and women empowerment through his several assignments on Child Marriage, Safe migration, Gender Based Violence, Anamia amongst adolescents etc. As Team Leader of CINI he has been providing technical support to Department of Health and Family Welfare, Government of Jharkhand, for strengthening different initiatives on community mobilization under National Health Mission, Government of India.



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Director Programmes at Population Foundation of India. A public health specialist with two decades of experience in reproductive and child health, urban health and community processes. Has worked in international and multinational organizations and holds a doctorate in Economics.



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Danielle Pedi is a Program Officer on the Water, Sanitation and Hygiene (WSH) team at the Bill and Melinda Gates Foundation. Danielle is passionate about solving the global sanitation crisis by working at the intersection of behavior change and technology to better reach and serve resource-poor households. She supports the Urban Sanitation Markets and Building Demand for Sanitation initiatives at the foundation, managing investments that aim to commercialize and develop the market for transformation sanitation technologies.

Prior to joining the foundation, Danielle spent over ten years as a WSH practitioner, living in Sierra Leone, Kenya, Cambodia, Singapore and Australia. Danielle has field experience designing and implementing WSH programs in over fifteen countries across Asia and sub-Saharan Africa. A social scientist by training, she has pioneered approaches that apply market research techniques to understand behaviors, beliefs, practices and preferences as the basis for designing affordable WSH products and services and effective communications campaigns. Danielle recently returned from secondment to the UN Mission for the Ebola Emergency Response in Sierra Leone, where she worked on community engagement and health communication to stop Ebola transmission.



Amy Pennington

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Amy Pennington is a Program Officer of Measurement, Learning and Evaluation at the Bill and Melinda Gates Foundation. She joined the foundation in 2012 as part of the Strategy, Measurement and Evaluation (SM&E) team and contributed to the development and launch of the foundation's Evaluation Policy and Outcome Investing—the foundation-wide approach to results-based grantmaking and management. She has worked across multiple program teams, providing technical support to program officers and grantees on grant design, measurement and evaluation. She has also worked on cross-cutting measurement, evaluation and evidence synthesis related to performance-based incentives in grantmaking and investments in women's self-help groups. A core part of her work has been supporting the foundation's work on gender equality and empowerment of women and girls. She is currently working closely with gender champions across the foundation to align on a conceptual model of empowerment of women and girls and to improve measurement and evaluation of empowerment outcomes. Prior to the foundation, Amy worked as a research assistant for the Evans School Policy Analysis and Research Group at the University of Washington, providing research and analysis support for the foundation's Agricultural Development team. She completed a Master of Public Administration degree at the University of Washington's Evans School of Public Policy and Government with a certificate in International Development. She holds a bachelor's degree in Political Science from Beloit College.



Daniel Perlman

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Daniel Perlman, Ph.D.—a research medical anthropologist at the School of Public Health, University of California, Berkeley—has over three decades of experience designing, implementing and evaluating education and health programmes in Africa, Asia, and Latin America. Daniel has directed the Centre for Girls Education in Zaria, Kaduna State, Northern Nigeria, since its founding in 2008. The Centre is a girls programming research, learning, and training hub and is a joint program of Ahmadu Bello University and the University of California, Berkeley.



Nicholas Perry

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Nicholas Perry is a Policy Analyst and the Outreach Coordinator at the WORLD Policy Analysis Center at UCLA's Fielding School of Public Health. The WORLD Policy Analysis Center works to increase the quantity and quality of available information on rights, laws, and policies in all 193 UN member states in the areas of gender, education, health, adult labor and working conditions, child labor, poverty, constitutional rights, discrimination, childhood, marriage, families, aging, and disability. In addition to research work on a number of policy areas, Nicholas coordinates WORLD's global research and dissemination partnerships with policymakers, civil society organizations, funders, and the public at large. In this outreach work, Nicholas works with the WORLD team to develop and disseminate tools that translate newly available law and policy data into evidence-based decision making and increased transparency and accountability. Nicholas' professional

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Suzanne Petroni

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Dr. Suzanne Petroni is Senior Director for Gender, Population and Development at the International Center for Research on Women (ICRW), where she leads the organization's work to improve development programs and policies by expanding the evidence base regarding the relationships between gender, sexual and reproductive health and rights, adolescence and demographic and socioeconomic outcomes. Over the past 25 years, Petroni has worked in foreign policy and global

development on behalf of the U.S. government, as well as in the philanthropic, nonprofit and research sectors.

Currently, Petroni directs ICRW's research on the economic impacts of child marriage, documents best practices in positive youth development, synthesizes research on health and gender norms in adolescence, and advances global knowledge and awareness of the harmful practice of child marriage and of the benefits of providing universal access to sexual and reproductive health and rights. Prior to joining ICRW in 2012, Petroni served as Vice President for Global Health at the Public Health Institute, Senior Program Officer for Adolescent Reproductive Health and Youth Leadership at the Summit Foundation, and in a variety of roles in the U.S. government, including Program Officer in the Bureau of Population, Refugees and Migration at the State Department.

She holds a doctorate in Gender and Social Policy from The George Washington University, a master's in Foreign Service from Georgetown University, and a bachelor's in International Relations from the University of California at Davis. She is a member of the Lancet Commission on Adolescent Health and Wellbeing, and was recently profiled by The Lancet for her work on youth and gender equity.



Faith Phiri

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Faith Phiri is gender and human rights activist, a co-founder and Executive Director of Girls Empowerment Network (GENET) a grassroots organization of girls and women that works to advance and promote for the rights and wellbeing of vulnerable and marginalized girls and young women in Malawi. She has diverse skills in social mobilization, movement building, advocacy and girl empowerment. Faith has a strong passion for girls and women particularly disadvantaged and marginalized girls from rural areas, girls at risk of sexual exploitation including child marriage and harmful traditional practices.

For the past 15 years, Faith has worked with girls, local leaders and policy makers to influence for improvement of local laws, policies and practices that affect girls' sexual health and rights. She has special interest in adolescent health, gender and

girls education. Faith is a graduate of College of Medicine, University of Malawi and has a Masters of Public Health, and also has various qualifications in women health, women studies, Public Policy from various institutions. Faith is a member of UNWomen Civil Society Advisory Group in Malawi. She was awarded a Global Change leader Award by Coady International Institute and is a fellow of Adolescent Girl Advocacy Leadership Initiative (AGALI).



Stephen Poyer

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Stephen Poyer is the research advisor for PSI's Malaria and Child Survival department. In this role he focuses on promoting the use of formative research and operations research for program improvement. His current projects include a multicountry initiative to roll-out malaria rapid diagnostic tests in the private sector in sub-Saharan Africa, and a market-based urban sanitation program in West Africa. A demographer by training, Stephen joined PSI on the ACTwatch project as a research associate in 2009 and provided technical support to study countries during training and survey implementation. In 2013 he became ACTwatch's Deputy Principal Investigator with a focus on sampling and analysis, ensuring studies

maintained their relevance, quality and comparability over time and across countries. Stephen has a BSc in Mathematics from Durham University and holds an MSc in Demography and Health from the London School of Hygiene and Tropical Medicine. His personal interests include M&E for programs taking a market-based approach to achieve systemic change, and sampling and analysis methods for large-scale household surveys.



Lee Pyne-Mercier

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Lee has worked at the Gates Foundation for the last five years on Tuberculosis and Maternal, Neonatal, and Child Health (MNCH). For TB, he managed a strategy refresh and subsequent execution of the revised strategy. He also took a leadership role in the Critical Path to TB Drug Regimens (CPTDR) initiative, which aims to dramatically accelerate development of shorter, safer TB treatment. Since joining the MNCH team he worked with a large number of partners on the Every Newborn Action Plan, and is also working on foundation programs in Nigeria and DRC. Lee worked at the International Training and Education Center for Health (I-TECH) based at the University of Washington from 2005-2010. At I-TECH he managed clinical training programs in the Caribbean and Namibia, a home-based care program in Kenya, and a program providing technical assistance to groups developing electronic medical records. Lee worked with Family Health International from 1998-2005 where he established new country offices in Burundi, Haiti, and the DRC. In 2003, he collaborated with CDC to establish an HIV surveillance system in Southern Sudan. He also was responsible for two major regional HIV prevention initiatives with high risk groups along transportation corridors – one from Durban to Lusaka, and the other from Mombasa to the Great Lakes of Central Africa. Lee has worked in over 20 countries in Africa, Asia, and the Caribbean. He holds a BA in international relations from the College of William & Mary, an MA in political science from the University of Cape Town, and an MPH in epidemiology from the University of Washington.



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Lucero Quiroga is a senior gender equality consultant with over twenty years of international experience in gender mainstreaming and curriculum development. She has provided technical support on gender equality for organizations that include the Plan International, UNFPA, UNDP, INSTRAW (now UNWOMEN), the Dominican Education Ministry, the Spanish Agency for International Development Cooperation, the German Technical Cooperation Agency, and the UNFPA. She is the principal author for Planting Equality, Plan International's gender equality and child rights staff capacity building program, as well as that organization's Champions of Change for Gender Equality and Girls Rights youth curricula. Lucero is the former Co-Director of the Center for Gender Studies in the Dominican Republic, where her primary areas of research were violence against women and women in higher education. Lucero also advised the United Nations Dominican Inter-Agency Strategic Planning Committee on integrating gender issues into the Common Country Assessment and in the UN Development Assistance Framework, and advised the team of researchers that produced the 2007 and 2009 Dominican Human Development Reports.



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Anita Raj, PhD, is a Professor of Medicine and Global Public Health and the Founding Director of the Center on Gender Equity and Health at the University of California, San Diego. Trained as a developmental psychologist, Dr. Raj has expertise in social and behavioral theories and intervention development, implementation science, and evaluation, as well as measures development, in her focal areas of interest which include sexual and reproductive health, gender based violence and inequities such as girl child marriage, and adolescent maternal health, as well as substance use and HIV. Dr. Raj has served as Principal Investigator or Co-Investigator on more than 40 federal, foundation and multilateral (e.g., UNICEF) grants conducting research in South Asia, the United States, Russia, and sub-Saharan Africa, and she has more than 150 peer-reviewed publications from this research. Her publications include papers in such prestigious journals as the Lancet and the Journal of the American Medical Association, and her research has been featured in media outlets across national settings.



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Ramona Ridolfi is Gender Manager at Helen Keller International (HKI) in Bangladesh, and is responsible for leading gender integration across the Bangladesh program portfolio and supporting regional initiatives. She is co-founder of the (I)NGOs Gender Working Group, a network of local and international organizations in Bangladesh, which she led from March 2013 until recently. Ramona has over six years' experience in promoting gender inclusion and women's rights. This includes research and advocacy in Australia and implementation in development programs in multiple countries across Africa and Asia, particularly Pakistan, Cambodia, Cote d'Ivoire, and Senegal. She holds a Master's Degree in International Relations from Monash University, Melbourne (Australia).



Jennifer Rowley

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Jenny is the writer for the University of Chicago's Center for Interdisciplinary Inquiry & Innovation in Sexual and Reproductive Health (Ci3). At Ci3, Jenny works with her colleagues to develop novel research and intervention projects using storytelling, game design, digital media, design thinking, and policy change to advance sexual and reproductive health and wellbeing among youth. Before coming to Ci3, Jenny was awarded a Princeton Fellowship to work with Population Services International's Asia regional team. In this public health research role, she collaborated with seven in-country teams to conduct studies on maternal health, family planning, HIV, TB, malaria, and social marketing and franchising. Jenny has also worked on independent projects with Mahidol-Oxford Research Unit to study malaria across the Asia Pacific region, as well as with Options Consultancy Services to assist supply chain mapping of family planning products across India. Jenny graduated with honors from Washington University in St. Louis with a degree in Global Health and Environment. In St. Louis, Jenny spent her time working in sexual health among the city's teens with the support of several service

awards and scholarships. This experience sparked her interest in innovative health interventions for young people, which she has since carried over to her work at Ci3.



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Preet Rustagi has a doctorate in economics from Jawaharlal Nehru University (JNU) and is currently a Professor at the Institute for Human Development (IHD), New Delhi. She has been working on children, labour, development and gender issues for the past fifteen years. Her research interests where time use statistics have been used include children's education and work; women's unpaid care work and incentive service workers. She has also worked on child wellbeing and deprivations; work, employment and institutions; gender development indicators; crimes against women; women's equality and empowerment; urban poverty; and food security in rural India. She has been pursuing intensive district level analysis for the country to examine gender inequalities and discrimination against women and has also worked on the South Asian region.

She has published several articles on these subjects in various national and international journals and books. An edited volume on *Concerns, Conflicts and Cohesions: Universalization of Elementary Education in India* was published from Oxford University Press, New Delhi. *India's Children: Essays on Social Policy* is a recent volume (co-edited along with A.K. Shiva Kumar and Ramya Subrahmanian) to be published this year by OUP. She has been Associate Editor of the *Indian Journal of Labour Economics* and *Indian Journal of Human Development*. She is currently the Honorary Secretary of the Indian Society of Labour Economics which publishes the IJLE.

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Kate Schneider

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Kate Schneider is a Program Officer with the data, evidence, analysis and learning team within the foundation's Agricultural Development program. She manages a portfolio of investments focused on advancing measurement methods and cost-effectiveness for key agricultural indicators, including measuring women's time use, as well as policy research and impact evaluation focused on gender, adoption, food systems and nutrition. Prior to joining the foundation in 2011, Kate conducted field work as a research assistant on a time use study in Ethiopia and completed a master of public administration at the University of Washington's Evans School of Public Policy and Government. She holds a bachelor's degree in sociology from McGill University and has spent time living in Latin America, Europe and Ethiopia.



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Papa Seck is the Chief of Statistics at UN Women. Since joining UN Women in 2009, he has led statistics and data work at UN Women and has also contributed to the Research work of UN Women more broadly. He is UN Women's representative in the Inter-Agency and Expert Group on SDGs indicators and over the past year has led the UN System's efforts to ensure the inclusion of strong gender indicators in the SDGs. Since 2012, Papa has been working on the Evidence and Data for Gender Equality (EDGE) programme, in collaboration with the UN Statistics Division, to develop innovative new measures in the area of gender and asset ownership and entrepreneurship. He is currently leading the implementation of a broad new UN Women programme on gender statistics to help countries systematically monitor the SDGs from a gender perspective. Prior to joining UN Women, Papa worked for UNDP's Human Development Report Office as a statistics specialist, contributing to three global Human Development Reports. He is also the co-editor of a book on the consequences of risk and vulnerability on human development. Papa is a Senegalese national and holds a Master's degree in economics from Hunter College of the City University of New York.



Nishant Shrivastava

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Nishant Shrivastava is a Senior Program Officer for Girls' Education Program at Room to Read India Trust. He comes primarily from a management background with a Master in Business Management and is currently pursuing a masters in elementary education from Tata Institute of Social Sciences, Mumbai. For the last 12+ year, Nishant has been working in the field of education at elementary and secondary level and has worked with governments and INGOs like UNICEF. During this period, he worked closely with teachers, teacher educators and school administrators on various aspects of improving quality of school education. Nishant has been part of qualitative and quantitative studies on education and gender conducted by UNICEF and state governments in India and will be leading the implementation of the Room to Read India's intervention under the Gates project of evaluating Girls' Education Program at the field level. The evaluation is planned to begin in 2016 at Ajmer, Rajasthan India. The evaluation will be first program of its kind to be evaluated in a developing country context and has there is a massive potential to influence programming in many countries in the world.



Annie Smith

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Annie has been working in menstrual and reproductive health research, programming, and advocacy for over four years with ZanaAfrica, a Kenyan social enterprise that combines the best of for-profit and non-profit approaches to deliver safe, hygienic menstrual health products and accurate, engaging reproductive health information to women and girls in East Africa. She has supported product design, market development, and impact measurement activities and is currently managing ZanaAfrica's WGCD project to evaluate the role of menstrual and reproductive health support in girls' educational attainment and sexual behaviour in partnership with Population Council. Prior to joining ZanaAfrica, Annie worked in bio-therapeutic drug development for several years and holds a BSc in Biological Engineering from Cornell University.



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Kate is a Senior Program Officer with the Maternal, Neonatal and Child Health team at the Bill & Melinda Gates Foundation. Kate started her career in public health more than 25 years ago as a Peace Corps Volunteer in Paraguay, South America. After leaving Paraguay, she earned her Master in Public Health in Health Policy and Administration from the University of North Carolina at Chapel Hill. As part of her MPH program, Kate took on another Peace Corps assignment for the Ministry of Health on the island nation Dominica in the Eastern Caribbean. While in Dominica, Kate worked on dengue fever campaigns as well as HIV and AIDS education. After completing her MPH in 1997, Kate joined the Centers for Disease Control and Prevention where she was a project officer in the Division of Adolescent and School Health and focused on HIV prevention among youth in high risk situations. In 2000, Kate worked as a program officer for The California Endowment and soon after earned her law degree while living in San Diego. She returned to her native North Carolina in 2004 and worked as a lawyer for a year before joining an international health organization where she worked in program design and development for five years. Kate has worked for the Bill & Melinda Gates Foundation since 2010 and her portfolio includes grants that focus on health policy, measurement, service delivery, and gender.



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Ashlyn is the director of the Ci3's Game Changer Chicago (GCC) Design Lab at The University of Chicago. She is a game/user experience designer with a passion for creating interactive worlds that challenge and inspire players. Ashlyn brings several years of experience leading design projects, managing teams, and working directly with youth. She came to Ci3 in 2013, believing that gameplay and narrative are powerful means for engaging young people in their health.

Examples of her work at GCC include directing production of two large-scale alternate reality games played by over 200 Chicago youth. The games' purpose was to increase interest in science and technology among youth of color by completing daily challenges that used STEM-based skills over the course of 5 weeks. She has also led the design of a collection of board games that youth play to explore the systems that contribute to the health of a city. These projects have been supported by the John D. and Catherine T. MacArthur Foundation, The National Science Foundation, and The National Institutes of Health among others.

Ashlyn completed a Masters of Entertainment Technology at Carnegie Mellon University after receiving her BS in Information Sciences and Technology with an emphasis in design and development from The Pennsylvania State University.



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Sara Stevano is a Postdoctoral Fellow in the Department of Economics at SOAS University of London. She has a background in economics, with a specialisation in development issues and political economy. She conducted her doctoral research on women's work, food and household dynamics in northern Mozambique, with an interdisciplinary approach based on the use of economic and anthropological methods. After completing her PhD, Sara worked as a Postdoctoral Fellow on a systematic review on agriculture, gendered time use and nutrition in low- and middle- income countries. She also carried out consultancy work for IMMANA (DfID) 2015, and for DFAT and the World Bank 2013. Her research interests include employment and labour markets, food and agricultural systems, and gender analysis. Sara's work focuses on sub-Saharan Africa, with specific research expertise on Mozambique and Ghana.



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Ms. Farhana Sultana has been working as a Research Investigator at icddr,b since April 2011. Prior to this she worked with BRAC, JICA, The World Bank, and BRAC University. She earned her BSS and MSS degrees with first class in Anthropology from Jahangirnagar University, Bangladesh. She recently completed her MPH degree with H2A (equivalent to distinction) at the University of Melbourne, Australia. Her current research interests include handwashing behaviour, water treatment, measuring gender and school attendance, respiratory health and menstrual hygiene. She has led several studies in Bangladesh including systematic reviews, intervention trials and formative and qualitative research. Throughout her work at icddr,b, she has participated in a number of international workshops and conferences in Australia and USA, and presented her findings at the University of North Carolina Water & Health Conference and the University of Oklahoma International WaTER Conference in the USA.



Jaya Tiwari

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Jaya is the Director of Strategic Partnerships at the BOMA Project. Prior to joining the BOMA Project, Jaya served as the Executive Director of South Africa-Washington International Program in Washington, D.C., the Executive Director of Suffolk Partnership for Healthy Community in Suffolk, VA, Director of Global Health Programs at Physicians for Peace in Norfolk, VA, and the Director of Research for Physicians for Social Responsibility in Washington, D.C.

Jaya has over 15 years of experience in nonprofit management, research, advocacy and fundraising and has worked and travelled extensively in Africa. Jaya has published numerous articles, issue briefs, reports and books chapters on issues ranging from global development, maternal and child health, international security, nuclear nonproliferation and arms control and nuclear energy. She has provided briefings on these topics to members of the House of Representatives, the United States Senate, and the United Nations. Jaya has been interviewed and quoted by many news sources including Reuters TV, CNN Money, the Associated Press, the Times of India, the Times News Service, National Public Radio, and the Voice of America. Jaya holds master's degrees in International Studies from Old Dominion University in Norfolk, VA and in Political Science & Public Administration from Benares Hindu University, Varanasi, India. Jaya completed her Ph.D. course work in International Studies at Old Dominion University in 2000.



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Joe is currently the Program Manager for the Grand Challenges program at the Bill & Melinda Gates Foundation leading the business and operations of the program, managing the Grand Challenges and Grand Challenge Explorations RFPs. Before the foundation, Joe spent four years at the Fred Hutchinson Cancer Research center where he worked at the HIV Vaccine Clinical Network (HVTN) teaching non-scientists and community members about basic vaccinology and clinical trials at the Spanish, French and Portuguese speaking sites. Before HVTN, he worked in the Institutional Review Office coordinating the Human Subjects Training program for investigators working at Fred Hutchinson. During his undergraduate studies in San Diego, Joe worked for an Insurance Defense Law Firm as Staff Supervisor and Legal Assistant focusing on fraud prevention and special investigation unit cases. Joe has a Master of Business Administration from the University of Washington. In his free time, he enjoys long-distance road cycling and serving on the board of Rebuilding Together Seattle.



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Dr. Marcelo Tyszler is an experienced consultant and applied researcher on the fields of Agro- and Behavioral Economics, Environmental and Economic Sustainability and Public Sector, Non-Profit and Government. His specialty is to translate complex problems in feasible solutions and applications. He holds a Ph.D in Behavioral Economics, which focused on dynamics of political choice. Throughout his career, Marcelo carried out economic and mathematical modelling of optimization problems, management and econometric analysis of small and large data-sets as well as research and survey designs. With his experience growing up in Brazil, he believes the development challenges are to design sustainable solutions that can hold on the long run, taking into account policy, government, companies and consumer and must be scientifically and behaviorally based. Over the past 16 years Marcelo consulted for the non-profit sector and government in Brazil, assisting municipalities, Estate Secretaries and the World Bank. More recently, he worked with analysis of environmental impact and improvement of nutritional and dietary patterns, including health and sustainability. Marcelo is joining the workshop as Senior Advisor on Sustainable Economic Development, bringing his metrics and methodology expertise to tackle the challenge of empowering women and girls.



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Chi-Chi is a Senior Associate in the Reproductive Health Program of the [Population Council](#). She coordinates and provides strategic and technical oversight for the Population Council-led 'Africa Regional SGBV Network' – a network of partners in the East and Southern Africa region who design, implement, and test innovative response models to sexual and gender-based violence in low-resource settings.



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Laurent Uwumuremyi, is the Country Director of CARE Burundi. With 20 years of international development and humanitarian experience in East, Central and Western Africa, *Laurent* has strong background in developing and optimizing corporate efficiency and leading its strategy and operations at national level. He is an adept in community and country-wide development, restructuring and rebuilding management, and has significant experience in structural change management; as demonstrated by the leading role that Laurent played in the transformational change of CARE Burundi between 2012 & 2014. He is an excellent mentor, a team builder and player. He is recognized for high standards of professionalism and integrity, positive mental attitude and commitment to excellence. He is keen in provision of strategic and operational management oversight to programs and operations (finance, logistics and administration ensuring that each department is efficient, effective and accountable).



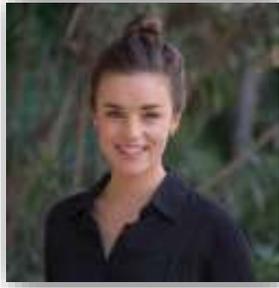
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Alok Vajpeyi is Head, Core Grants and Knowledge Management in Population Foundation of India. He is an experienced Development Professional, M&E Specialist and Researcher with progressive experience in evidence based development. Alok is member of Family Planning 2020 (FP2020) Performance Monitoring and Evaluation Working Group (PME WG). Alok has worked with national and international organizations and managed and evaluated projects and programs in the areas of education, child participation, women and child protection, particularly child labour prevention and elimination, reproductive health, family planning and social determinants thereof.

Alok led several international and national level research studies, reviews and evaluations. He carried out the independent impact evaluation of Unifem's (UN Women) Regional Anti-Trafficking Programme in South Asia covering India, Sri Lanka, Bangladesh and Nepal in 2009-10. He was member of the 7th Common Review Mission fielded by Government of India under National Health Mission to Bihar in 2013. Alok carried out research in India and Bangladesh on inter-linkages of child labour elimination, education for all and poverty alleviation in 2006. He was member of Seventh Editorial Board of the Education for All (EFA) Global Monitoring Report organized by UNESCO in 2003. He coordinated the research on status of the worst forms of child labour. Alok is the member of the International Development Evaluation Association (IDEAS).



Sarah van Boekhout

WaterSHED Cambodia

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Sarah van Boekhout is the Women's Empowerment Program Lead for WaterSHED Asia. Through this program, Sarah and her team work to catalyse the success of female entrepreneurs and community leaders in the markets for water, sanitation and hygiene products in rural Cambodia. Sarah hails from New Zealand, however has several years of professional experience in the United States, Australia, and Southeast Asia. She has broad experience in the retail and professional services industries, with expertise in organizational development and operations management, and has consulted on development and social enterprise projects in Indonesia and Cambodia. Sarah is completing her Masters in International Development at RMIT University in Melbourne and holds a Bachelor of Management Studies in Strategy and HR Management from the University of Waikato, New Zealand. She has a professional interest in the concept of mentorship and support networks, and acts as a mentor for job-seeking migrants via AMES Australia, and for future leaders in Cambodia via Wedu Global.



Anouka van Eerdewijk

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Anouka van Eerdewijk is Senior Advisor in the Gender team at the Royal Tropical Institute (KIT, Amsterdam). Her work ranges from gender mainstreaming and transformational change; to norm diffusion processes and transnational dynamics; as well as gender, sexuality, and rights; and gender in agricultural research. In her role as an advisor, she works with international development agencies and research institute on capacity building, applied research, organizational learning and policy advise to support the institutionalization of gender equality.

Anouka leads a project where KIT Gender support the Bill and Melinda Gates Foundation in improving how to measure empowerment of women and girls. In addition, she has recently worked on a variety of fields, including changing women's activism in Zimbabwe, leadership of women academics in Ethiopian universities, and gender dimensions in agricultural mechanization. Her engagement with feminist knowledge transfer stems from both academic research and writing, and from her work as advisor at the interface between theory and practice.

She co-edited a special issue on gender mainstreaming for the *Journal of International Development* (with Tine Davids), and co-edited the volume *Gender Equality Norms in Regional Governance* (with Anna van der Vleuten and Conny Roggeband). Her PhD thesis entitled *The ABC of Unsafe Sex: Gendered Sexualities in Dakar (Senegal)*. Two recent publications include chapters in the volume *The Politics of Feminist Knowledge Transfer: Gender Training and Gender Expertise* (Bustelo et al.), and *The Palgrave Handbook of Gender and Development: Critical Engagements in Feminist Theory and Practice* (Harcourt).



Alice Wuermli

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Alice Wuermli is the Associate Director for Programs in Low-income Countries at Global TIES for Children, a new research center at New York University aimed at improve the design, implementation, and evaluation of programs and policies to promote children’s holistic development in low-income and conflict-affected countries around the world. Her research focuses on socio-emotional, cognitive and behavioral correlates of stress, self-regulation, and developmental/neural plasticity in at-risk populations. Specifically, her research focuses on understanding the mechanisms through which interventions effect change, how stress physiology mediates/moderates intervention effectiveness, and how changes in neurobiological markers inform questions of dose-response. Alice is involved in developing a global research network focused on human developmental intervention science in low- and middle-income countries (HDIN.org), she worked at the World Bank from 2009 to 2012, and is currently a doctoral candidate in Human Development at the University of California, Davis. She holds a MA in International Development/Development Economics from American University in Washington, DC, and a BA in International Affairs and Governance from the University of St. Gallen in Switzerland.

Background and Project Descriptions

- ❖ Gates, Melinda French. (2014) Putting women and girls at the center of development. *Science* Vol. 345, Issue 6202, pp. 1273-1275
- ❖ Request for Proposal, Grand Challenges: Putting Women and Girls at the Center of Development. Bill & Melinda Gates Foundation.
- ❖ Grand Challenge Project Descriptions
- ❖ Other Foundation Gender-Related Projects

Grand Challenges: Putting Women and Girls at the Center of Development

Description

The WGCD Grand Challenge call for proposals was launched by Melinda Gates on the 10th Anniversary Grand Challenges meeting on October 5, 2014. The following is a list of projects currently being considered for funding under the Grand Challenges Call, Putting Women and Girls at the Center of Development. The project list is inclusive of both executed grants and projects under consideration by the Bill & Melinda Gates Foundation. Note that projects under consideration printed below are not guaranteed for funding.

website: <http://gcgh.grandchallenges.org/challenge/putting-women-and-girls-center-development>

The Fifth H: Her – Empowering Girls through 4-H’s Methodology of “Learning by Doing”

Organization: 4-H Ghana

Location: Ghana

4-H Ghana will support 600 new and existing 4-H school and community clubs in Ghana, which teach livelihood and life skills such as business planning, farming and communication, with a stronger focus on girls. This will serve to enhance the economic and education opportunities particularly for young girls who are more vulnerable to unemployment. They will recruit and train more women to run the clubs and engage girls by acting as mentors, and to act as district advisers. They aim to develop a successful approach that can then be implemented across Africa.

Measuring Change in the Decision-Making Role of Pastoral Women at the Household Level as a Result of their Financial and Social Empowerment

Organization: The BOMA Project, Inc

Location: Kenya

The BOMA Project, Inc. in Kenya will investigate, measure and document how participation in BOMA’s Rural Entrepreneur Access Project (REAP)—a holistic two-year program of sequenced interventions—translates to such gender-influenced outcomes as increased household financial decision-making by women, increased education opportunities for girls and increased food security and use of healthcare by the household. REAP is a high-impact poverty graduation program that addresses the geographic and socio-economic context of the arid and semi-arid lands of Africa, where the harsh effects of climate change and endemic extreme poverty persistently undermine the well-being of women and children. The project provides ultra-poor Kenyan women cash grants, business skills training, mentoring and the opportunity to set up their own business to help lift their families out of poverty. Giving women more power over household spending tends to lead to improved family health care and education. They will recruit 750 women living in extreme poverty in pastoral communities to their two-year poverty graduation program. Upon these women exiting REAP, they will analyze its impact on improving the education and social standing of women and girls, and the physical and financial wellbeing of their families.

A Win-Win for Gender, Agriculture and Nutrition: Testing a Gender-Transformative Approach from Asia in Africa

Organization: CARE

Location: Burundi

CARE Burundi will evaluate the impact of an intensive gender transformative approach among women smallholder farmers relative to a current “gender-light” approach for delivering income, food security and women’s empowerment outcomes through agricultural development interventions. Their transformative approach focuses more deeply on gender by generating awareness of the issues, building personal skills, and directly challenging underlying inequalities through dialogue and collective action involving male relatives and the wider community. They will train facilitators and recruit a total of 7,500 women in two provinces in Burundi for a four-year study. The research will provide essential evidence-based policy recommendations for the agricultural sector to help improve global food security and well-being.

Umodzi Men, Women, Boys and Girls in Alliance to Achieve Gender Equality

Organization: CARE

Location: Malawi

CARE Malawi is implementing the the Umodzi project to promote gender equality for women and girls by engaging adolescent girls and boys, along with supportive adult male and female role models, to integrate gender equitable attitudes and behavior in schools as a basis for changing attitudes nationwide. Umodzi, which means “oneness” in the local Chichewa language, will build upon and adapt existing gender equality approaches including integrating efforts into the school curriculum, training teachers who convene teen club meetings, and working with adults who are also engaged in CARE’s pro-women agriculture and savings programs in the school catchment areas.

Digital sub-Wallets for Increased Financial Empowerment of Women

Organization: CARE

Location: Uganda

CARE Uganda will analyze whether motivating women to use mobile financial technology increases their involvement in making household financial decisions, and subsequently improves family health and education. They will develop mobile money subwallets for specific purposes such as school fees and pregnancy so that women can more securely manage their savings. They will also work with influential members of a subset of households to help promote gender equality and develop a consensus towards a household financial action plan.

Couple Power' Project in Jharkhand, India
Organization: Child In Need Institute (CINI)
Location: India

The Child In Need Institute (CINI) is collaborating with the International Center for Research on Women (ICRW) and Accenture for the 'Couple Power' project. This project seeks to ensure that couples (where women are 15-24 years) are empowered and have skills to promote in equitable decision making leading to increased intention to use appropriate family planning (FP) methods for better maternal health outcomes in Gumla and Khunti districts of Jharkhand in India. Jharkhand state is a predominantly tribal state and one of the poorest states in India. One third of the its districts identified as a gender critical (Census 2011), the state has high maternal mortality rate, low age at marriage, low contraceptive prevalence and high unmet need especially for spacing.

Smart Payment Schemes as a Gateway to Women's Financial Inclusion and Socioeconomic Empowerment: Experimental Evidence from India*
Grantee: Harvard College
Location: India & US

This grant will provide partial funding to support two large-scale randomized controlled trials (RCTs) which will investigate whether female-friendly modifications to the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGS) program in India can improve program efficiency and increase rural women's employment, financial inclusion, and empowerment. We will also test the efficacy of transparency tools to document wage payment delays to understanding whether hold local implementers accountable can decrease payment delays to women.

Women-Centered Homestead Food Production as a Means to Improve Food Security, Nutrition and Women's Empowerment
Organization: Helen Keller International, Inc
Location: Cambodia

The Cambodia office of Helen Keller International will evaluate the additional impact of promoting gender equality on households' food security and health. They will recruit households spanning 180 rural communities in Kampong Cham Province to evaluate the impact of a gender-transformative Enhanced Homestead Food Production intervention, which will provide agricultural training and resources through primary contact with the female head of household, as well as sessions addressing gender issues with all main-decision makers in the family. They will then test the impact of this women-centered approach on household food security and nutritional status.

Girls for Health: Empowering Rural Girls' Transition from School to Employment as Health Workers

Organization: HPI Institute

Location: Nigeria

Fatima Adamu is leading a consortium—the HPI Institute, the Centre for Girls Education (in Kaduna State), the Nana Women's and Girls Empowerment Initiative (in Sokoto and Kebbi States), the School of Public Health at UC Berkeley, and the Center on Gender Equity and Health at UC San Diego—that will support the transition of adolescent girls from secondary school into health-related careers such as medicine, midwifery, and nursing to address the shortage of female health workers specifically in rural northern Nigeria. Social norms dictate that women only receive reproductive health care from females, so a shortage means that many, particularly in the North, do not receive any health care during pregnancy. Additionally, women who pursue careers are more likely to delay childbirth, which is associated with better health outcomes for women and children. They will integrate existing and new education strategies, including coaching particularly female teachers in student-centered learning methods, to improve core academic and vocational training, and enhance life skills for girls. Girls for Health will be evaluated using a rigorous controlled trial design randomizing at the school level to assess its impact on key outcomes of interest.

Strengthening livelihood strategies of vulnerable women in South Kivu, DR Congo

Organization: International Center for Advanced Research and Training

Location: Democratic Republic of Congo

The project will test if simultaneous multi-sector interventions addressing economic, nutritional and social status issues can provide vulnerable women and girls in Kinshasa, with the means to permanently improve their livelihoods and reintegration in society. The targeted women and girls have been involved in prostitution.

Piloting menstrual hygiene management interventions among urban and rural schools in Bangladesh

Organization: International Centre for Diarrhoeal Disease Research

Location: Bangladesh

International Centre for Diarrhoeal Disease Research, Bangladesh, in Bangladesh will engage school children, teachers, parents, community members, and relevant governmental parties to improve practices and facilities for menstrual hygiene and create a more supportive school environment for girls. Girls in Bangladesh and other low-income countries face social marginalization in relation to menstruation. Their approach involves establishing gender clubs to motivate the school communities, and providing education on gender equality and menstrual hygiene.

Plan-It Girls: Empowerment, Employability and Entrepreneurship for Older Adolescent Girls in India

Grantee: International Center for Research on Women (ICRW)

Location: India

The International Center for Research on Women, will lead their comprehensive pilot program “Plan-it Girls”, which adopts a local eco-system approach to boost empowerment for vulnerable adolescent girls. The program leverages a catalytic personal advancement curriculum for girls in government secondary schools, in tandem with multi-level interventions that target male peers, principals, teachers, businesses, families and communities. The program will help around 10,000 adolescent girls from poor communities in New Delhi and rural Jharkhand to build their aspirations, self-efficacy and life skills needed to succeed in the marketplace and secure a stronger future. The program also seeks to tackle the prevailing norms and barriers in the household, community and marketplace that hinder girls’ advancement in their careers and lives. The evidence emerging from the accompanying evaluation will help inform the program’s scale-up and the broader discourse on strategies to empower girls.

Role Models to Combat Violence Against Women in India

Grantee: Population Foundation of India

Location: India

Population Foundation of India proposes a large-scale, multi-year media intervention in which iconic male role models speak out against gender-based violence in India. By exploring and evaluating a variety of different messages, they aim to engineer a significant change in the attitudes of men, with the ultimate objective of reducing the incidence of violence against women in India.

Empowering Girls to End Child Marriage in Southern Malawi: A Solution and Evaluation to Stop Child Marriage Now

Organization: Public Health Institute

Location: Malawi

The Girls Empowerment Network (GENET) of Malawi, Let Girls Lead (LGL), and the International Center for Research on Women (ICRW) propose to scale, refine and rigorously evaluate a promising and groundbreaking intervention (“Solution”) that will empower adolescent girls (ages 10 to 19) and civil society allies to improve girls’ education, family planning, sexual and reproductive health, and gender equality outcomes by reducing the prevalence of child marriage. This Solution – Stop Child Marriage Now – will empower girls and civil society leaders to engage traditional and religious leaders, male authority figures, and other community gatekeepers in reducing the prevalence of child marriage and related harmful traditional practices, thereby contributing to improved outcomes in the areas of girls’ education, sexual and reproductive health (SRH), and family planning in Southern Malawi. The Solution will employ a multi-pronged approach to empower the most vulnerable adolescent girls to increase their autonomy and decision-making agency at individual, household, and community levels. The Solution scales up a pilot program implemented by GENET and LGL in the Chiradzulo District of Southern Malawi, which through a post-test qualitative evaluation has demonstrated significant success in

reducing child marriage in the program area. The Solution will be evaluated through a three-arm, quasi experimental study design utilizing quantitative and qualitative evaluation methodologies.

Room to Grow: Integrating Gender Equity, Family Planning, and Nutrition into an Agriculture Intervention in Niger

Organization: Population Services International

Location: Niger

Population Services International will assess proof-of-concept for an integrated solution that brings together gender-synchronized approaches, community-based delivery of FP, and promotion of ENA, using difference-in-differences estimation to compare intervention and control gardens. The project team will learn with women and their male partners how best to design this integrated solution to develop an approach that is scalable in the Sahel and in line with Niger's development priorities.

Improving women's access and usage of digital financial services*

Organization: REPOA

Location: Tanzania

Repoa Ltd. in Tanzania, in collaboration with Philip Roessler of the College of William and Mary and Daniel Nielson of Brigham Young University, will evaluate, through a randomized control trial, the effects both on the uptake of mobile financial services and on women's welfare from the cost-free distribution of basic mobile phones, smartphones, data plans, and solar electrical chargers. The study will also examine the effects of group vs. individual distribution, along with the subgroup effects of the phones on urban vs. rural residents, especially smallholder farmers; literate vs. illiterate women; and on subjects with more or less openness to new technology. A total of 2,000 low-income women in Tanzania will be recruited for the study.

First Girls' Education Life Skills Evaluation in a Developing Country Context

Organization: Room to Read

Location: India

Room to Read proposes to improve completion of secondary school and to improve longer-term life outcomes among disadvantaged girls through an evidence-based program that develops life skills and provides mentoring through female role models. Although the concept of life skills in itself is not new, a recent proliferation of evidence (US-based) on non-cognitive (or life) skills suggests that such skills have a large impact on adult economic outcomes. This evidence, combined with Room to Read India's own learning on how to be effective in this area, has helped Room to Read India create a unique program that has a greater chance of being highly effective. It is also the first time that such a program will be evaluated in a developing country context.

Empowering Girls for Improved Health and Wellbeing in Two National Regions in Swaziland

Organization: Swaziland Action Group Against Abuse

Location: Swaziland

Empowering Girls for Improved Health and Wellbeing is a project that aims, through participation in a Girls' Empowerment Program, to increase girls' social assets, knowledge of and self-efficacy related to sexual behavior, violence and HIV, and ability to access services. The project will also test and implement several innovative approaches, which will contribute to improved results for the girls in the program area as well as provide valuable learning for the global community.

Promoting Female Empowerment at the Household Level with Family Planning Use, Financial Literacy and Gender Socialization Education Among Couples in Ibadan, Nigeria

Organization: College of Medicine, University of Ibadan

Location: Nigeria

The University of Ibadan in Nigeria will conduct a cluster randomized control trial to evaluate a multi-pronged approach for empowering Nigerian women within the household and thereby the wider community. Their program targets both partners of couples, both individually and together, and involves training on gender socialization and finance, and access to family planning. The aim is to generate rigorous evidence on how to promote gender equality in household decision-making and improve family health and wellbeing.

Empowering women and increasing sanitation: making the rural WASH market work

Organization: WaterSHED

Location: Cambodia

WaterSHED in Cambodia will further catalyze the water, sanitation and hygiene (WASH) market by developing a women's mentorship network and a special marketing program in order to improve the productivity and decision-making power of women in rural Cambodia. This project focuses on the success of female entrepreneurs in the market for WASH products and services. Members of the capacity-building and mentorship network, branded as the WEwork collective, will receive support and training on personal, professional, and community leadership; business planning; and financial literacy. This approach will be tested with more than 100 women across eight target provinces in Cambodia, and will emphasize community-driven peer coaching and support. WaterSHED will also reshape WASH marketing tools and strategies in order to better reach rural women consumers and to promote the success of business women in the supply chain. The outcomes of this project will better inform the design of women's economic empowerment programs worldwide.

GAP Year Program (Girls Achieve Power)- Using sport to empower girls at critical time of adolescent transition

Organization: Wits Reproductive Health & HIV Institute

Location: South Africa

Wits Reproductive Health & HIV Research Institute (RHI) in South Africa, along with Grass Root Soccer (GRS), Sonke Gender Justice, and the Population Council, will empower adolescent girls in South African townships as they progress in education by increasing their educational, health, social, and economic assets, while at the same time shifting gender attitudes and encouraging positive behavior among adolescent boys. The “Girls Achieve Power” (GAP) Year Program will work with schools and communities to encourage a culture of health and safety, and promote school retention among adolescent girls. Using soccer as a program platform, and enlisting local coaches as facilitators, the program will enable a healthy and productive progression for adolescent girls through secondary school. Aside from these direct benefits, the program will also expand the evidence base around the impact of asset-building approaches for adolescent girls.

ListenUp: Amplifying girls’ voices through sanitary pads and health information

Organization: ZanaAfrica Group Limited

Location: Kenya

ZanaAfrica seeks to implement safe, accurate, and cost-effective reproductive health innovations for girls—in the form of disposable sanitary pads coupled with girl-centered reproductive health information and resources—and to evaluate this approach against traditional facilitation-based methods for impact on girls’ educational attainment, sexual behavior, reproductive health, and self-determination in order to expand the global evidence base surrounding the role of menstrual health-focused interventions in gender parity, health, and development.

*This projects were submitted through the call, Putting Women and Girls at the Center of Development, but were funded by individual program teams and not from Grand Challenges initiative.

Other Foundation Gender-Related Projects

Description

These projects are part of an internal initiative at the Bill & Melinda Gates Foundation to become more intentional and strategic about identifying and addressing gender inequalities in both our strategies and investments and work with our partners to take a more gender-intentional lens in their work. The project list is inclusive of both executed grants and contracts and projects under consideration by the Bill & Melinda Gates Foundation. Note that projects under consideration printed below are not guaranteed for funding.

Analyses on the Menstrual Hygiene Management Sector

Organization: FSG

Location: Global

FSG will conduct a sector landscape analysis consolidating and synthesizing existing trends, activities, and evidence to accelerate the foundation's learning, conduct and prepare a market analysis of products and service being demanded by and supplied to women and girls and identify gaps and high-impact opportunities for interventions in menstrual hygiene management (MHM).

Effectiveness of Urban Self Help Groups (SHGs) for Improved MNCH Outcomes (MARPU)

Organization: Mahila Abhivrudhi Society

Location: India

Mahila Abhivruddhi Society, Andhra Pradesh (APMAS) in partnership with Institute for Human Development (IHD) proposes the action research project, 'Effectiveness of Urban Self Help Groups (SHGs) for Improved MNCH Outcomes (MARPU)'. The prime focus of the proposed investment is to implement an action research project to ascertain the effectiveness of urban SHGs and their federations as platforms for improved maternal, newborn and child health (MNCH) outcomes, based on the learning from models that have been successfully implemented at scale in rural areas.

Gender inequity and intimate partner violence: addressing barriers to healthy lives

Organization: International Center for Research on Women

Location: India

Existing evidence has demonstrated the high prevalence of intimate partner violence and the association of violence with negative health outcomes and behaviors in our focal States of Uttar Pradesh and Bihar. ICRW seeks to understand the patterns and drivers of intimate partner violence in India, particularly in Uttar Pradesh and Bihar, and review programs globally and in India that have been evaluated to demonstrate successful approaches to dealing with violence, and particularly, approaches using the platforms of local governance, health workers, and self-help groups.

Improving the Way We Measure Empowerment and Agency of Women and Girls

Organization: Royal Tropical Institute (KIT), Amsterdam, Netherlands

Location: Global

The tools and methods used to conceptualize and measure empowerment of women and girls have real implications for understanding whether or not – and to what extent – interventions are successful in increasing empowerment. The Royal Tropical Institute of the Netherlands (KIT) is supporting the Gates Foundation to develop a conceptual model of empowerment which will be rooted in the work of the foundation and its partners and will drive towards conceptual clarity and a common language across the foundation’s work on empowerment of women and girls. They will also develop practical tools and resources to help the foundation and its partners incorporate better measurement empowerment of women and girls in their work.

Addressing women's time poverty: Women's empowerment through her labor and time

Organization: School of Oriental and African Studies (SOAS)

Location: Global

SOAS is providing expert technical assistance to the Bill & Melinda Gates Foundation on the issue of time use and women’s empowerment in developing country settings. The work originates in an internal collaboration across ten foundation program strategy teams aiming to accelerate learning on how to most effectively and intentionally identify and address gender inequalities that impact the foundation’s work and to contribute to the development of better measures of women’s and girls’ empowerment and agency to track progress.

Leveraging Policies and Laws that are Pro-Women and girls to Decrease Inequalities in Health and Development Outcomes

Organization: University of California Los Angeles (UCLA)

Location: Global

WORLD Policy Analysis Center will provide foundation and civil society leaders around the world and Gates Foundation program leaders and strategy teams with a better understanding of the policies and laws that will most likely improve equitable health and development outcomes for women and girls in the context of the sustainable development goals (SDGs).

Kissa Kahani

Organization: University of Chicago

Location: India

University of Chicago seeks to address disparities in family planning outcomes for youth ages 15 to 24 by accelerating learning on gender inequalities, identifying avenues for intervention, and implementing and evaluating solutions. They will focus on adolescent sexual and reproductive health (ASRH) outcomes. Digital stories (short first-person narratives set to music, images, and video) will anchor the project, serving as a source of information regarding the lives of youth in Uttar Pradesh, India; as an intervention through their ability to build skills among storytellers; and as a communications vehicle via online and face-to-face dissemination.

Resources

- ❖ Gender Aware Approaches to Monitoring and Evaluation
- ❖ Batliwala, Srilatha. (2011). Strengthening Monitoring and Evaluation: 13 Insights for Women's Organizations, Association for Women in Development (AWID).
- ❖ Murthy, Ranjani. (2015). Toolkit on Gender-sensitive Participatory Evaluation Methods. New Delhi: Institute of Social Studies Trust (ISST). Section 1.
- ❖ Demetriades, Justina. (2007). Gender Indicators: What, Why and How? (BRIDGE).
- ❖ Fletcher, Gillian. (2015). Addressing Gender in Impact Evaluation. A Methods Lab publication. London: Overseas Development Institute

Gender Aware Approaches to Monitoring and Evaluation

Resource Pack

Sr. no	Resource Type: Reports	Description
1.	Batliwala, Srilatha. (2011). Strengthening Monitoring and Evaluation: 13 Insights for Women's Organizations , Association for Women in Development (AWID).	This paper aims to address the challenges faced by both women's organizations and their donors in effectively monitoring and evaluating women's rights work. It provides 13 key insights for women's organizations to strengthen capacity to track and assess the contribution of their interventions and organizations
2.	Murthy, Ranjani. (2015). Toolkit on Gender-sensitive Participatory Evaluation Methods . New Delhi: Institute of Social Studies Trust (ISST).	This toolkit shares gender-sensitive participatory evaluation methods that captures changes at intra-household, community, market and state levels. Twenty six such methods have been elaborated in this toolkit, under two sections, viz. individual level methods and group or collective methods.
3.	World Bank. (2005). Gender Issues in Monitoring and Evaluation in Rural Development: A Tool Kit	This toolkit assists in integrating gender concerns into the design of rural development projects and in the evaluation of results, outcomes and impact on overall rural well-being. It outlines key issues and activities to be considered at different points of the project cycle (design, appraisal, implementation and completion) for an effective gender-sensitive M&E system.
4.	Batliwala, Srilatha and Pittman, Alexandra. (2010). Capturing Changes in Women's Realities: A Critical Overview of Current Monitoring & Evaluation Frameworks and Approaches , (AWID).	This report offers a critical review and an analysis of a large number of M&E frameworks and tools, along with some of their strengths and weaknesses in assessing women's rights and gender equality processes and impacts.
5.	Canadian International Development Agency (CIDA). (1997). Guide to Gender-Sensitive Indicators , Canada: (CIDA).	This guide promotes conceptual and methodological understanding of indicators, with special emphasis on gender-sensitive indicators. After introducing concepts, the guide reviews techniques for choosing and using indicators at the project level, as an instrument of results-based management.
6.	Demetriades, Justina. (2007). Gender Indicators: What, Why and How? . (BRIDGE).	This brief focuses on the use of gender-related indicators as a way of measuring change. It also addresses the issue of what we should be measuring, providing some broad principles, questions and good practices for making these decisions. The brief also offers examples of existing indicators such as the Gender Development Index and Gender Empowerment Measure.

7.	Fletcher, Gillian. (2015). Addressing Gender in Impact Evaluation . A Methods Lab publication. London: Overseas Development Institute.	This paper is intended as a resource for development practitioners and evaluators who want to examine gender impact in their evaluations. It helps clarify the importance of going beyond numbers of women participants and sex-disaggregation in assessing results. It offers recommendations on questions, methods and tools to help assess gender in impact evaluation of interventions.
Sr. no	Resource Type: Journal Articles	Description
8.	Podems, Donna R. (2010). Feminist Evaluation and Gender Approaches: There's a Difference? <i>Journal of Multi Disciplinary Evaluation, Volume 6, Number 14 ISSN 1556-8180</i> .	The purpose of this article is to provide readers with a historical overview and description of feminist evaluation and gender approaches. Feminist evaluation and gender approaches should be viewed as distinct approaches.
9.	Hay, Katherine. (2012). Engendering Policies and Programmes through Feminist Evaluation: Opportunities and Insights . <i>Indian journal of gender studies (0971-5215)</i> , 19 (2), p. 321.	This article examines how feminist theory and practice is influencing the framing, methods and conduct of evaluation. It examines several sets of evaluation efforts and experiences and explores how feminist grounding and theory plays out in evaluation practice.
10.	Shakya Holly, Moneti Francesca and Mackie Gerry. (2015). What are social norms? How are they measured? California, USA: UNICEF/Centre on Global Justice, University of San Diego.	The paper's main focus is on understanding why a behavior, harmful or beneficial is common to the whole group. Therefore, programs may be more effective if they support the revision, of social expectations of people throughout the entire community of interest.
11.	Sudarshan, Ratna M. (2012). Gendering Evaluations: Reflections on the Role of the Evaluator in Enabling a Participatory Process , <i>Indian Journal of Gender Studies</i> , Vol 19, no 2, June 2012, pages 303-320.	The article reflects on the experience of researchers at the Institute of Social Studies Trust (ISST) with evaluation of gender sensitive/women oriented development projects. It argues that participatory methods, based on adequate contextualization, allow for constructive evaluation.
Sr. no	Resource Type: Presentations	Description
12.	Moneti, Francesca & Mackie, Gerry. (2013). General Considerations in Measuring Social Norms . London School of Hygiene and Tropical Medicine.	The presentation contains slides on identification and measurement of social norms. It provides a step by step guide to identify an individual's network, the social norms in the network and methods to measure changes in social norms.
Sr. no	Resource Type: Books	Description
13.	Brisolara Sharon, Seigart Denise, & SenGupta Saumitra. (2014). Feminist Evaluation and Research: Theory and practice . New York: Guilford Publication.	The book provides an overview of feminist theory and research strategies as well as what feminist methods contribute to research and evaluation projects. With a focus on social justice models, the book covers ways to conduct feminist research and evaluation in effective, innovative, and culturally competent ways.

14.	Bicchieri, Cristina. (2016). <u>Norms in the Wild: How to Diagnose, Measure and Change Social Norms</u> . Cambridge University Press.	
15.	Ratna Sudarshan M., Ranjani Murthy K., Shradha Chigateri. Ed. (2015). <u>Engendering Meta-evaluations: Towards Women's Empowerment</u> . New Delhi: ISST.	The book provides a meta-analysis of the evaluations of four flagship programs of the GOI through a gender lens. This collection of meta-evaluations is motivated by the questions on whether the programs succeed in being gender-transformative, and whether there are recurring and gendered findings of such project evaluations.
Sr. no	Resource Type: Video	Description
16.	Hay, Katherine and Sudarshan, Ratna M. (MyM&E e-learning video). Strengthening Equity-focused Evaluations Through Insights From Feminist Theory and Approaches .	The video talks about strengthening equity-focused evaluations through insights from feminist theory and approaches.
17.	Sanz Belen, Minelli Flaminia (MyM&E e-learning video). Integrating Human Rights and Gender Equality in Evaluation .	This video provides guidance on how to incorporate human rights and gender equality considerations into evaluations.
18.	Murthy, Ranjani, (Better Evaluation video). Toolkit for Gender Sensitive Participatory Evaluation .	These presentations focus on various gender sensitive participatory evaluation tools, such as body mapping or power walks.